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**MARCH 2025**

# *A review of gender integration in African food-system policies: insights from Nigeria, Tanzania, Egypt and Kenya*

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Harriet Mawia, Dolapo Enahoro



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## *A review of gender integration in African food-system policies: insights from Nigeria, Tanzania, Egypt and Kenya*

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# Abstract

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Ensuring gender equality is a crucial aspect of achieving development goals, particularly in low- and middle-income countries (LMICs). Policymaking stands as a key avenue through which governments can actively pursue gender-responsive development. In LMICs—where agriculture often plays a pivotal role in the economy, and rural livelihoods are closely tied to food value chains—the integration of gender in agricultural and food-system policies is paramount. This is particularly true for many African countries. Although many African governments have recognized the importance of gender equality in agricultural and related sectors, gender disparities still persist in these sectors. This study evaluates national policies across various sectors in Nigeria, Tanzania, Egypt and Kenya, considering gender-based distinctions in the needs and priorities of women and men. Employing tools adapted to the broader context of food systems, the analysis of 54 sectoral policy documents reveals an encouraging pattern at first glance—that 89.9 percent of documents integrate gender considerations and perspectives. However, we identify specific gaps in the integration of gender considerations in national policies related to food systems, such as agriculture, livestock, and climate change. This could differentially affect how women and men derive benefits from ongoing or future changes in the countries' food systems.

**Keywords:** *gender mainstreaming, policy analysis, agriculture, food systems, Africa*

# 1. Introduction

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Implementing a strategic approach that incorporates a gender perspective into policymaking is crucial for African countries to attain positive outcomes in their development efforts (Portia and UN Women 2022; Dugarova 2019). This involves integrating women's perspectives and experiences in the entire policymaking process, including in design, implementation, monitoring and evaluation across political, economic and societal domains. The goal of such integration is to ensure equal benefits from ongoing development for both women and men, thereby preventing the perpetuation of gender inequality and discrimination. By eradicating gender biases from government decision-making and making thoughtful spending decisions, there is potential to enhance public trust in governance (OECD 2019).

According to the 2023 FAO *The Status of Women in Agrifood Systems* report (FAO 2023), both women and men in sub-Saharan Africa play relevant roles in agricultural production and food security, with women estimated to account for up to 66 percent of employed labor in agri-food systems. While agri-food systems serve as a significantly more vital means of livelihood and well-being for women than for men, women often play marginalized roles and face unfavorable working conditions within the systems compared to men. Gender-based disparities arising from variations in resource access and opportunities for self-development or actualization between women and men, as well as from discriminatory norms and policies have been identified as significant obstacles to societal progress and development (Farnworth et al. 2015; Rodgers and Akram-Lodhi 2018). The disparities not only hinder women's ability to fully engage in agricultural production and associated activities, but they also constrain women's potential and opportunities to reap benefits that would otherwise be attainable (Piedrahita et al. 2023). Women experience greater job losses in off-farm agricultural employment than men. Consequently, their roles remain irregular, informal, part-time, low-skilled, labor-intensive and less profitable compared to those of their male counterparts (FAO 2023). Additionally, as economies develop, there may be a shift away from agriculture towards industrialization and services. The contribution of agriculture to the economy and to employment may decline; this seems to be a global trend.

Narrowing the gender gap in farm productivity and addressing the wage disparity in agricultural systems, particularly given increasing global hunger, would "increase global gross domestic product by 1 percent (or nearly USD 1 trillion). This would reduce global food insecurity by 2 percentage points, reducing the number of food-insecure people by 45 million" (FAO 2023, 162).

Although many national governments recognize the significance of narrowing such gender gaps and the importance of integrating gender into development programs and policies, along with allocating requisite resources for the implementation of their implementation, they often fail to translate these acknowledgments into concrete strategic actions. Several key factors contribute to gender inequality across African nations, including the insufficient integration of gender perspectives into national policies, strategies, programs and action plans; underfunded and fragile gender institutions; inadequate budget allocations; limited enforcement mechanisms at local and national levels; constrained capacity of gender focal points; and ineffective data management and monitoring systems to support gender empowerment efforts (Acosta et al. 2023; AU 2024; UNECA 2023; ReSAKSS 2019; NEPAD 2019). Addressing these barriers and thereby narrowing gender disparities related to farm productivity and agricultural employment wages requires comprehensive policy reforms, increased investment in gender-focused initiatives, and robust monitoring and evaluation systems that ensure effective implementation and accountability.

Agriculture—including livestock, fisheries, crops and forestry—remains a primary source of employment and livelihood for households and individuals across Africa, particularly in

rural areas, and spanning various demographics—including men, women, the young and the elderly (Khachatryan and Peterson 2018). However, gender inequality presents significant obstacles to poverty reduction, reduced unemployment, and the improvement of food security and nutrition (Lecoutere et al. 2023). [Table 14](#) (in Appendix 2) presents the Gender Inequality Index by country; this data provides crucial insights for policymakers by highlighting disparities in health, empowerment, and labor market participation—key factors that should inform targeted policy interventions to promote gender equality.

To promote inclusive agricultural development, gender equality should essentially be integrated into the formulation and implementation of countries' development policies, strategies and programs. This integration should extend beyond key areas essential for agricultural growth and economic development, such as financial and extension services, marketing, technology, farm inputs, livestock services, and other resources (Kosec et al. 2023). It should also include other vital sectors, including health and nutrition, as well as the management of critical phenomena like climate and environmental change (Kassie et al. 2015; Khachatryan and Peterson 2018; Huyer 2021; SIDA 2021; EIGE 2016).

Recently, Mawia et al. (2025) examined the status of gender integration in agricultural and related policies across LMICs in Africa and found that the current tools used to assess gender integration in agricultural policies are not directly applicable to evaluating policies within the broader food system. This limitation arises from the failure of these tools to consider important gendered interactions beyond agriculture, such as health, nutrition, climate, and the management of natural resources and the environment. Nevertheless, these components and their interactions with gender are crucial in determining whether ongoing or future interventions in agri-food systems will yield favorable outcomes for women and men. To address this limitation, we propose adapting a policy analysis tool that harmonizes elements of the Gender in Agricultural Policies Assessment Tool (GAPo) (FAO 2016) and the rubric developed by Gumucio and Rueda (2015), which have previously been applied to gender integration of agriculture. In alignment with Njuki et al.'s (2022) conceptual framework on gender and food systems, this approach provides a more comprehensive evaluation of gender responsiveness beyond the domains of agriculture. It extends policy evaluation to health, nutrition, climate change, and the management of the environment and natural resources.

This study applies the adapted conceptual framework proposed by Mawia et al. (2025) and presents insights gained from assessing the integration of gender in agricultural and food-system policies in Nigeria, Tanzania, Egypt and Kenya.

## *1.1 Research questions*

In assessing the integration of gender in agriculture and food-system policies, some research questions become relevant, such as: (i) Do the policies recognize gender inequalities or causes for gender inequalities? and (ii) Do these policies address them, and in what ways? In this study, we address these questions by examining how key national policies guiding the transformation of agriculture and the food system in the study countries incorporate gender considerations.

## 2. Methodology

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Nigeria, Tanzania, Egypt and Kenya were purposively selected for this study as they are the focus of ongoing studies on gender in agri-food systems, aligning with broader research and programmatic priorities aimed at addressing gaps in policy-focused gender research. These countries are also key sites for agricultural development research and investment. Additionally, their analysis reflects differences in how each country addresses gender integration in food system-related policies.

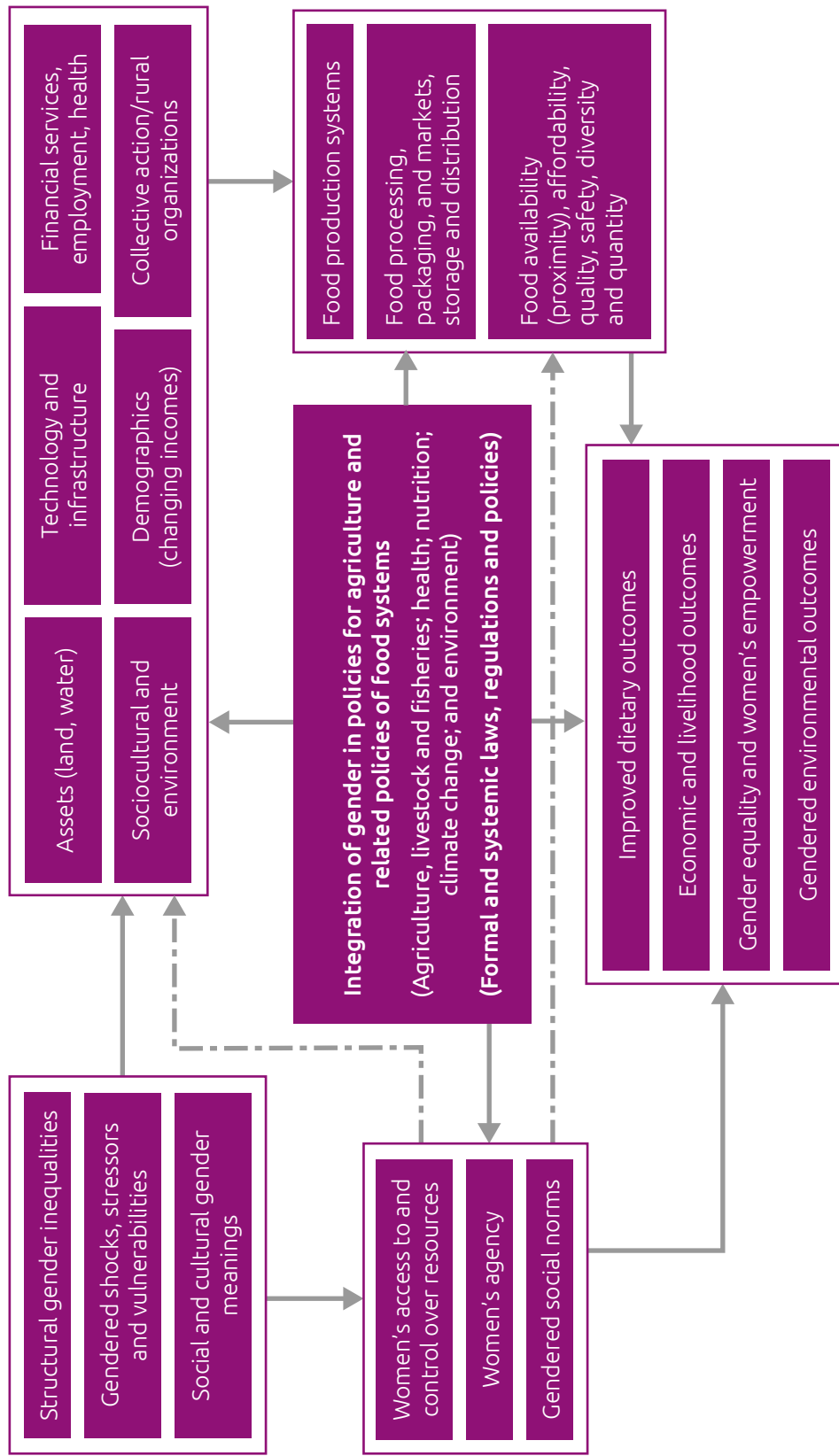
To analyze the integration of gender in sectoral policies of LMICs, Gumucio and Rueda (2015) combined desk reviews and interviews with stakeholders to gauge their knowledge or perceptions of gender integration in policy documents. Another investigation by Ampaire et al. (2020) employed thorough desk reviews of policy papers using only one gender assessment tool—the rubric developed by Gumucio and Rueda, (2015). In contrast, this study has incorporated assessment insights from two distinct gender assessment tools: the GAPo tool developed by the FAO, and the rubric by Gumucio and Rueda (2015). A desk review was used to assess policy documents from each of the study countries, following the adapted assessment framework outlined by Mawia et al. (2025). The desk review examined the integration of gender considerations in policy documents relevant to the respective food systems in those countries. Specifically, we scrutinized the current or most recent policy documents for three pivotal sectors: (i) agriculture (crops and livestock), (ii) fisheries and (iii) health. Additionally, we examined policy and strategy documents that oversee the national management of nutrition, climate change and environmental issues in the study countries. Considering their significance to agriculture, rural development and gender equality, and recognizing their often-limited representation in the agricultural policy documents of LMICs (Huyer 2021), we analyzed policies from the livestock and fisheries subsectors distinctly from those governing the general agricultural sector, which typically emphasize crops. In total, our assessment covered policy documents across five overarching themes: (i) agriculture (crops), (ii) livestock, (iii) fisheries, (iv) health and nutrition, and (v) climate change and the environment. Previous literature has associated each of these five themes with significant implications for gender inequality (Farnworth et al. 2015; Rodgers and Akram-Lodhi 2018).

## 2.1 The assessment framework

As a precursor to analyzing national and sectoral policy documents, we reviewed the landscape of gender and women's empowerment in agri-food systems in each study country. This process involved examining gendered aspects of population, poverty and employment data, as well as assessing indicators of gender inequality, discrimination, asset ownership, access to resources, and exposure to climate risks. Information for this review was gathered from reports and databases of global organizations such as the World Bank, the United Nations Development Project (UNDP) and the International Labour Organization (ILO). According to Mawia et al. (2025), the GAPo tool by FAO and the rubric by Gumucio and Rueda (2015) have been used to assess gender integration in agricultural policy documents, particularly policy documents related to climate change, agriculture and food security. These tools evaluate various aspects of policy, such as the inclusion of gender-specific objectives, strategies for reducing gender disparities, resource allocation for gender initiatives, and mechanisms for monitoring and accountability in addressing gender issues.

The adapted framework used in this study to evaluate and classify policy documents based on their performance in integrating gender within broader food systems ([Figure 1](#)) builds on concepts advanced by Njuki et al. (2022), incorporates elements from the GAPo tool, and draws inspiration from the rubric by Gumucio and Rueda (2015). Developed through a five-step process detailed in the following section, the framework focuses on four key areas linking gender equality and women's empowerment to food-system functions: (i) facilitating individual and social change to expand women's agency; (ii) improving women's access to and rights over those resources; (iii) challenging harmful gender and social norms; and (iv) addressing policy, legal and institutional barriers to women's empowerment.

With the application of the adapted framework, we aimed to comprehensively cover the interactions of gender with key components of the food system by reviewing the integration of gender in policy documents relevant to agriculture (including a separate review of policies on livestock, fisheries, and their associated value chains), health, diets and nutrition, climate change, and the environment.



**Figure 1. Adapted framework for assessment of gender integration in food system-related policy documents**

Source: Mawia et al. (2025)

## *2.2 Applying the adapted assessment framework*

In applying the adapted framework for a gendered assessment of food-systems policies, we posed a series of questions to policy documents to ascertain whether they were designed to promote, support or hinder gender equality and the empowerment of women within the food systems of the selected countries. Aligned with Njuki et al.'s (2022) conceptual framework, we considered the interactions of gender within key components of the food system (agricultural and livestock sectors and value chains), major drivers of change such as climate change, and measurable outcomes of system change such as diets and nutrition.

The assessment framework followed five main steps. The first two steps—the general then thematic assessment—are used to evaluate policy documents in regard to gender integration across various aspects related to women's roles, rights, needs and participation in agri-food systems.

### *Step 1: Generally assessing gender issues within policy documents*

This step involved a generalized assessment which includes questions that map the inclusion of general gender-related issues within a policy/strategy/plan. In this step, we posed various questions regarding the gender sensitivity of a policy, to which a “yes” or “no” response was required. We then assigned scores (levels 1 to 4) to indicate the level of gender integration and a corresponding color code to reflect the degree of gender sensitivity. Detailed questions for some of the sectors are included in [section 2.4.1](#).

### *Step 2: Thematically assessing gender issues within policy documents*

This step involved a thematic assessment adapted from the framework by Mawia et al. (2025). The themes presented in [Table 1](#) are relevant to the different sectors of the food system and include capital and assets, markets, livelihoods, institutions, inputs and services, research and technology, and external shocks. The thematic assessment also uses the same four-level scoring system to evaluate the degree of gender integration within specific thematic areas relevant to particular sectors, ranging from ignoring gender considerations to actively addressing the root causes of gender-based inequality. Specifically, it evaluated how policies facilitate equal access to markets, inputs, financial services, capital and assets. It also assessed policies on how well they include research, technology and institutions that can reduce negative impacts from external shocks on women's livelihoods across various subsectors.

### *Step 3: Scoring the general and thematic assessments of policy documents*

This step included scoring the first (general) and the second (thematic) assessments. It proposes a scoring approach that mimics the GAPo tool and rubric with scoring assigning levels (1 to 4), ranging from “ignoring gender considerations” (level 1) through to “recognizing and addressing the root causes of gender-based inequality” (level 4). A coding scheme, using color-coded scorecards, was also applied to reflect the degree of gender sensitivity.

### *Step 4: Assessing the alignment of sectoral policies with national and international mandates for gender equality*

This step involved a thorough review of policy texts to assess if sectoral policies align with gender-equality commitments articulated in national constitutions, development plans, and

international frameworks. The analysis examined whether policies incorporate elements such as sex-disaggregated data for monitoring and evaluation, provisions to strengthen institutional capacities for gender-sensitive initiatives, dedicated budget allocations for gender-focused activities, and measurable gender indicators across thematic areas.

Drawing on national constitutional provisions or international gender-equality priorities such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) or the Beijing Declaration and Platform for Action, the evaluation also assessed the extent to which policies explicitly reference or comply with gender-equality mandates in their stated objectives and measures.

Policies were scored using a simple binary scoring system, assigning a “yes” for policies that explicitly address these priorities and a “no” for those that do not. Evaluating these components in this step ensured a comprehensive understanding of how effectively sectoral policies integrate and operationalize gender-equality priorities within their respective contexts, and how aligned they are with broader gender-equality goals.

## *Step 5: Post-scoring interpretation of the policy assessment results*

The policy assessment outcomes are described for each country, starting with sector-specific results. Each policy document is classified as gender-transformative, gender-accommodative, gender-neutral or gender-blind, with classification criteria detailed in [section 2.4](#). The discussion focuses on summarizing these classifications and highlighting key findings for each country.

Categorizing food-system policies and research initiatives based on their level of gender integration helped us identify areas that need improvement and advocate for gender-transformative approaches that aim to create a more just and equitable food system. Our analysis also included the total number of documents reviewed per sector and their performance across steps 1 to 4.

## *2.3 Selecting policy documents*

A set of policy documents was selected to serve as a representative compilation of laws, rules, guidelines, ideas and action plans shaping the development of each country’s food system. In our assessment, we scrutinized two primary types of policy documents:

- **National sector policies:** These documents, such as a country’s national agricultural policy, were accorded the highest priority due to their pivotal role as the foundational sector documents influencing subsequent documents like strategies, plans and programs.
- **National implementation strategies/national action plans/program documents:** These documents were given the next level of priority and were reviewed in cases where a national sectoral policy document was unavailable.

To assess whether gender mandates and sensitivities at the broader national level were adopted within the policies and priorities of sectors of immediate relevance to food systems (FAO 2016), countries’ constitution and national development plans/vision documents were included in the review.

The process of selecting policy documents for assessment followed the following inclusion criteria:

- The policy documents should have been published not earlier than 2012, except in cases where a document published earlier was included for comparative purposes against a more recent counterpart, or where the older document was the only available document (in the absence of recently published documents).
- The number of documents analyzed per country varied based on availability, particularly

given their limited online availability. The total number of national policy/strategy documents reviewed for each study country ranged from nine to 20.

## *2.4 Assessing gender integration: criteria and scoring*





Our assessment of gender integration in food-system policies in the studied countries focused on evaluating the extent to which selected policy documents met the following criteria. These criteria are adapted from the GAPo tool developed by the FAO, and served as the basis for the specific questions asked of the documents included in the assessment:

- a. Recognition of and addressing the needs of rural women in policies guiding agricultural and related sectors crucial to their well-being.
- b. Assurance of equal access for rural women and men to essential resources, including capital; inputs; employment opportunities; and the benefits derived from research, technology and markets.
- c. Inclusion of rural women in the decision-making and implementation processes of policies within target sectors.
- d. Assurance of women and children's access to healthcare, nutrition, hygiene and sanitation services and benefits.
- e. Implementation strategies to address discriminatory social norms, cultural attitudes, and practices that negatively impact the diets and nutrition of women and children.
- f. Recognition of women's roles in environmental and natural resource management, and their involvement in the mitigation of and adaptation to climate change.

Our assessment extends the application of both the GAPo tool and the rubric to include sectors and themes beyond their original focus. While maintaining the focus of gender integration assessed by GAPo (such as the roles, rights and needs of women), we broadened the classification to include additional sectors related to food systems (agriculture, livestock and fisheries) and introduced new themes—health, nutrition, climate change and the environment. We further refined our tool by incorporating subsector-specific questions, allowing us to analyze a broader range of policy documents than previous studies. This allowed us to assess how gender is addressed in policy objectives, the clarity of implementation strategies, and the allocation of financial resources.

To provide a clear visual representation of the results, each policy document was assigned a color code corresponding to its assigned “level” (1 to 4), following an approach inspired by the GAPo tool. These levels also align with different classifications of gender integration in policies. [Table 1](#) outlines the specific criteria used to classify all analyzed policy documents to ensure consistency in the evaluation process. This approach made it easier to compare gender integration efforts across policies.

**Table 1. Criteria for assessment scores**

Color-coded level of gender integration	Gender integration classification	Description of policy document
Level 1 	Gender-blind (or gender-discriminatory)	<p>A policy document that fails to explicitly recognize the diverse needs, challenges or opportunities that individuals of different genders may experience.</p> <p>Such a policy relies on a one-size-fits-all approach in its design and implementation, perpetuating discrimination and existing gender disparities.</p>
Level 2 	Gender-neutral	<p>A policy document that acknowledges women’s roles, contributions and unique constraints, but treats all individuals equally, irrespective of their gender.</p> <p>While the aim is to prevent discrimination, it fails to include specific measures that address distinct gender-specific needs, opportunities and challenges faced by individuals.</p>
Level 3 	Gender-accommodative	<p>A policy document that acknowledges and addresses the unique needs, challenges and opportunities individuals face based on their gender, while operating within existing power structures and gender norms.</p> <p>Although this approach includes specific measures to address gender inequality, it does not implement strategies to transform the norms or power relations that perpetuate it.</p>
Level 4 	Gender-transformative	<p>A policy document that goes beyond accommodating the unique needs of individuals of all genders and actively seeks to challenge and transform the deep-rooted social norms, stereotypes, unequal power structures, and discriminative cultural practices that perpetuate gender inequality.</p> <p>Such a policy has a long-term implementation perspective which often involves targeted strategies to change behaviors, attitudes and perceptions related to gender roles and norms which are fundamental causes of gender-based disparities.</p>

## 2.4.1 General policy assessment

The following questions/statements are part of the general assessment step of the framework/assessment tool, requiring a “yes” or “no” response. For brevity, we have included only the questions related to the crop, livestock and fisheries subsectors here. Questions for the other subsectors (health, nutrition, climate change, environment) are provided in [Appendix 1](#).

<b>Agriculture (crop)/ livestock/ fisheries domain</b>	<p>The policy document:</p> <ol style="list-style-type: none"> <li>1. Recognizes women’s roles in agriculture, livestock and fisheries and rural development.</li> <li>2. Has gender equality in agriculture, livestock and fisheries or women’s rights as explicit policy objectives.</li> <li>3. Includes specific measures to address women’s agriculture-, livestock- and fisheries-related needs.</li> <li>4. Promotes women’s participation in policy formulation, implementation and evaluation processes of agriculture, livestock and fisheries policies.</li> <li>5. Promotes the use of sex-disaggregated data for policy monitoring and evaluation in agriculture, livestock and fisheries policies.</li> <li>6. Includes strategies that actively address and seek to change discriminative social norms and power dynamics to promote equitable outcomes for all genders.</li> <li>7. Includes mention to national mandates for gender equality (e.g., gender equality provisions in constitution, national development plan or gender policy).</li> <li>8. Includes gender-sensitive measures, gender-sensitive works, budgeting for gender-specific activities and any other gender-sensitive indicators for agriculture, livestock and fisheries sectors.</li> </ol>
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## 2.4.2 Thematic policy assessment

[Table 2](#) presents the key considerations factored into the analysis of different food system sectors (agriculture, livestock, fisheries, climate change, environment, health and nutrition) and themes relevant to gender equality within food systems. Derived from existing literature, these categories include capital and assets, inputs and services, institutions, livelihoods, markets, research and technology, and external shocks and stressors (Kosec et al. 2023; FAO 2021; Valmonte-Santos et al. 2016; Kissinger et al. 2019; Sheik and Arakal 2022; Smith et al. 2022; Njuki et al. 2021; Nordhagen et al. 2022). These themes allow for the inclusion of explicit policy objectives that promote gender equality, and specific measures that address the adaptation needs of rural women in the face of climate change as well as safeguarding their environmental rights for improved food systems (Mawia et al. 2025).

Using the assessment criteria outlined in [Table 1](#) and detailed in [section 2.4.1](#), we evaluated and scored policy documents for each theme across four gender integration levels based on their gender sensitivity.

**Table 2. Key considerations factored into the analysis of different food system sectors and themes**

Considerations	Agriculture	Livestock	Fisheries	Nutrition	Health	Climate change	Environment
<b>Capital/assets</b>	Land, soils	Land, water	Land, water	Food, water and hygiene	Health facilities (hospitals, pharmacies)	Land, water, forests	Land, water, forests, fossil fuels
<b>Inputs/services</b>	Financial services	Financial services	Financial services	Financial services	Health insurance/financing	Climate financing (sources of finances to support mitigation of and adaptation to climate change)	Ecosystem financing
<b>Institutions</b>	Rural organizations/cooperatives	Rural organizations/cooperatives	Collective management/cooperatives	Rural nutrition organizations	Rural health organizations	Collective management, community adaptation	Collective management of natural resources
<b>Livelihoods</b>	Rural employment	Rural employment	Rural employment	Rural employment	Rural employment	Ecosystem services provisions	Natural resources services provisions
<b>Markets</b>	Agricultural markets and agri-food value chains	Livestock markets and agri-food value chains	Fisheries markets and agri-food value chains	Food availability (food access and markets)	Markets for medicine and health	Economic activities and markets	Economic activities and markets
<b>Research and technology</b>	Agricultural research/technology (digital/advisory services)	Research and technology (digital/advisory services)	Research and technology (digital/advisory services)	Research and extension, food technology	Research and technology (digital/advisory services)	Research and technology (digital/advisory services)	Research and technology (digital/advisory services)
<b>External shocks and stressors</b>	Stressors and conflicts, e.g., climate change, market shocks	Stressors and conflicts, e.g., climate change	Stressors and conflicts, e.g., pollution	Stressors and conflicts, e.g., disease outbreaks/wars	Stressors and conflicts, e.g., pandemics/epidemics	Stressors and conflicts, e.g., unpredictable weather extremes/environmental refugees	Stressors and conflicts, e.g., climate change

Authors' compilation based on insights from Kosec et al. 2023; FAO 2021; Valmonte-Santos et al. 2016; Kissinger et al. 2019; Sheik and Arakal 2022; Smith et al. 2022; Njuki et al. 2021; Nordhagen et al. 2022.

## 2.5 Analyzing data and representation

We evaluated the integration of gender considerations in individual policy documents from each study country, using improved scoresheets derived from the GAPo tool and insights from the rubric by Gumucio and Rueda (2015). Responses to each question were systematically recorded in appropriately labeled Excel sheets for each policy document and country. For the initial stage, the results were organized based on rankings (the ratio of documents that were gender-sensitive over the total number of documents assessed) to assess the relative performance of different policies within each country, comparing them across various themes or sectors within the country, and with policies from other countries. For example, we condensed information from each country's results to highlight sectors or themes that have policy documents exhibiting high levels of gender integration and those that do not. This is presented at the beginning of the findings and discussion section.

The expanded version or detailed information about the assessment of each policy document—and how gender-transformative, gender-accommodative, gender-neutral or gender-blind it is—is presented and discussed in the country-level results.

# 3. Study findings and discussion

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Given the extensive nature of the tabular results, the specific results for each sector within each country are represented by the median of the scores assigned at each level for that sector. After scoring all policy documents available under each sector, the scores are arranged in ascending order, and the median is selected. This process is applied to both the general and thematic assessments for each sector in each country. Elaborate assessment results for each sectoral policy document, and its scorecard, are detailed in [Table 15](#) in Appendix 3.

## 3.1 Overview of country-specific policy document assessment

In total, we accessed 62 distinct documents: four national constitution documents, four national development plans, and 54 national policy documents. These were available online, or sourced from key contacts at CGIAR or other institutions. The number of documents per country varied across the study countries, ranging from nine to 20 ([Table 3](#)).

**Table 3. Types of policy documents analyzed by sector/subsector by country**

Sector/ subsector	Type of document	Country				Total
	National document	Nigeria	Tanzania	Kenya	Egypt	
	National constitution	1	1	1	1	4
	Development plan	1	1	1	1	4
	<b>Sectoral document</b>					
<b>Agriculture</b>	National policy	2	1	1	0	4
	Sector strategy/program/plan	0	2	2	2	6
<b>Livestock</b>	National policy	0	1	2	0	3
	Sector strategy/program/plan	1	2	1	0	4
<b>Fisheries</b>	National policy	0	1	2	0	3
	Sector strategy/program/plan	0	1	0	0	1
<b>Health</b>	National policy	2	2	2	0	6
	Sector strategy/program/plan	1	1	1	0	3
<b>Nutrition</b>	National policy	1	0	2	1	4
	Sector strategy/program/plan	1	2	1	0	4
<b>Climate change</b>	National policy	2	0	0	0	2
	Sector strategy/program/plan	1	2	3	2	8
<b>Environment</b>	National policy	1	1	1	0	3
	Sector strategy/program/plan	0	1	0	2	3
<b>Total</b>		<b>14</b>	<b>19</b>	<b>20</b>	<b>9</b>	<b>62</b>

Eight national-level development and constitution documents were used to evaluate the alignment of gender statements in sectoral documents with national gender mandates. The remaining 54 of the 62 documents—primarily sectoral policy and strategic documents—were assessed for gender integration. Of the 54 sectoral documents from all four countries, 90 percent ( $n = 48$ ) were classified as gender-transformative or gender-accommodative, while six were classified as gender-neutral or gender-blind.

[Table 4](#) presents a breakdown of these results by country and highlights significant variations observed within sectors and within subsectors. Across the study countries, policies associated with the agricultural and health sectors/themes exhibited the highest number of gender-sensitive documents reviewed for these sectors, while the environment and fisheries sectors/themes had the fewest.

Considering gender sensitivity alone (gender-accommodative and gender-transformative categories), Kenya demonstrated the highest level of gender integration within the reviewed policy documents, with 15 out of 18 documents (83 percent) classified as gender-transformative and three (17 percent) as gender-accommodative. In Nigeria, eight of 12 reviewed documents (67 percent) were gender-transformative, and three (25 percent) were gender-accommodative. Tanzania followed with nine out of 12 documents (75 percent) classified as gender-transformative and one (8 percent) as gender-accommodative. In Egypt, five of seven reviewed documents (71 percent) were classified as gender-transformative.

Across sectors, agriculture and health emerged as having the highest levels of gender integration among the reviewed documents. See also [Table 15](#) in Appendix 3 that gives the outcome of assessment of policy documents (the median of scores of policy documents for all countries).

**Table 4. Ratio of gender sensitivity in policy documents, by sector and country**

Sector/theme	Type of document	Nigeria	Tanzania	Kenya	Egypt	Total
Agriculture <b>Total: 9/10</b>	National policy	1/2	1/1	1/1	0	<b>3/4</b>
	Sector strategy/program/plan	0	2/2	2/2	2/2	<b>6/6</b>
Livestock <b>Total: 6/7</b>	National policy	0	1/1	2/2	0	<b>3/3</b>
	Sector strategy/program/plan	1/1	1/2	1/1	0	<b>3/4</b>
Fisheries <b>Total: 4/4</b>	National policy	0	1/1	2/2	0	<b>3/3</b>
	Sector strategy/program/plan	0	1/1	0	0	<b>1/1</b>
Health <b>Total: 9/9</b>	National policy	2/2	2/2	2/2	0	<b>6/6</b>
	Sector strategy/program/plan	1/1	1/1	1/1	0	<b>3/3</b>
Nutrition <b>Total: 8/8</b>	National policy	1/1	0	2/2	1/1	<b>4/4</b>
	Sector strategy/program/plan	1/1	2/2	1/1	0	<b>4/4</b>
Climate Change <b>Total: 8/10</b>	National policy	2/2	0	0	0	<b>2/2</b>
	Sector strategy/program/plan	1/1	1/2	3/3	1/2	<b>6/8</b>
Environment <b>Total: 4/6</b>	National policy	1/1	1/1	1/1	0	<b>3/3</b>
	Sector strategy/program/plan	0	0/1	0	1/2	<b>1/3</b>
Total* (%*)		11/12 (92%)	14/17 (83%)	18/18 (100%)	5/7 (71%)	<b>48/5 (90%)</b>

\*The ratios are presented using X/Y, where X is the number of documents characterized as gender-sensitive, and Y is the total number of documents reviewed in that category. Percentages are in parentheses. Total: X/Y is the total number of gender-sensitive reviewed per sector over the total number of documents reviewed per sector.

## 3.2 Nigeria: gender integration assessment results

### Background

In 2021, Nigeria's total population reached 213.4 million, with women constituting 49.5 percent of the population, and a rural population of 99.9 million that accounts for 47 percent of the total population (Statista 2023; World Bank 2022). The most recent available data from 2019, sourced from the World Bank and the ILO, reveals that approximately 23.6 percent of employed women in Nigeria are engaged in agriculture and account for up to 30 percent of the agricultural workforce (ILO 2022; World Bank 2022). See also [Table 13](#) in Appendix 2 for information about country size and employment in agriculture by country.

Examining gender inequality, the 2020 [Gender Inequality Index from the United Nations Development Programme](#) (UNDP n.d.) assigned Nigeria a score of 0.68, signalling higher-than-average levels of gender inequality. However, the Organization for Economic Cooperation and Development (OECD) database suggests variations in gender inequality across different aspects of Nigeria's policy or legal frameworks, with some areas showing more pronounced disparities (e.g., inheritance) than others (e.g., access to land assets, financial services, and justice) (OECD 2022). According to the Federal Ministry of Women Affairs and Social Development, Nigeria adopted the National Policy on Women in 2000. This policy laid the groundwork for the 2006 National Gender Policy which broadened the scope and introduced a more transformative framework to advance gender equality and women's empowerment in all aspects of government policies, activities and programs. Additionally, Nigeria has committed to international and regional gender policy mandates, including the 2000 United Nations Security Council Resolution 1325 on Women, Peace and Security; CEDAW; Solemn Declaration on Gender Equality in Africa; and the 1995 Fourth World Conference on Women (Beijing Declaration).

The 1999 Constitution of the Federal Republic of Nigeria and Nigeria Vision 2020 (NV2020) documents further support gender equality and women’s empowerment: both enshrine gender-equality mandates. For instance, Chapter II of the 1999 Constitution explicitly prohibits discrimination based on various grounds, including place of origin, sex, religion, status, ethnic or linguistic association. Similarly, Section 2 of NV2020 commits Nigeria to fostering respect for individuals irrespective of race, class, disability or gender, emphasizing a strategy of systematic gender mainstreaming in all policies and programs.

Essentially, Nigeria’s key national documents governing policy actions and development underscore strong support for women’s empowerment and gender equality.

### Policy analysis: results by sector/economic unit

We analyzed a total of 12 documents from Nigeria and found that 11 (92 percent) incorporated gender considerations. Eight of these had a score of 4, suggesting a gender-transformative status; three had a score of 3, indicating they were gender-accommodative; and only one was found to be gender-blind.

Summarizing the analysis results, the median scores for each sector are as follows: the agriculture sector had a median score of 4 for the general assessment (gender-transformative) and 3 for the thematic assessment (gender-accommodative). The livestock sector scored 4 for both assessments, while the health sector scored 3 for both. For the nutrition thematic area, the median score was 4 for the general assessment and 3 for the thematic assessment. Both the climate change and environment themes achieved median scores of 4 for both assessments. [Table 5](#) shows a consolidated overview of the policy document assessment for Nigeria presented as median scores for each sector, with detailed results in [Table 6](#), and further sectoral and thematic analysis in the following sections.

**Table 5. Assessment of sectoral policy documents for Nigeria**

Sector/subsector	Scores, <sup>1</sup> and alignment with national gender mandates			
	No. of documents	Median of scores		Alignment with constitution/development plan
		General	Thematic	
<b>Agriculture</b>	2	4	3	1
<b>Livestock</b>	1	4	4	1*
<b>Fisheries</b>	Included in the agriculture strategy			
<b>Health</b>	3	3	3	2
<b>Nutrition</b>	2	4	3	1
<b>Climate change</b>	3	4	4	2
<b>Environment</b>	1	4	4	1

<sup>1</sup> Score classification under general/thematic assessment: 1 = gender-blind, 2 = gender-neutral, 3 = gender-accommodative, 4 = gender-transformative. Under alignment with national gender mandates: 0 = no alignment, 1 = alignment with only 1, 2 = alignment with both, 1\* = the policy document does not refer to any national document, but the gender issues addressed align with national gender mandates.

**Table 6. Outcome of assessment gender integration in selected policy documents for Nigeria**

Sector/ theme (no. of documents assessed)	Document assessed	General assessment score/level <sup>1</sup>				Thematic assessment scores/levels <sup>1</sup>								Alignment with national gender mandates
		1	2	3	4	Assets (land, water, soil, forest, facilities)/ food	Financial services/ health insurance	Rural organizations/ collective management	Rural employment/ ecosystems/ resource provisions	Markets/ agri-food value chains	Research, technology/ advisory services	Stressors and conflicts		
<b>Agriculture (2)</b>	National Agricultural Promotion Policy (2016–2020)				✓	4	3	3	3	3	3	1	1	None*
	National Agricultural Policy (2020)	✓				1	1	1	1	1	1	1	1	None
<b>Livestock (1)</b>	National Livestock Transformation Plan (2019–2028)				✓	4	4	3	4	1	3	4	4	None
	National Health Promotion Policy (2019)			✓		3	3	1	1	1	1	3	3	None
<b>Health (3)</b>	National Health Policy (2016)			✓		3	3	3	1	3	3	3	3	Constitution/ Nigeria Vision 2020
	National Strategic Health Development Plan (2010–2015)			✓		3	3	3	3	3	3	3	3	Constitution/ Nigeria Vision 2020

Sector/ theme (no. of documents assessed)	Document assessed	General assessment score/level <sup>1</sup>				Thematic assessment scores/levels <sup>1</sup>								Alignment with national gender mandates
		1	2	3	4	Assets (land, water, soil, forest, facilities)/ Food	Financial services/ health insurance	Rural organizations/ collective management	Rural employment/ ecosystems/ resource provisions	Markets/ agri-food value chains	Research, technology/ advisory services	Stressors and conflicts		
<b>Nutrition (2)</b>	National Food and Nutrition Policy 2016				✓	3	3	3	3	3	3	3	3	Nigeria Vision 2020
	National Strategic Plan of Action for Nutrition 2014–2019				✓	3	1	3	1	3	3	3	3	Nigeria Vision 2020
<b>Climate change (3)</b>	National Climate Change Policy for Nigeria (2021–2030)				✓	4	4	4	4	4	4	4	4	Constitution/ Nigeria Vision 2020
	National Climate Change Policy Response and Strategy (2012)				✓	3	3	3	3	3	3	3	3	Nigeria Vision 2020
	National Action Plan on Gender and Climate Change (2020)				✓	4	4	4	4	4	4	4	4	Constitution/ Nigeria Vision 2020
<b>Environment (1)</b>	National Policy on Environment (2016)				✓	4	4	4	4	4	4	4	4	Nigeria Vision 2020

<sup>1</sup> Score classification under general/thematic assessment: 1 = gender-blind, 2 = gender-neutral, 3 = gender-accommodative, 4 = gender-transformative, none\* = the policy document does not refer to any national document, but the gender issues addressed align with national gender mandates. Green represents gender-sensitive (scores 3 and 4), yellow represents gender-neutral (score 2), and red represents gender-blind (score 1) under the GAPo scorecard rank.

### 3.2.1 Agriculture

In examining the agriculture sector in Nigeria, we scrutinized two national policy documents: the National Agricultural Promotion Policy (2016–2020) and the National Agricultural Policy (2020). Unfortunately, no strategy, plan or program documents were included in the assessments due to unavailability at the time of the assessments. In the general assessment results provided in [Table 5](#), the 2016 Agricultural Promotion Policy demonstrated the government’s commitment to address the root causes of gender-based inequality, incorporating strategies to challenge harmful gender norms and roles, and fostering the transformation of unequal power relations between women and men. For this reason, it earned a score of 4 (gender-transformative). Conversely, the National Agricultural Policy (2020) emerged as gender-blind, receiving a score of 1.

Under the thematic assessment, the National Agricultural Promotion Policy (2016–2020) exhibited gender-transformative (level 4) for the land/soil thematic area, and gender-accommodative (level 3) for other thematic areas, including rural organizations, financial services, rural employment, agriculture markets and agri-food value chains, and agriculture research, technology, and rural advisory services. However, it was gender-blind (level 1) toward issues related to stressors and conflicts. In contrast, the National Agricultural Policy (2020) was gender-blind (level 1) across all thematic areas.

Neither document referred to the national documents (Constitution and NV2020). Nonetheless, the gender considerations addressed in the National Agricultural Promotion Policy (2016–2020) align with the national gender mandates outlined in the broader national development documents.

### 3.2.2 Livestock

Within this sector, we examined one national livestock document, specifically the National Livestock Transformation Plan (2019–2028). In the general assessment, this document received a score of 4 and was therefore classified as gender-transformative.

In the thematic assessment, the document included gender considerations in six thematic areas, achieving a score of 4 (gender-transformative) in four areas (including land/soil, financial services, rural employment, and stressors and conflicts) and a score of 3 (gender-accommodative) for two areas—rural organizations, and research and technology. However, it did not provide gender considerations for markets and agri-food value chains. Importantly, the gender issues addressed in this document align with national gender mandates.

### 3.2.3 Health and nutrition

Three documents within the health sector were selected for assessment: the revised National Health Promotion Policy (NHPP 2019), the National Health Policy (2016), and the National Strategic Health Development Plan (2010–2015).

All three documents received a score of 3 (gender-accommodative) on the general assessment scale. In the thematic areas assessment, the National Health Promotion Policy integrated gender aspects in three areas—financial services, stressors and conflicts, and health services earning scores of 3. However, it was found to be gender-blind in other areas—including rural health organizations; rural employment; and markets for research, technology, and rural advisory services—resulting in scores of 1. The National Health Policy (2016) is gender-accommodative in all thematic areas (score of 3) except for rural employment, which scored 1. The National Strategic Health Development Plan (2010–2015), on the other hand, scored 3 in all seven thematic areas (indicating that the document was gender-accommodative in these areas). Both the National Health Policy (2016) and the National Strategic Health Development Plan align with the constitution and NV2020, and the gender issues addressed in all three documents also align with national gender mandates. Overall, the median score for the health sector was 3 for both general and thematic areas assessments.

For Nigeria, two documents were analyzed for the nutrition subsector: the National Food and Nutrition Policy (2016) and the National Strategic Plan of Action for Nutrition (2014–2019). Both received a score of 4 (gender-transformative) under the general assessment. Assessment under the thematic areas revealed that the National Food and Nutrition Policy recognized women’s constraints in all areas (food, water and hygiene; rural organizations; financial services, rural employment; food availability [food access and markets]; research, extension, and food technology; and stressors and conflicts) and promoted services and measures to address them. The National Strategic Plan of Action for Nutrition (2014–2019), on the other hand, recognized women’s constraints for five areas but ignored gender considerations for two (financial services and rural employment).

### *3.2.4 Climate change and the environment*

In this subsector, two national policies, namely the National Climate Change Policy 2021–2030 and the National Climate Change Policy Response and Strategy 2012, along with one plan, the National Action Plan on Gender and Climate Change for Nigeria 2020, were assessed. All three documents received a score of 4 (gender-transformative) in the general assessment. Moreover, each of these documents included gender considerations in all thematic areas, covering land/water/forest, research and technology, stressors and conflicts, economic activities and markets, ecosystem services provisions, climate financing, and collective management. The National Climate Change Policy 2021–2030 and the National Action Plan on Gender and Climate Change for Nigeria 2020 scored 4 in all areas, while the National Climate Change Policy Response and Strategy 2012 scored 3 in each area, suggesting that it is gender-accommodative.

The National Policy on Environment 2016 scored 4 (gender-transformative) in the general assessment. This policy also made provisions for gender considerations in all thematic areas, including land/water/forests, fossil fuels and natural resource service provisions, stressors and conflicts, economic activities and market, research and technology, and collective management of natural resources, receiving a score of 4 in each area.

## *3.3 Tanzania: gender integration assessment results*

### **Background**

According to recent data from Statista (2023), Tanzania’s total population at the end of 2021 was 63.6 million, with females constituting 50.6 percent. The rural population accounted for 63 percent of the total population in 2022, as reported by the World Bank (2022). In 2019, Tanzania had an employment-to-population ratio of 81 percent for individuals aged 15 and above, with agriculture employing 65.34 percent of the total workforce. Among women employed, 66.71 percent were engaged in agriculture, as given by the World Bank (2022). The ILO (2022) reported women’s share of agricultural employment in 2020 at 66.8 percent, indicating a substantial proportion. See also [Table 13](#) in Appendix 2 for information about country size and employment in agriculture by country.

Tanzania’s [Gender Inequality Index](#) in 2020 stood at 0.56, according to the UNDP (2020). Nevertheless, the OECD gender inequality index database highlights variations in gender inequality within Tanzania’s legal frameworks. While gender inequality is high in certain aspects like inheritance and violence against women, the gender-inequality scores were medium to low in the areas of secure access to nonland assets, land assets, formal financial assets, and justice (OECD 2022). The Tanzania Gender Networking Program reports ongoing efforts to enhance gender equality across various sectors by integrating gender issues into national policies and constitutions (TGNP 2006). Tanzania has also committed to several international and regional human rights instruments, including the Beijing Declaration and Platform for Action, CEDAW, the Universal Declaration of Human Rights, the African Union

Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (2003 Maputo Protocol) and the Solemn Declaration on Gender Equality in Africa.

The 1997 Constitution of the United Republic of Tanzania incorporates gender mandates that advocate for equal rights and access to resources for all individuals, irrespective of gender, age, or other factors. The National Development Plan 2025 (NDP) of Tanzania outlines specific gender-equality goals and measures for bringing about positive change. Article 1.2.4 emphasizes the objective of achieving a “well-educated and learning society” to enable effective determination and ownership of the development agenda for all people, including men, women and children.

### Policy analysis: results by sector/economic unit

In summary, Tanzania’s national documents governing development incorporate provisions for gender equality through policy. The subsequent presentation of our assessment results at the sector and theme levels aims to evaluate their alignment with Tanzania’s national mandates for gender equality. [Table 8](#) illustrates the findings from the assessment of gender integration in policies shaping the functionality of food systems in Tanzania, while [Table 7](#) provides the median of the total number of scores for each sector, according to general and thematic assessments. A total of 17 documents were scrutinized, which revealed 14 (approximately 82 percent) as being gender-sensitive, with 13 having a score of 4 (indicating gender-transformative) and one scoring 3 (indicating gender-accommodative). The median scores for the general assessment were 4 for the agriculture, livestock, fisheries; health, and nutrition sectors—and 3 for climate change and environment subsectors. From our assessment, only 2 out of 17 documents were gender-blind; one was gender-neutral. Eighty-five percent aligned with the national gender mandate.

**Table 7. Assessment of sectoral policy documents for Tanzania (median of scores)**

Sector/theme	Scores, <sup>1</sup> and alignment with national gender mandates			
	No. of documents	Median of scores		Alignment with constitution/development plan
		General	Thematic	
Agriculture	3	4	3	1
Livestock	3	4	1	2
Fisheries	2	4	1	2
Health	3	4	3	2
Nutrition	2	4	3	1
Climate change	2	3	1	1
Environment	2	3	1	0

<sup>1</sup> Score classification under general/thematic assessment: 1 = gender-blind, 2 = gender-neutral, 3 = gender-accommodative, 4 = gender-transformative. Under alignment with national gender mandates: 0 = no alignment, 1 = alignment with only 1, 2 = alignment with both, 1\* = the policy document does not refer to any national document, but the gender issues addressed align with national gender mandates.

**Table 8. Outcome of assessment gender integration in selected policy documents for Tanzania**

Sector/ theme (no. of documents assessed)	Document name	General assessment score/level <sup>1</sup>				Thematic assessment scores/levels <sup>1</sup>										Alignment with national gender mandates	
		1	2	3	4	Assets (land, water, soil, forest, facilities)/ food	Financial services/ health insurance	Rural organizations/ collective management	Rural employment/ ecosystems/ resource provisions	Markets/ agri-food value chains	Research, technology/ advisory services	Stressors and conflicts					
<b>Agriculture(3)</b>	National Agricultural Policy 2013				✓	3	3	3	3	3	3	3	3	3	3	3	Constitution and Tanzania Development Vision 2025
	Agricultural Sector Development Strategy - II 2015/2016 – 2024/2025			✓		1	3	3	3	1	1	1	3	3	3	3	Tanzania Development Vision 2025
	Tanzania Agriculture and Food Security Investment Plan 2011/12 – 2020/21				✓	1	1	1	3	1	1	1	1	1	1	1	Tanzania Development Vision 2025
<b>Livestock(3)</b>	National Livestock Policy 2006				✓	1	1	1	1	1	1	1	1	1	1	1	Constitution and Tanzania Development Vision 2025
	Tanzania Livestock Sector Development Strategy 2010				✓	3	3	3	1	3	3	3	3	3	3	3	Constitution and Tanzania Development Vision 2025
	Tanzania Livestock Master Plan (2016/7–2031/32)		✓			1	1	1	1	1	1	1	1	1	1	1	None

Sector/ theme (no. of documents assessed)	Document name	General assessment score/level <sup>1</sup>				Thematic assessment scores/levels <sup>1</sup>								Alignment with national gender mandates
		1	2	3	4	Assets (land, water, soil, forest, facilities)/ Food	Financial services/ health insurance	Rural organizations/ collective management	Rural employment/ ecosystems/ resource provisions	Markets/ agri-food value chains	Research, technology/ advisory services	Stressors and conflicts		
<b>Fisheries (2)</b>	National Fisheries Policy of 2015				✓	1	1	1	3	1	1	1	1	Constitution and Tanzania Development Vision 2025
	Fisheries Sector Development Programme 2014				✓	3	1	3	3	3	3	1	3	Constitution and Tanzania Development Vision 2025
<b>Health (3)</b>	National Health Policy 2003				✓	3	3	3	1	3	3	3	3	Constitution and Tanzania Development Vision 2025
	Tanzania National Health Policy 2017				✓	3	1	3	1	1	1	3	3	Constitution and Tanzania Development Vision 2025
<b>Nutrition (2)</b>	Health Sector Strategic Plan V (2019–2024)				✓	4	4	4	3	4	4	3	3	Tanzania Development Vision 2025
	National Nutrition Strategy July 2011/12 – June 2015/16				✓	3	3	3	3	3	3	3	3	Tanzania Development Vision 2025
	National Multisectoral Nutrition Action Plan 2016–2021				✓	3	3	3	3	3	3	3	3	Tanzania Development Vision 2025

Sector/ theme (no. of documents assessed)	Document name	General assessment score/level <sup>1</sup>				Thematic assessment scores/levels <sup>1</sup>								Alignment with national gender mandates
		1	2	3	4	Assets (land, water, soil, forest, facilities)/ Food	Financial services/ health insurance	Rural organizations/ collective management	Rural employment/ ecosystems/ resource provisions	Markets/ agri-food value chains	Research, technology/ advisory services	Stressors and conflicts		
Climate change (2)	National Climate Change Strategy 2012				✓	3	1	1	1	1	3	3	Tanzania Development Vision 2025	
	National Adaptation Programme of Action 2007		✓			1	2	1	1	1	1	1	None	
Environment (2)	National Environmental Policy 1997				✓	3	1	1	3	1	1	1	None*	
	National Environmental Action Plan 2013 – 2018		✓			1	1	1	1	1	1	1	None	

<sup>1</sup> Score classification under general/thematic assessment: 1 = gender-blind, 2 = gender-neutral, 3 = gender-accommodative, 4 = gender-transformative, none\* = the policy document does not refer to any national document, but the gender issues addressed align with national gender mandates. Green represents gender-sensitive (scores 3 and 4), yellow represents gender-neutral (score 2), and red represents gender-blind (score 1) under the GAPo scorecard rank.

### *3.3.1 Agriculture*

We analyzed one national policy document, the National Agriculture Policy 2013; a strategy document, the Agriculture Sector Development Strategy - II 2015/2016 – 2024/2025; and a national investment plan, the Tanzania Agriculture and Food Security Investment Plan 2011/12 – 2020/21.

The national policy and investment plan scored 4 on the general assessment scale, while the national agriculture sector strategy document scored 3, suggesting that the plan and strategy purposefully tackle gender inequalities through specific measures to promote gender equality.

Thematic assessment instruments revealed that Tanzania's national agriculture policy recognizes women's constraints in all aspects (i.e., land; rural organization; financial services; rural employment; agriculture markets and agri-food value chains; agriculture research, technology and rural advisory services; and stressors and conflicts) within the examined food systems. The 2013 National Agriculture Policy document scored 3 along these dimensions. The Agriculture Sector Development Strategy - II 2015/2016 – 2024/2025 document similarly incorporated considerations of gender equality in four thematic areas (i.e., rural organization, financial services, rural employment, and stressors and conflicts, with a score of 3), but not concerning land; agricultural markets; agri-food value chains; or agriculture research, technology or rural advisory services (which scored 1). The national investment plan for agriculture (the Tanzania Agriculture and Food Security Investment Plan 2011/12 – 2020/21) on the other hand, ignored gender-equality considerations in all thematic areas (with a score of 1), except in rural employment, which had a score of 3.

Both the agricultural sector strategy and the agricultural investment plan documents did not demonstrate support for strengthening institutional capacities for gender-sensitive work. Furthermore, they did not make provisions for gender-sensitive budget allocations, monitoring, and evaluation systems across all the examined thematic areas.

### *3.3.2 Livestock*

The analysis covered one national policy document (National Livestock Policy 2006), a sector development strategy (Tanzania Livestock Sector Development Strategy 2010) and a master plan (Tanzania Livestock Master Plan 2016/7–2031/32) within the livestock sector.

Both the policy and the strategy demonstrated gender sensitivity, scoring 4, indicating a specific focus on addressing gender-inequality issues while promoting gender equality and empowering women, men and youth in the livestock sector. Conversely, the master plan received a gender-blind score of 1, signifying a complete disregard for gender-equality issues.

In the assessment of thematic areas, both the National Livestock Policy 2006 and the Tanzania Livestock Master Plan 2016/7–2031/32 overlooked gender-equality considerations across all examined thematic areas within the livestock sector, including land/water; rural organizations; rural employment; financial services; conflicts and stressors; and livestock research, technology and advisory services. In contrast, the Tanzania Livestock Sector Development Strategy 2010 recognized gender considerations for all thematic areas except rural employment. Additionally, the strategy supported the strengthening of gender-sensitive work, budgeting, and monitoring and evaluation for all thematic areas except rural employment.

### *3.3.3 Fisheries*

The analysis covered one national policy document (National Fisheries Policy of 2015) and one program document (Fisheries Sector Development Programme 2014) within the fisheries subsector. In the general assessment, both documents exhibited a commitment to promoting gender equality in the fisheries sector—aiming to empower youth, women and men alike, and providing measures to address gender inequality—with both receiving a score of 4.

However, the thematic assessment revealed that the National Fisheries Policy 2015 document did not incorporate gender-equality provisions for all thematic areas (land/water; collective management/cooperatives; financial services; fisheries markets and agri-food value chains; conflicts and stressors; research, technology and advisory services), receiving a score of 1—except for rural employment, where the document demonstrated gender-equality considerations with a score of 3 (suggesting gender-accommodative in this area). It also showed that the program document Fisheries Sector Development Programme 2014 recognized gender/women’s constraints in areas such as land/water; rural organizations; financial services; fisheries markets and agri-food value chains; research, technology and advisory services, earning a score of 3. However, it did not include gender-equality considerations for collective management/cooperatives and conflicts and stressors, both receiving a score of 1. Additionally, the program supported gender-sensitive budgeting and the strengthening of institutional capacity for gender-sensitive work in five thematic areas (land/water; financial services; rural employment; fisheries markets and agri-food value chains; conflicts and stressors) but did not promote gender-sensitive monitoring and evaluation systems for all thematic areas.

### *3.3.4 Health and nutrition*

Two national policy documents, the National Health Policy (2003) and the Tanzania National Health Policy (2017), along with one plan (Health Sector Strategic Plan V 2019–2024), were assessed for the health subsector. All three documents scored 4 in the general assessment, reflecting their commitment to addressing gender inequality, challenging harmful gender norms, and transforming existing unequal power relations between women and men.

The thematic assessment revealed that the 2003 National Health Policy recognized and aimed to promote gender equality in six thematic areas, scoring 3 in each, except for rural employment, where it scored 1. The 2017 Tanzania National Health Policy recognized women’s constraints in three thematic areas, scoring 3 in each, but ignored gender issues in four areas (financial services/health insurance; rural health organizations; markets for research, technology; and rural advisory services), scoring 1 in these. The Health Sector Strategic Plan V was gender-transformative in five thematic areas (health facilities; health financing; rural health organizations; markets for health services; and research, technology and rural advisory services) with a score of 4 and gender-accommodative (score of 3) in two areas (rural employment, and stressors and conflicts). Additionally, it promoted gender-sensitive budgeting, monitoring and evaluation, and the strengthening of institutional capacity for gender-sensitive work in all thematic areas.

In the assessment of policy documents on nutrition, two documents were analyzed—the National Nutrition Strategy July 2011/12 – June 2015/16 and the National Multisectoral Nutrition Action Plan 2016–2021. Both documents scored 4, indicating their gender-sensitivity and commitment to addressing gender-inequality issues in the nutrition subsector. They provided gender considerations for all thematic areas, including food, water and hygiene; rural organizations; financial services; rural employment; food availability (food access and markets); research, extension and food technology; and stressors and conflicts—all earning a score of 4. The documents supported the strengthening of institutional capacity for gender-sensitive work in all thematic areas and promoted gender-sensitive monitoring and evaluation. However, the strategy did not provide gender-sensitive budgeting for all thematic areas, whereas the plan did. The gender policy issues addressed in all the documents assessed under the health and nutrition sectors aligned with the gender mandates of the Tanzania Development Vision 2025.

### *3.3.5 Climate change and the environment*

Two documents were assessed under both climate change and environment, including the National Climate Change Strategy 2012 and National Adaptation Programme of Action 2007 for the climate change subsector, and the National Environmental Policy 1997 and National Environmental Action Plan 2013 – 2018 for the environment subsector.

In the climate change subsector assessment, the National Climate Change Strategy 2012 proved gender-sensitive, earning a score of 4. However, the program was not explicitly gender-sensitive. While acknowledging women's constraints in climate change roles, it did not emphasize gender equality or provide substantial measures to address gender inequality in the climate change subsector, resulting in a score of 2 in the general assessment. The strategy recognized gender-equality considerations in three thematic areas—land/water/forest, research and technology, and stressors and conflicts—earning a score of 3 (indicating that it was gender-accommodative in these areas). However, it was gender-blind in four areas: economic activities and markets, ecosystem services provisions, climate financing and collective management, and community adaptation—with a score of 1. The program, on the other hand, disregarded gender considerations in all thematic areas, with a brief mention of gender considerations in collective management and community adaptation. The strategy acknowledged national mandates for gender equality, thus aligning with Tanzania Development Vision 2025.

For the environment subsector, the 1997 National Environmental Policy was recognized as gender-transformative with a score of 4. This indicates the efforts to address the root causes of gender-based inequality and integrate strategies for promoting gender equality in the environment subsector. However, the National Environmental Action Plan 2013 – 2018 was regarded as gender-blind, scoring 1, indicating an absolute disregard for gender equality in the environment sector.

In the thematic assessment, the environmental policy was gender-accommodative in three thematic areas—land, water, forests; fossil fuels; and natural resource service provisions—with a score of 3. However, it overlooked gender considerations in five areas—stressors and conflicts, economic activities and markets, research and technology, collective management of natural resources, and ecosystem financing—with a score of 1. The environmental action plan also neglected gender considerations in all thematic areas in the environment subsector. While both documents did not explicitly mention national mandates for gender equality, the gender policy issues addressed in the 1997 policy aligned with the gender-equality goals included in Tanzania Development Vision 2025.

### *3.4 Egypt: gender integration assessment results*

#### **Background**

In 2021, Egypt recorded a population of 104.3 million, with women constituting 49.48 percent; and a rural population of 59.6 million, making up 57.14 percent of the total population (World Bank 2022). The employment-to-population ratio in Egypt for individuals aged above 15 years was 50.2 percent in 2019. Within this percentage, 34.97 percent were engaged in agriculture, and specifically, 23.6 percent of women were employed in agriculture production (World Bank 2022). According to the ILO (2022), women represent 68 percent of the workforce in the agricultural sector. See also [Table 13](#) in Appendix 2 for information about country size and employment in agriculture by country.

According to the [2020 Gender Inequality Index](#) by the UNDP (2020), Egypt scored 0.443 on a scale of 0 (indicating no gender inequality) to 1 (representing very high gender inequality), suggesting gender inequality levels higher than the global average of 0.357 (UNDP n.d.). Additionally, 2019 data from the OECD revealed that gender inequality in Egypt's legal frameworks was particularly severe in areas such as inheritance, access to land assets, formal financial assets, justice, and violence against women, whereas occurrences of gender inequality were less frequent in provisions related to secure access to non-land assets (OECD 2022).

In 2017, Egypt formulated the National Strategy for Women Empowerment of Egyptian Women 2030, envisioning women as active contributors to societal development in politics,

economics, social aspects, legislation, and normative environments. This initiative aimed to empower women in the public sphere and safeguard the most vulnerable, especially rural women (FAO 2021). Egypt is also a signatory to the Solemn Declaration on Gender Equality in Africa and CEDAW. The Constitution of The Arab Republic of Egypt 2014 incorporates gender-equality mandates, emphasizing gender equality and women’s empowerment. Article 11 articulates the commitment of the state to achieving equality between women and men across civil, political, economic, social and cultural rights. Similarly, the Sustainable Development Strategy (Egypt Vision 2030) integrates gender-equality mandates to advance gender equality and address related issues. Its fifth pillar of social justice envisions Egypt as a fair, interdependent society with equal economic, social and political rights by 2030, emphasizing support for marginalized and vulnerable groups.

Therefore, these two national documents shape Egypt’s development agenda by promoting gender equality, and providing the foundation and strategies for women’s empowerment.

### Policy analysis: results by sector/economic unit

In the analysis of seven documents in Egypt, approximately 85 percent (six out of seven) were found to be gender-sensitive (out of which 4 were gender-transformative, with a score of 4 and 1 being gender-accommodative, with a score of 3). In the general assessment, the agriculture sector scored a median score of 4, while the nutrition, climate change, and environment subsectors scored a median score of 3. Three documents were deemed gender-blind, but 75 percent of documents analyzed demonstrated alignment with national gender mandates. A comprehensive summary of the assessment, recorded as median scores per sector, is presented in [Table 9](#)—with detailed results in [Table 10](#), followed by sector-specific discussions.

**Table 9. Assessment of policy documents for Egypt**

Sector/theme	Scores, <sup>1</sup> and alignment with national gender mandates			
	No. of documents	Median of scores		Alignment with constitution/development plan
		General	Thematic	
Agriculture	2	4	3	1*
Livestock	Included in the agriculture strategy			
Fisheries	Included in the agriculture strategy			
Health	Documents not available			
Nutrition	1	3	1	1
Climate change	2	3	3	1
Environment	2	3	2	0

<sup>1</sup> Score classification under general/thematic assessment: 1 = gender-blind, 2 = gender-neutral, 3 = gender-accommodative, 4 = gender-transformative. Under alignment with national gender mandates: 0 = no alignment, 1 = alignment with only 1, 2 = alignment with both, 1\* = the policy document does not refer to any national document, but the gender issues addressed align with national gender mandates.

**Table 10. Outcome of assessment gender integration in selected policy documents for Egypt**

Sector/ theme (no. of documents assessed)	Document name	General assessment score/level <sup>1</sup>				Thematic assessment scores/levels <sup>1</sup>										Alignment with national gender mandates
		1	2	3	4	Assets (land, water, soil, forest, facilities)/ food	Financial services/ health insurance	Rural organizations/ collective management	Rural employment/ ecosystems/ resource provisions	Markets/ agri-food value chains	Research, technology/ advisory services	Stressors and conflicts				
<b>Agriculture (3)</b>	Sustainable Agriculture Development Strategy towards 2030 (2009)				✓	3	3	3	3	1	3	3	3	None		
	Updated 2030 Sustainable Agriculture Development Strategy - Action Plan (2020)				✓	3	3	3	3	3	3	3	3	Egypt Vision 2030		
<b>Livestock (0)</b>		Included in the agriculture strategy														
<b>Fisheries (0)</b>		Included in the agriculture strategy														
<b>Health (0)</b>		No documents available														
<b>Nutrition (2)</b>	Nutrition Agenda for Action Policy 2017				✓	3	1	1	1	3	1	3	1	3	Egypt Vision 2030	
<b>Climate change (2)</b>	National Strategy for Mainstreaming Gender in Climate Change 2011				✓	4	4	4	4	4	4	4	4	Egypt Vision 2030		
	Egypt's National Strategy for Adaptation to Climate Change and Disaster Risk Reduction 2011 – 2031	✓				1	1	1	1	1	1	1	1	None		

Sector/ theme (no. of documents assessed)	Document name	General assessment score/level <sup>1</sup>				Thematic assessment scores/levels <sup>1</sup>								Alignment with national gender mandates	
		1	2	3	4	Assets (land, water, soil, forest, facilities)/ food	Financial services/ health insurance	Rural organizations/ collective management	Rural employment/ ecosystems/ resource provisions	Markets/ agri-food value chains	Research, technology/ advisory services	Stressors and conflicts			
<b>Environment (2)</b>	National Environmental Action Plan of Egypt 2002–2017				✓	3	3	3	3	3	3	3	3	3	None*
	Egyptian Biodiversity Strategy and Action Plan 2015–2030		✓			1	1	1	1	1	1	1	1	1	None

<sup>1</sup> Score classification under general/thematic assessment: 1 = gender-blind, 2 = gender-neutral, 3 = gender-accommodative, 4 = gender-transformative, none\* = the policy document does not refer to any national document, but the gender issues addressed align with national gender mandates. Green represents gender-sensitive (scores 3 and 4), yellow represents gender-neutral (score 2), and red represents gender-blind (score 1) under the GAPO scorecard rank.

### *3.4.1 Agriculture, livestock and fisheries*

For Egypt, the evaluation of policy documents for the agriculture, livestock, and fisheries sectors was consolidated due to the unavailability of separate policy documents for livestock and fisheries. These sectors are integrated into two agricultural development strategies: the Sustainable Agricultural Development Strategy towards 2030 (2009 and 2020), which were collectively assessed. Both strategies received a general assessment score of 4 (gender-transformative). Additionally, both documents demonstrated considerations of gender equality across all thematic areas, including land; rural organization; financial services; rural employment; and agriculture research, technology and rural advisory services. However, the 2009 strategy document exhibited gender-blindness concerning agriculture markets and agri-food value chains, scoring 1 in this aspect. While this 2009 strategy endorsed the strengthening of institutional capacities for gender-sensitive work in all thematic areas, it did not advocate for gender-sensitive budgeting, and monitoring and evaluation systems. The 2020 strategy explicitly referenced the national gender mandates outlined in Egypt Vision 2030, aligning with the gender issues addressed. In contrast, the 2009 strategy did not explicitly mention any national document, but its addressed gender issues align with the goals of Egypt Vision 2030.

### *3.4.2 Health and nutrition*

Only one document, the National Nutrition Agenda for Action Policy (2017) was analyzed for nutrition. We did not find any publicly available health policy or strategy documents. The general assessment of this nutrition policy indicated gender sensitivity, achieving a score of 3 (gender-accommodative), indicating a deliberate approach to addressing gender inequalities in the nutrition subsector.

In the examination of thematic areas, the policy document demonstrated recognition of gender considerations in three areas; food, water, and hygiene; food availability, food access and markets; and stressors and conflicts—each earning a score of 3, suggesting that it is gender-accommodative. However, it failed to account for gender considerations (gender-blind) in four thematic areas, including rural organizations; financial services; rural employment; and research, extension and food technology. The gender issues addressed in the nutrition policy were found to align with the goals of Egypt Vision 2030.

### *3.4.3 Climate change and the environment*

We analyzed two national strategies for Egypt, namely the National Strategy for Mainstreaming Gender in Climate Change 2011–2016 and the multisectoral Egypt's National Strategy for Adaptation to Climate Change and Disaster Risk Reduction 2011–2031, under the climate change subsector. Additionally, we examined two plans, the National Environmental Action Plan of Egypt 2002–2017 and the Egyptian Biodiversity Strategy and Action Plan 2015–2030, under the environment subsector.

In our evaluation of the climate change subsector documents, the 2011–2016 National Strategy for Mainstreaming Gender in Climate Change demonstrated gender-transformative objectives, securing a score of 4 in both the general and thematic assessments. Conversely, the 2011 Egypt's National Strategy for Adaptation to Climate Change and Disaster Risk Reduction was deemed gender-blind, receiving a score of 1 under both general and thematic areas assessments, indicating an absence of consideration for gender equality issues in the context of climate change adaptation and mitigation. Notably, the 2011–2016 National Strategy for Mainstreaming Gender in Climate Change advocated for the reinforcement of institutional capacities for gender-sensitive work and the establishment of gender-sensitive monitoring and evaluation systems across all thematic areas.

For environment, the National Environmental Action Plan of Egypt 2002–2017 received a score of 4 (gender-transformative) under the general assessment. It was gender-accommodative in all thematic areas, including land, water, forests; fossil fuels; natural resource service provisions; stressors and conflicts; economic activities and markets; research

and technology; collective management of natural resources; and ecosystem financing—each scoring 3. In contrast, the Egyptian Biodiversity Strategy and Action Plan 2015–2030 was gender-neutral as it secured a score of 2 under the general assessment. For all thematic areas assessed under the environment sector, the document was gender-blind (with a score of 1 for each thematic area). Notably, the National Environmental Action Plan of Egypt 2002–2017 endorsed the strengthening of institutional capacities for gender-sensitive work across all thematic areas (except collective management of natural resources), and falling short in advocating for gender-sensitive budgeting, and monitoring and evaluation systems across all areas.

## 3.5 Kenya: gender integration assessment results

### Background

As of 2021, Kenya had an estimated total population of around 52 million, with women constituting 50.3 percent and men 49.7 percent according to Statista (2023) and World Bank data (2022). The rural population in Kenya for the same year was approximately 20.5 million, accounting for 39.4 percent of the total population. Data from the World Bank in 2019 indicated that 59.34 percent of employed women in Kenya were engaged in the agriculture sector. Additionally, the women’s share of employment in the agricultural sector in Kenya in 2019 stood at 35.8 percent (ILO 2022; World Bank 2022). See also [Table 13](#) in Appendix 2 for information about country size and employment in agriculture by country.

Kenya recorded a score of 0.506 on the 2020 UNDP Gender Inequality Index (2020), which ranges from 0 (indicating no gender inequality) to 1 (reflecting very high gender inequality) (UNDP n.d.). Nevertheless, insights from the OECD gender inequality index reveal variations in gender inequality within Kenya’s legal frameworks, with higher disparities in areas like inheritance and violence against women compared to other indicators such as access to formal financial assets and justice. According to USAID (2020), Kenya has implemented measures to enhance gender equality and women’s empowerment, and the country is a signatory to various regional and international instruments, including the Beijing Declaration and Platform for Action, Universal Declaration of Human Rights, African Union Protocol to the African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (2003 Maputo Protocol), and the Solemn Declaration on Gender Equality in Africa.

The Constitution of Kenya, 2010 and Kenya Vision 2030 actively support women’s empowerment and gender equality. Section 27(3) under Part 2 of the constitution emphasizes the right to equal treatment for women and men in various spheres, while Kenya Vision 2030’s Section 5.6 envisions equity in power and resource distribution, improved livelihoods for vulnerable groups, and globally competitive and prosperous youth.

### Policy analysis: results by sector/economic unit

The assessment covered a total of 18 policy and strategy documents in Kenya, with all documents proving to be gender-sensitive, incorporating gender considerations throughout: 14 scored 4 (indicating gender-transformative) and three scored 3 (suggesting that they are gender-accommodative). The summary of assessment results in [Table 11](#), presented as the median of scores for each sector, indicates a general assessment median score of 4 across sectors (agriculture, livestock; health; nutrition; climate change; and environment), except for the fisheries subsector, which had a median score of 3. The median scores of the thematic areas were 4 for the livestock, nutrition and climate change subsectors; 3 for agriculture, health, and environment; and 1 for fisheries. All 18 documents align with Kenya’s national gender mandates outlined in the constitution and Kenya Vision 2030. Detailed information on the policy document assessment is presented in [Table 12](#).

**Table 11. Assessment of policy documents for Kenya (median of scores)**

Sector/theme	Scores, <sup>1</sup> and alignment with national gender mandates			
	No. of documents	Median of scores		Alignment with constitution/development plan
		General	Thematic	
Agriculture	3	4	3	2
Livestock	3	4	4	2
Fisheries	2	3	1	1*
Health	3	4	3	2
Nutrition	3	4	4	2
Climate change	3	4	4	2
Environment	1	4	3	2

<sup>1</sup> Score classification under general/thematic assessment: 1 = gender-blind, 2 = gender-neutral, 3 = gender-accommodative, 4 = gender-transformative. Under alignment with national gender mandates: 0 = no alignment, 1 = alignment with only 1, 2 = alignment with both, 1\* = the policy document does not refer to any national document, but the gender issues addressed align with national gender mandates.

**Table 12. Outcome of assessment of gender integration in selected policy documents for Kenya**

Sector/ theme (no. of documents assessed)	Document name	General assessment score/level <sup>1</sup>				Thematic assessment scores/levels <sup>1</sup>								Alignment with national gender mandates		
		1	2	3	4	Assets (land, water, soil, forest, facilities)/ food	Financial services/ health insurance	Rural organizations/ collective management	Rural employment/ ecosystems/ resource provisions	Markets/ agri-food value chains	Research, technology/ advisory services	Stressors and conflicts				
<b>Agriculture (3)</b>	National Agricultural Policy 2020				✓	3	3	3	3	3	3	3	3	3	3	Constitution and Kenya Vision 2030
	Agricultural Sector Development Strategy 2010–2020				✓	4	4	4	4	4	4	4	4	4	4	Constitution and Kenya Vision 2030
	Strategic Plan 2018 – 2022				✓	3	3	3	3	3	3	3	3	3	3	Constitution and Kenya Vision 2030
<b>Livestock (3)</b>	National Livestock Policy 2019				✓	4	4	4	4	4	4	4	4	4	4	Constitution and Kenya Vision 2030
	2008 National Livestock Policy				✓	4	4	4	4	4	4	4	4	4	4	Kenya Vision 2030
	Strategic Plan for 2018 – 2022			✓		1	1	1	1	1	1	1	1	1	1	Constitution and Kenya Vision 2030
<b>Fisheries (2)</b>	National Fisheries and Oceans Policy, 2008			✓		3	1	1	1	1	1	1	1	1	1	Kenya Vision 2030
	Kenya Fisheries Policy 2005			✓		1	1	1	1	1	1	1	1	1	1	None
<b>Health (3)</b>	Kenya Health Policy 2014–2030				✓	3	3	3	3	3	3	3	3	3	3	Constitution and Kenya Vision 2030
	Kenya Health Policy 2012–2030				✓	3	3	3	3	3	3	3	3	3	3	Constitution and Kenya Vision 2030
	Kenya Health Sector Strategic Plan 2018–2023				✓	4	4	4	4	4	4	4	4	4	4	Constitution and Kenya Vision 2030

Sector/ theme (no. of documents assessed)	Document name	General assessment score/level <sup>1</sup>				Thematic assessment scores/levels <sup>1</sup>								Alignment with national gender mandates	
		1	2	3	4	Assets (land, water, soil, forest, facilities)/ food	Financial services/ health insurance	Rural organizations/ collective management	Rural employment/ ecosystems/ resource provisions	Markets/ agri-food value chains	Research, technology/ advisory services	Stressors and conflicts			
<b>Nutrition (3)</b>	National Food and Nutrition Security Policy Implementation Framework 2017–2022				4	4	4	4	4	4	4	4	4	4	Constitution and Kenya Vision 2030
	National Food and Nutrition Security Policy 2011				4	3	3	4	4	4	4	4	4	4	Constitution and Kenya Vision 2030
	Kenya National Nutrition Action Plan 2018–2022				3	3	3	1	3	3	3	3	3	3	Kenya Vision 2030
<b>Climate change (3)</b>	National Climate Change Response Strategy 2010				4	4	4	4	4	4	4	4	4	4	Kenya Vision 20230
	National Adaptation Plan 2015–2030				3	3	3	3	3	3	3	3	3	3	Constitution and Kenya Vision 2030
	National Climate Change Action Plan 2013–2017				4	1	4	4	4	4	1	4	4	4	Constitution and Kenya Vision 2030
<b>Environment (1)</b>	National Environmental Policy 2013				3	1	3	3	3	3	1	3	3	3	Constitution and Kenya Vision 2030

<sup>1</sup> Score classification under general/thematic assessment: 1 = gender-blind, 2 = gender-neutral, 3 = gender-accommodative, 4 = gender-transformative, none\* = the policy document does not refer to any national document, but the gender issues addressed align with national gender mandates. Green represents gender-sensitive (scores 3 and 4), yellow represents gender-neutral (score 2), and red represents gender-blind (score 1) under the GAPo scorecard rank.

### *3.5.1 Agriculture*

From the agriculture sector, the National Agricultural Policy 2020, the Agricultural Sector Development Strategy 2010–2020, and the agriculture sector’s Strategic Plan 2018–2022 were assessed for gender integration and assigned a score of 4 in the general assessment.

For the thematic assessment, the Agricultural Sector Development Strategy 2010–2020 garnered a consistent score of 4 across all thematic areas, including land; agricultural markets and agri-food value chains; agriculture research, technology and rural advisory services; rural organization; financial services; rural employment; and stressors and conflicts. In contrast, the National Agricultural Policy 2020 and the Strategic Plan 2018–2022 both scored 3 in all thematic areas, reflecting their targeted efforts to address gender inequalities through specific measures promoting gender equality. The development strategy and strategic plan expressed commitment to enhancing institutional capacities for gender-sensitive work and advocated for gender-sensitive budgeting across all examined thematic areas. However, they did not endorse gender-sensitive monitoring and evaluation systems. Importantly, all three documents demonstrated alignment with the national gender mandates outlined in Kenya’s Constitution and Kenya Vision 2030.

### *3.5.2 Livestock*

Two national policies, namely the National Livestock Policy 2019 and the 2008 National Livestock Policy, along with one strategic plan, the Strategic Plan for 2018–2022, were analyzed for Kenya’s livestock subsector. All three documents exhibited gender sensitivity, each earning the highest score of 4. In the assessment of thematic areas, both policies earned a score of 4 across all dimensions, including land/water; rural organizations; rural employment; financial services; conflicts and stressors; and livestock research, technology and advisory services. However, the Strategic Plan for 2018–2022 did not recognize gender considerations in any thematic areas, scoring 1 in each of the seven areas. Furthermore, the plan did not endorse the strengthening of institutional capacities for gender-sensitive work across all thematic areas, and did not actively support gender-sensitive budgeting and monitoring and evaluation in these areas. Importantly, the gender policy issues addressed in all three documents align with the gender-equality goals outlined in Kenya’s Constitution and Kenya Vision 2030.

### *3.5.3 Fisheries*

For the fisheries sector, we analyzed two policies, namely the National Fisheries and Oceans Policy, 2008 and the Kenya Fisheries Policy 2005. Both policies were gender-accommodative in the general assessment, earning a score of 3. This implies a deliberate effort to address gender inequalities through specific measures to promote gender equality. In the thematic assessment, however, both documents largely overlooked gender considerations across various thematic areas. Those areas included collective management/cooperatives, financial services, fisheries markets and agri-food value chains, conflicts and stressors, as well as research, technology and advisory services—all of which received a score of 1. The National Fisheries and Oceans Policy, 2008 slightly deviated from this trend by acknowledging gender considerations in the land/water thematic area, scoring 3.

Of the two policies, only the National Fisheries and Oceans Policy, 2008 has gender considerations that align with those in the national policy document Kenya Vision 2030. The Kenya Fisheries Policy 2005 does not explicitly reference the national gender mandates; however, the gender policy issues it addresses align with the gender mandates outlined in the Constitution and Kenya Vision 2030.

### *3.5.4 Health and nutrition*

Two national policies, namely the Kenya Health Policy 2014–2030 and Kenya Health Policy 2012–2030, along with one plan, the Kenya Health Sector Strategic Plan 2018–2023, were analyzed for the health sector. All three documents received a score of 4 in the general assessment, indicating their comprehensive approach to addressing the fundamental causes of gender-based inequality.

In recognizing gender considerations, all thematic areas—including health facilities; rural health organizations; health insurance/financing; markets for medicine; research, technology and rural advisory services; stressors and conflicts; and rural employment—received attention from each document. The policy documents secured a gender-accommodative score of 3 in all areas, while the investment plan achieved a gender-transformative score of 4 in three thematic areas—health facilities, rural health organizations, and health insurance/financing—and a gender-accommodative score of 3 in the remaining four thematic areas. Notably, the Kenya Health Sector Strategic Plan 2018–2023 demonstrated additional support by endorsing the strengthening of institutional capacities for gender-sensitive work. Furthermore, it actively advocates for gender-sensitive budgeting and monitoring and evaluation in all thematic areas. Importantly, all three documents align with the national gender mandates stipulated in both the Constitution and Kenya Vision 2030.

In the nutrition subsector, we assessed two national policies, namely the National Food and Nutrition Security Policy Implementation Framework 2017–2022 and the National Food and Nutrition Security Policy 2011, along with one national plan, the Kenya National Nutrition Action Plan 2018–2022. All three documents demonstrate a profound recognition of gender considerations within the subsector, each earning a score of 4, suggesting that they are gender-transformative. This signifies their commitment to addressing gender-inequality issues in nutrition, while also acknowledging the specific nutritional needs and constraints of various demographics, including rural women, children, men, the elderly, and other vulnerable groups. Moreover, these documents outline tailored measures to effectively tackle these concerns.

Results from the thematic area assessment indicate a comprehensive approach exhibited by the integration of gender considerations in both policies and across all thematic areas. The National Food and Nutrition Security Policy Implementation Framework 2017–2022 received a score of 4 in all areas. Conversely, the National Food and Nutrition Security Policy 2011 achieved a score of 4 in five thematic areas (food, water and hygiene; rural employment; food availability; research, extension and food technology; stressors and conflicts) and 3 in the remaining two (rural organizations and financial services). The Health Sector Strategic Plan 2018–2023 secured a score of 3 in all thematic areas except rural employment, where it lacked provisions for gender considerations, resulting in a score of 1 that denotes a gender-blind stance. Furthermore, this plan demonstrates support for the enhancement of institutional capacities for gender-sensitive work. It also advocates for gender-sensitive budgeting, and monitoring and evaluation across all thematic areas, except for rural employment. Most importantly, results showed that the gender issues addressed in all three policy documents align seamlessly with the gender mandates outlined in The Constitution of Kenya, 2010 and Kenya Vision 2030.

### *3.5.5 Climate change and the environment*

One national strategy document, the National Climate Change Response Strategy 2010, and two national plans, the National Adaptation Plan 2015–2030 and the National Climate Change Action Plan 2013–2017 were assessed in the climate change subsector.

All three documents emerged as gender-sensitive in the general assessment, securing a score of 4 (indicating that they were gender-transformative). The National Climate Change Response Strategy 2010 and the National Adaptation Plan 2015–2030 demonstrated an integration of gender considerations across all thematic areas, including land/water/forest, research and technology, stressors and conflicts, economic activities and markets, ecosystem

services provisions, climate financing, collective management, and community adaptation. The strategy document achieved a score of 4 (gender-transformative), while the plan scored 3 (gender-accommodative) in all areas. The National Climate Change Action Plan 2013–2017 was gender-transformative in five thematic areas; land/water/forest, stressors and conflicts, economic activities and markets, ecosystem services provisions, collective management, and community adaptation (each with a score of 4); however, it earned a score of 1 for overlooking gender considerations in climate financing, and research and technology. Both the national strategy document and the national adaptation plan support the strengthening of institutional capacities for gender-sensitive work, along with advocating for gender-sensitive budgeting, and monitoring and evaluation across all thematic areas. However, the National Climate Change Action Plan 2013–2017 extends this support to only one thematic area—stressors and conflicts. Importantly, all three documents align seamlessly with national gender mandates established in The Constitution of Kenya, 2010 and Kenya Vision 2030.

In Kenya’s environment subsector, the assessment of the National Environmental Policy 2013 revealed a high level of gender sensitivity with a score of 4 in the general assessment (suggesting that it is gender-transformative). This underscores the document’s commitment to address gender-inequality issues within the environment subsector and recognize the specific needs and constraints associated with gender. For the thematic area assessment, the policy document incorporated gender considerations in five thematic areas—land/water/forests/fossil fuels, natural resource service provision, stressors and conflicts, economic activities and markets, and collective management of natural resources—and earned a score of 3 (suggesting that it is gender-accommodative in these areas). However, gender considerations were overlooked in two areas (research and technology, and ecosystem financing), resulting in a score of 1. This policy document aligns with the gender mandates outlined in The Constitution of Kenya, 2010 and Kenya Vision 2030.

## 4. Conclusion and recommendations

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Addressing systemic and structural gender inequalities in food systems is an ongoing process that requires sustained commitment, collaboration, and adaptive policy frameworks. This working paper provides a comprehensive assessment of gender integration in agricultural and related food-system policies from Nigeria, Tanzania, Egypt and Kenya. It shows whether the countries’ policies recognize gender inequalities or causes for gender inequalities, and what plans they have for addressing them. We evaluated these policies across multiple sectors including agriculture, livestock, fisheries, health, nutrition, climate change, and the environment. The results, presented by country, highlight the progress and common gaps in integrating gender considerations within policy and institutional frameworks. See also [Table 15](#) in Appendix 3 that gives the outcome of assessment of policy documents (the median of scores of policy documents for all countries).

Kenya and Tanzania had the highest proportion of policy documents among those reviewed, with 83 percent and 76 percent, respectively, incorporating gender-transformative objectives. These findings can be interpreted to mean that those policy documents reflect commitments to empowering women, challenging harmful norms, promoting equitable resource access, and fostering institutional change. However, the assessment also shows that significant sectoral and thematic disparities persist within countries’ policies. While agriculture, health, and nutrition policy documents were frequently found to integrate gender considerations, under-represented domains like fisheries, climate change financing, environmental management, and gender-sensitive monitoring and evaluation still require a greater effort. For example, the general assessment of Egypt’s policy documents in the climate change and environment domains looked promisingly transformative, but they lacked

consistent implementation strategies—particularly in the research and ecosystem financing thematic areas. Similarly, Nigeria’s livestock and nutrition sectoral policies performed well, but other sectors had limited alignment with national gender mandates and insufficient mechanisms for operationalizing gender-sensitive initiatives.

A recurring challenge observed across the four countries is the disconnect between stated policy objectives and their practical implementation. Many documents articulate gender-transformative objectives, including provisions for adequate budgets, monitoring systems and implementation frameworks, yet fail to translate these objectives into actionable outcomes. This gap often arises from systemic issues such as weak institutional capacities, insufficient political will, and the under-representation of women in decision-making processes. However, our methodological reliance on document textual analysis, which has a limited scope, may have obscured the realities on the ground. While this assessment classified many policy documents that used aspirational language to align with international mandates as gender-transformative, these commitments on paper may lack the specificity of the proposed implementation plans or a local contextualization. This could be one reason why—despite the existence of good policies—genuinely transformative policies are currently rare in practice.

To bridge these gaps and foster more inclusive, equitable and sustainable food systems, several recommendations emerge from this study. Policymakers must prioritize designing and implementing policies that actively transform power dynamics, moving from top-down approaches to collaborative co-creation processes with diverse end users. Such collaboration ensures that policies incorporate the perspectives and needs of women, men, youth and marginalized groups. Strengthening implementation frameworks is equally important. This includes allocating dedicated budget lines, enhancing institutional capacities, and establishing robust monitoring systems to ensure that stated policy objectives on paper translate into meaningful impacts on the lives of women and men.

Future research should examine the intersection of policy design and implementation, exploring how systemic, cultural, institutional and financial factors influence the achievement of gender-integration goals. Incorporating metrics for feasibility such as institutional capacities, budget allocations and local contextualization into policy assessment frameworks will improve the accuracy and relevance of policy evaluations at any level. Additionally, conducting validation interviews with stakeholders and subject-matter experts or field assessments can uncover gaps not visible in written documents and provide a more comprehensive understanding of how gender integration translates into practice and its impacts.

This study underscores that while commendable progress continues to be made, sustained efforts are required to address systemic barriers, align sectoral efforts with broader food-system objectives, and ensure that policies foster tangible and lasting advancements in gender equality and women’s empowerment.

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## Appendix 1. Subsector-specific questions for gender integration assessment

<b>Health domain</b>	<p>The policy document:</p> <ol style="list-style-type: none"> <li>1. Specifies women’s access to proper healthcare (including sexual and reproductive healthcare), hygiene and sanitation as specific objectives.</li> <li>2. Includes measures to address women’s exposure to diseases, experience of crisis and emergency situations.</li> <li>3. Recognizes women’s role in the improvement of health for children, girls and women.</li> <li>4. Includes measures that support and encourage women to bring children for vaccination as and when necessary.</li> <li>5. Recognizes the need for women to be involved in the decision-making process of nutrition and general health that affect individuals directly.</li> <li>6. Promotes the need for women to be involved in the multisectoral activities and dialogues that are geared toward addressing gender issues in the health sector.</li> <li>7. Includes strategies that actively address and seek to change discriminative social norms and power dynamics to promote equitable outcomes for all genders.</li> </ol>
<b>Nutrition domain</b>	<p>The policy document:</p> <ol style="list-style-type: none"> <li>1. Has specific objectives that aim to ensure equal access to proper nutrition benefits for women and children.</li> <li>2. Includes measures to address crisis that affect nutritional well-being of girls, boys, women and men.</li> <li>3. Recognizes the need for women to be involved in the decision-making process of nutrition at the household, community and national levels.</li> <li>4. Includes interventions to support women’s involvement in the control of household resources and access to feeding patterns.</li> <li>5. Includes measures to address gender roles, social norms, cultural beliefs and attitudes that impact access to and control over food and nutrition for women, men and children.</li> </ol>
<b>Climate change domain</b>	<p>The policy document:</p> <ol style="list-style-type: none"> <li>1. Recognizes women’s role in the mitigation and adaptation of climate change.</li> <li>2. Includes interventions to improve the participation of women in the implementation and dialogues regarding climate change mitigation and adaptation.</li> <li>3. Provides measures to support and train women on the proper practices and activities in the household that will help reduce the risks of climate change.</li> <li>4. Includes interventions to protect the vulnerable in the society—especially women, children and older adults—from the health and safety threats of climate change.</li> <li>5. Includes strategies that actively address and seek to change discriminative social norms and power dynamics to promote equitable outcomes for all genders.</li> <li>6. Uses gender-disaggregated data to evaluate gender differential impacts of climate change adaptation.</li> <li>7. Includes budgeting at the national level that funds climate action with gender consideration as the main focus.</li> </ol>

<b>Environment and natural resources domain</b>	<p>The policy document:</p> <ol style="list-style-type: none"><li>1. Recognizes women’s role as active agents in the conservation and restoration of natural resources as well as the protection of the environment.</li><li>2. Promotes women’s participation in the decision-making and implementation of activities regarding environmental management.</li><li>3. Includes measures to train women in best practices that promote the safety of the environment and the conservation of natural resources.</li><li>4. Promotes the equal access to land, water resources and overall natural resources to both women and men.</li><li>5. Includes strategies that actively address and seek to change discriminative social norms and power dynamics to promote equitable outcomes for all genders.</li></ol>
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## Appendix 2. Country-specific population and agricultural employment indicators

**Table 13. Country size, employment in agriculture by country**

Variables	Nigeria		Tanzania		Kenya		Egypt	
	2019	2021	2019	2021	2019	2021	2019	2021
Total population (millions)	206.10	211.4	59.70	61.54	-	54.99	102.30	104.30
Female population (millions) (% of total population)	99.10 (49.48)	104.3 (49.31)	29.00 (50.04)	30.80 (50.02)	26.50 (50.31)	27.70 (50.31)	49.70 (49.47)	51.60 (49.48)
Rural population (millions) (% of total population)	98.20 (48.84)	99.8 (47.25)	38.00 (65.50)	39.40 (64.04)	38.10 (72.49)	39.30 (71.51)	57.40 (52.27)	59.60 (57.14)
Employment-to-population ratio (%)	50.20	48.5	81.98	81.00	70.30	69.00	38.90	37.40
% of total employment in agriculture	34.97	-	65.34	-	54.32	-	20.62	-
% of female employment in agriculture	23.57	-	66.71	-	59.34	-	21.21	-
% of females in agriculture	30.00	-	-	(66.80)	35.80	-	-	(68.00)

Note: - indicates no data available. Sources: Saleh 2022; Statista.

**Table 14. Gender inequality index by country**

Variables	Nigeria		Tanzania		Kenya		Egypt	
	2019	2021	2019	2021	2019	2021	2019	2021
Gender inequality index	-	0.680	-	0.560	-	0.506	-	0.443
Secure access to land assets	0.25	-	0.25	-	0.50	-	0.75	-
Secure access to nonland assets	0.50	-	0.50	-	0.50	-	0.75	-
Secure access to formal financial services	0.25	-	0.25	-	0.25	-	0.25	-
Access to justice	0.25	-	0.25	-	0.25	-	0.75	-
Violence against women	0.50	-	0.75	-	0.75	-	0.75	-
Inheritance	0.75	-	1.00	-	0.75	-	1.00	-

Note: The UNDP Gender Inequality Index ranges from 0–1 (where 0 represents no gender inequality; 1 represents high gender inequality). OECD gender inequality indicators also have a scale from 0–1, but 0 represents no discrimination in the legal framework and 1 represents very high discrimination in the legal framework.

Sources: ILO (2022); OECD (2022); World Bank (2022); UNDP Human Development Index (n.d.).

## Appendix 3. Overall policy document assessment at the sector level

Table 15. Outcome of assessment of policy documents (median of scores of policy documents: all countries)

Country, scores, and alignment with national gender mandates <sup>1</sup>															
Sector/ economic unit	Nigeria				Tanzania				Kenya			Egypt			
	No. of documents	Median of scores		Alignment with constitution/ development plan	No. of documents	Median of scores		Alignment with constitution/ development plan	No. of documents	Median of scores		No. of documents	Median of scores		Alignment with constitution/ development plan
		General	Thematic			General	Thematic			General	Thematic		General	Thematic	
Agriculture	2	4	3	1*	3	4	3	1	3	4	3	2	4	3	1
Livestock	1	4	4	0*	3	4	1	2	3	4	4	2	4	0*	-
Fisheries	-				2	4	1	2	2	3	1	1*	3	0*	-
Health	3	3	3	2**	3	4	3	2	3	4	3	2	4	0	-
Nutrition	2	4	3	1	2	4	3	1	3	4	4	2	3	1	1
Climate change	3	4	4	2	2	3	1	1	3	4	4	2	3	3	1
Environment	1	4	4	1	2	3	1	0	1	4	3	2	3	2	0
<b>Total</b>	<b>12</b>				<b>17</b>				<b>18</b>					<b>7</b>	

<sup>1</sup> Score classification under general/thematic assessment: 1 = gender-blind, 2 = gender-neutral, 3 = gender-accommodative, 4 = gender-transformative. Under alignment with national gender mandates: 0 = no alignment, 1 = alignment with only 1, 2 = alignment with both, 1\* = the policy document does not refer to any national document, but the gender issues addressed align with national gender mandates.



*Generating Evidence and New Directions for Equitable Results (GENDER) is CGIAR's impact platform designed to put equality and inclusion at the forefront of global agricultural research for development. The Platform is transforming the way gender research is done, both within and beyond CGIAR, to kick-start a process of genuine change toward greater gender equality and better lives for smallholder farmers everywhere.*

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