

# CASE STUDY

## Promoting Women's Rights and Gender Equality (WoRGE) in Michika and Guyuk LGAs, Adamawa State

### LOCATION

Michika and Guyuk LGAs, Adamawa State, Nigeria.

### DURATION

December 2023 – May 2025 (18 months)

### KEY OBJECTIVE

To advance women's rights and enhance gender equality through conflict-sensitive approaches in Michika and Guyuk LGAs of Adamawa state, Nigeria.

## THE LINGERING IMPACT OF CONFLICT ON GENDER DYNAMICS IN NORTHEASTERN NIGERIA

Northeast Nigeria has endured over a decade of conflict, deeply affecting communities in Adamawa State, especially Michika and Guyuk LGAs. Displacement, insecurity, and fractured social systems worsened already entrenched gender inequalities, undermining women's access to education, healthcare, land, and leadership.

### Key Intervention Strategies

- Gender Transformative Approaches: Tools like Gender Action Learning System (GALS) and Rapid Care Analysis (RCA) enabled communities to analyse and shift gender dynamics.
- Capacity Building for Stakeholders: Local leaders received training in gender-responsive budgeting, leadership, and GBV response.
- Community Engagement & Dialogue: Through roundtables, safe spaces, and assemblies, WoRGE fostered inclusive conversations on rights and power.
- Promoting Positive Masculinity: Men and boys were engaged as allies to challenge patriarchal norms and redistribute domestic responsibilities.
- Economic Empowerment Initiatives: Training and tools enabled women to launch or expand businesses, while community milling machines reduced time poverty.

The core problem lies in deep-rooted systemic gender inequality and exclusion.

- Limited Participation in Decision-Making: Women and girls were excluded from household, community, and political leadership structures, with traditional councils overwhelmingly male.
- Prevalence of HTPs and GBV: Early/forced marriage, domestic violence, and denial of land rights were widespread, reinforced by harmful cultural and religious norms.
- Economic Vulnerability: Despite contributing significantly to farming and caregiving, women lacked financial independence due to time poverty, low literacy, and restricted access to resources.

## OUR SOLUTION: THE WORGE PROJECT INTERVENTION

WoRGE's focus was aimed at institutionalising gender-responsive planning and promote sustainable livelihoods for women using conflict-sensitive approaches. It sought to empower women and excluded groups, strengthen institutional capacity, and shift harmful gender norms. The project achieved these through its key intervention strategies:

## THE CHANGE WE SAW: RESULTS AND IMPACT

### Shifting Mindsets and Behaviours

- Men like Mr. Lordson and Mr. Hayatu began sharing domestic chores.
- **74 women launched new businesses;** Dorcas Barnabas saved ₦600,000 to expand her baking venture.
- **13 milling and de-husking machines installed** in 13 wards saved women over 1.5 hours daily.

### Breaking Barriers: Women in Leadership

- 37 women secured leadership roles.
- **3 women and 3 PWDs were appointed** to traditional councils—unprecedented in Michika.
- One woman became Guyuk's **first female first-class chief**.
- **25 women were allocated farmland** following advocacy on land rights.

### Strengthening Systems: Institutionalising Gender Equality

- Both LGAs **developed gender-responsive plans** to guide budgeting and development.
- Community structures like CBAs and Women-Only Platforms sustained momentum for inclusion.
- GBV response training empowered champions to support survivors and raise awareness.

### Key Impact Figures

- **Total Reached:** 2,773 individuals (58% women).
- **Trainings Conducted:** 30 sessions; 239 GALS trainees.
- **Radio Shows:** 256 broadcasts amplified gender equality messaging.
- **Economic Gains:** 20 women invested in livestock; 15 expanded businesses; 10 acquired land, 10 built homes.

## CONCLUSION: A PATH TOWARDS SUSTAINABLE GENDER EQUALITY

The WoRGE project demonstrates that with the right tools, inclusive engagement, and community ownership, even deeply entrenched inequalities can be transformed. In Michika and Guyuk, women have moved from the margins to the centre, leading businesses, shaping policies, and inspiring a more equitable future. The journey continues, but the path is now clearer and the momentum undeniable.



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## LESSONS LEARNED AND THE WAY FORWARD

### Key Lessons Learned

- **Persistence Yields Change:** Initial resistance gave way to acceptance through culturally sensitive dialogue and visible results.
- **Inclusive Leadership Works:** Women and PWDs proved their effectiveness in governance roles once barriers were removed.
- **Localization is Essential:** Tools like GALS and RCA resonated more deeply when adapted to local contexts.
- **Stakeholder Engagement Drives Success:** Support from traditional leaders and LGAs fostered community buy-in and sustained project momentum.

### Recommendations for Future Action

- **Scale Up to Other LGAs:** Extend WoRGE's approach to underserved wards facing similar challenges.
- **Develop a Community Learning Manual:** Standardise and localise training materials to promote sustainability.
- **Sustain Stakeholder Engagement:** Keep traditional and local government leaders involved for continuity.
- **Strengthen Legal Advocacy:** Push for enforcement of the VAPP Act and land rights reform.
- **Address Unpaid Care Work:** Expand labour-saving interventions like milling machines to alleviate women's time poverty.
- **Institutionalise GRPB in Governance:** Embed gender-responsive budgeting and planning into local and state processes.
- **Expand Mentorship & Peer Learning:** Support Gender Champions and women's leadership networks for ongoing knowledge sharing.
- **Use Culturally Sensitive Messaging:** Apply language and methods that align with local religious and cultural values.