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Employment Equity in the Poultry Value Chain of Commercial Agricultural Development Project in Enugu State, Nigeria

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OJC: (30%): Data collection, literature review, formatting
DMU:(30%): Conceptualization, writing introduction, editing

Abstract
The study examined employment equity among actors in the poultry value chain of the Commercial Agricultural Development Project (CADP) in Enugu State. Seventy-one core actors (service providers, producers, processors and marketers) in the poultry value chain were randomly selected for the study. Data were collected using a structured interview schedule. Data were analysed using percentages, charts and mean scores. Results show that the mean number of males and females employed by the producers on a full-time basis was two persons each for the 2010, 2011, 2013, 2014, 2015 & 2016 production seasons. In 2010, the mean monthly payments for males and females employed by the producers on a full-time basis were ₦8,171.43 and ₦8,466.67, respectively. The majority (62.5%) of the producers were poor. Service providers' perceived benefit of the poultry value chain includes employment creation ($\bar{x}$=2.00) while processors indicated sustainability of agricultural projects ($\bar{x}$=3.00). The poultry value chain approach of CADP was sensitive in their employment structure and was beneficial in terms of poverty eradication through job creation. The government should support the actors in the poultry value chain financially specifically the producers through the provision of credit facilities such as loans to bring about positive change in their wealth status.

Introduction

Agriculture has emphatically contributed to the Nigerian economy during the pre-colonial, colonial and post-colonial era. However, its contribution to the growth of the nation's Gross Domestic Product (GDP) has been dwindling in recent times due to over over-dependence of successive administrations on oil since its discovery (Ayemere and Onyeukwu, 2022). The oil boom in Nigeria has jeopardized efforts towards sustainable agricultural production leading to an increase in the importation of agricultural produce so that the consumption demands of the ever-increasing Nigerian population can be met (Odunze, 2019). Thus, Nigeria is trapped in a web of chronic poverty, which affects its performance in the development arena (Karimu and Mohammad, 2018). The 2013 Human Development Index has placed Nigeria among the 20 poorest countries in the World (Karimu and Muhammad, 2018). The author further states that it is estimated that up to 70% of Nigerians are living below the poverty line despite the fact it's endowed with agricultural and natural resources to boost its economy.

In other to resuscitate the nation's agricultural sector, several agricultural projects and programmes with different policies' were developed. This includes the National Accelerated Food Production Program (NAFPP) (1972), Agricultural Development Projects (ADP) (1974), Operation Feed the Nation (OFN) (1976), the Green Revolution (GR) (1980), Commercial Agricultural Development Project (CADP) (2009) (Udoye et al., 2019)., amongst others.

The Enugu State CADP is a World Bank-assisted project implemented over 5 years (April 16th, 2009-December 31st, 2014), although it was reviewed and was completed in November 30th 2016 (Udoye et al, 2019). The basic strategy of this project is to improve the business environment for agriculture to become more successful by gradually shifting from subsistence to commercial agriculture. The project strived to sustainably boost the incomes of target beneficiaries, through a value chain (VC) approach with a strong emphasis on stakeholder participation, especially at the CIGs (Commodity Interest Groups) and commercial agricultural development associations (CADAs) levels. The key performance indicators of CADP include the following; 25% increase in total production and processing of targeted VCs among participating small and medium-scale commercial farmers (disaggregated by rice, oil palm, cocoa, fruits trees, *poultry*, aquaculture, dairy and maize) and 30% increase in the volume of sales of agricultural products under the targeted value chains among participating small and medium scale commercial farmers (disaggregated by rice, oil palm, cocoa, fruits trees, poultry, aquaculture, dairy and maize) (Etuk and Ayuk, 2021).

The CADP represents an important attempt to make Nigeria's agriculture growth more sustainable, increase employment and reduce poverty in rural areas through an inclusive and equitable VC. Integrating farmers into inclusive VCs is seen as an effective way to create better jobs for men and women. The poor and disadvantaged people are part of value chain systems at various levels: as producers, service providers, workers and consumers. All value chain research, therefore, needs to

understand the incentives of market players to improve working conditions for men and women in value chains. This includes the absence of child- or forced labour and better incomes, but also non-discrimination and employment equity (International Labour Organization, 2019). Employment equity is a policy whereby staff will represent all segments of the population, including women.

Agricultural value chains usually offer wages and self-employment with better pay and working conditions than in traditional agriculture. Although women constitute only 20-30% of agricultural wage workers worldwide (though more in some Latin American and African countries) (International Labour Organization (ILO), 2022)., they often predominate in high-value industries for export or domestic supermarkets, such as fresh fruits, vegetables, flowers, poultry and seafood (Orlando et al., 2022).
The basic characteristic of a VC is that it is a market-focused collaboration that allows businesses to respond to the market; connecting production, processing and marketing activities to market demands (Meredith, 2022). The approach considers the role of existing chain actors, supporting actors and policy environment (Farm Radio International, 2013). As opposed to the traditional exclusive focus on production, the concept stresses the importance of value-addition at each stage thereby treating production as just one of several value-adding components of the chain. Experience shows that the creation of a VC for each agricultural product deemed strategic makes it possible to considerably reduce malfunctions and also enable actors at all links of the chain to draw greater benefit from their work and therefore contribute to the reduction of poverty and employment creation through promotion of decent work. (ILO, 2021)).

Value chains are significant vehicles of job creation, employing around 17 million people worldwide and carrying a share of 60 percent of global trade (Kumar, 2017). Poultry value chains therefore provide opportunities for work that are productive and capable of delivering a fair income; provide security in the workplace and social protection for workers and their families; offer better prospects for personal development and encourage social integration; give people the freedom to express their concerns, to organize and to participate in decisions that affect their lives; and guarantee equal opportunities and equal treatment for all ((ILO) (2021). Value chains ensure a change in the gendered structure of employment and as such, better-educated women often compete fairly well with men for quality jobs. Gender stereotypes that keep poor and uneducated women in lower-paid, less skilled and more insecure work within the value chain persist. However, the challenge is to ensure employment equity throughout the chain and to prevent traditional patterns of gender discrimination. Employment equity in the poultry value chain entails ensuring equal opportunities and benefits for everyone (male and female) in the different segments of the chain based on their relevant abilities and merit. The value chain approach of CADP increases the actors' (beneficiary's) productive capacities to maintain a balance between supply and demand (Eriyatno et al., 2021).

Many development efforts are fashionably branded with the value chain label, yet they violate one or more of the principles of value chain development. For instance, they do not address root problems, do not strengthen linkages and communication among chain actors, do not start from a clear market opportunity for creating added value or do not target farms and agribusiness that have the potential to be commercially viable but rather focus on pure subsistence farming. Since achieving

the objectives of development programmes using the value chain approach requires compliance with the fundamentals of the approach; it is therefore apt to assess the application and use of the value chain approach by CADP in Enugu State, focusing on the employment trends of the actors in the poultry value chain. Specifically, the study sought to: determine the wealth class of actors; examine the employment profile of the actors and ascertain actors' perceived benefits of the poultry value chain.

Methodology

The study was carried out in Enugu State, Nigeria. Enugu State is located at latitudes 58° 50´ and 78° 01´ North and longitudes 68° 50´ and 78° 55´ East. Actors in the poultry value chain in Enugu State CADP constituted the population for the study. Two out of the five poultry service providers (public (research institutes and Agricultural Development Programs [ADP]) and private sectors) that benefitted from ENSCADP were selected based on their availability. From the list of 85 CIGs in poultry production, 64 producers were randomly selected. From the list of 85 CIGs in poultry production, 64 producers were randomly selected. From the list of five CIGs in poultry processing made available by the monitoring and evaluation officer of ENSCADP, two poultry processors were randomly selected due to their availability. Three available poultry marketers were randomly selected from the list of eight CIGs. This gave a total of two service providers, sixty-four poultry farmers, two processors and three marketers. A total of seventy-one (71) core value chain actors participated in the study. Data were collected using different structured interview schedules for the actors.

Wealth class was gotten by asking the respondents to tick yes or no, from a list of wealth indicators (assets owned) and also state the number of assets owned. Such assets include land ownership, type of house owned and other assets. Individual items were scored as follows: bicycle=1, motorbike=2; watch or clock=1, modern stove=2, radio=3, generator=4, refrigerator=5, television=6, mobile phone=7, gas cooker=8, personal computer=9, hectare of land=10; thatched house with walls made of grass without latrines=1, mud house with thatched roof with kitchen and latrines=2, mud house with zinc roof=3, brick house with zinc roof=4, concrete house with zinc=5 and painted zinc/concrete house=6. Each item score was multiplied by the number owned which gave a wealth value for the particular respondent. Each respondent’s wealth status was obtained by adding up all the values from respective items owned. They were further ranked as very poor (0-50), poor (51-100), middle class (101-150), rich (151-200) and very rich (201 and above) based on possession.
The employment profile of the actors was obtained by asking the respondents to state clearly the number of males and females employed on a full-time [nine hours per day] and part-time [five hours per day] basis.

Furthermore, the respondents were asked to indicate the type of agricultural information accessed from other actors as well as public and private support services such as transporters, banks research, etc. They were provided with a list of possible agricultural information such as: how to compound poultry feed, availability of input services such as day-old chicks, availability of any government loan etc.

Data on the benefits of the value chain approach were obtained by providing respondents with a list of possible benefits. They were asked to rate their perceived benefits of the value chain approach on a 5-point Likert-type scale of most beneficial= 4, very beneficial=3, beneficial= 2, less beneficial=1 and not beneficial=0. Variables with mean scores ≥2.0 were regarded as beneficial, while variables with mean scores ≤ 2.0 were not regarded as beneficial.

Data for the wealth group of the actors was analysed using percentages. Data on the employment profile of the actors were analysed using a mean sore bar chart and line graph, data on agricultural information shared was analysed using percentages while data for actors' perceived benefits of the poultry value chain was analysed using the mean score and standard deviation.

Results and Discussion

Wealth group of actors

Table 1 show that 50% each of the service providers were within middle class and the rich class. The majority (62.5%) of the producers were poor. Fifty percent each of the processors were in middle and very rich class, while the majority (66.7%) of marketers were in the rich class.

Table 1: Wealth group

Wealth group	Service providers	Producers	Processors	Marketers
	%	%	%	%
Very poor	-	7.8	-	-
Poor	-	62.5	-	33.3
Middle class	50.0	20.3	50.0	-
Rich	50.0	6.3	-	66.7
Very rich	-	3.1	50.0	-

Employment Profile of the Actors

Employment profile of service providers

Figure 1 indicates that the mean number of males and females employed by service providers on full-time basis was four and two persons in 2010, two persons each in 2012, 2015 and 2016 and three persons each in 2013. Trends in the number of males and females employed by service providers show that more males (four) were employed in 2010 on full-time basis while equal number of males and females were employed in 2012, 2013, 2015 and 2016. This is contrary to Adam (2018) who revealed that sex role in agro-inputs business indicates that women are less represented compared to their male counterpart. It is important to note that there was no part-time employment record across the years under consideration.

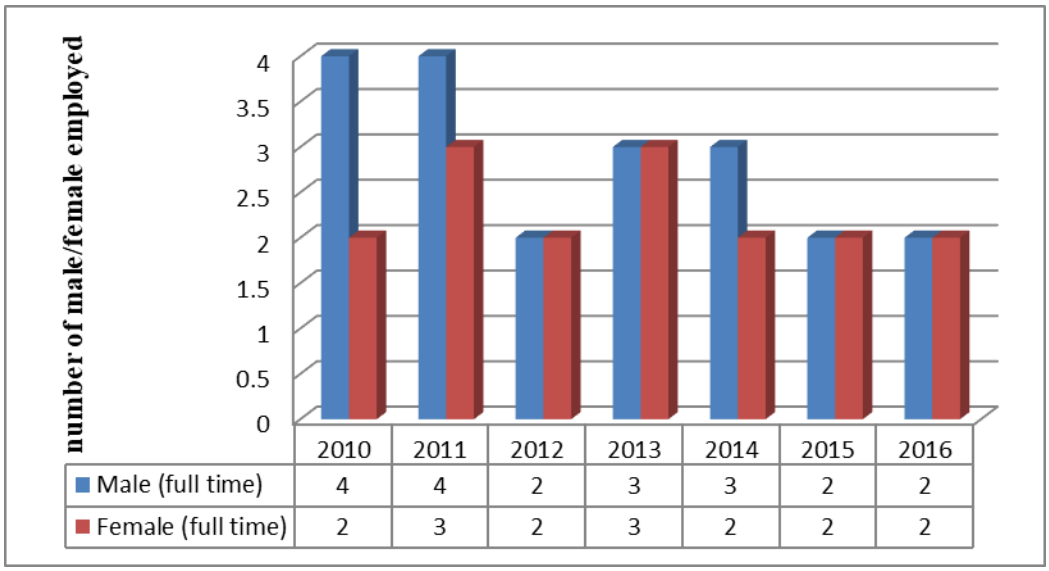


Figure 1: Number of males and females employed by service providers

Figure 2 shows that the average monthly payments for males and females employed by service providers on fulltime basis were ₦12, 000.00 each in 2010. In 2012, the amount reduced to ₦10, 250.00 for male and ₦9, 750.00 for female. The male payment steadily increased until it peaked again (₦13, 000.00) in 2016, while that of female undulated between 2013 and 2015 before it peaked again (₦13, 000.00) in 2016. This shows that equal remunerations were paid to both sexes in 2010, 2011, 2015 and 2016 but only with slight variation in 2012, 2013 and 2014. The payment of equal amount by the service providers for some duration could be because remuneration is based on the hours spent on the job. Generally, the payment is less than the minimum wage in the nation.

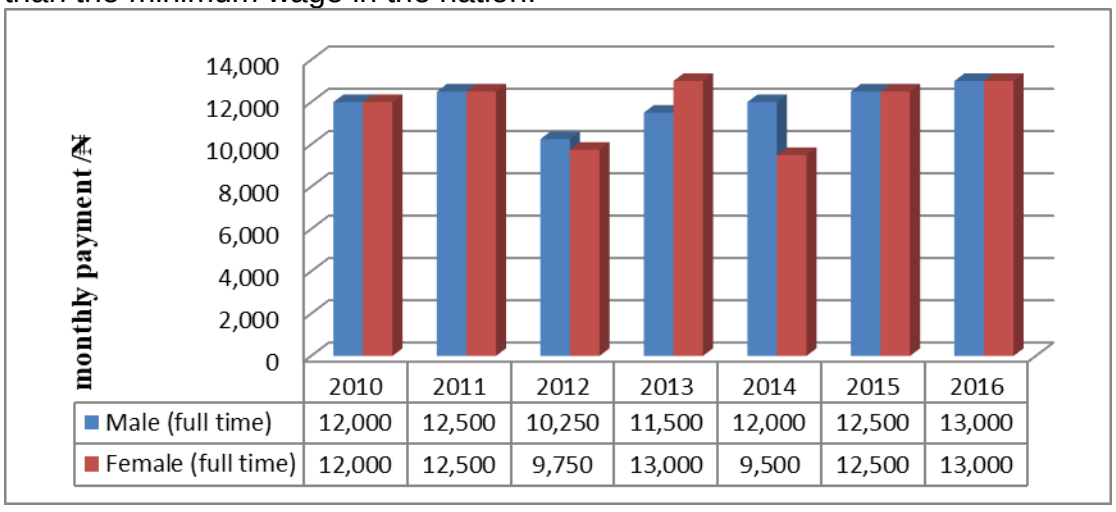


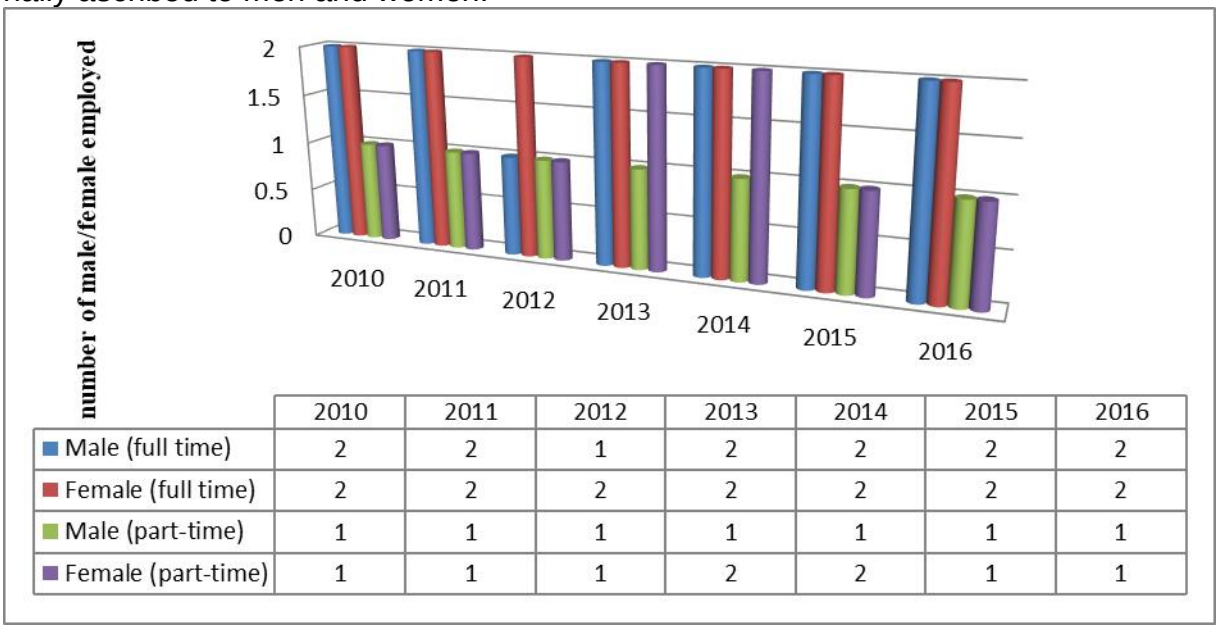
Figure 2: Monthly payments of males and females employed by service providers

Employment profile of producers

The average number of males and females employed by the producers on fulltime basis was two persons each for 2010, 2011, 2013, 2014, 2015 and 2016 production seasons (Figure 3). Variation only existed in 2012, where one male was employed

as against and two females this year. On part-time employment basis, one employee was engaged for both sexes in 2010, 2011, 2012, 2015 and 2016 production seasons, respectively. Nature of employment only differed in 2013 and 2014, where two females were employed for each year, but one male was employed for the same year.

Producers' employment of more females on fulltime (2012) and part-time (2013 and 2014) confirm the report that women dominate the activity profile (daily routines) of poultry management such as cleaning cages, providing potable water, sorting eggs etc. (Amugo and Odinwa, 2022). However, the presence of both sexes in the management of the poultry business is an advantage since some roles are traditionally ascribed to men and women.

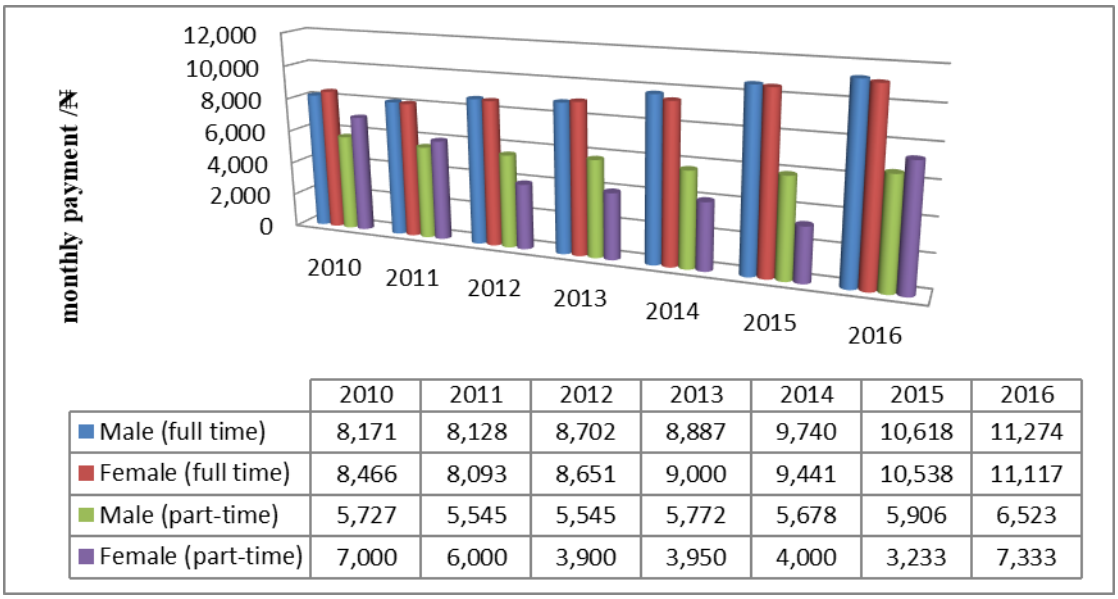


	2010	2011	2012	2013	2014	2015	2016
Male (full time)	2	2	1	2	2	2	2
Female (full time)	2	2	2	2	2	2	2
Male (part-time)	1	1	1	1	1	1	1
Female (part-time)	1	1	1	2	2	1	1

Figure 3: Number of males and females employed by producers

Figure 4 shows that in 2010, the mean monthly payment of males and females employed by the producers on a full-time basis were ₦8, 171.43 and ₦8, 466.67, respectively. This increased in 2012 (₦8, 702.38 and ₦8, 651.52), 2015 (₦8,887.76 and ₦9, 000) and 2016 (₦11,274 and ₦11,117) with a slight difference between the male and female counterparts. On the other hand, the mean monthly remuneration of males and females employed on a part-time basis shows that females were paid more (₦7, 000 and ₦6, 000) in 2010 and 2011, respectively, than their male counterparts, who were paid ₦5, 772 and ₦5, 545 in the same year, respectively. Undulating remuneration was witnessed from 2012 to 2016 for female employees, while there was a steady increase in males' remuneration within same year.

Producers paid the male counterparts on full time basis more monthly remuneration and the opposite is the case for females on part-time. Largely, payment/remuneration is a function of the type of task/responsibility undertaken and the hours spent on the task. Some tasks attract more remuneration than others (European Banking Authority, 2021).

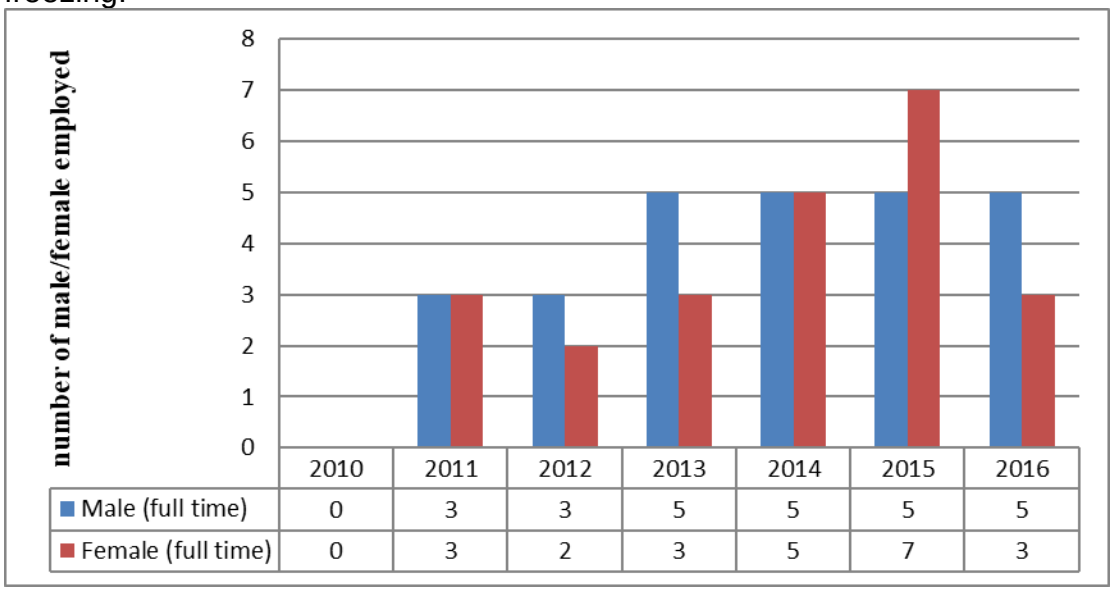


	2010	2011	2012	2013	2014	2015	2016
Male (full time)	8,171	8,128	8,702	8,887	9,740	10,618	11,274
Female (full time)	8,466	8,093	8,651	9,000	9,441	10,538	11,117
Male (part-time)	5,727	5,545	5,545	5,772	5,678	5,906	6,523
Female (part-time)	7,000	6,000	3,900	3,950	4,000	3,233	7,333

Figure 4: Monthly payments of males and females employed by producers

Employment profile of processors

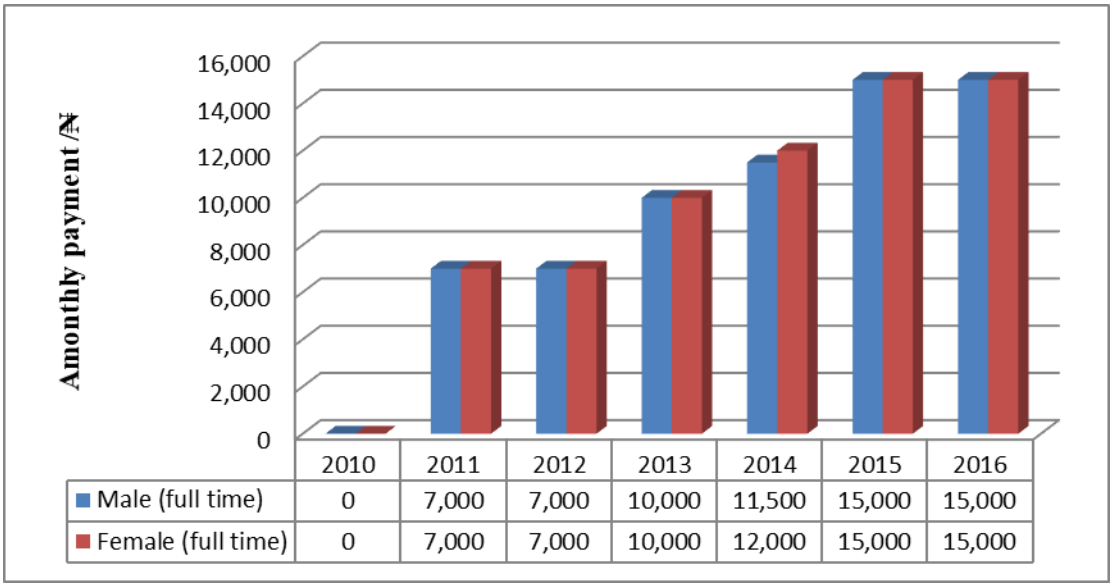
Figure 5 shows that in 2010, there was no record of employment by the processors. However, in 2011 and 2012 the mean number of males employed on full-time basis was three each, which increased to five each in 2013, 2014, 2015 and 2016. The mean number of females employed on a a full-time basis shows an undulating pattern during the periods under consideration with a maximum (of seven) in 2015. The difference in the number of males and females employed by the processors on a full-time basis suggests the difference in the role they perform in poultry processing. The employment profile shows engagement of both sexes in processing, packaging and weighing of dressed birds and storage of dressed birds in cold-room/freezers for freezing.



	2010	2011	2012	2013	2014	2015	2016
Male (full time)	0	3	3	5	5	5	5
Female (full time)	0	3	2	3	5	7	3

Figure 5: Mean number of males and females employed by processors

Figure 6 shows that the mean monthly payment of males and females employed on full time basis was ₦7, 000.00 each in 2011 and 2012, respectively; which increased to ₦10, 000 each in 2013. In 2014, the remunerations were ₦11, 500 and ₦12, 000, respectively and increased to ₦15, 000 each in 2015 and 2016. The payment of the same remuneration by the processors to her employees over the years suggests similarity in the nature of job performed by both sexes in poultry enterprise. The steady growth in their remuneration could be linked to employers' sensitivity in workers' welfare.

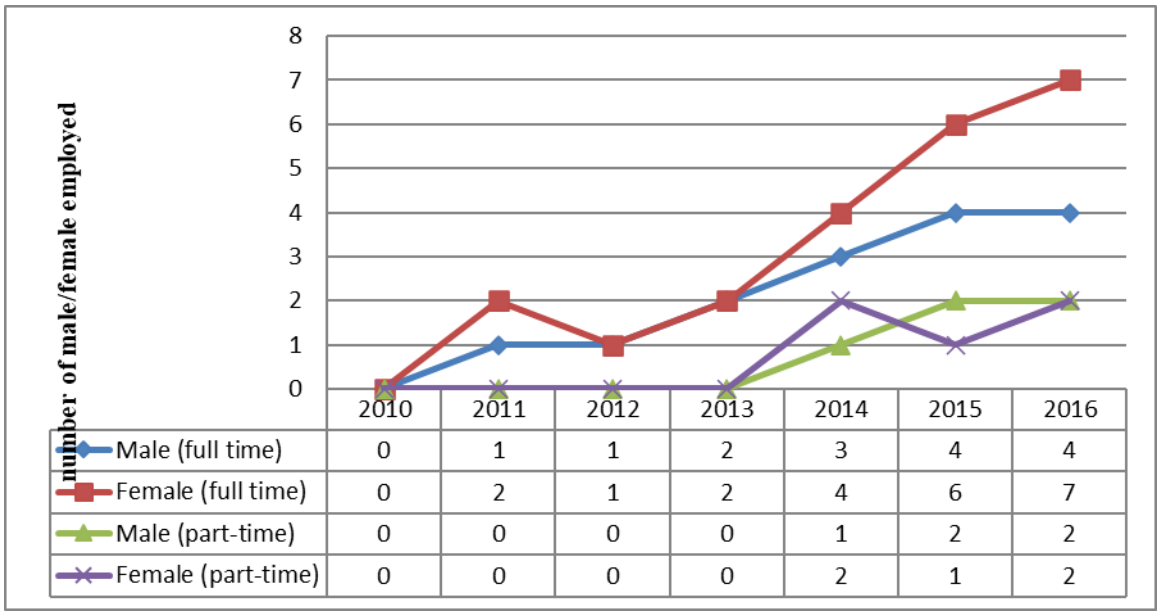


	2010	2011	2012	2013	2014	2015	2016
Male (full time)	0	7,000	7,000	10,000	11,500	15,000	15,000
Female (full time)	0	7,000	7,000	10,000	12,000	15,000	15,000

Figure 6: Mean monthly payments of males and females employed by processors

Employment profile of marketers

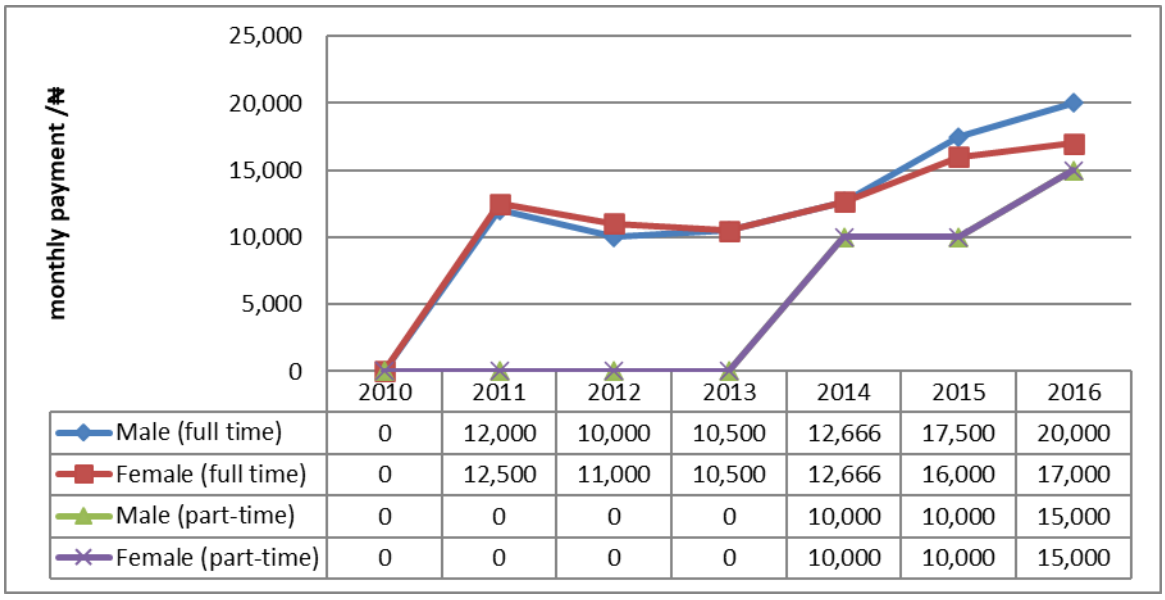
Figure 7 shows that the average number of males employed on a full-time basis from 2010 to 2016 ranged from one to four persons with a steady increase across the years, while that of the females ranged from one to seven persons with a stepper steady increase across the years. On a part-time basis, males and females were not employed in 2010-2013. Employment records ranged from one to two males from 2014 to 2016 but showed an undulating trend for females across the same years (2014-2010). Marketers employing more females could indicate a dominance of feminine tasks in the marketing enterprise of the poultry value chain.



	2010	2011	2012	2013	2014	2015	2016
Male (full time)	0	1	1	2	3	4	4
Female (full time)	0	2	1	2	4	6	7
Male (part-time)	0	0	0	0	1	2	2
Female (part-time)	0	0	0	0	2	1	2

Figure 7: Number of males and females employed by marketers

Figure 8 shows that the average monthly payment of males employed by marketers on fulltime basis ranged from ₦10, 000 in 2012 to ₦20, 000 in 2016, with a stepper growth pattern across the years. Similarly, that of the female counterparts ranged from ₦10, 500 in 2013 to ₦17, 000 in 2016, with a less stepper pattern. Part-time employment records indicated that male and female employees had equal average monthly payments ranging from ₦10, 000 in 2014 to ₦15, 000 in 2016. The remuneration for full-time and part-time increased over the years with the highest payment in 2016. Male and female employees received equal remuneration, suggesting equity, fairness and good personnel management.



	2010	2011	2012	2013	2014	2015	2016
Male (full time)	0	12,000	10,000	10,500	12,666	17,500	20,000
Female (full time)	0	12,500	11,000	10,500	12,666	16,000	17,000
Male (part-time)	0	0	0	0	10,000	10,000	15,000
Female (part-time)	0	0	0	0	10,000	10,000	15,000

Figure 8: Monthly payments of males and females employed by marketers

Benefits of the poultry value chain among actors

Benefits of the poultry value chain: service providers' perspective
Table 2 shows that the service providers perceived that the benefits of the poultry value chain were; enhancing the quality and quantity of products and services delivered ($\bar{x}$=3.50; SD=0.71), access to infrastructure ($\bar{x}$=2.00; SD=0.00), employment creation ($\bar{x}$=2.00; SD=1.41), increases investment return ($\bar{x}$=2.00; SD=0.00), ensures access to improved breeds of day old chicks (M=2.00; SD=0.00) among others. It can be inferred that the producers have timely access to agricultural inputs needed (such as day-old chicks and feed) for the production of quality chicken and the provision of the required number of chickens needed for adequate daily protein intake.

Benefits of the poultry value chain: producers' perspective
Entries in Table 2 show that the producers perceived that the value chain was beneficial in enhancing the quality and quantity of products and services delivered ($\bar{x}$=2.87; SD=1.09), increasing poultry product produced ($\bar{x}$=2.69; SD=0.89), enhancement of commercialization of poultry production ($\bar{x}$=2.73; SD=0.98), access to infrastructure ($\bar{x}$=2.11; SD=1.10), access to processing and marketing information needed ($\bar{x}$=2.09; SD=1.04) and employment creation ($\bar{x}$=2.73; SD=0.91). Other benefits include the provision of adequate market for inputs ($\bar{x}$=2.30; SD=1.02), fostering standardization of market price ($\bar{x}$=2.22; SD=1.15), and increasing return to investment ($\bar{x}$=2.61; SD=1.08) amongst others. This suggests that the value chain helps in improving the livelihood of farmers through the provision of the necessary farm inputs from service providers geared towards increasing their farm produce.

Benefits of the poultry value chain: processors' perspective
Entries in Table 2 show that the processors perceived that the value chain was beneficial in employment creation ($\bar{x}$=3.00; SD=1.41), increased return to investment ($\bar{x}$=3.00; SD=1.41), small-scale processors empowerment ($\bar{x}$=3.00; SD=1.41), sustainability of agricultural projects ($\bar{x}$=3.00; SD=1.41), increase in the volume of sales of agricultural produce under targeted value chains ($\bar{x}$=3.00; SD=0.41), poverty eradication ($\bar{x}$=3.00; SD=1.41). The result suggests that the value chain creates job opportunities for poultry processors for possible value addition to poultry products like chicken and egg which will in turn increase the market price of the produce. Similarly, it can be inferred that the value chain ensures the sustainability of businesses possibly because of the commitment of the different actors in the businesses in the long run.

Benefits of the poultry value chain approach: marketers' perspective
Entries in Table 2 show that the marketers' perceived benefits of the poultry value chain approach include the following: access to processing and marketing information needed ($\bar{x}$=3.00; SD=1.00), employment creation ($\bar{x}$=2.67; SD=0.58); provision of adequate market for inputs ($\bar{x}$=3.33; SD=0.58), fosters standardization of market price ($\bar{x}$=2.67; SD=1.16) amongst others. This suggests that the linkages

amongst actors in the value chain makes it possible for the accessibility of marketing information needed in order to be abreast with market prices of produce.

Table 2: Benefits of the poultry value chain

Benefits of the value chain approach	Service provider Mean ($\bar{x}$)	SD	Farmers Mean ($\bar{x}$)	SD	Processors Mean ($\bar{x}$)	SD	Marketers Mean ($\bar{x}$)	SD
Enhances quality, quantity of products and services delivered	3.50	0.71	2.87	1.09	2.50	2.12	2.67	0.58
Increase in number of poultry products produced	-	-	2.69	0.89	2.50	0.71	2.67	0.58
Enhancement of commercialization of poultry production	1.50	0.71	2.73	0.98	2.50	0.71	2.67	0.58
Access to infrastructure e.g. good roads	2.00	0.00	2.11	1.10	1.50	0.71	2.67	0.58
Access to processing and marketing information needed	1.00	1.41	2.09	1.04	2.50	2.12	3.00	1.00
Employment creation recorded	2.00	1.41	2.73	0.91	3.00	1.41	2.67	0.58
Provision of adequate market for inputs	1.00	0.00	2.30	1.02	2.50	0.71	3.33	0.58
Fosters standardization of market price	1.00	0.00	2.22	1.15	1.50	0.71	2.67	1.16
Increases return to investment	2.00	0.00	2.61	1.08	3.00	1.41	3.00	1.00
Small scale service providers, farmers, processors and marketers empowerment	1.00	0.00	2.36	0.93	3.00	1.41	2.33	0.58
Sustainability of agricultural projects	1.50	0.71	2.48	0.94	3.00	1.41	2.00	1.00
Enhances actors access to advisory services from service providers	1.50	0.71	2.36	1.09	2.00	0.00	2.00	0.00
Ensures actors access to improved breed of live birds and day old chicks	2.00	0.00	2.28	1.12	2.50	0.71	2.33	0.58
Increase in volume of sales of agricultural produce under targeted value chains	1.50	0.71	2.36	0.97	3.00	1.41	2.67	0.58
Sustainability of income of target beneficiaries	1.50	0.71	2.56	0.89	3.00	1.41	2.33	0.58
Improve market access	1.50	0.71	2.36	0.93	2.50	0.71	1.67	0.58
Enhance quality of extension services received	0.00	0.00	1.86	1.55	1.50	2.12	0.00	0.00
Poverty eradication	1.00	0.00	2.63	0.93	3.00	1.41	1.67	0.58
Ensures access to and use of modern inputs technologies	1.00	0.00	2.58	1.11	2.00	1.41	1.67	0.58
Enhances cooperation amongst actors	1.50	0.71	2.42	0.79	2.50	0.71	2.33	0.58
Ensures marketers access to heavy weight live/dressed birds	-	-	2.31	0.94	2.50	0.71	2.00	0.00
Checkmates proximity of marketers to consumers	-	-	2.45	0.98	2.00	0.00	1.67	0.58
Avoidance of scarcity of poultry products	-	-	2.39	1.03	3.00	1.41	2.00	0.00
Expansion of farm size	1.50	0.71	-	-	-	-	-	-

Conclusion and Recommendations

The poultry value chain actors relatively ensured equality in the employment of males and females in the poultry enterprise with emphasis on nearly the same or equal number as well as relative remuneration. Service providers were more empowered through the value chain approach since a good number are in the rich class. The approach was more beneficial to the producers, processors and marketers indicating its genuine strength in ensuring the sustainability of investments in agricultural commodities being it livestock or crop enterprise. Government and non-governmental organizations should ensure the adoption of the value chain approach for sustainable agricultural productivity.

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