IMPLEMENTATION OF THE NATIONAL GENDER POLICY AND ITS IMPACT ON WOMEN EMPOWERMENT IN KADUNA STATE

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A DISSERTATION SUBMITTED TO THE SCHOOL OF POSTGRADUATE STUDIES, AHMADU BELLO UNIVERSITY, ZARIA IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE AWARD OF A MASTER OF SCIENCE DEGREE IN PUBLIC ADMINISTRATION

AUGUST, 2016

DECLARATION

I declare that the work in this dissertation entitled "**Implementation of the National Gender Policy and its Impact on Women Empowerment in Kaduna State**" has been carried out by me in the Department of Public Administration. The information derived from the literature has been duly acknowledged in the text and a list of references provided. No part of this dissertation was previously presented for another degree or diploma at this or any other institution.

_____ _____

Name of Student **Signature** **Date**

CERTIFICATION

This dissertation entitled IMPLEMENTATION OF THE NATIONAL GENDER POLICY AND ITS IMPACT ON WOMEN EMPOWERMENT IN KADUNA STATE by **Nelson GABRIEL**meets the regulations governing the award of the degree ofMaster of Science in Public Administration of the Ahmadu Bello University, and isapproved for its contribution to knowledge and literary presentation

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DEDICATION

This dissertation is dedicated to God Almighty for His grace and mercies

ACKNOWLEDGEMENT

My profound gratitude, first of all goes to the Almighty God whom by His grace I liveth and who has made it possible for me to complete this academic programme despite all odds.

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ABSTRACT

This study focused on the implementation of the capacity building and skills development component of the National Gender Policy and its impact on women empowerment in Kaduna state. In her efforts to bridge gender gaps arising from women marginalisation, Nigeria has signed and ratified several global and regional treaties which have made her evolved policies culminating into programmes and projects promoting women empowerment and gender equality. The recent of them is the National Gender Policy. It is against this backdrop that this study seeks to assess the implementation of the capacity building and skills development component of the National Gender Policy and its impact on women empowerment in Kaduna state with a specific focus on skills acquisition programmes being executed by Kaduna State Ministry of Women Affairs and Social Development. The study was anchored on the Gender and Development Approach. The study, a survey research was conducted in three LGAs of Kaduna state. Data were generated using interview and questionnaire. Data collected were analyzed using descriptive statistics to answer the research questions while chi-square was used to test the null hypotheses at 0.05 level of significance. Results showed that the programmes have slightly empowered women in the state as their financial status have visibly improved, as they now contribute more financially to their family upkeep; they now participate more in household decision making;but they still have relatively low financial capability to acquire household assets and make small investments. Nevertheless, some severe challenges were identified. They include poor and inconsistent funding, inadequate working tools, shortage of technical personnel, poorly equipped women centers and non-involvement of women in planning of the programmes. The study therefore recommended immediate implementation of other empowerment programs contained in the capacity building and skills development component of the NGP, especially the microcredit scheme and adult literacy to complement the skills acquisition programme and efforts be made to address aspects of culture that inhibit women's active participation in public spheres. In addition, adequate and timely funding, adequate technical personnel, engaging women in planning of the programmes and an effective monitoring and evaluation mechanism should be ensured.

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LIST OF ABBREVIATIONS

CEDAW	-	Convention on the Elimination of All Forms of Discrimination Against Women
CSOs	-	Civil Society Organisations
FMWASD	-	Federal Ministry of Women Affairs and Social Development
GAD	-	Gender and Development
GDI	-	Gender-related Development Index
GEC	-	Gender Equality Commission
GEM	-	Gender Empowerment Measurement
GEWE	-	Gender Equality and Women Employment
GMS	-	Gender Management System
HDI	-	Human Development Index
KMWASD	-	Kaduna State Ministry of Women Affairs and Social Development
LG	-	Local Government
LGA	-	Local Government Area
MDGs	-	Millennium Development Goals
NCWD	-	National Center for Women Development
NEC	-	National Executive Council
NGOs	-	Non Governmental Organisations
NGP	-	National Gender Policy
UNDP	-	United Nations Development Program
WID	-	Women in Development

CHAPTER ONE

INTRODUCTION

1.1 Background to the Study

Across the world especially in developing countries, there have been growing and continuous agitations for a level playing ground for both women and men in the political, economic and social dimensions of a nation's development resulting from age long domination and marginalisation of the female gender by the male. Gender discrimination is a pervasive global phenomenon which has occasioned intense gender inequality in many countries of the world. The phenomenon is as old as mankind itself. Studies (Abegunde, 2014; Ejumudo, 2013; Allanana, 2013; and Abara, 2012) have shown that gender inequality has created wide gender gaps in many countries of the world with very devastating social, economic and health consequences on especially the female gender that have been intensely marginalised and relegated to the background. This discrimination according to Sylvia and Ogugua (2012), has not only bred feminised poverty and its attendant consequences but has in recent times intensify the feminisation of HIV epidemics, as there is now linkage between gender discrimination and high susceptibility of women to HIV/AIDS pandemics. About 70% of women, who constitute half of the world's population live in poverty due to lack of access to opportunities and control over resources (UNDP, 1995).

The gender situation in Nigeria is not any way better than the rest of the world. In fact, it is even worse. Reports have established that gender discrimination is higher in developing countries of which Nigeria is one (World Economic Forum, (2013); British Council, (2012); and WACOL, (2008). Tradition, culture and religion have been identified as the major factors that are responsible for the high level of gender discrimination in Nigeria. The Nigerian

society is patriarchal in nature. This has perpetuated the domination of women by men, thus bringing about the socialisation of women into a culture of female subordination.

According toShehu, *et al* (2011), gender inequality permeates all aspects of Nigerian life. It manifests in the family institution, educational sector, labour market, politics and social service institutions. A close examination of the gender situation in Nigeria reveals a lot of discrimination. In the family institution, the male child is usually preferred to the female child. The male child in most cases is accorded the right of inheritance to the family wealth and estate. This could lead to lack of access to and control over productive resources by the female gender. In the education sector, evidence from studies shows inequality between women and men. Literacy rate for adult men is 74.6% while for adult women, it is 56.8% and secondary school completion rate for girls is 44% while that of boys is 75% (CEDAW Shadow report, 2008).In the political arena, evidence also abound in researches that women are grossly under represented compare to men. Participation of women in politics is put at 15% (BC Gender Report, 2012:58). Socially, women have also been at the receiving end of several cultural and religious practices including gender based violence such as domestic violence and rape; female genital mutilation which is more common in the southern part of the country; despicable widowhood practices especially in the eastern part; *purdah* (seclusion of women from public observation), mostly in the northern, etc. As stated bySylvia and Ogugua (2012), the worrisome aspect of this discrimination is that it has persisted for so long that it is now deeply rooted and institutionalised in Nigerian system that uprooting same would definitely pose an uphill task.

As a result of this age long marginalisation of the female gender, women empowerment and gender equality have continued to be a dominant theme in global and regional treaties, covenants and declarations. Promotion of gender equality is now globally accepted as a development strategy for the reduction of poverty levels among women and men, improving

health and living standards and enhancing efficiency of public investments (National Gender Policy, 2006). According to the United Nations Millennium Declaration in year 2000, the attainment of gender equality is not only an end in itself and a human right issue, but a prerequisite for the achievement of sustainable development.

In her efforts to bridge gender gaps, Nigeria has signed and ratified several intercontinental and continental treaties and declarations which seek to remedy the age long gender disparity that has existed in human society. The treaties and declarations that Nigeria is signatory to include the Beijing Platform for Action, 1995 (BPA); African Charter on Human and People's Rights, 1981 and its Women's Right Protocol of 2003; Convention on the Elimination of all Forms of Discrimination Against Women, 1979 (CEDAW); and Millennium Development Goals, 2000 (MDGs). Nigeria's signatory to these international treaties and declarations has led her to roll out several policies culminating into programs and projects aimed at addressing the gender disequilibrium in the country. Some of these programs and projects include Better Life for Rural Women (1986), Family Support Program (1998) and Child Care Trust (1999). The failure of these programs to address the woman's question in national development led to evolution of a national policy suitable to the peculiarity of the gender situation in Nigeria. Thus, in 2000, the National Policy on Women was evolved. Having operated the policy for several years, little was achieved as its strategies were focused on women alone. It became clear that women focused strategies alone could only slow down the pace of achieving gender equality in the facet of development. An over aching strategy for gender equality in development process is likely to be that which takes women and men as partners in development, and more importantly, that which challenges the structure which continues to produce gender-based inequalities in the society, and balance power relations between women and men for growth and development at both micro and

macro level (National Gender Policy, 2006). Thus, the National Gender Policy was formulated and adopted in 2006. The policy's main goal is to:

> build a just society devoid of discrimination, harness the full potentials of all social groups regardless of sex or circumstance, promote the enjoyment of fundamental human rights and protect the health, social, economic and political well-being of all citizens in order to achieve equitable rapid economic growth; evolve an evidence based planning and governance system where human, social, financial and technological resources are efficiently and effectively deployed for sustainable development .

The National Gender Policy has Policy, Partnerships and Programme Reforms;CapacityBuilding and Skill Development;Legislation and Human Rights Protection;Information, Communication and Value Re-orientation;Economic Reforms and Financial Accountability;Research, Data and Evidenced Based Planning; andMonitoring and Evaluation as its priority and key strategies(National Gender Policy, 2006).

This research is therefore concerned with assessing the implementation National Gender Policy and its impact on women empowermentin Kaduna state with a particular focus on the skills acquisition programsemanating from the capacity building and skill development component of the policy. Despite the policy's recognition of the necessity for a partnership between women and men in the development process, it nevertheless acknowledges that women empowerment remains critical to the attainment of gender equality. The policy therefore puts premium on women empowerment policies and programs. As a result, the study focuses on skills acquisition programs being implemented by the Kaduna State Ministry of Women Affairs and Social Development in line with the National Gender Policy aimed at empowering women in the state.

1.2 Statement of the Problem

Despite several efforts of the government at integrating the woman's question into the development agenda, gender inequality has remained pervasive in Nigeria. Almost on all fronts, politically, economically and socially, women have remained in perpetual subjugation

to men. Existing data show that there is a persisting wide gap in income generating and employment opportunities between women and men in virtually all sectors of the Nigerian society (FG, 2012). Women's involvement in the industrial sector is estimated at 11% compare with 30% for men, while women's participation in income generating activities that are predominantly characterised by intense manual labour such as mining and quarrying is virtually non-existent (NBS 2004:39). 76%of workforce of the federal civil service are men, while women constitute 24%. Besides, women participation in the formal sector stands at just 11% (CIDA 2012:27). Consequently over 60% of the 70% of the population living below poverty line are estimated to be women, especially as the income and purchasing power for women is estimated to be US$614 as against US$1,495 for men who have access to high-paying, secure and stable employment (CIDA 2012:17). These have negatively affected the economic status of women, at the household, community as well as national level. As a result of the poor economic status of women especially in terms of finance and other economic resources, they lack decision making power especially at the household. Major household decisions such as purchases, children's education and family health are solely taking by men. In addition, women possess little or no control over their reproductive health and also lack means to access medical services as at when needed.

In Nigeria, especially in the Northern parts of which Kaduna State falls into, women's participation in public spheres is limited. Women are disallowed from taking part in certain public activities on the ground of culture/tradition and religion. Their movement is also very restricted. The practice of 'purdah' (*Akule*), mostly in the northern parts prohibits women's unrestricted movement outside the home. In the words ofAbegunde (2014), public forms of physical labour is associated with considerable shame and insecurity for women. Women's participation in politics is just about 15% (BC Gender Report, 2012:58). Women political representation in the upper and lower house of the legislature fell from 7% in 2007 to 4% in

2011 election. Only 7 of 109 senators and 25 of 360 representatives are women (BC Gender Report, 2012). On the social front, women encounter various degree of discrimination such as gender-based violence, poor access to education and health services, harmful widowhood practices, female genital mutilation, etc. According to the gender report of 2012, Nigeria occupies a low position in gender disparity (i.e. 118 out of 192 countries).

However, in recognition of such existing disparities and inequalities between women and men in virtually all sectors and the need to bridge the gap, the National Gender Policy was formulated and adopted. The Policy is in line with global policies, conventions and treaties such as the New Partnership for African Development (NEPAD), AU Solemn Declaration for Gender Equality, African Protocol on People's Rights and the Rights of Women (APPRRW), the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), NEEDS/SEEDS, the Millennium Development Goals (MDGs) and the Beijing Platform for Action (BPA). All of which focus on certain critical aspects of women's concern ranging from health, violence against women, access to education, women's rights as human rights to improved economic and political participation as well as empowerment. The main thrust of the policy is to promote a gender sensitive and responsive culture in policy and law making that will ensure equal rights and opportunities for women and men in all spheres as well as capacity building and economic reform(National Gender Policy, 2006).

The attainment of the goals and objectives of the policy requires the participation of several institutions and stakeholders such as Federal Ministries of Women Affairs and Social Development and its state counterparts as the primary institution saddled with the responsibility of coordinating and implementing the policy, National Council for Women Development, National Orientation Agency, International Development Partners, Federal Character Commission, Non-Governmental Organisations, etc. But the main issue remains that, to what extent have the skills acquisition programs being implemented by the Kaduna

State Ministry of Women Affairs and Social Development (KMWASD) in line with the capacity building and skills development component of the NGP empowered women in the state.

1.3 Research Questions

In order to address the problem raised above, answers to the following research questions are found worthy:

i. To what extent has the implementation of Skills Acquisition Programs of the capacity building and skill development component of the National Gender Policy by KMWASD improved women's financial status in the state?

ii. To what extent has the implementation of Skills Acquisition Programs of the capacity building and skill development component of the National Gender Policy by KMWASD enhanced women's participation in household decision making in the state?

iii. To what extent has the implementation of Skills Acquisition Programs of the capacity building and skill development component of the National Gender Policy by KMWASD enhanced women's acquisition and ownership of property in the state?

1.4 Objectives of the Study

The central objective of this research is to determine the impact of the implementation of the Capacity Building and Skills Development component of the NGP on women empowerment in the state. In achieving this, the following specific objectives will be borne in mind:

1 To determine the extent to which the implementation of Skills Acquisition Programs of the capacity building and skill development component of the National Gender Policy by KMWASD has improved women's financial status in the state.

2 To determine the extent to which the implementation of Skills Acquisition Programs of the capacity building and skill development component of the National Gender Policy by KMWASD has enhanced women's participation in household decision making in the state.

3 To determine the extent to which the implementation of Skills Acquisition Programs of the capacity building and skill development component of the National Gender Policy by KMWASD has enhanced women's acquisition and ownership of property in the state.

1.5 Hypotheses of the Study

i. H_0: Implementation of Skills Acquisition Programs of the capacity building and skill development component of the National Gender Policy by KMWASD has not significantly improved women's financial status in the state.

ii. H_0: Implementation of Skills Acquisition Programs of the capacity building and skill development component of the National Gender Policy by KMWASD has not significantly enhanced women's participation in household decision making in the state.

iii. H_0: Implementation of Skills Acquisition Programs of the capacity building and skill development component of the National Gender Policy by KMWASD has not significantly enhanced women's acquisition and ownership of property in the state

1.6 Significance of the Study

Women empowerment and gender equality have assumed a front burner in recent global, regional and national development discourse. It is now globally accepted as a people-centred development strategy that focus on improving standard of living by giving women and men equal voices and opportunities. Women and girls constitute a whopping 80.2 million of the country's approximately 170 million population (National Population Census, 2006). Nigeria's progress and national development will therefore be constrained if women continue

to be marginalised and relegated to the background. Consequently, the importance of this study cannot be over emphasized as the research seeks to determine the extent to which theskills acquisition programs being implemented by KMWASD in line with the Capacity Building and Skills Development component of the National Gender Policy haveempowered women to promote gender equality, identify factors militating against the effective implementation of the policy and suggest ways possible for improvement. The National Gender Policy as a living document needs findings from researches of this nature which can be incorporated into the policy to make it successful by effectively promoting gender equality and empowering women and not going down the way of previous policies.

Most empirical studies on women empowerment and gender equalityreviewed dwelt on micro-credit scheme (Awojobi, 2014; Nwakeze&Ogunniyi, 2012 andOkoji, 2013), except for the study of Comfort et al(2013) and Gift(2013) which focused on skills acquisition programs. The study of Comfort et al (2013) was more concerned with establishing women's preferences for skills acquisition programs instead of examining its empowerment effects on the women while the study of Gift (2013) which focused on empowerment effects of skills acquisition programs on women made use of only primary data.

This study on "Implementation of the Capacity Building and Skills Development componentof the National Gender Policy and its impact on Women Empowerment" represents an attempt to bridge the gap identified in the studies reviewed by majorly seeking to examine the extent to which skills acquisition programs empower women.The study complemented data generated through the administration of questionnaires and conduct if interviews (primary source) with reports and official documents (secondary source). Therefore, the focus of this study as well asthe data generation instruments employed represent the major point of departure of this study from previous studies and its contribution to knowledge.

The findings of the research will also be of immense significance to development agencies, non-governmental organisations and movements promoting women emancipation and empowerment in Kaduna State and Nigeria in general. Besides, the study would serve as a reference material for future research.

1.7 Scope and Limitations of the Study

The National Gender Policy was formulated in 2006, though the research will cover the period between 2010 and 2014. The reason for this is that, it was not until 2008 that a strategic framework was finally prepared for the implementation of the policy. It is therefore believed that five years (2010 – 2014) of implementing the policy is enough to start yielding results.The policy is broad and has several strategies and components. They are:

(a) Policy, Partnerships and Programme Reforms;

(b) CapacityBuilding and Skill Development;

(c) Legislation and Human Rights Protection;

(d) Information, Communication and Value Re-orientation;

(e) Economic Reforms and Financial Accountability;

(f) Research, Data and Evidenced Based Planning; and

(g) Monitoring and Evaluation. (National Gender Policy, 2006)

In order to do some level of justice to the study, the work focuses on the capacity building and skill development strategy of the policy as it regards women empowerment. This aspect of the policy thrust seeks to equip vulnerable and erstwhile marginalised groups particularly women through skills development initiative, adult education programs, micro-credit schemes, loans, grants, access to economic resources, etc. The National Gender Policy sees women empowerment as an entry point to gender equality, thus puts premium on women empowerment programs.

Consequently, the study seeks to assess the extent to which the implementation of empowerment programs by KMWASD in line with the capacity building and skills development component of the policy has empowered women in the state. The programs majorly include vocational skills acquisition such as sewing, knitting, hair dressing, milling and grinding, tie and die, cosmetology, bead making, etc.Kaduna is a state where gender discrimination is highly perpetuated on cultural and religious ground, especially in the northern part of the state(BC Gender Report, 2012). The research covers three local government areas in the state: one each, from the three senatorial districts in the state.

The major problems encountered by the study include financial and time constraints, accessibility to official documents and reports, accessibility to beneficiaries who mostly reside in the rural areas and communication challenges as majority of the beneficiaries have no formal education. In a bid to overcome the challenges of communication and accessibility of the beneficiaries, the researcher was able to get in touch with women leaders in the selected LGAs who invited the women for a meeting. While research assistants were engaged to bridge the communication gap. On the aspect of obtaining official documents, the research had to repeatedly visit the ministry before considerable information were obtained.

1.8 Definition of Relevant Terms

(a) Gender: the term genderis used to describe a set of qualities and behaviours expected from men and women by their societies. These expectations stem from the idea that certain qualities, behaviour, characteristics, needs and roles are natural for men or women (UNDP Nigeria, 2013:1). To Fabusoro (2012), it refers to women's and men's role that are defined by the society and which vary widely among societies and cultures.

As one of the most relevant terms for this study, gender constitutes roles, responsibilities and behaviours expected from women and men by a society which stem from the people's belief system and these varies among societies and cultures.

(b) Gender discrimination:gender discrimination refers to the unfavourable treatment of individuals on the basis of their sexes, which denies them rights, opportunities or resources (Reeve and Baden, 2000). Article 1 of the Convention on the Elimination of All Forms of Discriminations Against Women (CEDAW), defines gender discrimination as any distinction,exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of man and woman, of human rights and fundamental freedoms in the political economic, social, cultural, civil or any other field.

For the purpose of this research, gender discrimination entails the bias treatment of individuals based on their sexes which result in the deprivation of rights, opportunities as well as access to and control over resources.

(c) Gender equality: according to Reeves and Baden (2000), gender equality denotes women having the same opportunities in life as men, including the ability to participate in the public sphere. It means that women and men enjoy the same status and have equal opportunities for realising their full human rights and potential to contribute to national, political, economic, social, and cultural development, and to benefit from the results **(**Canada-Ukraine Gender Fund, 2004). Gender equality interventions are therefore aimed at promoting full and unfettered participation of women and men in national development.

As a relevant term to this research, gender equality involves women having equal rights as men to opportunities (e.g. education, employment and basic health services), access to and control over productive resources (e.g. credit and property) as well as participation in decision making (politics).

(d) Women empowerment: empowerment involves the process of gaining access and developing one's capacities with a view to participating actively in shaping one's own life and that of one's community in economic, social and political terms. (Austrian Development

Agency, 2006:7). To Kabeer (1999), it refers to the process by which those who have been denied the ability to make strategic life choices acquire such ability. Strategic life choices involve choices such as choice of livelihood, whether and who to marry, whether and how many children to have, etc.

As one of the most relevant terms to this study, women empowerment will involvethe expansion of women's ability to make strategic life choices through creation of opportunities or access to education, skills acquisition, employment and productive resources (e.g. credit, land) in order to live a desired life as can be seen in the following aspects:

(i) contribution to family upkeep,
(ii) involvement in major household decisions,
(iii) access to health services and control over reproductive health,
(iv) freedom of movement,
(v) participation in labour/market,
(vi) property ownership e.g. land
(vii) participation in public spheres e.g. attending social gathering, club/social associations and political activities.

(e) Policy: policy, according to Roberts and Edwards (1999) cited in Olaniyi (2001:14) refers to a set of decisions taken by a political actor or group concerning the selection of goals and method of attaining them, relating to a specific situation. It is a course of action adopted and pursued by a government in order to achieve certain set goals.

As another most relevant term to this research, policy will involve the course of action or strategies aimed at capacity building and skills development as contained in the strategic framework for the implementation of the National Gender Policy designed to empower women and promote gender equality. They include vocational skill training such as:

(i) Sewing and Knitting;
(ii) Milling and Grinding;
(iii)Tie and Die;
(iv)Cosmetology;

(v) Fish Processing;
(vi) Bead Making;
(vii) Hair Dressing; and
(vii) Catering

1.9 Structural Organisation of the Study

The entire research work is divided into six chapters as follows:

Chapter one contains general introduction of the work, which includes a background to the study, statement of the problem, research questions, hypotheses, objectives of the study, significance of the study, scope of the study, structural organisation of the study and lastly but not the least, the definition of relevant terms. Chapter two captures review of related literature and theoretical framework to aid understanding of the problem. Gender, gender equality, women empowerment and causes of gender inequality as well as previous efforts by government aimed at promoting gender parity were the focus of the review. Literatures were reviewed from text books, journals, documents, etc.

Chapter three discusses the research methodology employed in the generation of data and test of hypotheses. As a survey study, it employs a stratified random sampling technique in the administration of questionnaires followed by a structured interview in order to generate relevant data for hypotheses testing. Tables and simple percentages are used for data presentation while chi-square is employed to test the hypotheses formulated for the study. Chapter four captures the National Gender Policy in detail. It discusses the goals, objectives and targets of the policy, the strategic framework prepared for effective implementation of the policy as well as the institutional mechanisms saddled with the responsibility of implementing the policy. The chapter also captures the Kaduna State Ministry of Women Affairs and Social Development, its powers, structure and functions. It as well discusses

activities, achievements and challenges of the ministry in respect of the implementation of the capacity building and skills development component of the National Gender Policy.

Chapter five discusses the presentation and analysis of data generated from primary sources as well as the test of hypotheses and chapter six concludes the study. It consists of a brief summary of the work and findings as well as suggestions for improvement.

CHAPTER TWO

LITERATURE REVIEW AND THEORETICAL FRAMEWORK

2.1 Introduction

This chapter explores existing literature on the topic of the research and discusses several approaches from which a conceptual framework is adopted to aid understanding of the problem. The first part of this chapter attempts an in-depth review of scholarly works on gender, gender equality and women empowerment as well as causes of gender inequality. An overview of previous policies and programs designed to empower women and promote gender equality was also discussed. It then concludes with the gender situation in Nigeria. The second part of the chapter discusses some theoretical frameworks regarding gender equality and women empowerment. The approaches are the Women in Development (WID), Gender and Development (GAD) and Empowerment. The GAD approach is adopted as the conceptual framework for the study.

2.2 Literature Review

2.2.1 The Concept of Gender

Gender, as a social phenomenon, may mean different things to different persons. Basically, gender defines the relationship between women and men and the way this relationship has been socially constructed and institutionalized.Akpabio (2005), sees gender as the socially and culturally defined and constructed roles that women and men play in

societies; roles which are shaped by economic, historical and cultural determinants. In similar vein, Nwosu, (2012) citing Ogbuagu, submitted that:

> gender is socially constructed forthe purpose of allocating power,duties, responsibilities, statusesand roles in any given socialmilieu or context. It is universallyconceptualized either as anorganizing concept which can beinnocuously interpreted as neutral(that is without bias) or as a value laden concept which is applied to impose discriminatory practices against one group by another within a given setting.

Toeing similar line with the above authors, Uchem(2005), submitted that gender refers to socially constructed roles that men and women are expected to perform in a given society; in the community, church and family. According to her, it involves an understanding of what it means to be a man or a woman in a given culture including society's expectations of how men and women should feel, look or act. For example social norms and cultural values encourage women to be passive and men to wield power and to impose their will upon others especially the women and children.

From the foregoing submissions, gender can therefore be seen to be roles and responsibilities expected of and performed bywomen and men in societies based on the belief system in existence. Most often, the term is used in discourse to mean the roles and responsibilities ascribed by societies to women and men based on their biological characteristics which is influenced by cultural, traditional as well as religious practices. This means that gender roles vary from society to society. That is, a particular role deemed to be ideal and appropriate for women and men in a particular society might be seen as an aberration in another society. These roles and responsibilities ascribed to or expected of women and men by societies change with time as result of advancement or modernity. Differences in the roles and responsibilities assigned to women and men are what have resulted in varying degree of gender disparity existing in various societies of the world today, thus the agitations for gender equality. This position was corroborated by Bridge (1998) cited in Ekpe, et al (2014), where he opined that gender constitutes one of the determinants of how

poverty is experienced and of wealth creation. Rights and entitlements of women and men to opportunities, resources and decision making are based on socio-cultural norms rather than on human rights or the respective development capability of men and women.

In Nigeria, culture, tradition and religion have been identified as the basic determinants of gender roles which have resulted in the current state of gender disequilibrium the country faces today. The central culture that pervades the Nigerian society is patriarchal in nature. The patriarchal society sets the parameters for women's structurally unequal position in families and markets by condoning gender-differential terms in inheritance rights and legal adulthood, by tacitly tolerating domestic and sexual violence and sanctioning differential wages for equal or comparable work. Tradition, culture and religion have dictated women and men relationship for centuries and entrenched male domination into the structure of social organization and institution at all levels of leadership. Patriarchy justifies the marginalization of women in education, economy, labour market, politics, business, family, domestic matters and inheritance(Salaam,2003 cited in Allanana, 2013). To Ejumudo (2013), this male-dominated culture which has accorded women an inferior and secondary position in the society and promoted male supremacy still remains embedded, obscured and protected within traditional institutions and structures held in abeyance and relative utmost sacredness.

2.2.2 The Concept of Gender Equality

Gender equality and women empowerment has become one of the most dominant themes in global treaties, covenants and declarations principally due to the understanding that it is a catalyst to clear cut development strategies which is targeted at poverty reduction, improved living standards, good governance and profitably productive investments that are critical to the creation of an enlarged capacity that provide men and women equal opportunity and unrestrained access to decision-making and policy implementation institutions and processes. (National Gender Policy, 2006).The attainment of gender equality

is not only seen as an end in itself and a human rights issue, but as a prerequisite for the achievement of sustainable development.

Gender equality according to the Canada – Ukraine Gender Fund (2004), means that women and men enjoy the same status and have equal opportunities for realising their full human rights and potentials to contribute to national, political, economic, social and cultural development, and to benefit from the results. Itinvolves women having the same opportunities in life as men, which include the ability to participate and as well, benefit from national development. The concept according to Lawanson (2012), acknowledges that different treatment of women and men are sometimes required to achieve sameness of results because of different life conditions, or to compensate for past discrimination. According to Ekpe, et al (2014), it entails that the underlying causes of discrimination are systematically identified and removed in order to give women and men equal opportunities. Reiterating this position, the World Development Report on Gender and Development, 2012 asserted that attempts made to reduce poverty can only be successful if the differences in the status of women and men in key areas like population and families, health, education, work, power and decision making, violence against women, environment and poverty are taken into consideration. To Ejiro Joyce Otive-Igbuzor, a country director at the Centre for Development and Population Activities in Nigeria, gender equality is an imperative for democracy, development and global progress (Otive-Igbuzor, 2006). In full concordance with this standpoint, democracy which allows for diversity of opinion and participation of different groups, therefore cannot subsist if women who constitute approximately half the population of the country are continually marginalised, neglected and excluded from actively participating in national development. To further buttress this, the UNDP Report of 2004 avowed that a development that is not engendered is endangered. Therefore engendering national development is to ensure that both women and men are free to develop their full

potentials, and are able to make choices without restrictive gender roles. This invariably means that women's and men's needs and interests are to be equally valued and protected if sustainable development must be achieved.

The 2000 Millennium Declaration also recognises the centrality of gender equality in achieving all the Millennium Development Goals (MDGs). This means that gender equality promotes universal primary education, reduces child mortality, improves maternal health, reduces vulnerability to HIV/AIDS and influences poverty reduction directly through women's greater labour force participation, productivity and earnings (Sandler, 2007). Efforts to ensure gender equality according to the World Development Report on Gender and Development (2012), should among others focus on reducing excess female mortality and closing education gaps, where they remain; improving access to economic opportunities for women; increasing women's voice and agency in the household and in society, and limiting the reproduction of gender inequality across generations.

While "gender equality" remains an end in itself, "women empowerment" agenda remains an entry point in the process of ensuring gender equality. Within the development discourse, gender equality remains a means to an end, i.e. sustainable development.

2.2.3 The Concept of Women Empowerment

"Empowerment" has been used to represent a wide range of concepts and to describe a proliferation of outcomes. The term according to Malhorta*et al* (2002), has been used more often to advocate for certain types of policies and intervention strategies than to analyse them, as demonstrated by a number of documents from the United Nations (UNDAW 2001; UNICEF 1999), the Association for Women in Development (Everett 1991), the Declaration made at the Micro-credit Summit (RESULTS 1997), DFID (2000), and other organizations. There are a variety of understandings of the term empowerment due to its widespread usage, thus meaning different things to different writers and organisations.

The term is generally believed to have derived it's origin from the word "power". Power involves the ability or capacity to have control over a given situation. Rowlands (1997) conceives power in four different dimensions. They are "power over", "power to", "power with", and "power from within". According to Rowlands, power-over refers to a relationship of domination and subordination. It represents a zero sum game where the increase in power of one, means the loss of power of another. This concept involves a dynamic of oppression that characterises decision-making and the way influence is wielded. A gender analysis shows that power is wielded predominantly by men over women. In terms of "power-over", women's empowerment will therefore imply less power for men, and any change in power relations is therefore seen as necessarily involving conflict (Rowlands, 1997). This as posited by Rowlands explains why women's empowerment is sometimes seen as a threat for men. Men's fear of losing their patriarchal control constitutes an obstacle to women's empowerment. "Power-to" does not necessarily involves domination. It relates to having decision-making authority, power to solve problems and can be creative and enabling (Oxaal and Baden 1997). According to Kabeer (2001), "power-to" refers to people's capacity to define their own life-choices and to pursue their own goals. "Power-with" involves people organising with a common purpose or common understanding to achieve collective goals while "power from within" refers to the mental and spiritual strength which stems from the inner deepness of an individual. This type of power relates in particular to self-acceptance and self-respect (Williams *et al*, 1994). A very important quality of power-from-within as posited by Kabeer (2001), is that such power cannot be given; it has to be self-generated. Empowerment is basically conceived in terms of power-to, power-with and power from within. It is seen less in terms of power-over.

Empowerment has so far defied a consensus definition. The term has been used by several writers and development agencies in different ways mostly to suit different situations.

Kabeer (2001), quoting an NGO activist posited that the value of the concept lies in its fuzziness which gives a breathing space to work it out in action terms before pinning it down to what it means. It is pertinent at this juncture to therefore examine some of the definitions put forward by some of these writers and development organisations.

The United Nations emphasises that empowerment should be about participation. That people must participate fully in the decisions and processes that shape their lives (HDR, 1995: 12). Moser defines empowerment as the capacity of women to increase their own self-reliance and internal strength. This is identified as the right to determine choices in life and to influence the direction of change, through the ability to gain control over material and non-material resources (Moser, 1989). To Batliwalaempowerment refers to the process of challenging existing power relations, and of gaining greater control over the sources of power.It is manifested as a redistribution of power between nations, classes, castes, races, and gender (Batliwala, 1994).

A very popular definition of empowerment was given by Kabeer (1999). To her, empowerment should be conceived in the context of disempowerment and refers to the processes by which those who have been denied the ability to make choices acquire such an ability. As stated by Kabeer, it is only those who have been disempowered that can be empowered. In other words, empowerment involves a process of change which seeks to expand people's ability to make strategic life choices in a context where this ability was previously denied to them (Kabeer, 1999). Strategic life choices according to Kabeer refers to those critical choices which determine people living the kind of life they want such as choice of livelihood, where to live, whether to marry, who to marry, whether to have children, how many children to have, freedom of movement, etc.This ability to exercise strategic life choices, according to Kabeer should be thought of in terms of three dimensions: resources (pre-conditions, agency (process) and achievements (outcomes). Agency represents the

process by which choices are made and put into effect. It is, hence, central to the concept of empowerment. Resources are a medium through which agency is exercised and achievements refer to the outcomes of agency.

Amartya Sen's work on human capabilities stresses empowerment as both a means and an end. It is a process of developing individual capacities through gaining education, skills etc. in order to improve the life-chances of individuals and empower them so they can have a better quality of life (Sen, 1995). Sen argues that poverty is an indication of the inability of people to meet their basic needs which could either be tangible (food, shelter, etc.) or intangible (agency achievements like participation, empowerment, and community life).

2.2.4 Process of Empowerment

In attempt to develop a comprehensive understanding of the empowerment process, various writers have broken down the process into several key components. According to Kabeer (1999), the empowerment process involve three inter-related dimensions: resources, which is the preconditions necessary for making choices; agency which is at the heart of the process through which choices are made; and achievements resulting from the wielding of agency, represent outcomes. Chen (1992) describes "resources, perceptions, relationships, and power," as the main components of empowerment, and Batliwala (1994), characterizes empowerment as "control over resources and ideology". Resources and agency (in various forms and by various names, e.g. control, awareness, voice, power), according to Malhorta*et al* (2002) were the two most common components of empowerment emphasized in literatures of development. In most submissions however, resources are not treated as empowerment per se, but as catalysts for empowerment or conditions under which empowerment is likely to occur. In the perspective of policy and evaluation as posited by Malhorta*et al* (2002), it may be more useful to think of resources as "enabling factors"; that is, as potentially critical inputs

to foster an empowerment process, rather than as part of empowerment itself. And, in fact, many of the variables that have traditionally been used as "proxies" for empowerment, such as education and employment, might be better described as "enabling factors" or "sources" of empowerment" (Kishor(2000a) cited in Malhorta*et al* (2002). In the context of evaluation, Malhorta*et al*argued that achievements are best treated as outcomes of empowerment, not as empowerment per se (just as resources may be more usefully construed as enabling factors or catalysts for empowerment).

Drawing on the above discussions, one can conclude that resources are better seen as conditions that bring about the ability or capability of those who have been denied opportunity to make choices to now do so from a vantage point without severe consequences. In other words, resources should not be seen as empowerment per se but as factors needed to promote empowerment or equip the disempowered to make strategic life choices aimed at living a desired life. Women empowerment can therefore be seen as a process which seeks to expand women's capability of making strategic choices by helping them to acquire skills and knowledge, gain access to and control over productive resources, etc. which enables them participate actively in development and live a choiced life (achievement or outcome). As it has been argued in some quarters (DAWN, 1988; Moser, 1993; and Rowlands, 1995 all cited in Tasli, (2007), that the women empowerment process involves bottom-up approach which must be brought about through the actions of women themselves or their organisations might not be very correct as there is ample justification for governments and multilaterals to promote policies that strengthen gender equality through various means, including legal and political reform, and interventions to give women (and other socially excluded groups) greater access to resources (e.g. World Bank (2001a) cited in Malhorta*et al* (2002). National and international institutions have the responsibility for ensuring the inclusion of disadvantaged populations socially, economically, and politically. Achieving real

empowerment will therefore require external initiatives, whether by donors or by governments as well as efforts by grass-roots and national women organisations including women themselves. This is to say that a bottom-up as well as a top-down approach is needed to achieve the goal of women empowerment and gender equality not just as a social justice but as means towards sustainable development.

2.2.5 Measuring of Empowerment

The process of empowerment is not only difficult to define and conceptualize, it is as well difficult to measure. Kabeer (1999) submits that not everyone accepts that empowerment can be clearly defined, let alone be measured. A problem with measuring empowerment is to find appropriate indicators. This problem becomes even more critical given the fact that different indicators are needed for measuring different levels and dimensions of empowerment. For instance, empowerment at local and national levels cannot be measured with the same indicators. Similarly, different indicators are needed for measuring individual and collective empowerment. Oxaal and Baden (1997) divided indicators of empowerment into two categories: those which measure empowerment at a broad societal level, and those which measure the empowerment effects of specific projects and programs. The interest of this study is on measurement of empowerment outcomes of specific projects and programs, nevertheless, empowerment measurement at the broad societal level will be briefly captured.

2.2.5.1 Measuring Empowerment at a Broad Societal Level

The prominent indicators used in the measurement of empowerment at a broad societal level are the Gender-Related Development Index (GDI) and the Gender Empowerment Measure (GEM) as put forward by the United Nations Development Programme (UNDP, 1995). The GDI is the gender-disaggregated form of the Human Development Index (HDI). It uses the same indicators as the HDI, but takes into consideration of gender inequalities. The GDI is constructed through adjustments for the

gender disparities in three basic dimensions of the HDI — life expectancy, educational attainment, and income. The methodology used here penalizes countries for gender disparities in their basic achievements. The HDI of those countries with gender disparities are adjusted downwards. The greater the gender disparity, the lower a country's GDI compared with its HDI (UNDP 1995).

The GEM on the other hand attempts to measure women's overall empowerment in a given country. It focuses mainly on women's participation in three basic areas: women's access to economic resources based on earned income; women's access to professional opportunities and participation in economic decision-making; and, women's access to political opportunities and participation in political decision-making. For measuring changes in these areas, the GEM uses the following respective variables: per capita income based on purchasing power parity; women's share of jobs classified as professional and technical as well as administrative and managerial; women's share of parliamentary seats (UNDP, 1995).

Though both the GDI and the GEM have been criticised for a number of reasons involving conceptualisation and construction, selection of indicators, reliability of data set and statistical calculations, etc. their importance and usefulness cannot be over emphasised. The GDI and GEM was able to reveal the fact that no society treats its women and men equally and that gender equality does not depend on the level of income of a society.

2.2.5.2 Measuring Empowerment at Project and Program Level

As stated earlier, that different dimensions and different levels depending on the context have necessitated for various though similar indicators for measuring empowerment at the project and program level. Some of these indicators which have been employed in empirical studies will therefore be reviewed.

Table 2.1:Empowerment Indicators

Studies	**Indicators used to Measure Empowerment**
Malhotra, Schuler &Boender(2002)	Labour Market participation, Wage deferential, Occupational division, Female literacy and enrolment in secondary school, Marriage and Kinship system, Wives/Women's physical mobility, Sex ratios of mortality, Political participation, Legal rights, complains, question and request from women at village council.
Sen (1999)	Absence of gender inequality in: Mortality rates, Natality rates, Access to basic facilities such as schooling, Access to professional training and higher education, Employment, Property ownership, Household work and decision-making.
Roy and Niranjan (2004), cited in Ibrahim &Alkire (2007)	**Indirect indicators of empowerment:** education, occupation, women's access to and control over resources. **Direct indicators of empowerment:** involvement in decision-making, freedom of movement and access to money.

Parveen and Leonhauser (2004)	contribution to household income access to resources ownership of assets participation in household decision-making perception on gender awareness coping capacity to household shocks
CIDA (1997)	**Social:** number of women in local organisations, number of women in position of power in these organisations, extent of training or networking among local women, as compare to men, control of women over their reproductive health, mobility of women. **Political:** % of seats occupied by women in local councils, governments and other decision making bodies, % of women in local civil services, % of women who vote, % of women who take part in public protests and political campaigns, % of women in senior and junior decision making positions within organisations. **Legal:** enforcement of legislation related to the protection of human rights number of cases related to women's rights heard in local courts, and their results number of cases related to the legal rights of divorced and widowed women heard in local courts, and the results the effect of women's enforcement of legislation in terms of treatment of offenders against women increase or decrease in violence against women in comparison to men % of women judges, prosecutors, and lawyers at local level;

	% of women in local police force.
Hashemiand Schuler (1994) cited in Ibrahim and Alkire (2007).	• mobility; economic security; • ability to make small purchases; • ability to make larger purchases; • involvement in major household decisions; • relative freedom from domination within the family; • political and legal awareness; • involvement in political campaigning and protests.

Source: Malhotra, Schuler &Boender(2002), Sen (1999), Roy and Niranjan (2004)cited in Ibrahim &Alkire (2007), Parveen and Leonhauser (2004), CIDA (1997), Hashemi and Schuler (1994) cited in Ibrahim &Alkire (2007).

As can be seen from the above indicators of empowerment developed by various studies to assess performance of programs and projects, one can conclude that though there are similarities in these indicators which signify power and control (agency), they cannot be applied universally. It is imperative and has therefore been the practice as evidenced in studies to develop indicators based on prevalent circumstances to better ascertain the impact of policies, programs and projects in empowering women.

Drawing from one study of Williams (2005), one could say that appropriate indicators for measuring women empowerment should be conceived within a gender system. Mason (1995) defines "gender system" as the "socially constructed expectations for male and female behaviour that are found (in variable from) in every known society". That is, in order to ascertain the level of empowerment of women regarding a particular policy, program or project, it will be best to assess the level or degree at which women have been empowered to break or defy gender norms within the gender system. As stated earlier in this study that gender or gender system varies from society to society, even within a society it varies from region to region (e.g. in Nigeria, there are differences in gender norms between the north and

south). Thus, different indicators will be needed to assess or measure empowerment regarding programs and projects in different parts of the regions.

2.2.6 Factors Responsible for Gender Inequality in Nigeria

Several factors have been identified as the cause of gender inequality in the country today. They range from cultural and traditional practices, religion, colonialism, biological make up to statutory discrimination. They shall be examined one after the other.

2.2.6.1 Culture and Tradition

According to Ejumudo (2013), the central culture that permeates the Nigerian society is patriarchal in nature. This male-dominated culture perceives and treats men as superior and accords women an inferior and secondary position in the society. Buttressing this position, Sylvia and Ogugua (2012) submitted that this accounts for why the "son preference syndrome" is still prevalent in the society today. Male children often enjoy preferential treatment like unfettered access to education especially in the southern part of the country and right of inheritance to family wealth and property. The Nigerian cultural system denies women and daughters right of inheritance to family wealth. In some cultures especially in the south-east, women are property to be inherited after the passing away of the husband.

Our culture strictly restricts women to the stereotype role of home keeping, child bearing and child rearing while assigning to men the role of bread winners and decision makers. Culture and tradition subject women and girls to various demeaning, derogatory and barbaric harmful practices. Widowhood rites especially in the southern part of the country subject women to various humiliating and harmful acts ranging from shaving of hair, wearing of black attires, refraining from taking bathe for a period of days, sleeping with the spouse's corpse for several days, confinement, to drinking of water used in bathing the dead spouse to prove innocence (Durojaiye, 2013). Girls are subjected to female genital mutilation in the name of curtailing sexual promiscuity which sometimes result in diseases such as vesico

vaginal fistula. Unfortunately, men and boys are not subjected to these demeaning and barbaric practices. Regrettably, this patriarchal culture of male supremacy of the Nigerian society according to Ejumudo (2013), has remained embedded, obscured and protected within traditional institutions and structures held in abeyance and relative utmost sacredness and has continue to pose a major challenge to the task of executing gender- sensitive and gender-parity policies in Nigeria.

2.2.6.2 Colonialism

Some writers have ascribed the present level of women marginalisation and relegation to colonialism.These writers, according to Shehu *et al* (2011) argued that colonialism and imperialism were major historical landmarks that have overwhelmingly affected and altered the socio-economic and political terrains and structures of Africa especially Nigeria's including the roles of women in these processes.Abati (2013) cited in Abegunde (2014), particularly noted that:

> The Nigerian society is largely rigged against women who are treated assecond-class citizens. The Victorian era colonialists did not consider women to be anything other than housewives, and ornaments of the society. The local elites in colonial and post-colonial times have also treated women as if their entire project in society is to be good wives and good mothers. The Nigerian women, before colonial rule, played major roles in the various societies in the age grades, chieftaincy councils, and in maintaining the overall peace and stability of the community. Traditional African countries operate on the principle that every individual, male or female is an important member of society, with an assigned place and role in the chain of being which is not in any way inferior but rather important for the survival of the community and the race …. Colonial rule truncated the evolution.

The coming of the colonialists according to Lewu (2005), resulted in a nosedive of the political and economic fortunes of the Nigerian women because of the newly created social order that accompanied colonialism and imperialism. This new social order as posited by him became more entrenched and institutionalised given the "Victorian Conception of Womanhood" which encouraged the public invisibility of women saying that women should

be seen and not be heard. This conception and conceptualisation of womanhood, as submitted by Lewu further portrayed women as mere exhibitions of their husbands' wealth and as appendages leading to systematic marginalisation of Nigerian women and eventual diminution of their economic, political and social roles in traditional Nigerian society. In a similar vein, Ityavyar and Obiajunwa(1992) posted that a healthy relationship existed between women and men during the pre-colonial era as a result of the traditional African social system and the form of divisionof labour that was actually in existence. Women in many of these societies used to (and even now) cultivate their own food, sold surplus food products, provided health care and generated income through enterprising activities (Mbilizi, 1999).

Colonialism as contended by the above writers to be a major cause of women discrimination and marginalisation could not have been very true. Gender role differentiation which form the basis of gender disparity has been in existence since the creation of man. As contained in the religious account as a contributor to women marginalisation, Adam who is the first man was made the head by God over Eve, his wife. The Bible specifically stated in the book of Genesis 3:16, that the desires of Eve will be to her husband Adam and that Adam will rule over her. The origin of women subjugation and marginalisation can therefore be traced to this account which took place several thousands of years before the advent of colonialism. During the pre-colonial era in Nigeria, it was majorly in the eastern part of the country that women participated actively to some extent in the economic, political and social affairs of the area. In the west and north, women's role in societal affairs was minimal. Colonialism can therefore be said to have only aggravated and perpetuated gender discrimination or women marginalisation and not a major cause.

2.2.6.3 Religion

According to Omadjohwoefe (2011), one of the accounts of the origin of gender role differentiation which has resulted in marginalisation of women is tied to myth and religion. Referring to Genesis 2:7-21, 3:16, Omadjohwoefe submitted that Eve, the first women was created from Adam the first man. Eve having disobeyed God by eating from the forbidden tree which she also convince Adam to eat from evoked the wrath of God. A curse was placed by God on Eve condemning her to severe pains during child birth and that her desire will be to her husband who shall rule over her (Genesis 2:7-21, 3:16). The above according to Omadjohwoefe represents a mythological origin and justification for the inferior status and position of a woman in society (Omadjohwoefe, 2011). In line with this submission,Millette (1997) posited that religion is used as a way of legitimising male dominance. As she put it, "patriarchy hasGod on its side". To illustrate her point further, Millette noted that the Christian religion portrays Eve as an afterthought produced from the spare rib of Adam to assist him. The status of Eve was made inferior and subjected to the authority of Adam. This, according to her was because the origin of human suffering is held to have its source in Eve (woman action). In a similar vein, Armstrong (1993), and Holms and Bowker (1994) cited in Omadjohwoefe (2011) opinedthat none of the major religions has been particularly good to women. They have usually relegated women to a marginal position thereby reinforcing and sustaining gender inequality in society.

The Bible history with the following references, according to Abiodun, (2012), has been frequently used to support women's inequality, submissiveness, inferiority and subordinationto man. They are: the head of every woman is the man and the head of every man is Christ and the head of Christ is God (I Corinthians 11:3); Let the woman learn to be in silence with all subjection. But I suffer not a woman to teach nor to usurp authority over the men, but to be in silence. For Adam, was not deceived, but the woman being deceived was in the transgression. Notwithstanding, she shall be saved in child bearing if they continue in

faith and charity and holiness with sobriety (1 Timothy, 2:11-15); Let your women keep silence in the churches: for it is not permitted unto them to speak, but they are commanded to be under obedience. And if they will learn anything let them ask their husband at home for it is a shame for women to speak in the church (I Corinthians 14: 34-35). Adherents of religion have often used the above scriptural verses among many others to disallow women from taking leadership positions in religious gatherings (Abiodun, 2012).

Both the Bible and Quran seem to give subtle recognition to the superiority of men over women in society. The two religions demand unquestionable obedience and subordination of women to the authority of men. While the Quaran, according to Nwosu, (2012) specifically directs that men, are appointed guardians over women, the Holy Bible in Genesis, 3:16 states: "I shall greatly increase the pain of your pregnancy, in both pains you will bring forth children and your craving will be your husband and he will dominate you".(Nwosu, 2012)

Toeing a different path, Onwutuebe (2011) in his study strongly contends that religious interpretations rather than religion is culpable for women marginalisation and gender disparity. According to him, religion emphasises positive values such as love, peace, truth, honesty, fairness, justice, etc. He cited Nisaaa 4 verse 177, which he said clearly explained that a man is only permitted to marry more than one wife if he must deal with them justly. He concluded that selfish pursuits, group interests and perpetuation of male hegemony to be the motive behind religious interpretations.

From the above submissions, religion cannot be exonerated from the marginalisation and discrimination being faced by women in today's society as it is obvious that religion accords men exalted positions over women. Religious interpretations as strongly contended by Onwutuebe could not have been the culpable factor for women relegation in the society today. Nevertheless, we must not continue to tenaciously cling to these religious dogmas. It's

high time women are given the opportunity to enable them develop and utilise their potentials in order to live a desired life and contribute to societal development.

2.2.6.4 Biological Make Up

This factor has always been provided as evidence to support discrimination against women. In describing women's anatomy,Olusanya and Owoyemi (2014) citing Freud (1933) argued that the female reproductive system is an inexorable vice that keeps women emotionally unstable, submissive, passive and devoid of creative intellectual potential alluding to pregnancy and childbirth as instances that makes women sometimes unfit for occupations that are rigorous.Allanana (2013), posited that women's role as mothers and wives which is culturally influenced and predetermined expect them to be gentle, providing care for their husbands and children.There is therefore no denying the fact that the biological composition of women hinders them from taking part in certain rigorous and strenuous activities or occupations, but they are never in anyway unstable and devoid of intellectual ingenuity or resourcefulness as portrayed by Freud. Examples abound of women who have performed creditably well when given the opportunity. Queen Amina of the Zaria emirate, FunmilayoKuti of Egbaland, Dora Akunyili of the NAFDAC fame are but a few to mention.

2.2.6.5 Statutory Discrimination

The tripartite legal system laced with discriminative provisions in operation in the country have also been identified by studies as one of the factors responsible for the marginalisation of women and a contributor to gender disparity. The country according to these studies operates a statutory law (common law), customary law and sharia law. This is as a result of the various ethnic groups that make up the country. Customary law is practised mainly in the South while Sharia law is applicable majorly in the North. Evidence abound that most Customary laws in Nigeria is gender discriminatory and very illiberal towards

women's rights. Similarly, Sharia law, which is accorded the position of customary law in the North also discriminates severely against women in many respects.

Nigerian customary laws permit several practices which discriminates against women. These practices include wife inheritance, harmful and despicable widowhood rites, female genital mutilation, polygamy, denial of custodial and maintenance rights, child marriage, wife chastisement and wife/girl child disinheritance.

Sharia law which operates exclusively in the northern parts of Nigeria is also fraught with a lot of discrimination against women. The law devalues a woman's testimony or evidence, and places it at par with the testimony of a minor. It also discriminates against women in favour of men in punishment meted out by its courts in adultery cases. The case of SafiyaHusseni, is a good example of such discrimination. In Safiya's case, she was sentenced to death by an upper Sharia Court in Sokoto state for committing adultery,though the judgment was quashed on appeal. But the shocking aspect of the judgment according to Sylvia and Ogugua (2012), was that no co-adulterer was tried with her which gave the wrong impression that adultery could be committed by only one person. Sharia law encourages *purdah* (seclusion of women from public). This hinders women from actively participating in public economic, political and social activities.

Several discriminative provisions abound in the Nigerian statutory law. They include section 6 of Nigerian Criminal Code which legalises marital rape; section 353 and 360 of the Criminal Code create disparity in the punishment applicable in cases of unlawful and indecent assaults, the sections provide a lesser punishment of 2year jail term where the victim is a female as against 3years where the victim is a male; section 55 of the Penal Code provides for wife chastisement; and Regulation 121-127 of the Police Act discriminate against women in issue of marriage.

2.2.7 An Overview of Efforts towards Ensuring Gender Equality in Nigeria

Although the current constitution being operated in the country is built on the principles of equal and fair representation of all citizens, this however does not portend a spontaneous transformation of the gender inequality in all spheres of societal life that has existed over a period of time. It does not automatically empower women who have been relegated to the background for several decades now. Conscious efforts must be made to enforce gender equality in the country. The initial documented effort towards ensuring equality for all in Nigeria is highlighted in the 1979 and 1999 constitutions respectively which prohibit any forms of discrimination on the basis of sex, religion, origin and tribe. Bothconstitutions guarantee women's right to participate in all aspects of nation-building at any level. Following this, on the 23rd of April, 1984, Nigeria made another bold effort by becoming a signatory to the United Nations "Convention on the Elimination of all forms of Discrimination against Women" (CEDAW) and by the 13th of June 1985, she ratified the principles of this convention without prejudice (Okome, 2002). CEDAW basically calls for an end to all forms of discrimination against women by emphasizing the need for a radical redefinition of the process and content of social and political development (Okome, 2002). It also stresses the need to acknowledge the important role of women in development and as such engineered their integration into development process as equal partners with men (Okome, 2002). Basically, CEDAW policies guarantee full equality of men and women at all levels and stages of development. In Nigeria, the CEDAW recommendations have been classified as the stepping stone, the foundation on the journey to attaining gender parity which unfortunately is still ongoing as the objectives are yet to manifest in reality. However, the government has continued to evolve policies and programs aimed at improving the status of women to ensure parity with their male counterparts.

In 1986, late Maryam Babangida launched the Better Life Program for women to stimulate and motivate rural women towards achieving better livingstandards; educate

women on simple hygiene, family planning, importance of childcare and increased literacy rate; and inculcate the spirit of self-development particularly in the field of education, business, art and agriculture (Gift, 2013). In spite of the 418 multi-purpose women education centres established all over the country, and the 7,635 farmers' cooperative societies set up across the country, the project did not survive the initiator. No sooner than the promoter ceased to be first lady did the project collapse giving way to the Family Support Programme (FSP) and the Family Economic Advancement Programme (FEAP) Gift (ibid.).

The Family Support and Economic Advancement Program was initiated by Mrs Miriam Abacha in 1998 to improve and sustain family cohesion through the promotion of social and economic well-being of the Nigerian families (Fadeyi and Oduwole, 2013). In order to contribute to national development, special policy programs were introduced in the health, education and agriculture sectors which came in the form of child welfare and youth development, women in development, disability, destitution and income generation programs (Uniamikigbo, 1997 cited in Fadeyi and Oduwole, 2013).Citing Ajadi, et al, Gift, 2013 posited that this program eventually led to the upgrading in 1995 of the National Women Commission founded by the Babangida regime to the Ministry of Women Affairs and Social Development in the Federal Capital Territory and 36 states of the federation. The aim of the Ministry was to further the interest of women and children by bringing about speedy and healthy development of Nigerian women in the mainstream of national development process and to ensure the survival, protection and participation of all children as preparation for meaningful adult life.

Subsequently the late wife of the former president Olusegun Obasanjo, Mrs Stella Obasanjo made her own contribution specifically targeting children by evolving the Child Care Trust. The project focused on less privileged children, especially the physically retarded as well as orphans. The wife of the vice president also initiated a pet project -the Women in

Trafficking and Child Labour Eradication Foundation (WOTCLEF) through which some previously trafficked women were integrated back into normal life (Ucheghu, 2011 cited in Gift, 2013).

In July 2000, the Federal Government came up with the National Policy on Women. The policy was formulated with the hope to ensure justice, freedom, basic human rights and most of all equality across gender. It provides for the empowerment of women at various levels and calls for the elimination of practices that marginalize women especially in the area of decision making. The National Policy on Women amongst other things promotes Affirmative Action that would result in about 30% of women's representation in legislative and executive arms of government. Other objectives of the policy includeensuring an equitable sharing in the acquisition of resources, information, opportunities and benefits of development for men and women; integrating women in all sectors of development in accordance with their capabilities and needs in order to enhance their quality of life; eradicating poverty, ignorance and illiteracy; and ensuring a peaceful and purposeful nation (National Women's Policy, 2000). The policy also recommends that the objective of equality and justice must be made the essence of development policies which must be people oriented so that women who constitute about half (49%) of the nation's population can contribute meaningfully to national development and as well, realise their potentials to the optimum.

In recognition of the failure of the extant National Women's Policy and other sectoral policies to respond to the challenges of gender inequalities and attendant low socio-economic indicators, the Federal Ministry of Women Affairs in 2006 pushed for the adoption of the National Gender Policyto replace the National Policy on Women. The major goal of the National Gender Policy is to build or create a just society devoid of discrimination, to harness the full potential of all social groups regardless of sex or circumstances, to promote the enjoyment of fundamental human rights and protect the health, social, economic and political

well-being of all citizens in other to achieve equitable rapid economic growth. It further calls for an evidence based planning and governance system where human, social, financial and technological resources are efficiently and effectively deployed for sustainable development (National Gender Policy, 2006).

Despite these efforts by the government towards ensuring gender equilibrium, very little achievements have been recorded so far. There is still a yarning gender gap between women and men in virtually all spheres of the Nigerian societal life.

2.2.8 The Gender Situation in Nigeria

Gender inequalities and stereotypes exist in all spheres of the Nigerian polity, preventingwomen from developing and exercising their full human capabilities. The level of gender disparity despite the above discussed policies and programs of the government towards ensuring gender equilibrium will be better captured in the following headings:

2.2.8.1 Education

Female access to education in Nigeria remains lower than male access as is clearlydemonstrated in the statistics below. The Primary school enrolment statistics for 2005, showthat 55.9% of enrolments where boys and only 44.1% were girls. In secondary schools, the breakdown is 55.45% for boys and 44.55% for girls. At the level of tertiary institutions, only

39.70% of graduates from universities are female and the percentage of femalepolytechnic graduates is 37.54%. The school dropout rate also remainsconsistently higher for females than males. Literacy rate for adult men is 74.6% whilefor adult women, it is 56.8%. Secondary school completion rate for girls is 44%, whilethat of boys is 75%. (CEDAW Shadow Report, 2008)

2.2.8.2 Employment

Existing data show that there is a persisting wide gap between the income generating and employment opportunities of women and men in virtually all sectors of the Nigerian society. Women involvement in the industrial sector is estimated at 11% compared with the 30% for men, while women's participation in income generating activities that are predominantly characterized by intense manual labour like mining and quarrying is virtually non-existent mainly as a result of the gender-related perception concerning the social construction of labour and production-related activities (National Bureau of Statistics, 2004:39-41). Also, in the Federal Civil Service, which is the largest single-entity employer in Nigeria, 76% of civil servants are men and 24% are women. Meanwhile, women constitute less than 14% of the total management level positions, while 17.5% of those engaged in the medical field are women compared with the 82.5% men (CIDA, 2012: 17). Besides, other indications of gender disparity suggest that men's involvement in the formal sector is approximately 87% against the 11% of women's, while the extractive industry with an annual business volume of over US $ 42m has virtually zero level involvement by women (CIDA, 2012:27). Gender-induced norms and values equally assign to women the task of home or household management and it has the potency of precluding women from pursuing their careers to top management positions and decision-making cadres at the same rate, frequency and fashion as their male counterparts in essentially all sectors of the Nigerian society (National Gender Policy, 2006:4). Little wonder, among the 70% of the population estimated to be living below poverty line in Nigeria, about 60% are estimated to be women, especially as the income and purchasing power for women is estimated to be US$1 .495 as against US$614 for men who also have access to high-paying, secure and stable employment.

2.2.8.3 Health

Achievement of targets for reduction in maternal and child mortality arehampered by early marriage, teenage pregnancy, lack of access to formal education,harmful cultural

practices, poverty, illiteracy and lack of health personnel and infrastructures particularly in rural areas. With an estimated 54,000 maternal deathsannually (a maternal mortality rate of approximately 800 maternal deaths per 100,000births), Nigeria has the 2nd highest maternal mortality rate in the world. Although, HIVprevalence is reported to have declined steadily from 5.8% in 2001 to 5% in 2003 and 4.4% in 2005, women still bear the brunt of the epidemic accounting for over 58% of peopleliving with HIV/AIDS in Nigeria. Young women are 3-4 times more likely to contractHIV than their male counterparts. The Nigerian woman also bears the burden of carefor people living with HIV/AIDS in addition to livelihood challenges amidst growingfeminization of poverty and systemic gender discrimination. Furthermore, the stigmaattached to the disease makes obtaining services more difficult for women.(CEDAW Shadow Report, 2008)

2.2.8.4 Discrimination and Human Rights Violations

Socio-cultural, economic, political, legal and religious impediments to the promotion andprotection of women's rights still persist in Nigeria. The failure to domesticate CEDAWremains a major obstacle to the full achievement and enjoyment of rights by enshrined inCEDAW by Nigerian women. Harmful traditional and cultural practices such as female genital mutilation,widowhood rites and disinheritance still persist. National surveys reveal high incidencesof gender-based violence and studies show that women and girls are more likely to bevictims of trafficking than boys and men. (CEDAW Shadow Report, 2008)

2.2.8.5 Poverty

Gender inequalities play a key role in the persistent poverty levels of women in Nigeria.Statistics show that the incidence of poverty using the rate of US $1 per day increasedfrom 28.1 percent in 1980 to 46.3 percent in 1985 and declined to 42.7 percent in 1992but increased again to 65.6 percent in 1996. The incidence increased to 69.2 percent in

1997. The 2004 report by the National Planning Commission indicates that poverty hasdecreased to 54.4 percent. Nigeria fares very poorly in all development indices. Theaverage annual percentage growth of GDP in Nigeria from 1990 -2000 was 2.4%.Poverty in Nigeria is in the midst of plenty. Although there has been steady economicgrowth in the last few years, the benefits have not been evenly distributed amongst women and men. (CEDAW Shadow Report, 2008).

2.2.8.6 Political Participation

Women continue to face severe obstacles to their effective participation in politics, public life and decision making. The last general elections of 2007 revealed a 6% representation of women across all levels of elected offices; a gross under representation of approximately 80.2 Million women who make up 50% of the Nigerian population (CEDAW Shadow Report, 2008). Women political representation in the upper and lower house of the legislature fell from 7% in 2007 to 4% in 2011 election. Only 7 of 109 senators and 25 of 360 representatives are women (BC Gender Report, 2012). Table 2.1 below shows the number of women electedto public office at national level. Focus was made on national and sub-national representationbecause these are the main cogs of governance and representation in Nigeria.

Table 2.2: ***Women elected to public office in Nigeria (1999-2011)***

	1999	2003	2007	2011
Office	**Seats Women Available**	**Seats Women Available**	**Seats Women Available**	**Seats Women Available**
President	1 0	0	0	0
Senate	109 3(2.8%)	109 4(3.7%)	109 9(8.3%)	109 7(6.4%)
House of Rep.	360 7(1.9%)	360 21(3.7%)	360 27(7.5%)	360 25(6.9%)
Governor	36 0	36 0	36 0	36 0
Dep. Governor	36 1(2.8%)	36 2(5.6%)	36 6(16.7%)	36 1(2.8%)
State House of Assembly(SHA)	990 24(2.4%)	990 40(3.9%)	990 57(5.8%)	990 68(6.9%)
SHA Committee Chairpersons	829 18(2.2%)	881 32(3.6%)	887 52(5.9%)	887 __
LGA Chairpersons	710 13(1.8%)	774 15(1.9%)	740 27(3.6%)	740 __
Councillors	6368 69(1.1%)	6368 267(4.2%)	6368 235(3.7%)	6368 __

Source: NBS (2009); BC Gender Report (2012)

2.9 Review of Empirical Studies

Various studies have been carried out on women empowerment and gender equality. Most of these studies were concerned with assessing policies and programs aimed at empowering women to promote gender equality. Some of these studies have employed similar methods while others employed different methods but they have come to near similar conclusions. This section of the review discusses a few of these studies.

In his study, Awojobi (2014), using a quantitative method was able to establish a positive relationship between micro-credit facilities and women empowerment in Lagos state of Nigeria. His study revealed that women experienced increased income, improved household wellbeing and a boost in social and political status as a result of their access to micro-credit facilities from both government and non-governmental institutions. The study which is a survey research carried out in some communities in the state concluded that micro-credit scheme does empower women if activities of microfinance institutions are adequately regulated to curtail exploitation in terms of high interest rate.

A study conducted by Comfort, *et al* (2013), which sought to examine the extent to which Skills Acquisition Programs empower women to reduce poverty and improve living standards in Anambra and Rivers states respectively revealed that the Skills Acquisition Programs in both states have limited impact on women empowerment even though the introduction of the programs is laudable and should be commended. Though the study established a positive relationship between the Skills Acquisition Programs introduced by the state governments in both state and women empowerment, it revealed the limited impact the programs have had on women in terms of empowerment as a result of poor implementation arising from inadequate and inconsistent funding, lack of proper monitoring and evaluation and non-involvement of women in planning and executing the programs. The study adopted a descriptive survey research design using only questionnaires to generate data used for the

analysis and was more concerned with the women's preferences for skills to be acquired between the two states.

Gift (2013), in her investigation on gender and national development in Nigeria which specifically centred on the role of Ogun State Ministry of Women Affairs and Social Development in empowering women of the state to promote national development submitted that women empowerment is an essential factor in national development but revealed that the projects/programs being implemented by the ministry have not appreciably empowered women in the state to promote national development. The study established that the limited impact of these projects/programs is a result of inadequate funding, shortage of manpower, low awareness and harmful traditional practices. The study which is a survey research using quantitative data, focused on projects/programs by the ministry such as vocational skill training, micro-credit scheme and awareness campaigns aimed at empowering women in the state. The research employed questionnaires, interview and direct observation to generate data used for its analysis.

Another study by Okoji (2013), which sought to assess the influence of multinational oil corporations' community development programs on the socio-economic empowerment of women in Niger Delta area of Nigeria, with specific focus on vocational skills and educational development ascertained a positive correlation between the programs and socio-economic empowerment of women in the area. However, it revealed that very few of the women who are beneficiaries of the programs have been empowered. Okoji asserted that failure of these programs to have enormous impact on the socio-economic lives of women in the area is majorly a result of the non-involvement of the women in the planning, execution and monitoring of these programs. The study, a descriptive survey employed multistage sampling techniques (i.e. simple random, purposive, stratified and proportional sampling technique) and used quantitative data generated in Akwa Ibom and Rivers state respectively.

Nwakeze and Ogunniyi (2012), in their study which was centred on the investigating the impact of microfinance on women empowerment in Nigeria submitted that microfinance has had no significant impact on women in terms of empowerment as loans meant for women are either inaccessible to them due to lack of collateral or are diverted for political reason. The study adopted a survey research approach using questionnaires to generate data used for analysis. Nwakeze and Ogunniyi therefore asserted that for micro-credit facilities to significantly empowerment women and promote national development, concerted effort must be made to allow easy access by women to these credit facilities.

Majority of the studies discussed above centred on micro-credit schemes (Awojobi, 2014; andNwakeze&Ogunniyi, 2012) and skills acquisition programs (Comfort *et al*, 2013 and Okoli, 2013) as means of empowering women to reduce poverty, improve living standards and promote sustainable development though with different area of focus.It can be seen from the discussion above that most of the studies used data generated from the administration of questionnaires (Awojobi, 2014; Comfort *et al*, 2013; Okoli, 2013; and Nwakeze&Ogunniyi, 2012), except for the study of Gift (2013) who complemented data generated from questionnaires administration with interview and direct observation. According to Ezejule and Ogwo (1990), different instruments of data generation are necessary as it allows one instrument to act as a check on the other thus bringing about qualitative and reliable data for analysis. It is therefore imperative that researches of this nature should employ more than one instrument of data collection in order to generate a rich and reliable data.

Awojobi (2014), in his study on women empowerment through microfinance in Lagos state established a positive relationship between microfinance and women empowerment. He concluded that micro-credit schemes have significantly empowered women in the state as women who have benefitted from the program have experienced a noticeable increase in

income level, household wellbeing and improved social as well as political status. Awojobi'ssubmission was corroborated by Gift (2013), who assessed the impact of programs introduced by the Ogun State Ministry of Women Affairs and Social Development to empower women and promote national development. Gift submitted that empowerment programs introduced the ministry such as Skills Acquisition and Micro-credit Scheme have brought about an appreciable empowerment of women in the state even though the programs have low popularity and have been marred with challenges such as inadequate funds, shortage of trained personnel, low awareness and harmful traditional practices. Again, the study of Comfort *et al* (2013), which focused on Skills Acquisition Programs as a strategy for the empowerment of women to reduce poverty in Nigeria also reiterates the submissions of Awojobi (2014) and Gift (2013). Their study revealed that though the Skills Acquisition Programs introduced in both states are laudable and should be commended, they have limited impact on women empowerment as a result of poor implementation arising from inadequate and inconsistent funding, lack of proper monitoring and evaluation and non-involvement of women in planning and executing the programs.

On the other hand, Okoji (2013) in his study on the effect of multinationals oil corporations' community development programs on the socio-economic empowerment of women in Niger Delta region submitted that community development programs introduced by multinational oil corporations such as vocational skills acquisition and literacy programs have had no significant effect on the socio-economic empowerment of women in the region due to non-involvement of women in the planning and implementation of the programs. This revelation was supported by the study of Nwakeze and Ogunniyi (2012). Their study on the impact of micro-credit scheme on women empowerment revealed that micro-credit facilities have not significantly empowered women in the country as a result of diversion of these

loans for political reason, inaccessibility of these loans to women who happen to be the target beneficiaries and high interest rate charged on the loans by microfinance institutions.

Conclusively, the present recognition of women empowerment and gender equality as a people-centred development strategy that focus on improving standard of living by giving women and men equal voices and opportunities has resulted in governments introducing programs and projects aimed at empowering women and engendering development to promote sustainable development. This in turn have given rise to studies seeking to examine the impact of these programs and projects on women empowerment and gender equality. The studies reviewed above are all efforts aimed at assessing the impact of various programs on women empowerment and gender equality in different parts of the country. As can be seen from the review, most of the studies were concerned with micro-credit as an empowerment strategy except for the study of Comfort et al (2013) and Gift (2013) which focused on skills acquisition programs. The study of Comfort et al (2013) was more concerned with establishing women's preferences for skills acquisition programs instead of examining its empowerment effects on the women while the study of Gift (2013) which focused on empowerment effects of skills acquisition programs on women made use of only primary data.

As such, this research on "Implementation of the Capacity Building and Skills Development componentof the National Gender Policy and its impact on Women Empowerment" represents an attempt to bridge the gap identified in the studies reviewed above. This is majorly concerned with the main objective of examining the extent to which skills acquisition programs empower women. Besides, all the studies reviewed above used data generated from the administration of questionnaires except for the study of Gift (2013), which complemented its data generated from questionnaires administration with interview and direct observation. According to Ezejule and Ogwo (1990), different instruments of data

collection are necessary to generate a reliable for analysis. Therefore, another point of departure of this study from previous studies reviewed above is the employment of both quantitative and qualitative data from interviews, questionnaires and reports for analysis.

2.3 Theoretical Framework

The issue of gender equality has become an area of concern in development planning during the last few decades. The marginalization from development programs, of women for a long period of time has called for several approaches to involve women in the development process. This section of the study briefly highlighted some of the approaches and explore the adopted approach for this research. These approaches include: Women in Development (WID), Gender and Development (GAD)and Empowerment. The Gender and Development approach is adopted for the study.

2.3.1 Women in Development Approach

The term Women in Development was initially used by the Washington-based network of female development professionals who criticised existing development theories and practices based on evidence provided by Boserup in her work "Women's Role in Economic Development" as well as their own experience in the 1970s (Tasli, 2007:12). These female development professionals argued that modernisation was having a negative impact on women and therefore, demanded better integration of women into the economic system as a solution. The approach advanced greater access by women to a wide range of occupations and within them into positions of decision making power. According to Young (1993) cited in Tasli (2007), this can only be achieved through reforming of laws and institutions as well as changing of attitudes.

The WID approach gave primacy to women's productive role and their integration into the economy as a means of improving their status (Tasli, 2007). The approach assumed prominence in discussions and efforts throughout the United Nations Decade for Women

(1976-1985), thus leading to the institutionalisation of the approach by governments, development agencies and non-governmental organisations (NGOs). This, according to Tasli (2007) resulted in women becoming visible in development theory and practice.

The WID approach is not without weakness as it was criticised as laying too much emphasis on women's productive role while ignoring the reproductive aspects of women's lives. The approach was also criticised as not being confrontational as it focused on how women could be better integrated into ongoing development initiatives without challenging the existing structures which has resulted in women's subordination and oppression. Another ground for criticism of this approach is that it concentrated on women alone, failing to capture the role men must play in women empowerment.

According to Tasli (2007), the WID approach underwent a major transformation throughout the 1970s and 1980s resulting to a shift in focus, first from "equity" to "anti-poverty" and then to "efficiency". The equity approach is anchored on the assumption that economic growth has a negative impact on women and therefore advocates equal distribution of the benefits of development between women and men. The anti-poverty approach on the other hand focused on poverty reduction. As such, it recognises women as the poorer of the two genders and therefore concentrated on programs designed to increase women's employment and income-generation (i.e. skill training) as well as their access to productive resources (i.e. credit). The efficiency approach sees women as unused or underutilised asset for development (Tasli, 2007). As a result, the approach seeks to ensure that development is made more efficient and effective through women's economic contribution. According to Moser (1993), the main assumption is that increased participation automatically leads to increased equity. This means that any improvement in the economic situation of women would automatically lead to advancement in other spheres of their lives.

2.3.2 Empowerment Approach

The empowerment approachwas made prominent by the Development Alternatives with Women for a New Era (DAWN) in the mid-1980s. It is a relatively newapproach in women and development discourse. According to Moser, 1993 cited in (Tasli, 2007), the empowerment model originated from researches of the First World women and emergent feminist writings and grassroots organizational experience of Third World women, particularly, DAWN. The approach points to the existing structures in societies assources of women's subordination and marginalisation, and puts a strong emphasis on the necessity ofchallenging them in all areas and at all levels. It acknowledges that women do possess some power and if mobilised, can use this power to bring about positive change.

Women subordination according to this approach is deeply and firmly embedded within existing societal structures. The structures of inequity begin within the family, and transcend all levels ofsocio-economic, political, and cultural structures of societies.

The empowerment approach therefore involves the radical alteration of the processes and structures which produce and reproduce women'ssubordinate position as a gender, as well as building capabilities and creating opportunities for women to attain self-actualisation. It concentrates on programs designed to increase women's employment and income-generation (i.e. skill training) as well as their access to productive resources (i.e. credit).

2.3.3 Gender and Development Approach

This approach is adopted for the study. The Gender and Development approach represent a paradigm shift which emerged in the 1990s as a result of criticisms of the Women in Development approach which laid so much emphasis on women. According to Parpart*et al* (2000), the GAD framework derived its origin in the socialist feminist movementinvolved in development issues but was clearly articulated by Development Alternatives with Women for a New Era (DAWN).The approach perceives the social construction of production and reproduction as the basis of women's oppression and marginalisation and therefore focuses

attention on the social relations of gender while questioning the validity of roles ascribed to both women and men in different societies (Rathgeber, 1990 cited in Tasli, 2007).

The approach sees women as agents of change rather than as passive recipients of development efforts and therefore emphasises change within the socio-economic and political structure to facilitate and encourage women's participation as partners with men in national development. The approach pushes for an active role needed to be played by the state in the emancipation of women. Citing Young, Tasli (2007), submitted that the state has a dual role as a major employer and allocator of social capital.

The major strategy of this approach is gender mainstreaming. According to the United Nations (1999), gender mainstreaming involves making women's and men's concerns and priorities an integral dimension of policies' and programs' design, implementation, monitoring and evaluation at all levels so that women and men benefit equally and inequality is not perpetuated.

The main goal of the GAD approach is to achieve gender equality by shifting focus of development efforts from women to gender (Tasli, 2007).

It appears that the National Gender Policy has adopted this approach. The Federal Government in conjunction with the Federal Ministry of Women Affairs and Social Development having realised the strategic role of gender equality to sustainable development came up with the National Gender Policy in 2006 to replace the extant National Policy on Women which seemed to have failed to address decades of women marginalisation and subordination occasioned by age-long discriminative traditional and customary practices which have become deeply ingrained in the fabric of the society.

As postulated by the GAD approach, the Nigerian government recognises the active role it needed to play in emancipating women from the shackles of tradition, culture and religion which have continuously relegated them to the background and kept them in

perpetual subordination to men in almost all aspects of societal living. The NGP challenges the present state of gender role relations which has continued to perpetrate gender inequalities and the inability of the citizenry especially women to use their natural endowments and potentials to the optimum. This the policy hopes to address through value re-orientation, social transformation, economic reforms and capacity building.These involve making policies and programs responsive to gender in both private and public organisations; building cooperative interaction between women and men in the implementation of the policy; value re-orientation and enactment of laws to eliminate all harmful cultural, religious and social gender-biased practices which reproduce gender inequalities; and executing women empowerment programs (e.g. vocational skills acquisition, adult education and micro-credit scheme).

The National Gender Policy, in line with global and regional covenants, treaties and declarations acknowledged the essence of gender equality as an intercontinentally accepted development strategy and a prerequisite for sustainable development. Taking cue from the GAD framework, the policy sees women as agents of change rather than mere recipients of development efforts and therefore emphasises partnership between women and men in national development by providing a level playing ground for both genders to contribute to and as well benefit from development efforts.

As a key strategy central and critical to the achievement of national development goals and objectives, the policy is committed to gender mainstreaming. This involves reviewing all policies and programs to reflect gender implications and strategies as contained in the policy's implementation modalities. The policy, nevertheless acknowledges that women empowerment remains critical to the attainment of gender equality and therefore puts premium on women empowerment programs which is the focus of the study.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter presents the general research methodology that was adopted for this work. The survey research design, sources of data, research sample and method of data presentation and analysis are presented. The outline of methods to be used in the conduct of researches is relevant because findings will be largely determined by the methods employed. As such, a researchof this nature requires utmost care in selecting a strategy adopted as the reliability of the findings will depend on it. Against this thinking, the research sample was drawn from beneficiaries of the women empowerment programs being implemented by the Kaduna State Ministry of Women Affairs and Social Development as well as staff of the ministry. The data gathering instruments include questionnaires, interviews and secondary materials. This and other considerations are presented in this chapter.

3.2 Research Design

The study adopts a survey research design method. Survey research involves a systematic collection of data from population or samples of population through interviews and questionnaire techniques. It deals with the studies of fractions or parts of large or widely spread groups of people. This research design is adopted because of the large size of the study population as it will be absolutely impossible to reach the entire population. A part of the study population was therefore drawn as sample size which can be a reflection of the general population.

3.3 Population of the Study

Adult female population who are beneficiaries of the empowerment programs being implemented by the ministry constituted the target population. The ministry through its empowerment programs has empowered a total of 2231 women drawn from all the 23 Local Government Areas of the state within the period of study on the basis of equal numbers of beneficiaries from the LGAs (i.e. 97 from each LG), (KMWASD, 2015). These women include single mothers, widows, less privileged and the physically challenged who are basically accessed through various women associations in the state such as the Federation of Muslim Women Association of Nigeria (FOMWAN), Christian Association of Nigeria (CAN) Women's Wing, Market Women Association, Women and Youth for Development (WOYAD), etc. These beneficiaries were drawn from Kachia Local government Area to represent Kaduna South, Kaduna South Local Government Area to represent Kaduna Central and Zaria Local Government Area to represent Kaduna North Senatorial zone respectively. The choice of these three local government areas was arrived at based on the conviction that each of the local government area represents the demographic characteristics of the senatorial zones of the state. Besides, accessibility and convenience were also considered in the choice of the LGAs.

These 291 women who are beneficiaries of the ministry's empowerment program from the three selected LGAs, together with some management staff of the ministry therefore constituted the population of the study.

3.4 Sampling Technique and Sample Size

The study adopted the simple random sampling technique to draw its respondents from the study population. This technique involves random selection from the population without bearing in mind any criterion or set of criteria. The choice of this sampling technique was chosen in order to afford beneficiaries equal chance of inclusion in the sample size. This technique was applied by asking respondents (beneficiaries) to pick a ballot from a basket

which contained numbers assigned to a questionnaire. Those who picked a ballot with a number were administered questionnaires.

In deriving its sample size from the target population of beneficiaries of the ministry's empowerment programs from the three selected local government areas, the study employed the Krejcie and Morgan formula. The formula is given as follows:

$s = X^2NP(1-P) \div d^2 (N-1) + X^2P(1-P)$.

s = required sample size.

X^2 = the table value of chi-square for 1 degree of freedom at the desired confidence level (3.841).

N = the population size.

P = the population proportion (assumed to be .50 since this would provide the maximum sample size).

d = the degree of accuracy expressed as a proportion (.05) Krejcie and Morgan (1970)

Therefore, $3.841 \times 291 \times .50 (1 - .50) \div .5^2 (291 - 1) + 3.841 \times .50 (1 - .50)$

$558.8655 (0.5) \div 0.0025 (290) + 1.9205 (0.5)$

$279.43275 \div 0.725 + 0.96025$

$279.43275 \div 1.68525 = 165.81$

The table for determining sample size from a given population associated with this sample size formula (see appendix one) which tallies with the above computed figure was therefore used to arrive at a sample size of 165 population for the study.

Table 3.1: Population and Sample Size

L.G.A	**Population**	**Sample Size**
Kachia	97	55
Kaduna South	97	55
Zaria	97	55

Total	**291**	**165**

Source: Researcher, 2015

3.5 Sources of Data

Data for the study were generated from both primary and secondary sources. Primary data are materials which the researcher collects first hand in response to specific questions raised by the research. They are generated through the use of data collection instruments such as interview, questionnaire and observation. Primary source of data for this study involved the conduct of interview and administration of questionnaires. While secondary datasource included documents and reports.

3.6 Method of Data Collection

Data collection is the most crucial operation in a research process as it determines the validity of data generated for analysis and test of hypothetical conjecture. The study employed interviews and questionnaires to generate data for analysis. Interviews were conducted with the management of the Kaduna State Ministry of Women Affairs and Social Development in order to acquire first-hand information regarding the ministry's programs and projects aimed at empowering women in line with the National Gender Policy. Also, the interview with the staff of the ministry sought to assess the strength as well as challenges being faced by the ministry in implementing the programs.

The interviews were conducted with management staff who are directly in charge of coordinating women's programs_ Director and Deputy Director, Department of Women Affairs, Deputy Director, Department of Planning, Research and Statistics, and two other staff in the department of women's affairs. The staff were judgementally selected because they are people who have needed information. The interviews were guided by an 8 item interview guide.

Questionnaires on the other hand were administered to adult female beneficiaries from the three selected local government areas to generate data in assessing the impact ofthe skill acquisition program of the National Gender Policy. The questionnaire is a 34 item questionnaire made up of three sections. Section A was on personal data while section B sought the knowledge of respondents as well as the level of their benefits in the program. Section C on the other hand was meant to elicit responses needed to determine the extent to which the beneficiaries (respondents) have been empowered. The modified Likert type scale was used for the questions contained in the questionnaires. The weightings were: very high = 5, high = 4, average = 3, not high = 2, no opinion = 1; very often = 5, just often = 4, not often = 3, not at all = 2, no opinion = 1; and very much= 5, just much = 4, not much = 3, not at all = 2, no opinion = 1. The average (mean) of these points is 3.00 (5+4 + 3 + 2 + 1 = 2). This was used in data analysis as the cut-off point. This implies that any response whose mean is above 3.00 is seen as positive while that which is below 3.00 is seen as negative.

3.7 Methods of Data Analysis

Data generated from the questionnaires administered are processed and presented employing descriptive statistical tools such as frequency tables, percentage and mean. Personal data and characteristics of respondents is presented using frequency tables, and simple percentages while responses of the respondents based on their opinion of the empowerment programs are computed and tabulated using frequency, percentage and mean for easy comprehension and analysis. On the other hand, interview responses as well as other secondary data were analysed qualitatively. Interview responses were analysed qualitatively based on themes drawn from the interview guide. The themes under which interview responses were analysed are as follows: activities of the skills acquisition programmes; achievements of the programs; and challenges of the programs. In the test of hypotheses, the research employs the chi-square non-parametric tool. The choice of this statistical tool was its

suitability for the test of dependence or otherwise of the variables contained in the hypothetical conjectures. Also, the study population meets the requirements for the use of the tool such as randomness and independence. The chi-square test statistical formula is given as follows:

$$X^2 = \Sigma \frac{(Fo - Fe)}{Fe}$$

Where:

X^2 = chi-square

O = Observed frequency

E = Expected frequency

Σ = Summation of the items

Df = Degree of freedom

To calculate the expected frequency, the column total is multiplied by the row total and then divided by the grand total for each cell.

$$Fe = \frac{CT \times RT}{GT}$$

Df = is calculate as (Row-1) (Column – 1).

The level of significance refers to the maximum probability at which one is willing to risk. It could equally be referred to as the probability of making type one error designated as alpha. That is rejecting a true hypothesis. For this study, the level of significance used is 0.05 (5%).

Decision rule: Reject null hypothesis if calculated chi-square (X^2) value is greater than critical value and accept null hypothesis if calculated chi-square value is less than the

critical value. Therefore, the study shall reject hypotheses at 0.05 level of significance if the chi-square calculated value is greater than the critical value, otherwise it shall accept.

CHAPTER FOUR

THE NATIONAL GENDER POLICYAND STRUCTURE, POWERS AND FUNCTIONS OF THE KADUNA STATE MINISTRY OF WOMEN AFFAIRS AND SOCIAL DEVELOPMENT

4.1 Introduction

This chapter provides the background information necessary to situate this study in its proper context. Consequently, the chapter discusses in brief the background of Kaduna state and comprehensively, the National Gender Policy. The context in which the policy was formulated, its goal and objectives, priority targets as well as key strategies and operational framework were captured. As an organisation saddled with the responsibility of coordinating activities and programs associated with the National Gender Policy at the state level, the historical background, powers and functions as well as the structure of the Kaduna State Ministry of Women Affairs and Social Development were also provided.

4.2 A Brief Background of Kaduna State

Kaduna state is situated at latitude $10^{o}20'$N and longitude $7^{o}45'$E.It covers a land area of 46,053 square kilometres. The capital of the state is Kaduna and has a land area covering some 14, 000hectares with an average density of about 75 persons per squared kilometre. The state shares boundaries with Niger state to the west, Zamfara, Katsina, and Kano to the north, Bauchi and Plateau States to the east and FCT Abuja and Nassarawa states to the south. Kaduna state provides the meeting point of the earliest histories of Nigeria. It is the home of

Nok which gave its name to the oldest culture of Nigeria – the Nok culture. According to the 2006 census, Kaduna state has a total population of 6,113,503 which account for 4.3% of Nigeria's total population. Females constitute 3,023,065 of the population while males are 3,090,438. The state is divided politically into three senatorial districts with several constituencies. That is, Kaduna North, Kaduna Central and Kaduna South. The state has 23 local government areas. (See table 3.1). Inhabitants are mostly Christians and Muslims belonging to different ethnicities and tribes. They include the Hausas, Gbagyis, Adaras, Gongs, Atyaps, Bajjuus, Ninkyobs, Kuramas, Koros, Jabas and ZangoKataf. Agriculture and other associated activities constitute the mainstay of the economy of the state with approximately 80% of the people engaged in farming. The state is also known as a cosmopolitan industrialised state with several commercial and manufacturing industries. The state is a home to several notable military and academic institutions as well as other public establishments.

4.3 The Policy Context

Gender discrimination remains prevalent in many dimensions of life worldwide, while gender gaps are widespread in access to and control over resources in virtually all spheres. Promoting gender equality is now globally seen as an important development strategy that seeks to enable all people, both women and men to escape poverty and improve their standard of living. The attainment of gender equality is therefore no longer seen as an end in itself or a human rights issue, but as a prerequisite for the achievement of sustainable development. This accounts for why gender equality and women's empowerment concerns have continued to be a dominant theme in global and regional treaties, conventions, and declarations. Intercontinental and continental treaties and declarations which have sought the promotion of sustainable development with the woman's question intricately tied to it include the Convention on the Elimination of all Forms of Discrimination against Women of 1979,

African Charter on Human and People's Rights of 1981, Beijing Platform for Action of 1995,African Union Women's Right Protocol of 2003 and the Millennium Declaration of 2000 which specifically asserts the centrality of gender equality and women empowerment to the attainment of other goals contained in the declaration.

In Nigeria, as in many other African countries, despite constitutional provisions and the commitments to regional and international human rights treaties and conventions, the rights of women and girls are still grossly undermined and under-valued. This is explicitly evident in the overall low Gender Development Index (GDI) for the country and the undeviating low participation of women in paid employment, politics, leadership and decision-making, as well as an equally high rate of physical and sexual harassment and assault, trafficking, marital rape, early/forced marriage, and different phases of harmful traditional practices against women and the girl child. Several policies and programs introduced by the government to empower women and enable them take active part in national development have failed or yield very minimal result, as such development opportunities have continue to elude women. In 2000, the National Policy on Women was developed. Having implemented the policy for some years, little was achieved as its strategies were focused on women alone and failed to challenge the structure which continues to reproduce gender inequality and the overall dis-empowerment of women.An over aching strategy for gender equality in development process is that which takes women and men as partners in development, and more importantly, that which challenges the structure which continue to produce gender-based inequalities in the society, and balance power relations between women and men for growth and development at both micro and macro level (National Gender Policy, 2006). Thus, the formulation of the National Gender Policy in 2006.

4.4 Guiding Principles of the Policy

The National Gender Policy challenges the present structure of gender role relations in both the private and the public spheres of life, and in particular the structures which continue to perpetrate gender inequalities and the inability of the citizenry, particularly women to use their natural endowments and potentials to the optimum because of negative traditional gender role orientations and values which impede development. The policy has the following as its guiding principles:

a. Gender analysis shall be an integral part of all policy articulation, implementation, monitoring and evaluation in the country and gender perspectives will be considered in all development sectors.

b. All stakeholders shall take a role in the mandate for gender equity and equality. These include, the government, the private sector, civil society organisation, community based organisation, development partners, women and men as individuals.

c. The implementation of the policy shall depend on a cooperative interaction of women and men. Gender culture entails cooperation and interdependence rather than separation.

d. The implementation of the policy shall depend on a cultural re-orientation that will be supported by policies and programmes of gender education, sensitisation, motivation and responsiveness, rather than only through legislations.

e. The National Gender Policy shall focus on transforming the policy environment within which gender equity programmes will be implemented, towards providing enabling structures and political will

f. The implementation shall rely on a reform of existing structures of women development with a view to strengthening their capacity for a more robust mandate.

g. Women empowerment is considered as integral to the achievement of gender equality.

h. The Policy shall build on existing structures and best practices as well as draw from international experiences and practices.

4.5 The Policy Goal

The overall goal is to build a just society devoid of discrimination, harness the full potentials of all social groups regardless of sex or circumstance, promote the enjoyment of fundamental human rights and protect the health, social, economic and political well-being of all citizens in order to achieve equitable rapid economic growth; evolve an evidence based planning and governance system where human, social, financial and technological resources are efficiently and effectively deployed for sustainable development (NGP, 2006).

4.6 The Policy Objectives and Priority Targets

In recognition of the wide gender disparities across sectors and the need to achieve minimum equity thresholds, the policy has set the following objectives and identified priority areas of action.

(i) Objective 1: Establish the framework for gender-responsiveness in all public and private spheres and strengthen capacities of all stakeholders to deliver their component mandate of the gender policy and national gender strategic framework.

Targets

(a)Produce and launch National Gender Strategic Framework (NGSF) by June 2007.

(b) Develop and operate gender sensitive sectoral policies with adequate human, technical and financial resources for effective performance by the year 2010.

(c) Establish and operationalize the national gender management system with a fully functional FMWASD (national gender machinery)

(d) Strengthen the capacity of the State Ministries of Women Affairs and Social Development (renamed Ministry of Gender and Social Development) to carry out the new

mandate of policy oversight and coordinating function for gender equality programming and monitoring by 2008.

(e) Build effective partnership between the Public and Private sector and the Civil Society for promoting gender equality principles and practices by 2008.

(f) Ensure that all partnerships with national and internationalorganisations are based on commitment to gender equality principles, with explicit and measurable results by 2010.

(ii) Objective 2: Develop and apply gender mainstreaming approaches, tools and instruments that are compatible with the macro-policy framework of the country at any point in time towards national development.

Targets

(a) Establish and strengthen appropriate educational, training, institutional and operational frameworks that link the macro-policy environment effectively with the micro level where women, men and communities are experiencing the manifestations of gender inequality by 2010.

(b) Remove all gender-based barriers (including tenure security, access to credit and inputs) facing women in agricultural production, and enhance the visibility, productivity, valuation and documentation of women's work in the agricultural sector by 2010.

(iii) Objective 3: Adopt gender mainstreaming as a core value and practice in social transformation, organisational cultures and in the general polity in Nigeria.

Targets

(a)Entrench a culture of gender sensitivity and equality principles in all institutions and structures of government, private sector and communities with gender policies e.g.

administrative, regulatory procedures and practice in place and compliance levels monitored annually by the FMWASD by 2010.

(b) Eliminate all harmful cultural, religious and social gender- biased practices, which reproduce gender inequalities by 2020.

(c)Institute mechanisms for enforcing laws that regulate and penalize discriminatory practices by 2008.

(iv) Objective 4: Incorporate the principles of CEDAW and other global and regional frameworks that support gender equality and women empowerment in the country's legislative processes.

Targets

(a) Achieve equity and equality in employment opportunities and eliminate all discriminatory and abusive practices (on the grounds of sex, ethnicity, class, religion, age, disability, or marital status) against the employment of women in the public and private sectors of the economy by 2015.

(b) Build the capacity of the legislature, the judiciary and other law enforcement agencies to uphold gender justice and gender equality principles by 2010.

(c) Institute the culture of respect for the human rights of women and men, including freedom of expression, and the elimination of all negative stereotypical representation of women and girls and presentation of gender issues at various levels of the information dissemination and communication chain by 2010.

(v) Objective 5: Achieve minimum threshold of representation for women in order to promote equal opportunity in all areas of political, social, economic life of the country for women, as well as for men.

Targets

(a)Provide equal opportunities for women and men to enjoy and attain an acceptable minimum threshold of universal access to potable water, sanitation, electricity, transportation, road networks, and general security of life and property by 2015.

(b)Adopt special measures, quotas and mechanisms for achieving minimum critical threshold of women in political offices, party organs and public life by pursuing 35% affirmative action in favour of women to bridge gender gaps in political representation in both elective and appointive posts at all levels by 2015.

(vi) Objective 6: Undertake women specific projects as a means of developing the capabilities of women as well as men, to enable them take advantage of economic and political opportunities towards the achievement of gender equality and women's empowerment.

Targets

(a)Ensure equal access of women and men to critical resources (capital, labour, land, technology, and entrepreneurial skills) through special initiatives and reduce the number of citizens in core poverty group particularly women by 2012.

(b) Address gender dimensions to infection rates by promoting systematic and consistent gender mainstreaming into HIV/AIDS policies, plans, programmes, and activities at all levels; building gender analysis capacity of coordinating agencies; creating an enabling

gender-inclusive environment in the fight against HIV/AIDS, and redressing the differential impact of the pandemic on women and men at all levels by 2010.

(c)Reduce maternal mortality rates by at least 35%, reduce the gender burden of communicable diseases, improve reproductive health care services and strengthen gender responsive, evidence based health systems by 2015.

(vii) Objective 7: Educate and sensitise all stakeholders on the centrality of gender equality and women's empowerment to the attainment of overall national development.

Targets

(a)Guarantee equal access of women, men, girls, and boys to both formal and informal education and skills development opportunities through special programmes and initiatives by 2015.

(b) Improve demand and supply factors that hamper retention, completion, and high school performances, especially for the girl child at all levels - primary, secondary, tertiary; and in the informal setting by 2015.

(c) Mainstream Gender studies in the taught and evaluated curriculum of all formal and non-formal educational institutions/courses at all levels-primary to tertiary by 2010.

(d) Strengthen and reposition the FMWASD as the lead Gender machinery and the National Centre for Women Development as the primary gender research, training and documentation institution, to enhance capacities of all stakeholders for effective gender mainstreaming and women empowerment by 2008.

4.7 Policy Strategies and Institutional Framework

4.7.1 Strategies

The strategies for achieving the policy goal and objectives are premised on the "dual agenda" principle, which perceives gender equity and equality as beneficial not only to individuals (women and men), but also essential for producing an effective and efficient system, both at the macro (national) and micro (organisational) levels. Recognising the cross-cutting nature of gender issues, the delivery of the gender policy shall be channelled through the seven integrated strategies outlined below.

Table 4.1: Strategies and Policy Outcomes

Components	**Expected Outcomes**
Policy, Partnerships and Programme Reforms	Mainstreaming of gender concerns across sectors and at all levels
Information, Communication and Value Re-orientation	Increased Gender Knowledge, Attitude and Practice, Male Involvement and positive gender culture
CapacityBuilding and Skill Development	Technical expertise, appropriate tools and instruments for sustained gender responsive development. Skills development for women
Legislation and Human Rights Protection	Gender Justice and guarantee of Human Rights
Economic Reforms and Financial Accountability	Enhanced productivity of all citizens and gender responsive policy and budget efficiency across sectors
Research, Data and Evidenced Based Planning	Reliable sex disaggregated data and indicators
Monitoring and Evaluation	Effective gender equality tracking and benchmarking of progress

Source: National Gender Policy (2006)

4.7.2 Capacity Building and Skills Development

- **Policy Thrust:** toundertake women-specific projects as a means of developing the capabilities of women, to enable them take advantage of economic and political

opportunities towards the achievement of women's empowerment and gender equality.

Objectives

i. To increase access of women to critical resources (capital, entrepreneurial skills, labour, land) through special initiative and reduce the number of women living in poverty.

ii. To improve access to health services and enhance better reproductive health care for all with specific focus on the core poverty group who are mainly women.

iii. To build human capital of women through education to allow them comparable opportunity (as men) in the modern labour market.

Strategies

i. Vocational Skills Acquisition and Adult Literacy

ii. Health Care Delivery

iii. Micro-credit Scheme

Vocational Skills Acquisitionand Adult Literacy Programme

a. To encourage access to skills acquisition programmes for women in order to increase the demand for their labour. This involves women acquiring skills in hair dressing, sewing and knitting, catering and event management, cosmetology, etc.

b. Expand scope of adult literacy programme to cover rural communities.

c. Establish informal educational training in local languages.

Micro-credit Scheme

a. To provide those in core poverty group, especially women access to institutionalised credit, loans and investment opportunities.

b. To support and encourage the development of small, medium and large-scale enterprises for women and men in core poverty group.

c. Build business skills for women in extreme poverty.

d. Train those in core poverty group, especially women in business development and management.

e. Provide extension services for those in core poverty, especially women with registered small and medium scale enterprises.

Health Care Delivery Programme

a. Make comprehensive and a full range of reproductive health care services accessible, affordable and convenient to women, men and adolescents (boys and girls).

b. Make family planning service available at both primary and secondary level of health care delivery.

c. Promote responsible sexuality that allows for equity and mutual respect between gender groups, and thereby enhancing the quality of lives of individuals especially women.

d. Make immunization facilities available to women and men especially in the rural communities.

e. Make health care affordable, and accessible to women and children especially in the rural communities.

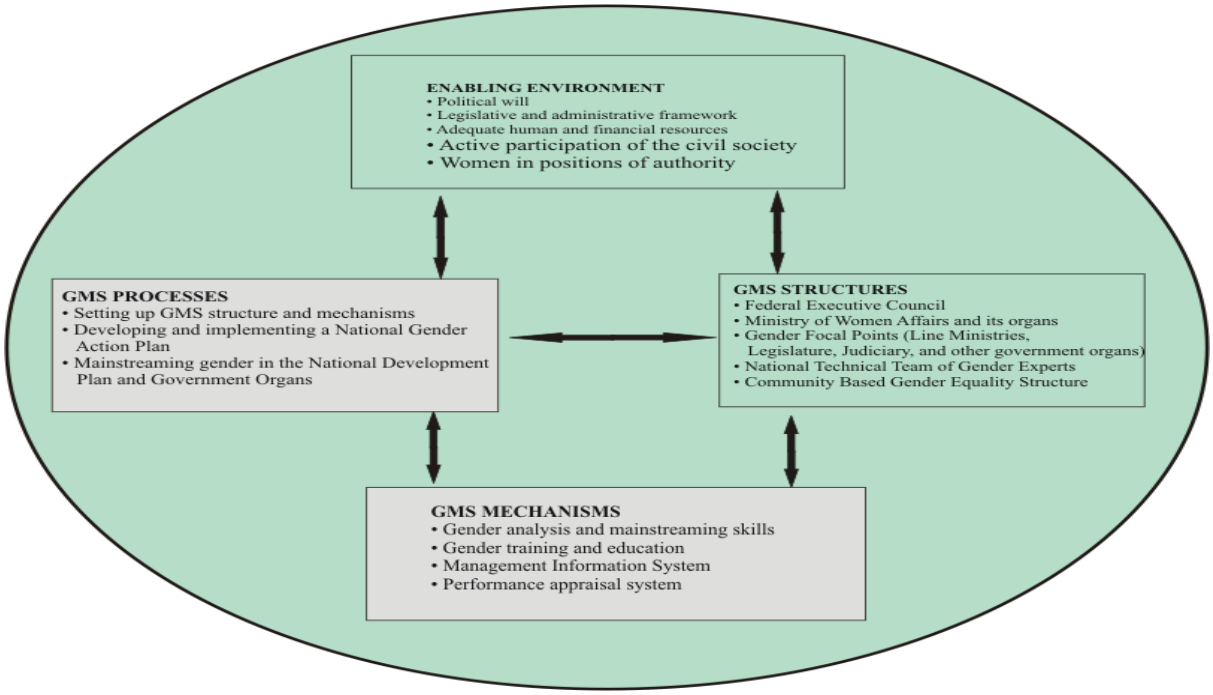
f. Continuous training and retraining of traditional birth attendants to ensure safe motherhood at rural level.

4.7.3 Institutional Framework

In order to achieve the desired policy targets and social re-orientation, institutional arrangements shall not be in a linear fashion but rather, curvilinear and holistic. A national Gender Management System shall be set up comprising 4 pillars aimed at providing an enabling environment for the intended restructuring of gender role relations in the society,

building structures for actualizing targets, providing the required technical skills, institutions and processes for coordinating strategic action for change. (NGP, 2006)

Figure 4.1: The National Gender Management System



Source: National Gender Policy (2006)

4.7.4 Structure, Roles and Responsibilities of Stakeholders

Figure 4.2 presents a schema which describes the structure of the national mandate for gender equality within government institutions. A brief outline of roles and responsibilities of these institutions is presented below.

a. Federal Executive Council: at the top of the gender equality institutional framework is the Federal Executive Council, which sets national policy goals and targets, and in particular, makes overarching policy pronouncements on gender equality and women empowerment.Functions of the national executive council in instituting GEWE policy include providing political will for the adoption of the NGP, mainstreaming gender into the general functions of NEC,engender discussions and the official language at NEC i.e.

elimination of sexist language, ministers to give commitment to the full implementation of the NGPand give budgetary commitment to the implementation of the NGP.

b. Ministry of Women Affairs and Social Development: the structures and institutions involved in institutionalising gender concerns shall be coordinated by the Federal Ministry of Women, which has a seat in the Federal Executive Council. In matters relating to gender mainstreaming and general gender concerns, and women empowerment initiatives, the Federal Ministry of Women Affairs shall have superior mandate compared to other Line Ministries, while maintaining equal ministerial status with other Line Ministries. The Ministry shall spearhead all gender responsive development, while ensuring women empowerment as an entry point to achieving gender equality. The Ministry will have direct interaction on gender equality and women empowerment matters with the following - Line Ministries and Departments, the Legislature, the Judiciary, and other all Parastatals. The specific mandates of FMWASD shall include, but not limited to these:

- Overall mandate for gender equality and women empowerment policies and programmes
- Coordinate all gender equality efforts
- Coordinate specialised parastatals and departments working on GEWE – NCWD and GEC
- Initiate specific policy formulation on gender equality and women empowerment
- Promote institutional development for G.E
- Coordinate development of sectoral indicators and gender action plans
- Coordinate and monitor implementation of the National Gender Policy
- Support gender education policies and programmes at all levels
- Overall mandate for the implementation of international conventions, treaties, and declarations on gender equality and women empowerment

- Coordinate the activities of the private sector, and the civil society organisations, including NGOs which relate to GEWE
- Make recommendations on GEWE to the Federal Executive Council, and the Legislative Councils
- Empower Women's Organisations, CSOs, NGOs etc working on issues relating to GEWE through – capacity building, education, training, and provision of information and resources

c. Line Ministries and Parastatals: at the Federal and the State levels, Line Ministries, the Legislature, the Judiciary, and other organs of government shall be accountable for the implementation of the gender policy. In addition, the Line Ministries and other organs of government shall have responsibilities for the following general functions: accountability, capacity building, institutional reforms (statistics, legislations, curriculum, culture and religion), local initiative and networking. Other specific functions of the Line Ministries are reviewing all policies, project and programmes for their gender implication, mainstreaming gender into policies, programmes and budgets, and establishing a Gender Critical Masswith specific functions.

d. National Centre for Women Development: The National Centre for Women Development shall retain its current mandates, but in addition, shall be strengthened to perform additional functions which shall include advising and briefing the Minister (FMWASD) on women empowerment policies and concerns; developing and implementing women empowerment programmes;developing women empowerment indicators;engaging in research on the status of women;training and skill acquisition schemes for women;training in gender analysis and gender sensitisation;initiating and promoting cross-sectoral action on cross cutting issues on GEWE(e.g. girl child protection and survival issues, violence against women; gender and HIV/AIDS) andcollaborating with tertiary institutions on gender

education, especially introduction of gender studies programmes at graduate and postgraduate levels.

e. The Legislature/Judiciary Quoting from the old National Policy on Women, 'the Nigerian legal system is made up of a tripartite system of laws (statutory, customary and the Sharia), which are sometimes contradictory. This has made it difficult to fulfil one of the basic stipulations of the Nigerian Constitution which requires that all citizens be treated as equal under the law'. To institutionalise gender equality principles, the Legislature and the Judiciary shall occupy a central stage in these reformatory efforts. The Legislature and the Judiciary shall therefore have mandates for the following:

• Gender Critical Mass with their respective sector;

• Review existing policies/laws/legislations;

• Prescribe specific changes;

• Mainstream gender into their respective institutions and functions;

•Promoting Gender Justice through their respective institutions and functions;

• Build in-house capacity on gender mainstreaming; and

• Relate with MWASD on gender policy implementation.

g. Parastatals, Institutions and Commissions with specialised mandates:these parastatals and agencies include National Bureau of Statistics, National Planning Commission, National Orientation Agency, Federal Character Commission, Independent National Electoral Commission, Human Rights Commission, Legal Aid Council and Education Commissions (NUC, NERDC, NAPTIP, UBE, and Mass Literacy Agency etc.).

4.8 The Kaduna State Ministry of Women Affairs and Social Development

4.8.1 Historical Background

For several decades, the problems of women throughout the world including Nigeria have always been compounded by the traditional and cultural values/beliefs. Such problems

include gender inequality, discrimination to the disadvantage of the female gender as pertain to access to social, political and economic opportunities in the various communities and nationwide. In her efforts to devise strategies to address these problems and promote the interest of Nigerian women, the Federal Government started by creating the defunct Commission for Women at both Federal and State levels in accordance with the provisions of Decree 30 of 1989 which was amended in September, 1992.

The sustained struggle of women worldwide brought about the signing of various conventions and treaties that protect women against discrimination by member nations. Nigeria was a signatory to most of these conventions and treaties. The implementation of the conventions and treaties led to the establishment of the Ministry of Women Affairs and Social Development at both Federal and State Government levels.

The Kaduna State Ministry of Women Affairs and Social Development came about in 1998 as a result of the merging of the State Commission for Women with the Department of Youth, Sports and Social Development. The Kaduna State Edict no.12 of 1991 provided the legal framework for the establishment of the Commission. However, the Youth Department was excised and merged with the Kaduna State Sports Council in 2001 to form the Ministry of Youth and Sports while the Ministry was named Ministry of Women Affairs and Social Development.

4.8.2 Mandate and Functions of the Ministry

The Ministry which evolved from the Kaduna State Commission for Women on the account of Edict No. 12 of 1991 is saddled with following mandate and functions:

The core mandate of the Ministry of Women Affairs and Social Development are:

a. Promote the welfare of women in general and bring about their acceptance as full participants in every phase of national development with equal rights and corresponding obligation;

b. Promote the welfare of the child and initiate action for the development of the child within the frame work of both national and international Bill or Act and convention on the Right of the child; promote responsible motherhood and maternal health;

c. Stimulate actions to improve women civic, political, cultural, social and economic education; encourage the sense and essence of cooperative societies and activities among women both in the urban and rural areas and stimulate their creative entrepreneurship in the field of cottage industries;

d. Promote the cause of the disabled and elderly and stimulate public awareness and responsibilities on that segment of the society;

e. Work towards total elimination of all social and cultural practices that discriminate against women;

f. Support the work of relevant Non-Governmental Organizations and play coordination role between government and Nigerian women organizations.

The key functions undertaken by the Ministry to achieve its core mandates are as follows:

a. Formulate policies and programmes within the control of state development [plans aimed at enhancing the position and development of women in the social, economic and political context;

b. Establish bodies in the local government areas for the implementation of the policies and programmes of the Ministry;

c. Promote, develop and concretize income generation and employment through loan schemes, home and cottage industries, acquisition of skills generally for the improvement of arts and crafts and food processing and such other vocational training for women within the context of their assumed needs and potentials;

d. Formulate and promulgate moral values within the family unit and in the public and to establish programmes with institution and organizations to inculcate moral education in women and children;

e. Encourage the sense and essence of cooperative societies and activities among women both in the urban and rural areas and stimulate their creative entrepreneurship in the field of cottage industries;

f. Monitor, liaise with appropriate Government Ministries, Departments, Bodies, NGOs including United Nation Organization and other donor agencies on matters concerning women and development;

g. Monitor and submit report on:

- Women education and counselling
- Health of women and children, and
- Existing legislation relating to the core mandates of the Ministry.

4.8.3 Organisational Structure of the Ministry

To enable the Ministry to discharge its duties effectively and efficiently, the Kaduna State Ministry of Women Affairs and Social Development is structured into four (4) departments, one (1) parastatal and one (one) multipurpose centre, with each charged with specific responsibilities. The Ministry has a commissioner as the chief executive, a permanent secretary as the chief accounting officer and a director heading each of the departments.

a. Department of Administration and Finance
b. Department of Women Affairs
c. Department of Social Welfare and Child Development
d. Department of Planning, Research and Statistics
e. Rehabilitation Board
f. Women Multipurpose Centre

(i) **Administration and Finance:** for the general administration of the Ministry in the areas of finance, appointment, promotion and discipline of staff.

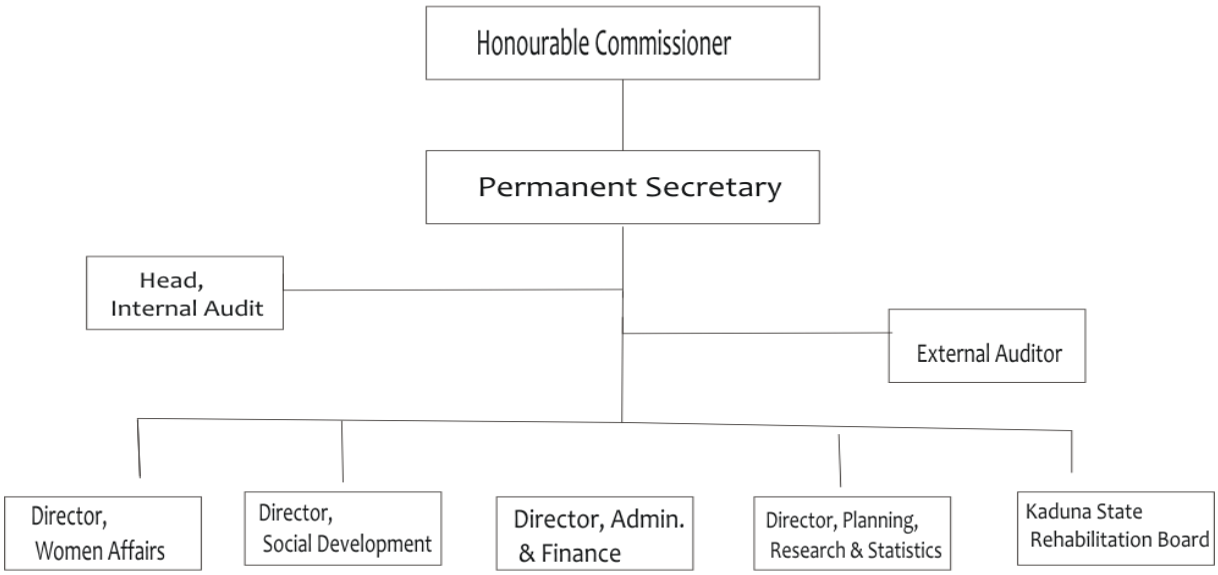
(ii) **Women Affairs:** to acquaint the women folk with technical skills and knowledge and give adequate assistance on credit facilities. Also, to ensure total elimination of all forms of discrimination and violence against women.

(iii) **Social Welfare and Child Development:** for matrimonial reconciliation, reduction in juvenile delinquency, fostering and adoption of abandoned children, adult probation protecting the right for orphans and vulnerable children, destitute and the challenged. It also ensures Government enforcement of Child Right Act, elimination of Child labour and Child trafficking through public enlightenment programmes.

(iv) **Planning, Research and Statistics:** coordinates the activities of the Ministry in the area of data collection, collation, analysis, interpretation. It also facilitate quarterly reports of activities carried out and prepares the Ministry Annual Budget and Rolling Plan for efficient information and management system.

(v) **Rehabilitation Board:** to give vocational training in various skills acquisition to people with disabilities so as to make them self-reliant, e.g. typing, shoe-making and knitting.

Figure 4.2: Organizational Chart of the Ministry



Source: Dept of Planning, Research and Statistics, KMWASD (2014)

4.9 EmpowermentActivities of Kaduna State Ministry of Women Affairs and Social Development

The major skills acquisition program by the ministry was initiated in 2011 by the department of women affairs in a bid to empower women and address the growing level of poverty being faced by women in the state.

A committee set up which was chaired by the director of women affairs…..came up with the empowerment programs based on the National Gender Policy.

The introduction of the Skills Acquisition Programs resulted in the construction and rehabilitation of women centres across the twenty-three (23) local government areas of the state where women undergo these vocational skill acquisition. The skills acquisition programs include training in hair dressing, sewing and knitting, tie and die, catering, event management, fish processing, milling and grinding, honey making, soap making and cosmetology. The duration of the trainings vary between four (4) weeks to twelve (12) weeks.

The first batch of women trained in various skills took place in the month of August, 2011. The skills the women were trained in include sewing, knitting, tie and die, pomade and soap making, beads making, hair dressing and rice milling. A total of six hundred and ninety (690) women drawn on the basis of equality from the twenty-three (23) local government areas of the state benefitted from the skill acquisition programs. The skill training lasted for a period of twelve weeks and six (6) months. The beneficiaries comprised widows, less privilege and full time house wives. They were accessed through various women associations such as the National Council for Women Society (NCWS), Christian Association of Nigeria (CAN) women's wing, Federation of Muslin Women Association of Nigeria (FOMWAN), Women and Youth Awareness for Democracy (WOYAD) and Market Women Association. At the end of the skills acquisition training, each of the women were given starter pack and take-off grant to enable them immediately start an enterprise in the area of skill acquired.

In November 2013, the ministry with the support of funds from the Subsidy Reinvestment Program (SURE-P) Intervention for Women and Youth embarked on another session of skills acquisition training involving catering, event management, hair dressing, sewing and knitting, tie and die, fish processing, milling and grinding, beauty and cosmetology and honey processing. In this training, a total of one thousand, five hundred and fifty-one (1541) women selected from the twenty three (23) LGAs of the state, again on the basis of equality benefitted from the program. The women mostly constituted the needies, widows and those without no viable means of livelihood, and even some with disabilities.

In order to property execute the skills training session, the ministry engaged the services of Gemstef Nigeria Ltd, a private firm into human capacity building and management to handle the training of the women in the various skills. The training duration lasted between three (3) and six (6) months depending on the skills. At the end of the training in May 2014,

starter packs as well as take-off grants were given to the women to start an enterprise of their own as a means of eradicating poverty and making the women self-reliant.

In addition to skills acquisition programs, the ministry have also embarked on sensitisation and enlightenment programs in the area of women's rights as well as on good health practices. The women were educated on good hygiene and good maternal/reproductive health practices.

In another attempt to empower women, the ministry in 2014 selected four (4) women from each of the two hundred and fifty-five (255) wards in the state to serve in their various communities as security watch dog and also help in sanitation activities. These women were placed on a monthly allowance of #10, 000 to cushion the effect of poverty and serious economic hardship being experienced by women in the state.

4.9.1 Achievements of the Ministry

The following are some of the achievements of the Kaduna State Ministry of Women Affairs and Social Development:

i. The ministry through its skills acquisition programs has empowered over three thousand (3000) women with various vocational skills across the twenty-three (23) local government areas of the state who as a result now have a reliable means of livelihood. Most of the women are now productively engaged and can afford basic necessities of living.

ii. Construction as well as renovation of women centres across the twenty-three (23) local government areas of the state where women are trained in various vocational skills and also meet for other important events.

iii. The ministry have embarked on advocacy among organisations (ministries, departments, agencies, etc) and individuals in order to promote commitment to the welfare and development of women, children and persons with disabilities. This

effort of the ministry has brought about renewed vigour with which the state assembly now handles bills relating to women, children and persons with disabilities. In a similar vein, the advocacy effort of the ministry has resulted in a new partnership with the ministry of health in the areas of maternal and child mortality, control and treatment of breast and cervical cancer, HIV/AIDS and malaria control.

iv. The health sensitisation and social mobilisation effort of the ministry has brought about increased consciousness especially rural women on the need to engage in safe reproductive health practices. This in turn has resulted in improved reproductive and health rights of women. The ministry distributed a total of 2,500 Mama Kits during its advocacy visits to various local government areas of the state

v. Establishments of Gender Units in all the state ministries, departments and agencies.

4.9.2 Challenges Encountered by the Ministry

Thefollowing are the major challengesthat confronted the success of the skills acquisition programs:

(i) Inadequate funding. Funding from the government for the execution of the programs is inadequate and usually delayed.

(ii) Inadequate personnel in the ministry to properly coordinate and supervisethe implementation of the programs. This is aggravated by the indifferent attitude of some staff towards work.

(iii) Nonchalant attitude on the part of the beneficiaries. Some of the women exhibit lackadaisical attitude towards the programs. It was discovered that some of the beneficiaries sometimes go to extent of selling the working tools (starter pack) given to them after the training.

(iv) Illiteracy of beneficiaries. This, according to the management makes the task of training the women herculean. It also make the women attach little or no

importance to the programs. In other words, some don't value the program as such.

(v) Shortage of materials and working tools. This is a result of underfunding of the programs.

(vi) Non-functional women centres. According to the ministry, most of the women centres where these trainings take place lack decent and modern facilities. Such environment does not encourage learning.

(vii) Lack of monitoring and evaluation: according to the ministry, a proper monitoring of the beneficiaries after the training is necessary to encourage and ensure their success and subsequent self-reliance through the programs. Evaluation of the programs is also seen as important as it will enable a built of feedback into the programs.

CHAPTER FIVE

DATA PRESENTATION AND ANALYSIS

5.1 Introduction

This chapter is wholly devoted to the presentation and analysis of empirical data collected from the study area needed to test the hypotheses formulated as a guide to the study. Data were generated through the administration of questionnaires and conduct of interviews. A 34 item questionnaires were administered to beneficiaries of the empowerment programs being executed by KMWASD in line with the National Gender Policy to empower women and promote gender equality. Interviews on the other hand were conducted with some management staff of the ministry, particularly in the department of women affairs. All the data sourced are presented and analysed using descriptive statistics. Test of hypothetical conjectures were done using the chi-square non parametric tool to ascertain the association between variables contained in the hypotheses. The major findings of the study are also discussed in this chapter.

5.2 Administration of Questionnaires

A total of one hundred and sixty-five (165) copies of questionnaires were administered in the three selected LGAs for the study. Fifty-five (55) were administered in each of the LGAs (i.e. Kachia, Kaduna South and Zaria). Out of these total, one hundred and forty-one were found to be correctly filled and returned and therefore used for the purpose of analysis. This figure represents 85.5% of the total number of questionnaires administered. The rate of return of the questionnaires by respondents from each of the LGAs is presented in table 5.1 below.

Table 5.1: Rate of Return of Questionnaires Administered

S/N	LGAs	Total No. of Questionnaires Administered	Total No. of Questionnaires Returned	Percentage of Questionnaires Returned
1	Kachia	55	39	70.9
2	Kaduna South	55	48	87.3
3	Zaria	55	54	98.2
Total		**165**	**141**	**85.5**

Source: Field Survey, 2015

As revealed by the table above, out of the 55 questionnaires administered to the beneficiaries in Kachia, only 39 representing 70.9% were properly filled and returned. For Kaduna South, 87.3% totalling 48 questionnaires were accurately completed and returned while Zaria on the other hand has a return rate of 98.2%.

5.3 Socio-Demographic Characteristics of Respondents

The distribution of the respondents according to their socio-demographic characteristics are presented below.

Table 5.2: **Age of Respondents**

Age	KachiaLGA	Kaduna South LGA	Zaria LGA	Total (%)
20 – 30	14	8	4	26 (18.4)
31 – 40	19	18	43	80 (56.7)

41 above	6	21	8	35 (24.8)
Total	39	47	55	141 (100)

Source: Field Survey, 2015

Data in table 5.2 above shows that majority of the respondents are in their middle age of 31 to 40. 80 of the respondents, representing 56.7% fall in this category. 26, constituting 18.4% are in their early adulthood while 35 of the respondents which represent 24.8% are approaching old age. Based on this distribution, KachiaLGA has the bulk of those within their early adulthood while Zaria LGA has a preponderance of those within their middle age. Kaduna South, a metropolitan area has just a sizeable number of all the age categories.

Table 5.3: Marital Status of Respondents

Marital Status	**KachiaLGA**	**Kaduna South LGA**	**Zaria LGA**	**Total (%)**
Single	9	12	0	21 (14.9)
Married	18	23	38	79 (56.0)
Divorced	4	3	11	19 (13.5)
Widow	8	9	5	22 (15.6)
Total	39	47	54	141 (100)

Source: Field Survey, 2015

From the data in the table above, 14.9% of the respondents are single. 56% are married, 13.5% are divorced and 15.6% are widows. One can deduce from the data that Kachia LG representing Kaduna South and Kaduna South LG representing Kaduna Central have the best part of single adult women as compared to Zaria LG which represents Kaduna North. This could be an indication of the early marriage phenomenon associated with the culture of the zone. As can also be seen from the data contained in the table, married women constitute majority of the respondents while a marginal of them are single, divorced or widow.

Table 5.4: Religion of Respondents

Religion	KachiaLGA	Kaduna South LGA	Zaria LGA	Total (%)
Christianity	36	26	0	62 (43.9)
Islam	3	21	55	79 (56.1)
Others	0	0	0	0 (0.0)
Total	39	47	55	141 (100)

Source: Field Survey, 2015

Data in the table above shows that 62 of the respondents representing 43.9% practice Christianity while 56.1% of them amounting to 79 are Muslims. It can be deduced from the distribution here that KachiaLGA which represents Kaduna South is mostly dominated by Christians while Zaria LGA is majorly inhabited by Muslims. Kaduna South on the other hand has an almost even concentration of both the Christians and Muslims.

Table 5.5: Qualification of Respondents

Qualification	KachiaLGA	Kaduna South LGA	Zaria LGA	Total (%)
First Sch. Cert.	6	9	26	41 (29.1)
Sec Sch. Cert	23	19	17	59 (41.8)
ND/NCE	7	13	6	26 (18.4)
HND/DEG	3	6	3	12 (8.5)
None	0	0	3	3 (2.1)
Total	39	47	55	141 (100)

Source: Field Survey, 2015

Data contained in table 5.5 above indicate that greater part of the respondents have not proceeded beyond primary and secondary education. 29.1% of the respondents totalling 41 have only acquired first school certificate. Another 59 of them made a slight advancement in acquiring senior school certificate, while 38 of them have acquired one form of higher education or the other ranging from the national diploma to a bachelor degree. This data is an indication that the women lack the necessary level of education needed to participate actively in economic activities especially when it comes to securing well paid employment in both public and private sector. They sparingly proceed beyond secondary education.

Table 5.6: Occupation of Respondents

Occupation	**KachiaLGA**	**Kaduna South LGA**	**Zaria LGA**	**Total (%)**
Farming	10	6	0	16 (11.3)
Trading	15	19	8	42 (29.8)
Housewife	7	13	34	54 (38.3)
Others	7	9	13	29 (20.6)
Total	39	47	55	141 (100)

Source: Field Survey, 2015

The data in this table show that 11.3% of the respondents are into farming activities. 29.8% of them are into petty trading while a large number of them which constitute 38.3% are full-time housewives. The remaining 20 percent of them (29) are either civil servants or private workers. One can infer from this distribution that prior to the introduction the empowerment programs by the KMWASD, majority of these respondents who are full-time housewives have no self-reliant means of income as they are completely dependent on their spouse for every of their needs and that of their families'. Thus, robbing them of active participation in household decision making as he who plays the piper dictates the tune.

5.4 Empowerment Programs by Kaduna State Ministry of Women Affairs and Social Development

This section presents responses of the respondents to questions contained in the questionnaires administered regarding their awareness as well as benefitting from the empowerment programs introduced by the ministry.

Table 5.7: **Skills acquisition programs that respondents are aware of**

Response	**Frequency**	**Percentage (%)**
Sewing & Knitting	35	24.8
Hair dressing	32	22.7
Milling & Grinding	16	11.3
Fish processing	9	6.4
Tie & Die	15	10.6
Cosmetology	11	7.8
Catering & Event Mngt	23	16.3
Total	**141**	**100**

Source: Field Survey, 2015

Data result from survey as contained in the above table 5.7 indicate that respondents are aware of vocational skill training as an empowerment program being executed by the ministry to empower women in the state. A total of 35 of them representing 24.8% are aware of sewing and knitting; 32 representing 22.7% are aware of hair dressing; 16 constituting 11.3% have knowledge of the existence of milling and grinding; 9 constituting 6.4% are aware of fish processing; 15 representing 10.6% are aware of tie and die; 11 making up 7.8% have knowledge on the existence of cosmetology; and 23 constituting 16.3% are aware of the existence of catering and event management.The knowledge of respondents regarding these vocational skills training were sought to corroborate interview report with coordinators of the programs. The data here correspond with information obtained from interviews conducted

that sewing and knitting, hair dressing, catering and event management, fish processing, tie and die, milling and grinding and cosmetology were skill training embarked upon by the ministry in line with the capacity building and skills development component of the NGP.

Table 5.8: Empowerment programs that respondents have benefitted from

Response	**Frequency**	**Percentage (%)**
Sewing & Knitting	35	24.8
Hair dressing	32	22.7
Milling & Grinding	16	11.3
Fish processing	9	6.4
Tie & Die	15	10.6
Cosmetology	11	7.8
Catering & Event Mngt	23	16.3
Total	**141**	**100**

Source: Field Survey, 2015

Data result from survey as contained in the above table 5.8 indicate vocational skill acquisition being executed by the ministry to empower women that respondents have benefitted from. A total of 35 of them representing 24.8% have benefitted from sewing and knitting; 32 representing 22.7% have been trained in the art of hair dressing; 16 constituting 11.3% have acquired skills in milling and grinding; 9 constituting 6.4% have been trained in the art of fish processing; 15 representing 10.6% have been taught to do tying and dying of clothes; 11 making up 7.8% have acquired skills in cosmetology; and 23 constituting 16.3% have been taught to do catering and event management. The data here depict that sewing and knitting as well as hair dressing has a preponderance of the beneficiaries while fish processing has the least of respondents who have benefitted from the empowerment program.

Table 5.9: Receipt of Take-off grant or Starter Pack

Response	Frequency	Percentage (%)
Yes	141	100
No	0	0
Total	**141**	**100**

Source: Field Survey, 2015

Survey result in the table 5.9 above shows that all the 141 respondents who have acquired one form of skill or the other ranging from sewing and knitting, hair dressing, milling and grinding, tie and die to cosmetology were all given starter pack or take-off grant. Starter pack here refers to working tools in the area of skill acquired. This the ministry does to enable those trained in various skills to immediately start practising in order to become self-reliant and empowered. In the course of discussion with the beneficiaries during the administration of questionnaires, it was revealed that a few of the beneficiaries did not get complete starter pack. For instance, a few of those trained in the art of milling and grinding were given either grinders or engines. Likewise a few of the beneficiaries trained on how to process fish. They were given either the oven or stove. According to interview report, this was as a result of shortage of starter packs procured by the ministry. In order for these set of beneficiaries not to be without starter pack, it was split among them.

5.5 Extent to Which the Empowerment Programs Have Empowered Women in the State

This section presents the responses of respondents to questions contained in the questionnaires which seek to elicit information necessary in determining the extent to which the beneficiaries have been empowered.

5.5.1 Improvement of Women Financial Status

Table 5.10: Program's improvement of respondents' living standard

Response	Frequency	Percentage (%)
Yes	120	85.1
No	21	14.9
Total	**141**	**100**

Source: Field Survey, 2015

Data contained in table 5.10 above is the survey result of respondents' response to the question, "would you say the program has brought about improvement in your life?" This question was asked in order to have an overview of the impact of the skills acquisition programs on the living standard of the respondents. A total of 120 respondents which represent 85.1% answered in affirmative to this while 21 constituting 14.9% responded negatively. One can deduce from this response that the programs have had some positive impact on the lives of the respondents, but the main question is to what extent and has it really translated to empowerment?

Table 5.11: Increase in income level of respondents due to the empowerment programs

Response	Frequency	Percentage (%)
Yes	120	85.1
No	21	14.9
Total	**141**	**100**

Source: Field Survey, 2015

Data contained in this table are responses by respondents to the question "do you now earn more income than you used to?" 120 (85.1%) of them answered that their level of income has risen as a result of the skills acquired from the various skill training programs while 21 (14.9) responded that their income has not increase. It is therefore obvious that majority of the respondents now earn more income than they used to prior to the introduction of the programs. This is a good omen as increase in income should translate into self-reliance

and empowerment. But then, the 14.9% of the respondents who said their income level has not risen should be a source of concern as it is an indication that the programs have some defects.

Table 5.12: Extent of increase in income level

Response	**Frequency**	**Percentage (%)**
Very high	8	5.7
High	25	17.7
Average	48	34
Not high (minimal)	39	27.7
No opinion	21	14.9
Total	**141**	**100**

Source: Field Survey, 2015

The survey result shown in table 5.12 above is a response by respondents to question, "to what extent has your income level risen?" 8 (6.7%) of them answered "very high". 25 of them constituting 20.8% responded that it is just high. A preponderance of them totalling 48 (40%) were of the opinion that it is average while also another greater number of them (32.5%) opined that it is minimal. 14.9% of them did not respond to this question. It is obvious here that a greater part of the respondents either said that their income level has risen highly or averagely, though some of them also said not high. One can conclude here that the skills acquisition programs executed by the ministry have resulted in women of the state earning more income prior to the introduction of the programs. This speaks well of the programs in terms of women empowerment. Improved financial status will no doubt result in

greater agency (i.e. decision making power) of the women as regards having a say in their lives.

Table 5.13: Increase in respondents' contribution to family upkeep

Response	**Frequency**	**Percentage (%)**
Yes	120	85.1
No	21	14.9
Total	**141**	**100**

Source: Field Survey, 2015

Data presented in table 5.13 above is meant to seek response regarding the extent to which the women now contribute financially to your family upkeep than they used to do. A total of 120 of the respondents representing 85.1% answered in affirmative while 21(14.9) of them responded negatively. Majority of the respondents are therefore contributing more financially to their family upkeep than previously before the introduction of the skills acquisition programs. Financial contribution to family upkeep is seen as a measure of empowerment. This portends well for the programs.

Table 5.14: **Extent of respondents' contribution to family upkeep**

Response	**Frequency**	**Percentage (%)**
Very high	7	4.9
High	32	22.7
Average	53	37.6
Not high (minimal)	28	19.9
No opinion	21	14.9
Total	**141**	**100**

Source: Field Survey, 2015

Survey result in table 5.14 above is a response to the question "if yes, how would you rate your contribution to your family upkeep?" 7 (4.9%) of them rated it very high. 32 (22.7)

rated it to be just high. A preponderance of them totalling 53 (37.6%) were of the opinion that it is average. Another 28 (19.9%) of them, answered that it is just minimal while 21 did not respond to this question. This question was asked in order to determine the extent to which they now contribute more financially to their family upkeep as a result of benefitting from the programs. Evidence here shows that a greater number of the women now make significant financial contribution to their family upkeep. Increased financial contribution to family upkeep gives women some degree of decision making power over major household issues.

Table 5.15: **Making small purchases for self and household without husband's support**

Response	**Frequency**	**Percentage (%)**
Very often	16	11.3
Just often	57	40.4
Not often	38	26.9
Not at all	9	6.4
Undecided	21	14.9
Total	**141**	**100**

Source: Field Survey, 2015

Data in table 5.15 above is meant to seek responses regarding how often the womennow make small purchases for themselves and their household without support from their husbands. 16 of them with a percentage of 11.3 responded that they make purchases for themselves and their households without their husband's support very often. 57 (40.4%) answered just often and 38 responded that it is not often. A total of 30 respondents with a percentage of 21.3 answered negatively to this question. While 9 said they make no purchases at all for themselves and their household except with their husband's support, 21 failed to respond to the question. It is obvious here that a great number of them make

purchases for their households even though not often as in the case of 38 of them. Making small purchases for household by women without the support of their spouse is seen as a measure of empowerment.

5.5.2 Women's Participation in Household Decisions

Table 5.16: **Extent to which respondents' opinion in routine household purchases now counts**

Response	**Frequency**	**Percentage (%)**
Very much	37	26.2
Just much	57	40.4
Not much	17	12.1
Not at all	9	6.4
No opinion	21	14.9
Total	**141**	**100**

Source: Field Survey, 2015

Table 5.16 above represent the responses of respondents regarding the extent to which their opinion in routine household purchases now count. 26.2% representing 37 of the respondents answered that their opinion in routine household purchases now counts very much. 57 (40.4%) of them replied "just much" and 17 (12.1%) responded that it is not much. While 9 said not at all, 21 of them did not answer the question. It is glaring that larger percentage of them now have increasedopinion in routine household purchases in terms of what to buy, when and how to buy it. Participation in decision making by women in major

family issues is strongly seen as a yard stick for determining the level of empowerment of women.

Table 5.17: **Extent to which respondents' opinion in children education now counts**

Response	**Frequency**	**Percentage (%)**
Very much	13	9.2
Just much	37	26.2
Not much	57	40.4
Not at all	13	9.2
No opinion	21	14.9
Total	**141**	**100**

Source: Field Survey, 2015

Data contained in table 5.17 above represent the responses of respondents regarding the extent to whichtheir opinion in their children's education now counts. 9.2% representing 13 of the respondents answered that their opinion in their children's education now counts very much. 37 (26.2%) of them replied "just much" and 57 (40.4%) responded that it is not much. While 13 said not at all, 21 of them did not answer the question. It is obvious here that larger percentage of them have very minimal contributionto their children's education in terms of decision making. It is believed that an empowered women is supposed to have a say in the education of her children.

Table 5.18: **Extent to which respondents' opinion in family health/size now counts**

Response	**Frequency**	**Percentage (%)**
Very much	9	6.4
Just much	22	15.6
Not much	32	22.7
Not at all	57	40.4

No opinion	21	14.9
Total	**141**	**100**

Source: Field Survey, 2015

Data intable 5.18 above represent the responses of respondents to the question "to what extent does your opinion in your family health/family size now counts?" 6.4% representing 9 of the respondents answered that their opinions in decisions regarding their family health and size now counts very much. 22 (15.6%) of them replied "just much" and 57 (40.4%) responded that it is not much. While 13 said not at all, 21 of them failed to answer the question. The data here is a revelation that a preponderance of women in the state (55.3%) still have very minimal decision making capability in deciding their family size and health. An empowered woman should be able to defy cultural norms or tradition of the man solely deciding the number of children to have, when to have them, when they are to get married and who they are to be married to. Women should also have a considerable opinion regarding her family health like when and where any of the family member needs to access to health services. All these are aspects of 'power within' as it relates to women empowerment.

Table 5.19: Extent to which respondents' opinion in acquisition and management of major family household assets now counts

Response	**Frequency**	**Percentage (%)**
Very much	9	6.4
Just much	11	7.8
Not much	29	20.6
Not at all	71	50.4
No opinion	21	14.9
Total	**141**	**100**

Source: Field Survey, 2015

Data presented in the table 5.19 above is a response to the question, "to what extent does your opinion in the acquisition and management of major household assets now counts?" 9 (6.4%) of them answered that their opinions in the acquisition and management of major household assets now count very much, 11 (7.8%) responded "just much", 29 (20.6%) answered "not much" a whopping 71 (50.4%) replied that their opinions do not count at all and 21 failed to respond. This question is aimed at eliciting responses in order to assess respondents' opinionin the acquisitionand control overmajor household assets. From their responses to this question as shown in the table, it is obvious that a preponderance of the respondents still have very limited or no opinion over acquisition and management of major household assets. This indicates that the women have not been empowered enough to the extent of a having a say in the acquisition of major household assets and exerting control over or management of them.

5.5.3 Women's Ownership/Acquisition of Property

Table 5.20: Extent to which respondents can now afford to purchase household items such as tv, fan, fridge, etc.?

Response	Frequency	Percentage (%)
Very much	15	10.6
Just much	57	40.4
Not much	34	24.1
Not at all	14	9.9
No opinion	21	14.9
Total	**141**	**100**

Source: Field Survey, 2015

Data contained in table 5.20 above represent responses of respondents regarding the extent to which they can now afford to acquire or own household items such as fridge, tv, fans, etc. 10.6% amounting to 15 of them answered that they can now afford toacquire or

own household items very much. 57 of them constituting 40.4% said just much while 34 (24.1%) said not much. A total of 14 of them which represents 9.9% answered in the negative, while 21 of them did not respond to the question. One can deduce from the distribution here that many of the respondents can now afford to acquire or own basic household items such as fan, tv, fridge, etc more than they used to prior to the introduction of the skills acquisition by the ministry. The extent to which women can acquire or own property/assets is a very crucial determinant of women empowerment. Improvement in their financial status is expected to result in their being able to afford certain household necessities in order to live a comfortable life.

Table 5.21:Extent to which respondents can now afford to purchase clothing and jewelleries for themselves without spouse's support

Response	**Frequency**	**Percentage (%)**
Very much	17	12.1
Just much	59	41.8
Not much	42	29.8
Not at all	2	1.4
No opinion	21	14.9
Total	**141**	**100**

Source: Field Survey, 2015

Data presented in table5.21 above represent the response of respondents regarding the extent to which they can now afford to purchase clothing and jewelleries for themselves without support from their husbands. 12.1% amounting to 17 of them answered that they can

now afford to purchase clothes and jewelleries for themselves without their husband's support very often. 59 of them constituting 41.8% said just much, while 42 (29.8%) said not much. A total of 23 of them which represents 16.3% answered in the negative. While 2 of them said not at all, 21 did not respond to the question. One can deduce from the distribution here that many of the respondents can now afford to purchase clothes and jewelleries for themselves without their husband's support. The extent to which women can afford to purchase items for themselves without waiting for financial support from their spouses is also very essential to women empowerment.

Table 5.22: Extent to which respondents' can now afford to purchase assets such as piece of land, livestock, etc. or make little investment

Response	**Frequency**	**Percentage (%)**
Very much	9	6.4
Just much	21	14.9
Not much	71	50.4
Not at all	19	13.5
No opinion	21	14.9
Total	**141**	**100**

Source: Field Survey, 2015

Data presented in the above table 5.22 represent responsesseeking to determine the extent to which respondents can now afford to acquire certain assets such as piece of land, livestock, etc. and make little investments. The data show that only 9 of them constituting a

percentage of 6.4 can do this very much. 21 of them with a percentage of 14.9opined‘just much’ and 71 representing 50.4%were of the opinion that they can do this but not much. A total of 19 constituting a percentage of 13.5 of the respondents cannot do this at all, while 21 of them with a percentage of 14.9 were indifferent to this question. 19 of them who said not at allwith the 21 that failed to respond make a total of 40 respondents (28.4%) who cannot do this at all. This therefore reveals that a little above half of the 141 respondents can do this but not very much or much. An empowered woman should be able to make investments be it in landed assets or otherwise. This shows that the extent to which skills acquisition programs can empower women to live a desired life is limited. Education and formal employment should be considered as a better option or strategy of empowering women.

Table 5.23: **Respondents’ rating of the skills acquisition programs**

Response	**Frequency**	**Percentage (%)**
Very high	7	4.9
High	24	17
Average	42	29.8
Low	39	27.7
Very low	29	20.6
Total	**141**	**100**

Source: Field Survey, 2015

Data in the table 5.23 above represent respondents’ perception of the skills acquisition programs implemented by the KMWASD. 7 (4.9%) rated the program to be very high, 24 (17%) opined that it is just high while 42 (29.8%) graded it average. 39 and 29 of them rated it low and very low respectively. This reveals that while few of the respondents are relatively satisfied with the program, many are yet to be contented with the program. This, a little bit

contradicted interview responses of coordinators interviewed who were of the opinion that the women rate the programs highly. One could adduce the poor rating of the skills acquisition programs by some of the respondents to their preference for other enterprise such as agriculture and trading and the inadequacy of working tools given to some of them.

Table 5.24:Respondents' suggestions on possible improvement of the programs

Response	**Frequency**	**Percentage (%)**
Increased funding from government	49	34.8
Provision of adequate working tools	32	22.7
Micro-credit preferred	22	15.6
Handling of vocational skill training by professionals	11	7.8
Poultry and animal husbandry preferred	5	3.5
Increased awareness creation	1	0.7
No response	21	14.9
Total	**141**	**100**

Source: Field Survey, 2015

Data presented in the table 5.24 above are responses of respondents when asked what they think can be done to improve on the programs. It shows that majority of them (34.8%) were of the opinion that increased funding from the government would enhance the viability of the programs and therefore meet the goal of empowering them. 22.7% of them advocated for adequate working tools to enable them actively engage the skills they have acquired from the training. Some of them (15.6%) would have preferred loans facilities to enable them expand their enterprise and venture into other areas of business. 7.8% of them urged that professionals in the areas this vocational training should only be engaged in order to enable beneficiaries compete favourably in the market. Lastly, 3.5% would prefer to go into animal husbandry and poultry.

Table 5.25: Mean Rating of Responses (Descriptive Statistics)

Items on Questionnaire	N	Minimum	Maximum	Mean	Decision
1. Extent of Increase in Income Level (dep. Var.)	141	1.00	5.00	3.7163	**Positive**

2. Contribution to Family Upkeep (dep. variable)	141	1.00	5.00	2.8298	**Negative**
3. Making Small Purchases for Household (dep. Var.)	141	1.00	5.00	3.2695	**Positive**
4. Opinion in Routine Household Purchases (dependent variable)	141	1.00	5.00	3.5674	**Positive**
5. Opinion in Children's Education (dep. variable)	141	1.00	5.00	3.0567	**Positive**
6. Opinion in Family Health/Size (dep. variable)	141	1.00	5.00	2.5816	**Negative**
7. Opinion in the Acquisition and Mangt of Household Assets (dep. variable)	141	1.00	5.00	2.4043	**Negative**
8. Purchase of basic household items(dependent variable)	141	1.00	5.00	3.3404	**Positive**
9. Purchase of clothes and jewelleries for self(dep. variable)	141	1.00	5.00	3.4043	**Positive**
10. Acquisition/Control of asset(dependent variable)	141	1.00	5.00	2.9574	**Negative**
11. Rating of Programs in terms of Empowerment	141	1.00	5.00	2.5816	**Negative**
Grand Mean				**3.0562**	**Positive**

Source: SPSS Product

Data in this table show that the extent to which the income of beneficiaries have risen is significant as the mean of their response exceeded the cut off point. Same goes for item 3, 4, 5, 8 and 9. This invariably portends well for the programs as the income level of a sizeable number of the beneficiaries have risen and they can now make small purchases for their household; afford to purchase clothes and jewelleries for themselves without their spouse's support; and have a considerable say in routine household purchases and their children's education. In addition, they can now afford to acquire certain basic household items such as fan, tv, fridge, etc. On the other, item 2, 6, 7, 10 and 11 have negative response as their mean fall below cut-off point. This apparently does notspeak well of the programs as the some of the beneficiaries can still not afford to make significant financial contributions to their family upkeep, have say in issues regarding family health as well as acquisition and control of assets. Besides, majority of the beneficiaries still lack the means to acquire assets and make little investments. On the overall, the skills acquisition programs seem to have made some

progress in terms of empowering women as indicated by the grand mean of the responses. But this does not mean that all is well. The opinion of respondents regarding the programs also falls below the mean cut-off point of 3.00. This is an indication that the programs are flawed in certain respective.

5.6 Summary of Interview Response

Interview for the purpose of data generation regarding programs/projects being implemented by the Kaduna State Ministry of Women Affairs and Social Development in line with the National Gender Policy to empower women and promote gender equality were conducted with the following management staff of the ministry. They are:

(i) Director, Department of Women Affairs;

(ii) Deputy Director, Department of Women Affairs,

(iii) Permanent Secretary, KMWASD;

(iv) Deputy Director, Department of Planning, Research and Statistics; and

(v) Two (2) supervisors in the Department of Women Affairs.

Their responses which were unanimous will be summarised under the following headings. (See Appendix IV for interview guide)

(a) Programs by the Ministry aimed at empowering women in line with the National Gender Policy: according to their responses, the programs being implemented by the ministry which seek to empower women are vocational skill acquisition, micro-credit scheme, adult education and sensitisation. The vocational skill acquisition involves training in sewing, knitting, tie and die, beads making, hair dressing, milling and grinding, fish processing, honey making, cosmetology and soap/pomade making. The vocational skill training is currently the major program being implemented to empower women as the micro-

credit scheme is still in the offing while the adult education program is yet to assume full implementation due to finance and logistics.

According to the management of the ministry, a total of 2231 women have benefitted from the skill acquisition program on the basis of equality of all the twenty-three (23) local governments in the state. The women were accessed through various women associations or groups in the state. These associations or groups include the Federation of Muslim Women Association of Nigeria (FOMWAN), Market Women Association, Christian Association of Nigeria (CAN, Women's Wing), Women and Youth Awareness for Democracy and the National Council for Women Societies (NCWS) all in Kaduna state. Beneficiaries include the needy, less privileges and widows. These women were trained in the above mentioned skills, after which they were given working tools popularly referred to as started pack to enable them begin practice immediately.

(b) Challenges encountered in the implementation of the programs: when asked about the challenges encountered by the ministry in the execution of the programs. They undisputedly put forward the following as the major problem confronting the success of the programs:

(viii) Inadequate funding. Funding from the government for the execution of the programs is inadequate and usually delayed.

(ix) Inadequate personnel in the ministry to properly coordinate and supervisethe implementation of the programs. This is aggravated by the indifferent attitude of some staff towards work.

(x) Nonchalant attitude on the part of the beneficiaries. Some of the women exhibit lackadaisical attitude towards the programs. It was discovered that some of the beneficiaries sometimes go to extent of selling the working tools (starter pack) given to them after the training.

(xi) Illiteracy of beneficiaries. This, according to the management makes the task of training the women herculean. It also make the women attach little or no importance to the program. In other words, some don't value the program as such.

(xii) Shortage of materials and working tools. This is a result of underfunding of the programs.

(xiii) Non-functional women centres. According to the ministry, most of the women centres where these trainings take place lack decent and modern facilities. Such environment does not encourage learning.

(xiv) Lack of monitoring and evaluation: according to the ministry, a proper monitoring of the beneficiaries after the training is necessary to encourage and ensure their success and subsequent self-reliance through the programs. Evaluation of the programs is also seen as important as it will enable a built of feedback into the programs.

5.7 Test of Hypotheses

5.7.1 Hypothesis One

(i) ***H_0: Implementation of Skills Acquisition Programs of the capacity building and skill development component of the National Gender Policy by KMWASD have not significantly improved women's financial status in the state.***

In order to generate relevant data for the test of this hypothesis, respondents' opinion were sought on measures of empowerment as presented in table 5.31 below

Table 5.26: Contingency Table of Respondents' Opinionon Women's Financial Status

Proxies for Improvement of Women EconomicStatus	**Very much**	**Just much**	**Not much**	**Not at all**	**No opinion**	**Total**
Extent of increase in income level	8	25	48	39	21	141

Making small purchases to households	16	57	38	9	21	141
Contribution to family upkeep	7	32	53	28	21	141
Acquisition/Control over Major Household Assets	9	11	29	71	21	141

Source: Field Survey, 2015

Frequencies (Chi-square)

In the tables below, titled Computed Statistical Package for Social Sciences (SPSS) products, the observed frequency (N) simply means the average number of respondents who responded to a particular indicator. The expected frequency (N) on the other hand, is the sum of observed frequency divided by the number of rows in the table. Chi-square means squaring the residual for each indicator, divided by its expected value and summing all indicators. Degree of freedom (df) refers to the number of expected values that can vary before the rest are completely determined. Asymp. Sig is the estimated probability of obtaining a chi-square value greater than or equal to the chi-square while the residual is equal to the observed frequency minus the expected value.

Table 5.27: Extent of Increase in Income Level (dependent variable)

Response	Observed N	Expected N	Residual
no opinion	21	28.2	-7.2
not high	39	28.2	10.8
Average	48	28.2	19.8
High	25	28.2	-3.2
very high	8	28.2	-20.2
Total	141		

Source: Computed SPSS Product

Table 5.27: Making Small Purchases for Household (dependent variable)

Response	Observed N	Expected N	Residual
no opinion	21	28.2	-7.2

not at all	9	28.2	-19.2
not often	38	28.2	9.8
just often	57	28.2	28.8
very often	16	28.2	-12.2
Total	141		

Source: Computed SPSS Product

Table 5.28: Contribution to Family Upkeep

	Observed N	Expected N	Residual
no opinion	21	28.2	-7.2
not high	28	28.2	-.2
Average	53	28.2	24.8
High	32	28.2	3.8
very high	7	28.2	-21.2
Total	141		

Source: Computed SPSS Product

Table 5.29: Acquisition and Mangt of Household Assets (dependent variable)

	Observed N	Expected N	Residual
no opinion	21	28.2	-7.2
not at all	71	28.2	42.8
not much	29	28.2	.8
just much	11	28.2	-17.2
very much	9	28.2	-19.2
Total	141		

Source: Computed SPSS Product

Table 5.30: Chi-square Test Statistics

	Extent of Increase in Income Level	**Making Small Purchases for Household**	**Contribution to Family Upkeep**	**Acquisition /Control over Household Assets**	
Chi-Square Value	**34.709[a]**	**40.099[a]**	**53.007[a]**	**69.461[a]**	**197.276[a]**
df	**4**	**4**	**4**	**4**	

Asymp. Sig.	**.000**	**.000**	**.000**	**.000**	
95% Confidence level					
Critical Value at 5% Sig.	**9.488**	**9.488**	**9.488**	**9.488**	**37.952**

Source: Computed SPSS Product

The calculated chi-square value in table 5.30 above is 197.276 as against the critical or table value of 37.952. The calculated value is therefore greater than the critical value. As it is the (decision rule) practice whenever the calculated value is greater than the critical (table) value, this hypothesis is therefore be rejected as there is a significant association between the skills acquisition programs of KMWASD in line with the capacity building and skills development component of the NGP and improvement in women's financial status. This shows that the skills acquisition programs of the ministry have reasonably improvedfinancial status of women in the state as their level of income have increased and they now contribute more financially to their family upkeep as well as make small purchases for their households without spouses' support.

5.7.2 Hypothesis Two

(ii) H_0: Implementation of Skills Acquisition Programs of the capacity building and skill development component of the National Gender Policy by KMWASD have not significantly enhanced women's participation in household decision making in the state.

In order to generate relevant data for the test of this null hypothesis, opinions of beneficiaries of the programs regarding the following proxies of women participation in household decision making were sought. Their responses are presented in the table below.

Table 5.31: Contingency Table of Responses to Women Participation in Household Decision Making

Proxies for Women Participation in Household Decision	**Very much**	**Just much**	**Not much**	**Not at all**	**No opinion**	**Total**

Routine household Purchases	37	57	17	9	21	141
Children's Education	13	37	57	13	21	141
Family health / Size	9	22	32	57	21	141
Acquisition/control over household assets	9	11	29	71	21	141

Source: Field Survey, 2015

Frequencies (Chi-square)

In the tables below, titled Computed Statistical Package for Social Sciences (SPSS) products, the observed frequency (N) simply means the average number of respondents who responded to a particular indicator. The expected frequency (N) on the other hand, is the sum of observed frequency divided by the number of rows in the table. Chi-square means squaring the residual for each indicator, divided by its expected value and summing all indicators. Degree of freedom (df) refers to the number of expected values that can vary before the rest are completely determined. Asymp. Sig is the estimated probability of obtaining a chi-square value greater than or equal to the chi-square while the residual is equal to the observed frequency minus the expected value.

Table 5.32:Opinion on Routine Household Purchases (dependent variable)

	Observed N	Expected N	Residual
no opinion	21	28.2	-7.2
not at all	9	28.2	-19.2
not much	17	28.2	-11.2
just much	57	28.2	28.8
very much	37	28.2	8.8
Total	141		

Source: Computed SPSS Product

Table 5.33:Opinion on Children Education (dependent variable)

	Observed N	Expected N	Residual
no opinion	21	28.2	-7.2
not at all	13	28.2	-15.2
not much	57	28.2	28.8
Much	37	28.2	8.8
very much	13	28.2	-15.2
Total	141		

Source: Computed SPSS Product

Table 5.34:Opinion on Family Health/Size (dependent variable)

	Observed N	Expected N	Residual
no opinion	21	28.2	-7.2
not at all	57	28.2	28.8
not much	32	28.2	3.8
Much	22	28.2	-6.2
very much	9	28.2	-19.2
Total	141		

Source: Computed SPSS Product

Table 5.35:Opinion on the Acquisition and Mangt of Household Assets (dependent variable)

	Observed N	Expected N	Residual
no opinion	21	28.2	-7.2
not at all	71	28.2	42.8
not much	29	28.2	.8
just much	11	28.2	-17.2
very much	9	28.2	-19.2
Total	141		

Source: Computed SPSS Product

Table 5.36: Chi-square Test Statistics

	Routine Household Purchases	**Children Education**	**Family Health/Size**	**Acquisition & Control over Assets**	
Chi-Square Value	**51.518[c]**	**50.383[a]**	**46.199[a]**	**90.383[a]**	**238.483[a]**
df	**2**	**4**	**4**	**4**	
Asymp. Sig.	**.000**	**.000**	**.000**	**.000**	
95% Confidence level					
Critical Value at 5% Sig.	**5.991**	**9.488**	**9.488**	**9.488**	**34.455**

Source: Computed SPSS Product

The calculated chi-square value in table 5.43 above is 238.483 as against the critical value of 34.455. The Calculated value is greater than the critical value.

Decision: Reject Null Hypothesis (H_0) if calculated value is greater than critical value, otherwise accept. Based on this, the null hypothesis which states that the skills acquisition programs being implemented by KWMASD in line with the National Gender Policy have not significantly enhanced women participation in household decision making in Kaduna state is rejected. This means that the improvement in women economic status in the state as a result of the empowerment programs/projects being implemented by the ministry has translated to some form of decision making power. Women in the state now enjoy some degree of participation in household decision. This is an aspect of the "power within" as regards women empowerment.

5.7.3 Hypothesis Three

(iii) H_0:Implementation of Skills Acquisition Programs of the capacity building and skill development component of the National Gender Policy by KMWASD have not significantly enhanced women's acquisition and ownership of property in the state.

In order to generate relevant data for the test of this null hypothesis, opinions of beneficiaries of the programs regarding the following proxies of women's acquisition and ownership of property were sought. Their responses are presented in the table 5.37 below.

Table 5.37: Contingency Table of Responses to Women's Acquisition and Ownership of Property

Proxies for Women's Acquisition and Ownership of Property	Very much	Just much	Not much	Not at all	No opinion	Total

Purchase of household items such as tv, fan, fridge, etc.	15	57	34	14	21	141
Purchase of clothes and jewelleriesfor self without spouse's support	17	59	42	2	21	141
Acquisition of assets/making of little investments	9	21	71	19	21	141

Source: Field Survey, 2015

Table 5.38:Purchase of Household Items (dependent variable)

	Observed N	Expected N	Residual
no opinion	21	28.2	-7.2
not at all	2	28.2	-26.2
not much	37	28.2	8.8
just much	61	28.2	32.8
very much	20	28.2	-8.2
Total	141		

Source: Computed SPSS Product

Table 5.39:Purchase of Clothes and Jewelleries (dependent variable)

	Observed N	Expected N	Residual
no opinion	21	28.2	-7.2
not at all	11	28.2	-17.2
not much	71	28.2	42.8
Much	29	28.2	.8
very much	9	28.2	-19.2
Total	141		

Source: Computed SPSS Product

Table 5.40:Purchase of Assets/Making Small Investments (dependent variable)

	Observed N	Expected N	Residual
no opinion	21	28.2	-7.2
not at all	57	28.2	28.8
not much	32	28.2	3.8
Much	22	28.2	-6.2
very much	9	28.2	-19.2
Total	141		

Source: Computed SPSS Product

Table 5.41: Chi-square Test Statistics

	Purchase of Household Items	Purchase of Clothes and Jewelleries	Acquisition of Assets/Making Small Investments	
Chi-Square Value	**34.461[c]**	**46.003[a]**	**27.192[a]**	**107.656[a]**
df	**2**	**4**	**4**	
Asymp. Sig.	**.000**	**.000**	**.000**	
95% Confidence level				
Critical Value at 5% Sig.	**5.991**	**9.488**	**9.488**	**34.455**

Source: Computed SPSS Product

The calculated chi-square value in table 5.41 above is 107.656 as against the critical value of 34.455. The Calculated value is greater than the critical value.

Decision: Reject Null Hypothesis (H_0) if calculated value is greater than critical value, otherwise accept. Based on this, the null hypothesis which states that implementation of skills acquisition programs of the capacity building and skill development component of the National Gender Policy have not significantly enhanced women's acquisition and ownership of property in the state is rejected. This means that the improvement in women'sfinancial status in the state as a result of the empowerment programs being implemented by the ministry has translated into women's increased acquisition and ownership of assets by women in the state. Women in the state now enjoy some measure of ownership and control over assets/little investments. This is an aspect of the "achievement" as regards empowerment process.

5.8 Discussion

This section represents a collection of rationalized deductions made from the data presented earlier in the tables above. As a recap, the basic concern of this study is to assess implementation of the capacity building and skills development component of the National Gender Policy and its impact on women empowerment in Kaduna State. In an attempt to do

this, the study focus its searchlight on the skills acquisition programsbeing executed by KMWASD in tandem with the National Gender Policy to empower women in the state. Promoting women empowerment and gender equality is presently seen as a prerequisite for sustainable development and no longer an end in itself or a human right issue. Efforts to identify the empowerment programs being executed by KMWASD revealed as contained in table 5.7 & 8 that the ministry have skills acquisition programs which seeks to empower women and promote gender equality in the state. The vocational skill training identified by the study include hair dressing, sewing and knitting, milling and grinding, tie and die, catering and event management, honey processing, beads making, cosmetology and fish processing. Based on the interview conducted, the ministry has several other programs that are in line with the capacity building and skills development component of the NGP such as micro-credit scheme and adult literacy class but the women are yet to benefit from it as budgetary constraint has restrained their implementation. Officials of the ministry interviewed said that the microcredit scheme as well as the adult literacy program are presently in the offing but lack of budgetary provisions has stalled the immediate implementation of the programs. As such, women in the state have not benefitted from this aspect of the component of the policy.

As it is the focus of this study, to examine the extent to whichskills acquisition programs being implemented by KMWASD in line the National Gender Policy have empowered women in the state. Data generated, presented and analysed revealed that the programs have appreciably empowered women in the state though not as it ought to. Table 5.10 through to 5.22 contain these data. As a result of the skills acquisition programs, a sizeable number of the women's level of income has risen visibly and they now contribute more financially to their family upkeep; make small purchases for their households more often than they used to; can now afford to purchase certain basic household items as well as clothing and jewelleries

for themselves without support from their spouses; participate more in household decision making; exercise some degree of control over their children health and education; and afford to acquire certain assets and make little investments.These according to Roy and Niranjan (2004) cited in Ibrahim and Alkire (2007) are the salient indicators of empowerment. Though in line with one study of Williams (2005), appropriate indicators for measuring women empowerment should conceived within a gender system which varies across societies. It is on this ground that this study devised the several measures of empowerment used in relation to the gender norms of the study area. Women empowerment hinges on women's relative lack of adherence to gender norms. Findings in the study revealed that though some women have been empowered, they nonetheless have limited freedom of movement as they still seek their husband's consent before going to important public places and events. In the face of empowerment, this according to Hashemi and Schuler (1994) is a sign of modesty and not marginalisation.

In table 5.24 above as well as the interview response, the study revealed that the execution of the programs by KMWASD in line with the NGP have been marred with several obstacles. These challenges include poor and untimely release of funds, shortage of technical personnel to coordinate and supervise the programs, shortage of materials and working tools resulting from poor funding, nonchalant attitude of beneficiaries, dearth of professional trainers, poorly equipped women centres and poor monitoring and evaluation system. This finding is in line with the observations of Comfort *et al* (2013) and Gift (2013), who pointed out that inadequate and inconsistent funding has been one of the major problems of skills acquisition programs of poverty alleviation initiatives in Nigeria. The study further uncovered that some of the women trained were given incomplete starter pack (working tools) e.g. some women trained in the art of fish processing were given only the oven without stove, while some trained in milling and grinding were given only grinders without engines. Same applies

to others who were trained in the art of sewing and knitting. The study also revealed that another major challenge encountered in the program was the nonchalant attitude of some beneficiaries. Some of them had a lukewarm attitude to the programs as they showed no zeal in learning the skills. Others went as far as selling the working tools (starter pack) given to them after the training. This problem could be traced to the non-involvement of the women in the planning stage of the programs because some of the women responded that they would have prefer other economic activities such as poultry, animal husbandry and loans to engage in trade of theirchoice. Again, a few other women who could have done better in the practice of skill acquired complain of inadequate finance to enable them expand their ventures.

5.9 Major Findings

From data generated and analysed, the study has the following as its major findings:

i. The ministry has several programs designed to empower women in the state in line with the capacity building and skills development component of the NGP such as vocational skill acquisition, micro-credit scheme, adult education and health program but the vocational skill acquisition is presently the only one being implemented as others are still in the offing due to lack of budgetary provisions. Thus, the limited impact the programs have had in improving the financial status of women in the state as not too many of the beneficiaries witnessed appreciable increase in income level. Thereby not making substantial contribution to family upkeep financially.

ii. It was discovered that the level of the women participation in household decision making have risen visibly, neverthelessit is still below expectation. A large number of the women still have little or no say in certain major household decisions such as routine purchases, children's education, family size as well as the acquisition and control of major household assets. This can be adduced to the failure of the programs

to extensively improve women financial status in the state as this a basic prerequisite to wielding substantial decision making power.

iii. The study further revealed that very few women in the state who have benefitted from the skills acquisition programs and have experienced an appreciable rise in their income level can boast of acquiring or owning assets or making small investments. A sizeable number of them still lack the financial power to acquire or own assets and make investments. Lack of access and control over resources have been one of the major bane of women marginalisation and subjugation.

iv. Finally, the study revealed that the programs have not appreciably empowered women in the state mostly due to the following: inadequate and inconsistent funding; shortage of technical and experienced personnel in the ministry to man programs;illiteracy and lackadaisical attitude of beneficiaries toward the programs; poorly equipped women centres, non-involvement of beneficiaries in the design of the programs as some of them showed preferences for other programs; and lack of a comprehensive monitoring and evaluation mechanism.

CHAPTER SIX

SUMMARY, CONCLUSION AND RECOMMENDATIONS

6.1 Introduction

This chapter concludes this work by presenting the summary, conclusions and recommendations of this research. It provides, in precise form, the major findings of this research exercise and points to areas for further research activity. Recommendations, arising from findings, are made as to how the problems highlighted in this study are to be addressed.

6.2 Summary

There have been growing and continuous agitations across world, especially in developing countries for a level playing ground for both women and men in the political, economic and social dimensions of a nation's development resulting from age long domination and marginalisation of the female gender by the male. Gender discrimination is a pervasive global phenomenon which has occasioned intense gender inequality in many countries of the world. The phenomenon is as old as mankind itself. Studies have shown that gender inequality has created wide gender gaps in many countries of the world with very devastating social, economic and health consequences on especially the female gender. The gender situation in Nigeria is not any way better than the rest of the world. Studies have established that gender discrimination is higher in developing countries of which Nigeria is one. Tradition, culture and religion have been identified as the major factors that are responsible for the high level of gender discrimination in Nigeria.The patriarchal nature of the Nigerian society has perpetuated the domination of women by men, thus bringing about the socialisation of women into a culture of female subordination. According toShehu, *et al* (2011), gender inequality permeates all aspects of Nigerian life. It manifests in the family institution, educational sector, labour market, politics and social service institutions.

As a result of this age long marginalisation of the female gender, gender equality and women empowerment has assumed a dominant theme in global and regional treaties, covenants and declarations. Promotion of gender equality through women empowerment is now globally accepted as a development strategy for the reduction of poverty levels among women and men, improving health and living standards and enhancing efficiency of public investments (National Gender Policy, 2006). According to the United Nations Millennium Declaration in year 2000, the attainment of gender equality is not only an end in itself and a human right issue, but a prerequisite for the achievement of sustainable development.

In her efforts to bridge gender gaps, Nigeria has signed and ratified several intercontinental and continental treaties and declarations whichhas led her to roll out several policies culminating into programs and projects aimed at addressing the gender disequilibrium in the country. The recent of them, after the failure of previous ones is the National Gender Policy which is the focus of this study. This research is aimed at assessing the implementation of the NGPand its impactin empowering women to promote gender equality in Kaduna state with a particular focus on skills acquisition programs of the capacity building and skill development component of the policy.

The study adopts a survey research design. It was conducted in three LGAs of Kaduna state. They are Kachia LG (Kaduna South), Kaduna South LG (Kaduna Central) and Zaria LG (Kaduna North). A total of 291 women from the selected LGAs who were beneficiaries of the skills acquisition programs being implemented by KMWASD in line with the NGP constituted the study population. A sample size of 165 was drawn using the Krejcie and Morgan formula. Sources of data used for analysis were from both primary and secondary sources. Primary data were generated using questionnaires and interview. Interviews were conducted with the management staff of the ministry in order to acquire information regarding the empowerment programs being implemented by the ministry in line with the capacity building and skills development component of theNGP. While questionnaires were administered to beneficiaries of the programs so as to determine the extent to which the beneficiaries have been empowered. Data were analysed using descriptive statistics and hypotheses were tested using the chi-square non parametric tool.

Results of the study revealed that though the ministry have programs designed to empower women in the state in line with the NGP, only one of them (i.e. vocational skill acquisition) is presently being implemented due to poor budgetary provisions. The study further uncovered that the vocational skills acquisition have appreciably empowered women

in the state as their level of income has risen visibly and they now contribute more financially to their family upkeep; make small purchases for their households more often than they used to; can now afford to purchase certain household items as well as clothes and jewelleries for themselves without support from their husbands; participate more in household decision making; exercise some degree of control over their children's health and education; and afford to acquire or own certain assets and make little investments. Nonetheless, the programs have been marred with some challenges. The major challenges unravelled by the study include poor budgetary allocation and untimely release of funds, shortage of technical personnel to coordinate and supervise the programs, shortage of materials and working tools resulting from poor funding, nonchalant attitude of beneficiaries, dearth of professional trainers, poorly equipped women centres and poor monitoring and evaluation system.

The lofty aim of KMWASD's programs designed to empower women and promote gender equality in tandem with the National Gender Policy through capacity building and skills development is laudable but the effectiveness of their implementation is in doubt. The skills acquisition programs have no doubt brought about some degree of improvement in the lives of these women as their income levels have visibly risen which has thus translated into greater decision making power and increased financial contribution to family upkeep. The situation, nevertheless is still far from the desirable.

6.3 Conclusion

This work has been basically driven by the desire to find out how much impact the implementation of the capacity building and skills development component of the National Gender Policy by the Kaduna State Ministry of Women Affairs and Social Development have had on women in the state in terms of empowerment. The study was therefore focused on skills acquisition programsas the major empowerment program currently being implemented by the ministry to empower women in the state. Women empowerment is seen

as a means to an end (i.e. gender equality). From the data generated and analysed, findings of the study revealed that despite several capacity building and skill development strategies contained in the NGP designed to empower women to promote gender equality, only vocational skill training is being implemented by KMWASD due to poor budgetary provisions.

The implementation of the vocational skills acquisition program was discovered to have relatively empowered women in the state as a sizeable number of the women's level of income have risen as they now contribute more financially to their family upkeep; make small purchases for their households more often than they used to; can now afford to purchase certain household items as well as clothes and jewelleries for themselves; participate more in household decision making; exercise some degree of control over their children's health and education; and afford to acquire or own certain assets and make little investments. In spite of these, it has been marred with some severe challenges. The major challenges unravelled by the study include poor and untimely release of funds, shortage of technical personnel to coordinate and supervise the programs, shortage of materials and working tools resulting from poor funding, nonchalant attitude of beneficiaries, dearth of professional trainers, poorly equipped women centres and poor monitoring and evaluation system.

The NGP is a laudable policy with lofty aims and objectives which if effectively implemented will definitely empower women in the short run and bridge the wide and persisting gender gaps between women and men in the long run.

6.4 Recommendations

Arising from the findings of this work, a number of suggestions for improvement will be advanced. The study established that despite the vocational skills acquisition programs being the only one among several programs contained in the capacity building and skills

development component of theNGP implemented by KMWASD in the state to empower women, it has impacted positively on a sizeable number of the beneficiaries. However, it is obvious that the level of success has been less than expected. Evidently, certain factors have contributed to reducing the impact of the programs. It is on these bases that the study put forward the following suggestions for improvement:

i. Other empowerment programs in line with the capacity building and skills development component of the NGP especially the adult education and micro-credits scheme should be immediately implemented to complement the vocational skills acquisition. The micro-credit scheme will enable women acquire soft loans to engage in economic activities of their choice and also enable them to actively engage and subsequently enlarge their enterprise in the area of skill acquired.This if done, will certainly boost the financial status of women in the state, thus resulting to increase financial contributions to their households.

ii. Women participation in household decision making is still low due to limited impact of the programs in improving the financial status of women in the state. Participation in major household decisions is largely determined by their financial contribution to family upkeep. Therefore, improving women financial status is very pivotal to women empowerment.

iii. Efforts should be made to enhance women access to and control over assets/economic resources by shifting attention to formal education and employment for women (especially girls since they are tomorrow women) as skills acquisition programs have shown limited impact on women empowerment and can hardly result to gender equality in the long run.

iv. Concerted efforts should be made in the following aspects to address challenges facing the implementation of the programs: adequate and consistent funding;

engaging adequate technical and experienced personnel in the ministry to man programs; adequately equipping women centres, involving beneficiaries in the design, implementation and monitoring of the programs; and providinga comprehensive monitoring and evaluation mechanism.

6.5 Suggestion for Further Study

Further research effort should be made towards other aspects of the policy and determining the extent to which women empowerment promotes gender equality.

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APPENDIX 'I'

DEPARTMENT OF PUBLIC ADMINISTRATION
FACULTY OF ADMINISTRATION
AHMADU BELLO UNIVERSITY, ZARIA.

Questionnaire

Dear Respondent,

I am a student of the above mentioned institution conducting a research on "**Implementation of the National Gender Policy and its Impact on Women Empowerment in Kaduna State**", as part of the requirement for the award of a Master of Science Degree in Public Administration, Ahmadu Bello University, Zaria.

Information I seek from you will be treated confidentially and used strictly for the purpose of this research. Thank you for your cooperation.

Gabriel Nelson

SECTION A: Personal Data

Instruction: Please tick the appropriate option

1. Age: (i) 20 – 30 [ ] (ii) 31 – 40 [ ] (iii) 41 above [ ]
2. Marital Status: (i) Single [ ] (ii) Married [ ] (iii) Divorced [ ] (iv) Widow [ ]
3. Religion: Christianity [ ] Islam [ ]

4. Academic Qualification: (i) First Sch. Cert. [ ] (ii) SSCE [ ] (iii) ND/NCE [ ] (iv) HND/Degree [ ] (v) None [ ]
5. Occupation: (i) Farming [ ] (ii) Trade [ ] (iii) Housewife [ ] (iv) Others (pls. specify) _____

SECTION B: Empowerment Programs

1. Which of the skills acquisition programs by the Kaduna State Ministry of Women Affairs and Social Development do you know of?
(i) Sewing & Knitting [ ] (ii) Hair dressing [ ] (iii) Milling & Grinding [ ] (iv) Tie & Die [ ] (v) Cosmetology [ ] (vi) Fish processing [ ] (vii) Catering & Event Mngt [ ] (viii) Honey processing [ ]

2. Which of them have you benefitted from?
(i) Sewing & Knitting [ ] (ii) Hair dressing [ ] (iii) Milling & Grinding [ ] (iv) Tie & Die [ ] (v) Cosmetology [ ] (vi) Fish processing [ ] (vii) Catering & Event Mngt [ ] (viii) Honey processing [ ]

3. Were you given a starter pack/take-off grant after the training? Yes [ ] No [ ]

SECTION C: Women Empowerment

Improvement on Financial Status
4. Would you say the program has brought about improvement in your life?
Yes [ ] No [ ]

5. Do you now earn more income than you used to? Yes [ ] No [ ]

6. If yes, to what extent would you say your level of income has risen?
(i) very high [ ] (ii) high [ ] (iii) average [ ] (iv) not high [ ] (v) no opinion [ ]

7. Do you now contribute more financially to your family upkeep than you used to?
Yes [ ] No [ ]

8. If yes, how would you rate your contribution to your family upkeep?
(i) very high [ ] (ii) high [ ] (iii) average [ ] (iv) not high [ ] (v) no opinion [ ]
9. How often do you now make small purchases for yourself and your household without support from your husband?
(i) very often [ ] (ii)just often [ ] (iii)not often [ ] (iv)not at all [ ] (v)no opinion [ ]

Women's Participation in Major Household Decisions
10. To what extent does your opinion in routine household purchases now counts?
(i) very much [ ] (ii) much [ ] (iii) not much [ ] (iv) not at all [ ] (v) no opinion [ ]

11. To what extent does your opinion in your children education now counts?
(i) very much [ ] (ii) much [ ] (iii) not much [ ] (iv) not at all [ ] (v) no opinion [ ]

12. To what extent does your opinion in family health/family size now counts?
(i) very much [ ] (ii) much [ ] (iii) not much [ ] (iv) not at all [ ] (v) no opinion [ ]

13. To what extent does your opinion in the acquisition and management of major household assets now counts?
(i) very much [ ] (ii) much [ ] (iii) not much [ ] (iv) not at all [ ] (v) no opinion [ ]

Ownership/Acquisitionof Property

14. To what extent can you now afford to purchase household items such as tv, fan, fridge, etc.?
(i) very much [ ] (ii) much [ ] (iii) not much [ ] (iv) not at all [ ] (v) no opinion [ ]

15. To what extent can you now afford to purchase jewellery and clothing for yourself without your husband's support?
(i) very much [ ] (ii) much [ ] (iii) not much [ ] (iv) not at all [ ] (v) no opinion [ ]

16. To what extent can you now afford to purchase assets such as land, livestock, etc. or make little investment?
(i) very much [ ](ii) just much [ ](iii) not much [ ] (iv) not at all [ ] (v)no opinion[ ]

17. How would you rate the program in empowering women?
(i)very high[ ] (ii) high[ ] (iii)average[ ] (iv) low[ ] (v) very low[ ] (v)no opinion[ ]

18. What do you think can be done to improve on the programs?
(i) _____

(ii) _____

(iii) _____

(iv) _____

APPENDIX 'II'

Table for Sample Size by Krejcie and Morgan

TABLE 1
Table for Determining Sample Size from a Given Population

N	*S*	*N*	*S*	*N*	*S*
10	10	220	140	1200	291
15	14	230	144	1300	297
20	19	240	148	1400	302
25	24	250	152	1500	306

APPENDIX 'III'

Critical Value Table of Chi-square

Table C: Critical values of the χ^2-distribution.

V	α							
	0.995	0.99	0.975	0.95	0.05	0.025	0.01	0.005
1	0.0^4393	0.0^3157	0.0^3982	0.0^2393	3.841	5.024	6.635	7.879
2	0.0100	0.0201	0.0506	0.103	5.991	7.378	9.210	10.597
3	0.0717	0.115	0.216	0.352	7.815	9.348	11.345	12.838
4	0.207	0.297	0.484	0.711	9.488	11.143	13.277	14.860
5	0.412	0.554	0.831	1.145	11.070	12.832	15.086	16.750
6	0.676	0.872	1.237	1.635	12.592	14.449	16.812	18.548
7	0.989	1.239	1.690	2.167	14.067	16.013	18.475	20.278
8	1.344	1.646	2.180	2.733	15.507	17.535	20.090	21.955
9	1.735	2.088	2.700	3.325	16.919	19.023	21.666	23.589
10	2.156	2.558	3.247	3.940	18.307	20.483	23.209	25.188
11	2.603	3.053	3.816	4.575	19.675	21.920	24.725	26.757
12	3.074	3.571	4.404	5.226	21.026	23.337	26.217	28.300
13	3.565	4.107	5.009	5.892	22.362	24.736	27.688	29.819
14	4.075	4.660	5.629	6.571	23.685	26.119	29.141	31.319
15	4.601	5.229	6.262	7.261	24.996	27.488	30.578	32.801
16	5.142	5.812	6.908	7.962	26.296	28.845	32.000	34.267
17	5.697	6.408	7.564	8.672	27.587	30.191	33.409	35.718
18	6.265	7.015	8.231	9.390	28.869	31.526	34.805	37.156
19	6.844	7.633	8.907	10.117	30.144	32.852	36.191	38.582
20	7.434	8.260	9.591	10.851	31.410	34.170	37.566	39.997
21	8.034	8.897	10.283	11.591	32.671	35.479	38.932	41.401
22	8.643	9.542	10.982	12.338	33.924	36.781	40.289	42.796
23	9.260	10.196	11.689	13.091	35.172	38.076	41.638	44.181
24	9.886	10.856	12.401	13.848	36.415	39.364	42.980	45.558
25	10.520	11.524	13.120	14.611	37.652	40.646	44.314	46.928
26	11.160	12.198	13.844	15.379	38.885	41.923	45.642	48.290
27	11.808	12.879	14.573	16.151	40.113	43.194	46.963	49.645
28	12.461	13.565	15.308	16.928	41.337	44.461	48.278	50.993
29	13.121	14.256	16.047	17.708	42.557	45.722	49.588	52.336
30	13.787	14.953	16.791	18.493	43.773	46.979	50.892	53.672

APPENDIX "IV"

INTERVIEW GUIDE

1. What are the programs being implemented by the ministry in line with the National Gender Policy?
2. Who are beneficiaries of the programs?
3. How are the beneficiaries selected and accessed?
4. In which areas of the state are the programs being implemented?
5. What are the strategies adopted by the programs in empowering women in the state?
6. How have the programs empowered women in the state to promote gender equality?
7. What are the factors hindering the successful implementation of the programs?
8. How can these problems be surmounted?