



IFPRI

WOMEN'S EMPOWERMENT IN AGRIFOOD GOVERNANCE (WEAGOV)

Training Video: Implementing WEAGov



CGIAR

Catherine Ragasa and Jordan Kyle
International Food Policy Research Institute

Three ways to engage with WEAGov

Conceptual framework

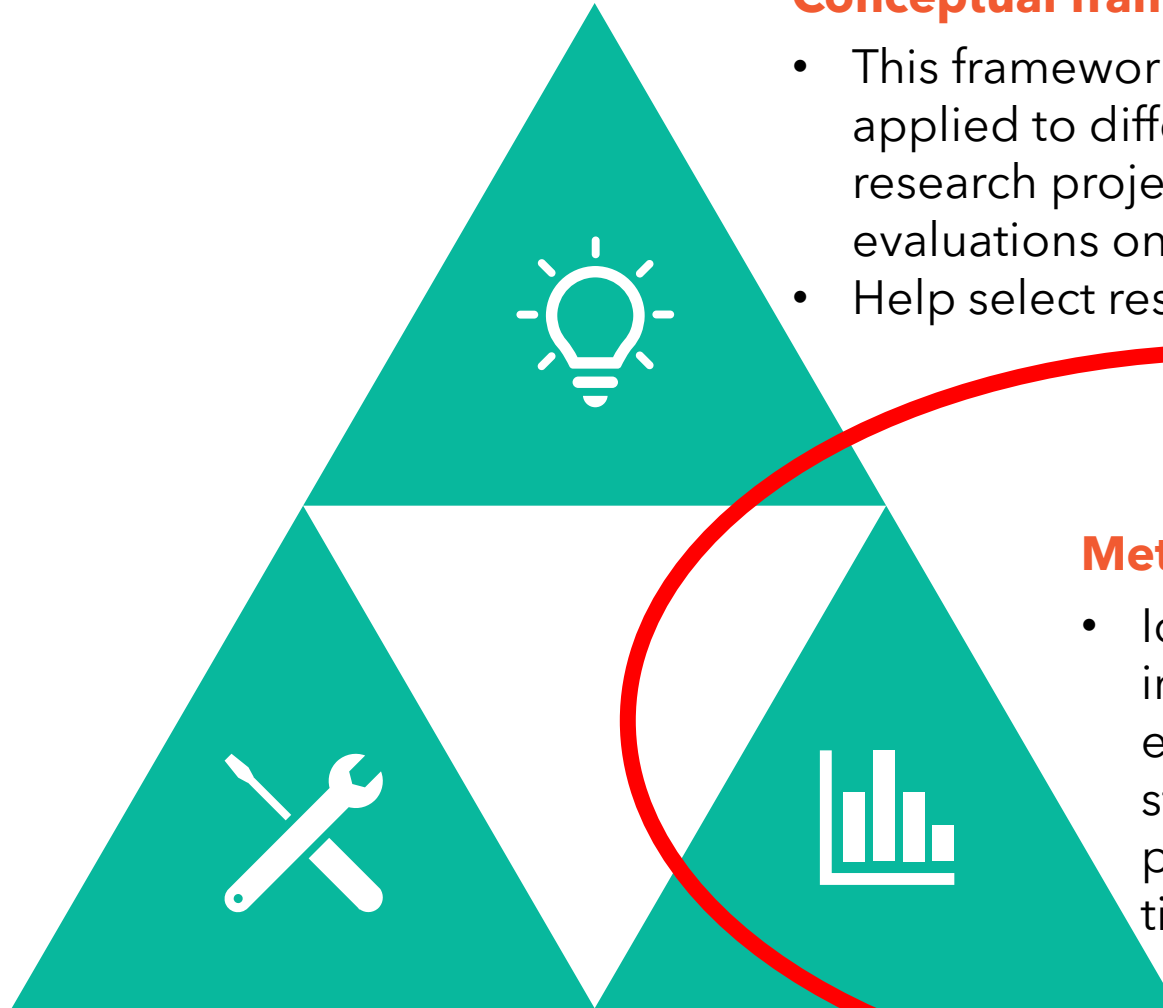
- This framework can be widely applied to different types of research projects or policy evaluations on gender & policy
- Help select research questions

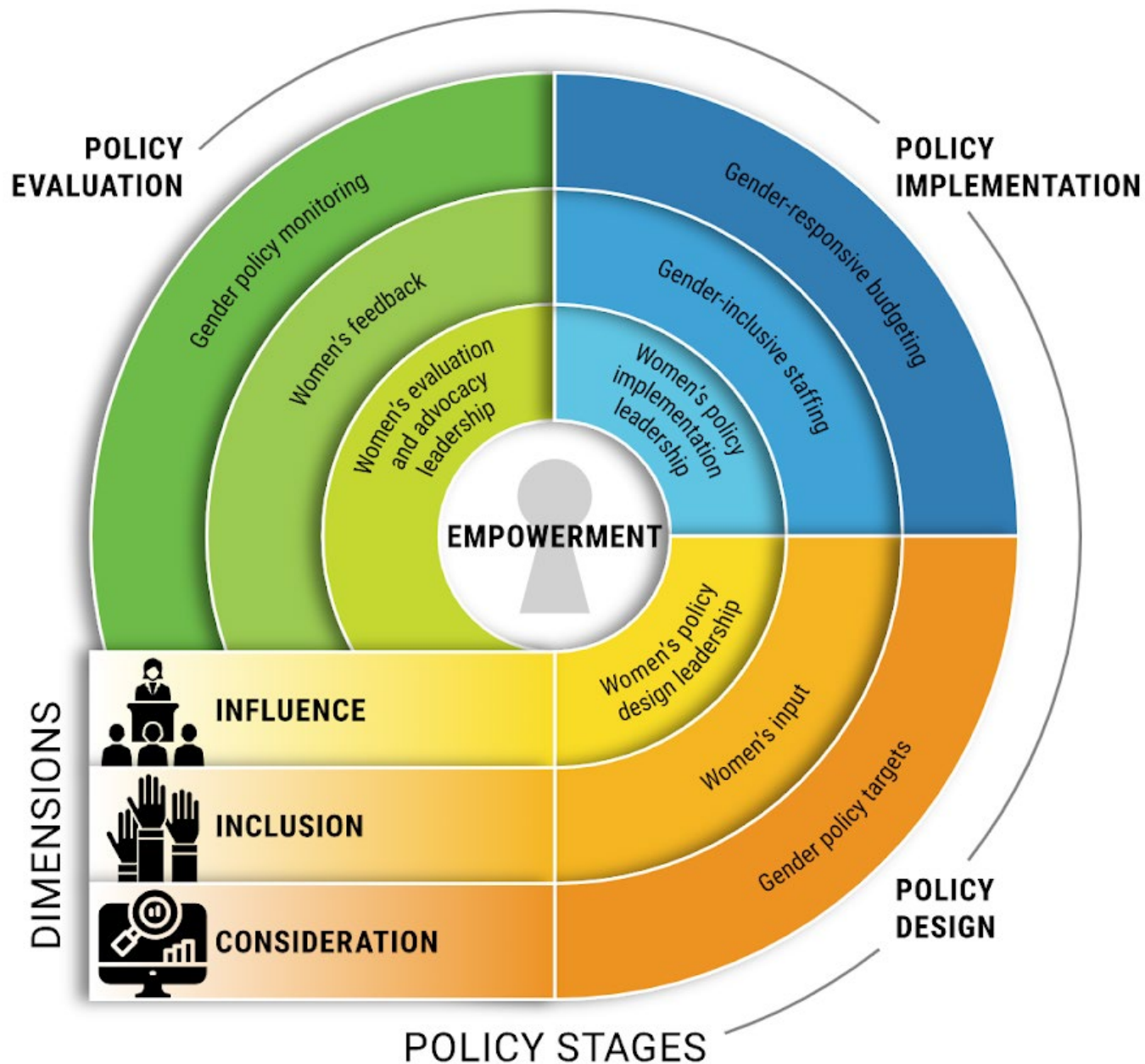
Tools and resources

- Use WEAGov survey instruments and measurement tools for your own research, e.g., survey questions for key informant interviews or desk review templates

Metric and application

- Identify entry points for increasing women's empowerment in national and state-level agrifood policy process, track progress over time





- **9 indicators → 38 measurements**

- Every measurement receives a score:

Scale	Definition	Implication
1	Very weak	Low
2	Weak	On the way
3	Moderate	Advancing
4	Strong	At goal

- 5 scores are based on scored content analysis of a policy or speech

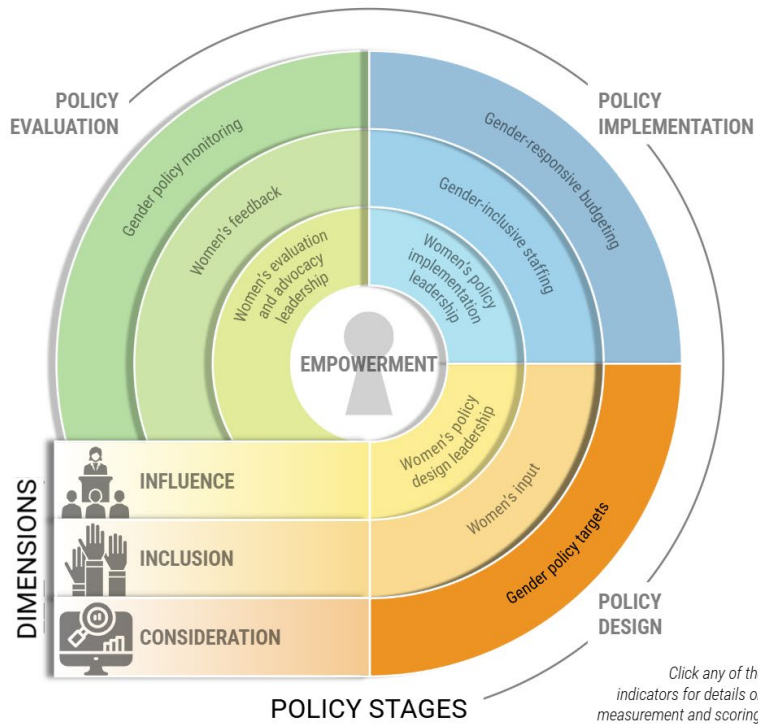
- 7 scores are based on objective levels / secondary data (e.g., share of women staff in agrifood ministries)

- 8 scores are organizational-level data (from organization survey)

- 18 scores are perception-based (e.g., modal or most common responses from sample experts)

<https://www.ifpri.org/interactive/weagov>





Click any of the indicators for details on measurement and scoring.

GENDER POLICY TARGETS

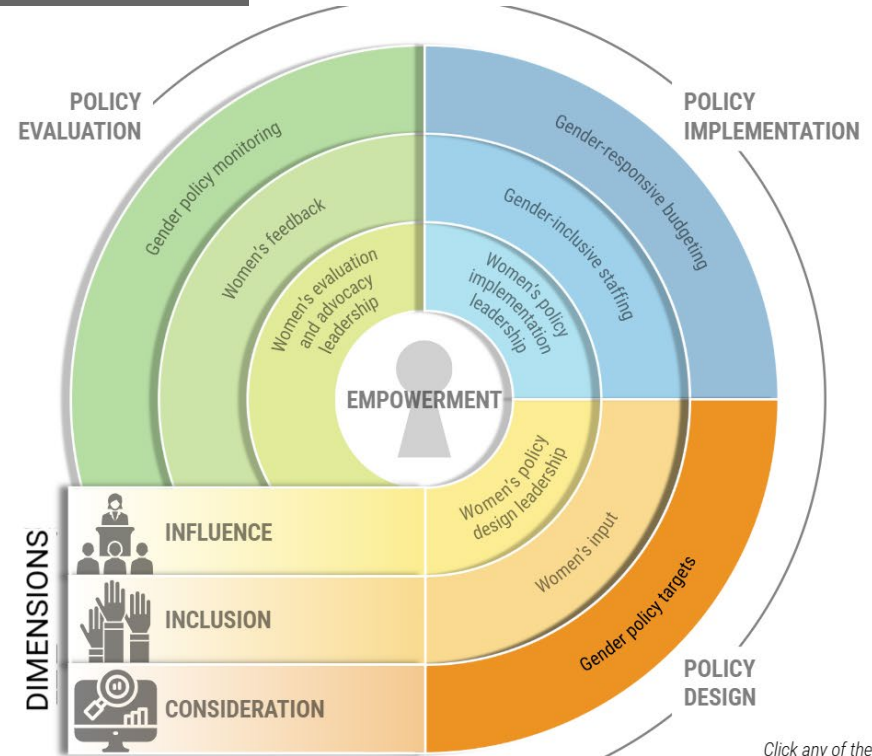
MEASUREMENT

SCORING

Potentially different needs and priorities of men and women are integrated into major agrifood policies

- Scored gender content in national agriculture policy
- Scored gender content in national climate policy
- Scored gender content in national nutrition policy
- Scored gender content in prominent presidential or budget speech
- Gender attention in prioritized agrifood policy issue*

* Indicates that this measure local agrifood policy experience



Click any of the

GENDER POLICY TARGETS

MEASUREMENT

SCORING

SCORED GENDER CONTENT IN NATIONAL AGRICULTURE POLICY

- LOW** No gender analysis in the policy document
- ON THE WAY** Limited gender analysis in the policy document, without clear links to agrifood policies and to specific targets
- ADVANCING** Some gender analysis in the policy document, with clear links to agrifood policies but no gender-specific strategies or targets
- AT GOAL** Strong gender analysis in the policy document, with clear links to agrifood policies and to gender-specific strategies or targets

6 Steps of WEAGov

1. Agrifood policy & stakeholder mapping



2. Desk review of objective, quantitative indicators



3. Organization survey



4. Expert survey



5. Technical validation workshop



6. Policy dialogue



Example: Nigeria pilot

Analyzed content of national agrifood policies: 19 policy content analyses; and 4 policies tracked in survey

Compiled government administrative data and secondary data

Sampled 141 agrifood organizations [state agrifood ministries and their divisions; parastatals; NGO/CSO; private sector; and universities]

Interviewed 241 organization heads, officers, and gender focal points about their perceptions on women's inclusion & influence in policy processes

Full-day intensive discussion and validation workshop with 10 national experts in Abuja (May 11, 2023)

Full-day dissemination, and discussion of scaling pathways and policy options (December 6, 2023)

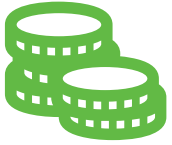


Data collection activity #1

Agrifood Policy Mapping and Policy Content Analysis

5 of 38 measurements

Agrifood policy mapping



Budget Speech & National Development Plan

Country national development plan (most influential document that dictates budget allocation)

Speech by head of state (prime minister or president) on state of the nation or budget



Agricultural Policy

Food security

Agricultural development

Agricultural innovation, promotion, growth, transformation

Sub-sector policies, e.g., fishery, forestry, seed

*National Gender Policy in Agriculture



Nutrition Policy

National nutrition policy

National food and nutrition policy

National health policy



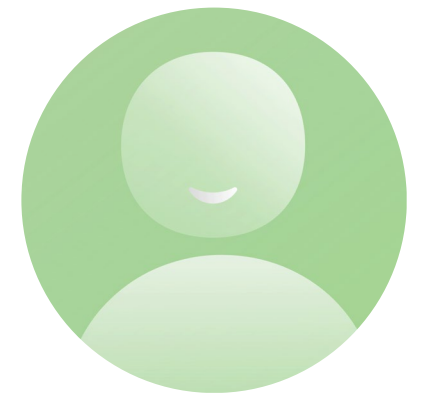
Climate Policy

Environment, water, irrigation, land

Sustainable natural resource practices

Climate-smart agriculture policies

- *Long list for desk review: 19 policies in Nigeria; 30 policies in India*
- *Short list for tracking in surveys: 4 in Nigeria; 6 in India*



Checklist used in the policy content analysis



- **Overall policy objectives and goals**
 - Key policy objectives and goals identified in the policy, strategy, or development plan
- **Gendered content**
 - Mention of gender, women, girls, social inclusion
 - Gender analysis that guided and informed the policy
 - Sex-disaggregated data
 - Specific objectives or targets related gender equality and women's empowerment (RBET framework)
 - Access to inputs, resources, and opportunities
 - Women's entrepreneurship and economic empowerment
 - Women's welfare and nutrition
 - Women's voice, women's leadership, and structural gender inequalities
 - Intersectionality and other social markers (e.g., socioeconomic status, ethnicity, caste, and tribe)
- **Gendered participation in the policy formulation process**
 - Evidence in the policy document (or drafts, media coverage, others) on the consultative processes undertaken?
 - In the writing/drafting team, what is the proportion of women?
 - In the advisory/supervisory/review team, what is the proportion of women?

Scoring on gender consideration in major agrifood policies

Score	Definition
1	No or little mention of “gender” or “women” in the policy document
2	Limited gender analysis; some discussion of gender but lacks any specific gender-related goals or targets
3	Some gender analysis in the policy document with clear links to agrifood policies has gender-related goals but lacks specific measurable targets and details of how to track them
4	Strong gender analysis; has gender-specific goals with specific measurable targets in the results framework and implementation plan; exemplary in its focus on gender equality and women’s empowerment.

Nigeria - Policy content analysis

(19 major agrifood policies reviewed)

Name of policy	Year	Gender Score (1-4)
1. National Gender Policy in Agriculture	2021-2026	4
2. National Food and Nutrition Policy in Nigeria	2016- 2025	3
3. National Climate Change Policy for Nigeria (NCCP)	2021-2030	3
4. National Agricultural Technology and Innovation Policy (NATIP)	2022-2027	2
<i>5. Agricultural Promotion Policy (APP)</i>	2016-2020	2
<i>6. National Fisheries and Aquaculture Policy</i>	Early 2000s	1
<i>7. National Forest Policy</i>	2020-2030	1
8. Nigerian Vision 20: 2020	2009-2020	1
9. Feed Africa: Strategies for Agricultural Transformation in Africa	2022-2025	3
10. Trade Policy of Nigeria	2023-2027	2
11. Revised National Policy on the Environment	2016	1
12. Agricultural Manpower Development and Training policy	2005	1
13. Land Use Policy 2013	2013	1
14. National Water Policy	2016	1
15. Agricultural By-product Policy	NA	1
16. National Policy on Rural Infrastructure	NA	1
17. Agricultural Statistics and Databank Policy	NA	1
18. Industrial Crop Production Policy	NA	1
19. National Policy on Food Safety and its Implementation Strategy (NPFSIS)	2014	1

Note: **Policies in bold and italics=4 major policies**; *Italics=7 policies (with gender consideration) tracked in expert survey*

Data collection #2

Desk review

7 of 38 measures

7 Measurements	Scoring
<p>Formal process for collecting citizens' input in agrifood policymaking process</p> <p>Formal mechanism for providing feedback on policy implementation</p>	<p>1 = formal process of collecting citizens' inputs is not required for policy design and consultations are typically not done</p> <p>2 = no consultation or formal process is required for policy design but some consultations are done on an ad hoc basis</p> <p>3 = consultations often occur but there are no formal requirements to consult with the public before policymaking</p> <p>4 = there are formal requirements to consult with the public before policymaking, and these requirements are followed</p>
<p>Share of women in national parliament</p> <p>Share of women on agricultural committee</p> <p>Share of female ministers</p>	<p>1 = 0-15% parliamentarians / committee members / ministers are women</p> <p>2 = 16-32% parliamentarians / committee members / ministers are women</p> <p>3 = 33-49% parliamentarians / committee members / ministers are women</p> <p>4 = at least 50% of parliamentarians / committee members / ministers are women</p>
<p>Scored availability of gender-disaggregated national agrifood statistics</p>	<p>1 = national statistical system collects minimal gender-disaggregated data</p> <p>2 = national statistical system collects gender-disaggregated data on labor allocation and participation in the agrifood system</p> <p>3 = national statistical system collects individual-level, gender-disaggregated data on economic outcomes, food security and dietary diversity, but not on agency and empowerment</p> <p>4 = national statistical system collects individual-level data (women and men) on economic outcomes, dietary diversity, agency and empowerment</p>
<p>Scored gender-disaggregated data included in agrifood performance public reporting</p>	<p>1 = no gender analysis in report(s)</p> <p>2 = limited gender analysis in report(s), without clear links to agrifood policy impacts on women and men</p> <p>3 = some gender analysis in report(s), with clear links to agrifood policy impacts on women and men, but no data on women's agency and empowerment</p> <p>4 = strong gender analysis in the report(s), with clear links to agrifood policy impacts to women and men and data on women's agency and empowerment</p>

Desk review, complemented by key informants' interviews if needed

Data collection activity #3

Organization survey

8 of 38 measurements

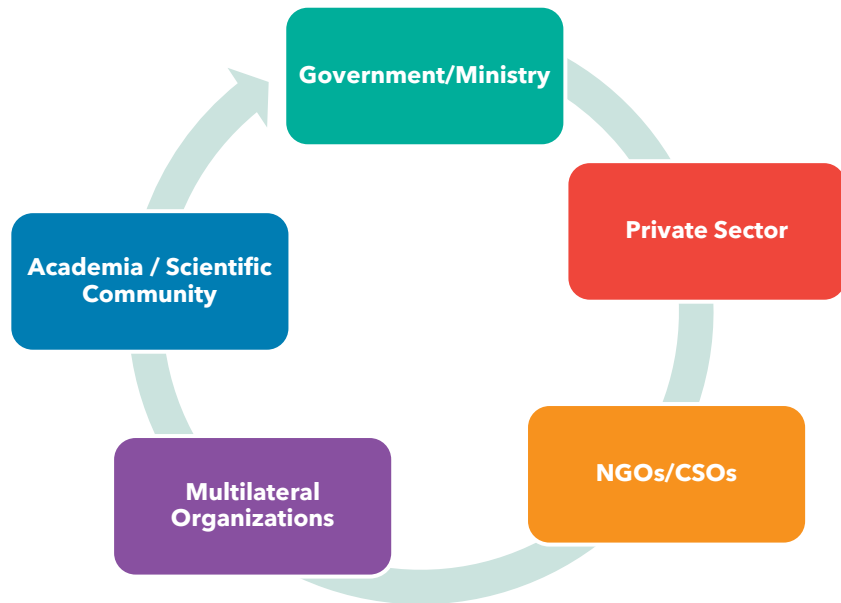
Respondent: head/representative of agrifood organizations

Duration: 30 minutes

Goal: To understand national policy formulation, which is at the federal level, and track policy implementation and evaluation, which are at state and local levels.

Sampling: diverse organizations involved (actually or potentially) in agrifood policy formulation, implementation, and evaluation at federal- and state-level.

Sampling at state-level: 1 state selected per geopolitical zone. These states include Bauchi, Enugu, Delta, Kogi, and Ondo.



Geopolitical zone	Count	%
Federal-level	43	30%
State-level		
Bauchi (North East)	24	17%
Delta (South South)	22	16%
Enugu (South East)	10	7%
Kogi (North Central)	16	11%
Ondo (South West)	26	18%
Total	141	100%

Organization Type	Count	%
Federal ministry	9	6%
State ministry	20	14%
Federal parastatal	5	4%
State parastatal	21	15%
Independent governmental agency	2	1%
Civil society organization / Non-governmental organization	38	27%
Private sector	29	21%
Research institution /University	17	12%
Total sample	141	100%

4 measurements

Share of women in management and staffing in sample agrifood organizations

Measure	Scoring
Share of women leaders in nongovernmental sector involved in agrifood policy design	1 = 0-15% of organizations are led by women 2 = 16-32% of organizations are led by women 3 = 33-49% of organizations are led by women 4 = at least 50% of organizations are led by women
Share of non-managerial female staff in agrifood policy implementing agencies	1 = 0-15% of staff in implementing agencies are women 2 = 16-32% of staff in implementing agencies are women 3 = 33-49% of staff in implementing agencies are women 4 = At least 50% of staff in implementing agencies are women
Share of female managerial positions in agrifood policy implementing agencies	1 = 0-15% of managerial staff in implementing agencies are women 2 = 16-32% of managerial staff in implementing agencies are women 3 = 33-49% of managerial staff in implementing agencies are women 4 = At least 50% of managerial staff in implementing agencies are women
Share of women in managerial positions in governmental agencies involved in agricultural policy review and evaluation	1 = 0-15% of managerial staff in implementing agencies are women 2 = 16-32% of managerial staff in implementing agencies are women 3 = 33-49% of managerial staff in implementing agencies are women 4 = At least 50% of managerial staff in implementing agencies are women

4 measurements

Share of sample agrifood organizations with gender-intentional strategies

Measure	Scoring
Gender-responsive budgeting in agrifood ministries	1 = 0-24% of agrifood ministries conduct gender-responsive budgeting 2 = 25-49% of agrifood ministries conduct gender-responsive budgeting 3 = 50-74% of agrifood ministries conduct gender-responsive budgeting 4 = 75-100% of agrifood ministries conduct gender-responsive budgeting
Gender-inclusive strategies among agrifood policy implementing agencies	1 = 0-24% of sample organizations have a gender strategy in place and implement several gender-inclusive activities for staff 2 = 25-50% of sample organizations have a gender strategy in place and implement several gender-inclusive activities for staff 3 = 51-75% of sample organizations have a gender strategy in place and implement several gender-inclusive activities for staff 4 = 76-100% of sample organizations have a gender strategy in place and implement several gender-inclusive activities for staff
Gender quota for leadership in agrifood policy implementing agencies	1 = 0-24% of agrifood ministries have a gender quota for leadership 2 = 25-49% of agrifood ministries have a gender quota for leadership 3 = 50-74% of agrifood ministries have a gender quota for leadership 4 = 75-100% of agrifood ministries have a gender quota for leadership
Agrifood policy implementing agencies conduct gender audits and reviews periodically	1 = 0-24% of sample organizations conducting gender audits 2 = 25-49% of sample organizations conducting gender audits 3 = 50-74% of sample organizations conducting gender audits 4 = 75-100% of sample organizations conducting gender audits

Organization survey example

Section C: ORGANIZATION DETAILS					
C1	Number of staff in leadership and management positions: <u>Management positions:</u>		Male Female Total		Provide response box for all three
C2	Number of staff in <u>non-management positions</u> <u>Non-management positions:</u>		Male Female Total		Provide response box for all three
Section D: ORGANIZATIONAL GENDER POLICIES					
D1	Does the organization/agency have a gender strategy or gender policy?		Yes No Don't know	1 2 -999	
D1.1	When was it reviewed/updated	##	_____		Askif D1==1 Open ended question: Provide text box with no word limit.

Understanding the organizational profile of the agencies and organizations implementing the policy can help you gain a systematic view of whether women are involved in policy implementation. Focusing on technical positions vs. administrative positions most critical

Data collection #4

Expert survey

18 of 38 measurements

- ❑ **Sampling:** 40 experts targeted in each of the 5 states and at federal-level (Abuja). Actual sample: 241 experts
- ❑ **Target respondents:** (1) Leaders, managers, or decision-makers in the diverse agrifood organizations (identified in the organization survey), (2) experts in agrifood policy, or (3) gender contacts for any gender-specific programming in the agrifood organizations.
- ❑ **Expert identification:** (1) From the organization survey, we asked the organization heads to respond to the expert survey or recommend other key staff to respond; (2) From a list of agrifood key stakeholders that APRNet have compiled and worked with in the past, we contacted these stakeholders to respond.

Position	Count	%
Head of the organization	32	13%
Manager or decisionmaker of specific program or job function in the organization	55	23%
Expert in agrifood policy	23	10%
Focal point or contact for gender programming in the organization	36	15%
Officers, researchers, lecturers, or other staff in the organization	95	39%
Total sample	241	100%

Organization type	Count	%
Federal ministry	25	10%
State ministry	42	17%
Federal parastatal	15	6%
State parastatal	25	10%
Independent governmental agency	10	4%
CSO/NGO	44	18%
Private sector	40	17%
Research institution / University	40	17%
Total sample	241	100 %

Characteristics	Count	%
Gender		
Female	92	38%
Male	149	62%
Age		
<=35	51	21%
36-50	124	51%
51-65	60	25%
> 65	6	2%
Years of work experience		
Less than 2 years	25	10%
2 to 4 years	61	25%
5 to 7 years	53	22%
8 to 10 years	30	12%
11 to 15 years	28	12%
More than 15 years	44	18%
Education		
Primary and/or secondary	2	1%
Post-secondary	16	7%
Bachelor-level equivalent	101	42%
Master's degree or equivalent	75	31%
PhD	47	20%
Total sample	241	100%

Perception measurements

Perceptions data have particular value in the measurement of governance and policy process.

1. Diverse perspectives, insights, and voices of stakeholders
2. Option for hard-to-measure and complex concepts
3. Triangulation of data and results

But, three considerations needed:

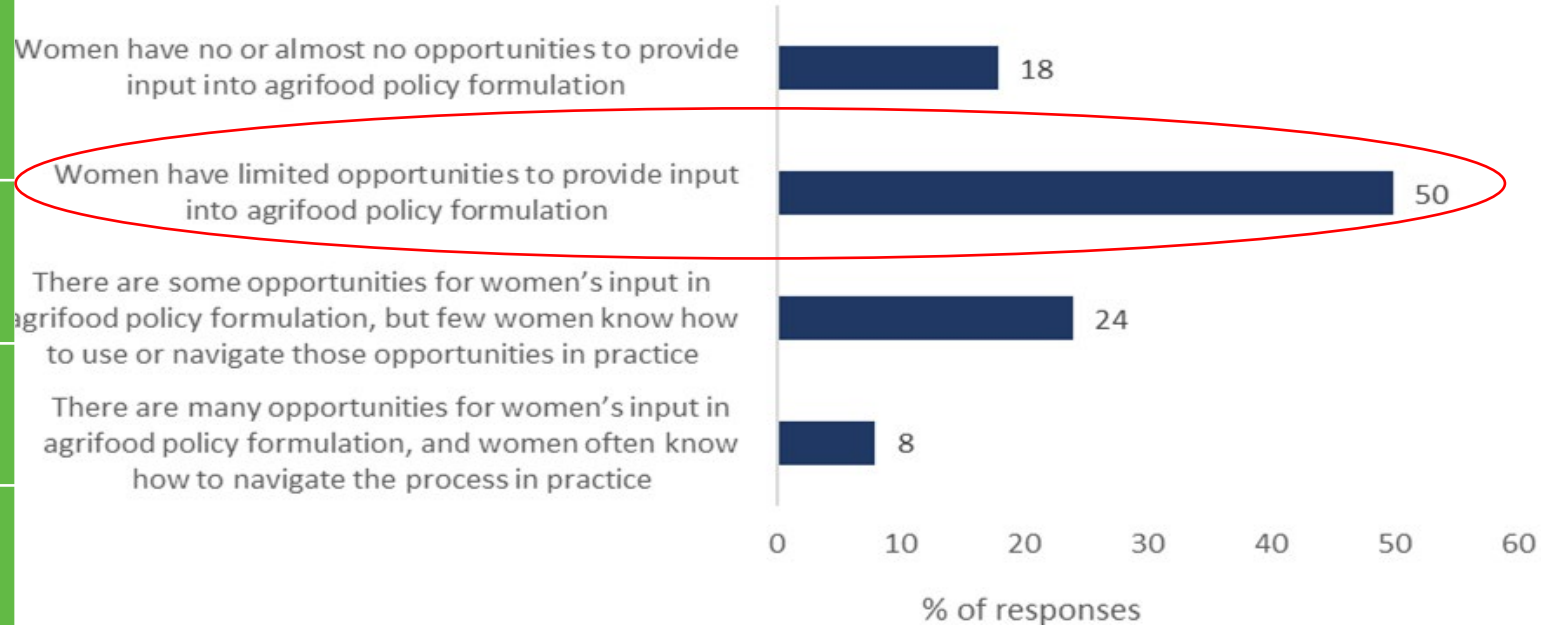
1. Individuals have imperfect knowledge → more sample
2. Systematic differences based on context → diverse sample, disaggregate data
3. Experts could be systematically biased in their assessments → diverse sample, disaggregate data

18 of 38 measurements are perception-based

1. Gender attention in prioritized agrifood policy issue
2. Opportunities for women's input into agrifood policy process
3. Women's inputs into policy design (agriculture, climate, and nutrition)
4. Women's perceived influence over policy design (agriculture, climate, and nutrition)
5. Perceived budgetary support and implementation of gender targets in agrifood policies (agriculture, climate, and nutrition)
6. Tracking and monitoring of gender goals in agrifood policies (agriculture, climate, and nutrition)
7. Perceived opportunities for women to provide feedback
8. Women's perceived leading role in monitoring and review of agrifood policies (agriculture, climate, and nutrition)

4-point Likert scale

- 1 = Most sample experts recalled very few opportunities for women's inputs into policy design
- 2 = Most sample experts recalled limited opportunities for women's inputs into policy design
- 3 = Most sample experts recalled many opportunities for women's inputs, but few know how to use them
- 4 = Most sample experts recalled many opportunities for women's inputs, and are used



Technical validation workshop (useful for insights, convergence of scores, and refinement of the tool)

- For each indicator, participants discussed:
 1. What do you think about the **accuracy of the way in which we are measuring** the indicator?
 2. What do you think about the **validity of the results** for this indicator based on your experience and expertise?
 - Please focus here on whether the results for [Nigeria] for this indicator seem accurate and valid to you based on your experience
 - Please make concrete suggestions for what you would have expected the results to be for this indicator and why.
 - Does the result seem high or low to you?
 3. What are the **implications of the results/scores** on policy and programming?
 4. Is there **any indicator that you think is missing** that would be important for understanding women's empowerment in this stage of the policy process?

<https://www.ifpri.org/interactive/weagov>

<https://hdl.handle.net/10568/155060>



Catherine Ragasa;
c.ragasa@cgiar.org

Jordan Kyle;
j.kyle@cgiar.org