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SUSTAINABLE FISHERIES MANAGEMENT PROJECT (SFMP) GENDER MAINSTREAMING STRATEGY



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THE
UNIVERSITY
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OF OCEANOGRAPHY



Hen Mpoano



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For more information on the Ghana Sustainable Fisheries Management Project, contact:

USAID/Ghana Sustainable Fisheries Management Project

Coastal Resources Center

Graduate School of Oceanography

University of Rhode Island

220 South Ferry Rd.

Narragansett, RI 02882 USA

Tel: 401-874-6224 Fax: 401-874-6920 Email: info@crc.uri.edu

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Cover photo: Left - Women processing fish, Right - fish trading along the shore (Credit: SNV)

Detailed Partner Contact Information:
USAID/Ghana Sustainable Fisheries Management Project (SFMP)
10 Obodai St., Mempeasem, East Legon, Accra, Ghana

Brian Crawford brian@crc.uri.edu
Najih Lazar nlazar@uri.edu
Patricia Mensah patriciaba.mensah@gmail.com
Bakari Nyari hardinyari@gmail.com
Don Robadue, Jr. don@crc.uri.edu

Kofi.Agbogah
kofi.agbogah@gmail.com
StephenKankam
Stephenkankam@hotmail.com
Hen Mpoano
38 J. Cross Cole St. Windy Ridge, Takoradi,
Ghana
233 269 786 540

Donkris Mevuta
Kyei Yamoah
info@fonghana.org
Friends of the Nation
Parks and Gardens Adiembra-Sekondi,
Ghana
233 312 046 180

Peter Owusu Donkor
Spatial Solutions
powusu-donkor@spatialdimension.net
#3 Third Nautical Close, Nungua
Accra, Ghana
233 020 463 4488

Thomas Buck
tom@ssg-advisors.com
SSG Advisors
182 Main Street
Burlington, VT 05401
(802) 735-1162

Amanda Childress
achildress@snnworld.org
SNV Netherlands Development
Organisation
#161, 10 Maseru Road, E. Legon, Accra,
Ghana
233 30 701 2440

Victoria C. Koomson
cewefia@yahoo.com
CEWEFIA
B342 Bronyibima Estate
Elmina, Ghana
233 024 427 8377

Lydia Sasu
daawomen@gmail.com
DAA
Darkuman Junction, Kaneshie Odokor
Highway, Accra, Ghana
233 302 315894

Gifty Asmah
giftyasmah@Daasgift.org
Daasgift
Headmaster residence, Sekondi College
Sekondi, Western Region, Ghana
233 243 326 178

For additional information on partner activities:

CRC/URI: <http://www.crc.uri.edu>

CEWEFIA: <http://cewefia.weebly.com/>

DAA: <http://womenthrive.org/development-action-association-daa>

Daasgift: <https://www.facebook.com/pages/Daasgift-Quality-Foundation-FNGO/135372649846101>

Friends of the Nation: <http://www.fonghana.org>

Hen Mpoano: <http://www.henmpoano.org>

SNV: <http://www.snvworld.org/en/countries/ghana>

SSG Advisors: <http://ssg-advisors.com/>

Spatial Solutions: <http://www.spatialsolutions.co/id1.html>

ACRONYMS

CEWEFIA	Central and Western Region Fishmongers Improvement Association
CRC	Coastal Resources Center at the Graduate School of Oceanography, University of Rhode Island
DAA	Development Action Association
DAASGIFT	Daasgift Quality Foundation
HM	Hen Mpoano
GIZ	Gesellschaft für Internationale Zusammenarbeit
GSO	Graduate School of Oceanography, University of Rhode Island
M&E	Monitoring and Evaluation
SFMP	Sustainable Fisheries Management Program
SNV	Netherlands Development Organization
SSG	SSG Advisors
URI	University of Rhode Island
USAID	United States Agency for International Development

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BACKGROUND

The Sustainable Fisheries Management Project is a five year effort to support the Government of Ghana's Fisheries development policies and objectives and squarely aims to assist the country to end overfishing and rebuild targeted fish stocks as a central goal. Adoption of sustainable fishing practices and reduced exploitation to end overfishing is the only way Ghana can maintain the sustainability of its marine fisheries in order to increase its wild-caught local marine food fish supply and bring greater profitability to the fishery, with the potential to benefit two million people indirectly.

Sustainable Fisheries Management in Ghana can only be attained when all user groups and stakeholders are included in management decision making. This includes both men and women, who are engaged in the fisheries sector. Gender roles in fisheries along the coastal belt of Ghana are clearly delineated with men dominating the extractive process in majority of the fishing communities while the women are dominant in fish processing and trading. Women actually account for nearly half of the fisheries work force. Besides going to sea to fish, they are engaged in every single step of the fisheries value chain. Income generated by women engaged at every step of the fisheries value chain (production, transforming and marketing) is vital for supporting the entire fishing industry. They invest in canoes and other gears, finance fishing trips and maintenance of fishing gears and also give loans to husbands and other fishermen. This shows how crucial women's involvement in the fisheries sector is. (Britwum, 2009).¹

The control of fishery resources however has mostly been the mandate of men though women play silent supportive roles. Currently, despite the crucial role of women in the fisheries sector, efforts to systematically engage women in coastal fisheries co-management are scarce, and their participation in decision-making processes, even those that directly impact their livelihoods, is limited.

The Sustainable Fisheries Management Project (SFMP) has therefore conducted a Gender Analysis and Needs Assessment of the fisheries sector and has identified opportunities to empower women to play more active roles in fisheries management through its gender mainstreaming strategy.

Gender Mainstreaming provides women a chance to take up their position in society and to recognize and avail opportunities to generate wealth: thus it is also a crucial component in alleviating poverty, achieving greater food and nutrition security, and enabling good governance and sustainable development of fisheries resources. Political will and the development of

¹ Britwum, Akua Opokua. "The Gendered Dynamics of Production Relations in Ghanaian Coastal Fishing." *African Gender Institute* 1.12 (2009): 69–85. Print. *Feminist Africa* 12 Land, Labour and Gendered Livelihoods.

capacity to put mainstreaming into practice at all steps of the process is essential to achieve responsible fisheries practices and management (GIZ, 2013)².

The SFMP Gender Mainstreaming Strategy is an iterative process which will assess the potential impact of planned interventions for men and women as well as children engaged in fisheries along the central and western coast of Ghana. The objective of this is to ensure that both men and women are empowered to work effectively in fisheries management. Interventions should aim at meeting varying needs of men, women, boys and girls in all project activities. The implications of the Project's planned activities should therefore lead to the achievement of this objective.

Project activities should involve consultation of both men and women groups to ascertain the results and progress. This can be done through participatory techniques that provide equal opportunities for both men and women and where necessary provide women with separate platforms to encourage full participation.

SFMP gender objective

The goal of the SFMP project is to rebuild targeted marine fisheries stocks through adoption of responsible fishing practices and exploitation levels. Achievement of this goal includes four main intermediate results area. These are:

1. Improved legal enabling conditions for co-management, use rights and effort-reduction strategies
2. Strengthened information systems and science-informed decision-making
3. Increased constituencies that provide the political and public support needed to rebuild fish stocks
4. Implementation of applied management initiatives for several targeted fisheries ecosystems

The main objective of the gender strategy is to facilitate mainstreaming of gender into all SFMP implementing activities. It seeks to promote a coherent and sustained approach of integrating the needs and concerns of men, women, boys and girls engaged directly or indirectly in the fisheries sector for equitable development in relation to Sustainable Fisheries Management through gender sensitive data gathering, participation and implementation and monitoring and evaluation processes of the project. This will ensure:

- Involvement of all stakeholders in decision making
- Improve food security and food access
- Sustainable fisheries resource management

² GIZ. "Gender and Rural Development, Aspects, Approaches and Good Practices".
<http://www.giz.de/fachexpertise/downloads/giz2013-en-gender-and-rural-development.pdf>

Gender sub-objectives

Gender sub-objectives under the four intermediate results of the SFMP include the following:

Component one - Improved legal enabling conditions for co-management, use rights and effort-reduction strategies

- a. Increase the involvement of women as co-managers of fisheries resources
- b. Increase time savings and reduce drudgery by the adoption of modern tools and equipment for fishing by fishermen and adoption of improved fish processing techniques by men and women fish processors
- c. Reduce the use of boys and girls as labourers in fishing, fish processing and trading as well as reduction in child trafficking
- d. Increase the involvement of women as entrepreneurs in the improved fish processing technology sector

Component two - Strengthened information systems and science-informed decision-making

- a. Empower women through training in business development and management and improved fish handling and processing techniques
- b. Increase science-based knowledge of men and women on improvement options to aid in decision making in livelihoods and fisheries management

Component three - Increased constituencies that provide the political and public support needed to rebuild fish stocks

- a. Increase the involvement of women groups in voluntary compliance through the fight against illegal fishing methods.
- b. Increase the involvement of women in advocacy, policy dialogue and decision making at management level

Component four - Implementation of applied management initiatives for several targeted fisheries ecosystems

- a. Livelihood empowerment of women and men through increased access to finance and the provision of alternative livelihood options for fishermen and men and women fish processors
- b. Increase the resilience of men and women to climate change impacts

SFMP Gender vision

In support of the SFMP project vision, the gender approach has the following vision:

1. Fostering substantial changes in fisheries management with both men and women having equal opportunities as co-managers of fisheries resources.
2. Strengthened civil society organisations (CSOs), fishermen and men and women fish processing/trading associations to solve problems through open and transparent communications and shared decision making.

3. Men and women engaged directly in fisheries sector and as well as those who rely on the sea, would have increased annual yields of fish supply through improved management to contribute to Ghana's food security.

Overview of the processes underlying the development of the Strategy

Ghana Fisheries Gender Analysis

The gender integration efforts of SFMP began with a gender analysis. This focused on a detailed assessment of the fisheries sector and value chain. This involved a review of literature, focused group discussions and key informant interviews to understand the dynamics and roles of men, women, boys and girls in the fisheries sector, and also to explain the barriers and bridges to women's participation in fisheries management and value chain improvement.

The analysis revealed that men have more control over fisheries resources than women. The control women have is directly related to the assets they own. Marginalized groups are women and men who do not own fishery resources such as boats, engines, nets or even processing equipment.

Gender Needs Assessment

This was conducted to identify the needs of women and women fish processors and fishermen engaged in fisheries in the Project's pilot communities. This will inform the proposition of actions and activities to be put in place and the implications of these on men and women engaged in the fisheries sector. Some identified needs include improved fish smoking technologies which emit less smoke and heat, reduce drudgery and use less fuelwood. Others include training on fish handling, cold storage facility and ice plant to reduce post harvest fish loss, the need to gain access to other markets such as malls and export, the need to strengthen associations and access to finance.

SFMP GENDER MAINSTREAMING STRATEGY

The strategy will take the form of an iterative process which begins with analysis of existing situation/plan of intervention to implementation of planned intervention followed with Monitoring and Evaluating of activity interventions, to validation and lessons learnt and then back to planning. Mainstreaming should be targeted at beneficiary communities of the project and also at implementing partners of the project and other CSOs working in fisheries.

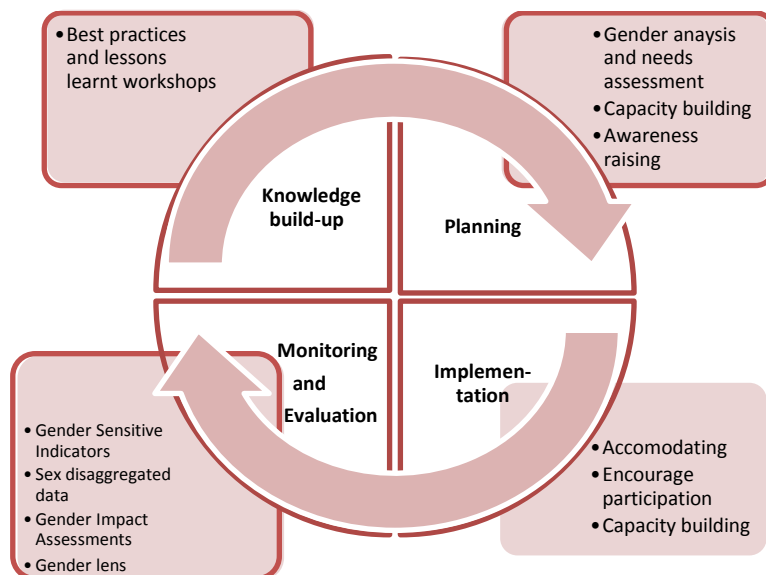


Figure 1: SFMP Gender Mainstreaming Approach

Planning phase

This refers to activities planned at each phase of the project. Activities planned for communities should include a gender analysis and needs assessment of the beneficiaries. This will influence the activities and ensure that the impact on beneficiary men and women are taken into consideration.

Gender analysis

The mainstreaming effort begins with analysing or establishing the baseline on what the gender roles and positions are. This is necessary in determining the interventions required. At the inception of SFMP, an initial gender analysis and needs assessment has been conducted and it is on the outcome of this that the baseline strategy has been established. Initial interventions planned to give more voice to the most marginalized is targeted at causing desired changes in control in the sector. Further analysis will be required to determine the level of change which has

been caused by implemented interventions. Re-analysis in years 3 and 5 will be conducted to assess any changes in roles caused by SFMP interventions as part of the iteration process.

Capacity Building

Training workshops on gender mainstreaming is required to build the capacity of partner institutions and Civil Society Organisations (CSOs) working in fisheries. The analysis report and gender needs assessment conducted will be shared with DAA, CEWEFIA, DAASGIFT, Fisheries Commission and other project partners in a validation workshop. During the workshops, gender related activities they embark on can be identified to serve as one of the media/ tools for mainstreaming. Some of these organisations work directly with women fish processors and traders, thus building their capacity to make them gender responsive can help achieve gender equality. Focal persons within the organisations, preferably M&E persons, can be trained to oversee gender issues within the project.

A gender network of the focal persons will be established to share and disseminate information and experiences. The gender network will meet semi-annually to discuss how to appropriately mainstream gender into SFMP project activity and assess to what extent gender is fully considered in project implementation.

Also, the capacity of the pilot communities will be built to enable both men and women appreciate the complementary roles each plays. They will be equipped to appreciate and take into consideration the marginalized men, women, girls and boys in the fishing communities. Fisheries Commission can work with DAA and CEWEFIA to strengthen associations at the local level. They will also be part of the training team and work with the fishermen and the men groups to educate them on the gender issues.

Awareness raising

The communication team will develop gender sensitive information to create awareness, educate and sensitize members of communities on gender issues. This could be done using leaflet, fact sheets, flyers and other materials. As much as possible, information will be communicated using graphical illustrations with very few words and also short skirts/drama. This should be part of the communications materials developed under the Project by the SFMP communication experts.

Implementation phase

Project activities will be implemented giving cognition to the needs of targeted men and women. The following actions will be taken into consideration.

Accommodating

SFMP project activities will put measures in place to maximize participation of targeted men and women, especially those with special needs like men and women with physical disability, nursing mothers, pregnant women, men and women labourers. For instance, women or girls

babysitting can be fully involved in meetings by making provision for child care services during such meeting. Therefore, they should be allowed to bring their children or younger siblings along. Pregnant women should be provided with comfortable seats with back and foot support and given the chance to be seated close to the exit to washrooms. And also, men and women with physical disabilities like deaf should be provided with a sign language interpreter. Locations of meeting and training sessions with the communities should be within easy access. Alternatively, transportation can be provided for those who may need to travel long distance to the meeting venue.

In planning the training workshops or meeting, the time should be arranged with the target group to ensure that the time is favourable and it does not conflict with their economic activities or any other prioritized activity. For the fishing communities, Tuesdays are more preferred since fishermen do not go to sea on this day.

Invitation letters to events and contracts for activities should specify the number of men or women who should participate. Meetings with fish processors should endeavor to include the marginalized. For instance, in Apam where three men fish processors were identified, meeting and training sessions with the fish processors should insist on the inclusion of these men in such meetings. Labourers of fishermen and fish processors should also be specifically invited. Meetings with men dominated or traditionally men only groups should ask for the inclusion of a specified number of women and vice versa. For instance, the association of canoe owners should be asked to invite the konkohemaa and also women who own canoes to attend.

Encouraged participation

Men and women with less or no control should be encouraged to participate fully in activities. Efforts will be made to increase their numbers and the level of their participation in such activities. To attain quality participation of women and the marginalized, specific training could be given to them to increase their level of understanding of existing and emerging issues in fisheries and their rights as women.

During general workshops, the views of women present on issues should be specifically sought from the women as well as any other marginalized group present. If need be, they can work in smaller groups to encourage full participation.

Women will also be encouraged to take part in decision making process related to the management of fisheries resources. This can be done by strengthening their associations and giving them the platform needed to air their views. The decision making bodies like the Association of Canoe Owners should be educated on the benefits they stand to gain by involving women in their decision making activities. This will open up the associations to easily accept women and make them feel their views are held in high esteem.

Programmes should be tailored to meet specific needs of both men and women. A description of the needs of the groups has been outlined in the gender needs assessment report.

Monitoring and Evaluation

The SFMP monitoring and evaluation system starts right from year one of the project. It tracks the performance of project activities against set target and indicators. Whenever possible, the project will disaggregate the project indicator reporting by gender. To assess the effectiveness of gender mainstreaming, the project will also track a number of gender sensitive indicators and conduct gender impact assessments. In addition to the the indicators to be monitored under SFMP's M&E system, some indicators on gender will be tracked alongside the approved ones under the PMP system.

The project's monitoring and review committees should include capable women alongside capable men who will ensure that the gender indicators are actually monitored inspite of the fact that they were not originally part of the approved M&E system.

Gender mainstreaming impact indicators

SFMP will track a number of indicators on the impact of gender mainstreaming activities. The indicators shall take cognisance of the fact that men and women in fisheries play different roles and have different needs. Even within the same gender group, the marginalized have varied needs from those with control. Monitoring and learning should include monitoring of these different groups. Some gender sensitive indicators can include the following:

- Extent of women's involvement in management or co-management in fisheries
- Number of men and women's associations formed or strengthened
- Number and level of women's participation in livelihood diversification trainings
- The level of participation of men and women associations in coastal resource development and management
- The type and number of traditional fish processing technologies as against substituted improved technologies in use by men and women fish processors
- Reduction in the migration of boys and girls from fishing communities
- Reduction in the use of boys and girls as labourers for fishing, fish processing and trading
- Number and type of micro finance institutions offering support to fishermen and fish processors and traders
- Number of men and women fish traders with access to non-traditional markets like the malls and export markets
- Level of understanding of men and women of national fisheries policies and legislation, including rights and responsibilities
- Number of men and women with improved or developed capacities
- Fishing communities, fishermen and fish processors and traders demonstrating good sanitation and hygiene in fish handling and processing
- Alternative livelihood options being adopted by men and women

Sex-disaggregated data

Data gathered from the field should be separated by the number of men and women involved. This should go further to include the number of men and women with special needs like pregnant women, nursing mothers, men and women labourers and men and women with physical

disabilities. The kind of support given to these people even at meetings should also be monitored. Data should not be limited to the numbers but be extended to the quality of participation and engagement of such groups of people. The impact of these trainings and meetings on women and men's should also be documented.

Gender impact assessments

The impact of SFMP activities should be assessed on intended beneficiaries. The impact of improved fish smoking stoves on the health, income and standard of living of men and women should be assessed in years 3 and 5. The impact of activities geared towards rebuilding fish stocks, encouraging co-management and science informed decision making should be assessed on fishermen and men and women fish processors and traders. A baseline data for assessment should be gathered before the intervention.

Any changes in gender roles resulting from project interventions and increase in women's participation in decision making should also be monitored. If there are any additional burdens placed on women or men as a result of the intervention should also be noted along with adaptation models being used. Any lessons learnt and good practices should be documented for follow up actions.

The gender impact assessment should answer (but not limited to) the following questions:

- What is the level of women's involvement in the control of fishery resources?
- Are women taking up activities traditionally considered or dominated by men like participation in community management committees?
- Are men getting more involved in fish processing and trading activities?
- Have decision making with regards to allocation of resources and household income changed?
- Are there any unplanned or unforeseen effect of project interventions on men and women?

Gender lens

A gender lens will be used in conducting socio-economic baselines, value chain assessment, needs assessment and other research. As a tool for this, a checklist will be developed for placing focus on gender.

Gender checklist

A gender checklist will be used to mainstream gender issues into SFMP activities. The checklist will cover the following:

Key areas	Checklist
Participation	Are all stakeholders given equal chance to participate in decision making? Have extra effort been made to include the marginalized (men and women) in such decision making processes? Have extra provisions been made for nursing mothers, pregnant women and marginalized groups to participate effectively?
Allocation of resources	Resource allocation should be gender equitable, what likely impact will these resources have on women, men and even boys and girls.
Knowledge and information	Gender disaggregated information should be gathered in all field research. This should however be validated to curb the tendency of placing premium on men's views only. The validation process should be carried out separately for men and women.
Responsibilities	Traditional roles of men and women will be influenced with the planned interventions. Women will be given the chance to contribute to decisions affecting fisheries in their communities.

Knowledge build-up

Gender mainstreaming also involves advocacy and knowledge management. Information gathered on gender issues affecting the fisheries sector will be shared with relevant stakeholders. Best practices and lessons learnt will be document. This will be validated and shared at workshops including meetings of gender focal persons.

ACTION PLAN

Action Plan with key activities, responsible partner, and dates

Action plan for mainstreaming gender			
Action	Responsible partner	Implementation time frame	Deliverable
Gender Network			
<ul style="list-style-type: none"> Form gender network 	SNV	<i>October, 2015</i>	<i>Network TOR</i>
<ul style="list-style-type: none"> Hold semi annual gender network meetings 	SNV	<i>Annually October and April</i>	<i>Meeting minutes</i>
Develop Gender Mainstreaming communications materials			
<ul style="list-style-type: none"> Develop gender BCC messages 	Elin	November, 2015	Messages for designing and printing
<ul style="list-style-type: none"> Print flyers and posters for communication 	SNV	December, 2015	Printed materials
<ul style="list-style-type: none"> Disseminate gender information 	Elin and Adiza	December, 2015	Checklist of disseminated materials
Monitor and evaluate gender mainstreaming effectiveness			
<ul style="list-style-type: none"> Finalize gender mainstreaming indicators 	SNV	October, 2015	Gender mainstreaming indicators
<ul style="list-style-type: none"> Develop monitoring plan 	Elin and Adiza	October 2015	Monitoring plan
<ul style="list-style-type: none"> Gender lens on project activities 	<ul style="list-style-type: none"> - Adiza for FON, HM, DAASGIFT - SNV for DAA, SNV 	Monthly	Reports
Participation at meetings			
<ul style="list-style-type: none"> Logistics at meetings for marginalized groups 	SNV	Meetings with communities	Meeting reports

<ul style="list-style-type: none"> • Gender balance and quality in participant invitations 	Elin and Adiza	Meetings with communities	Meeting reports
Gender impact assessment	SNV	September 2017 and September 2019	Report on assessment
Validation workshops	SNV	September 2015	Report on workshop
Gender training			
<ul style="list-style-type: none"> • Training for project partners 	Elin and Adiza	October 2015	Training report
<ul style="list-style-type: none"> • Training for fishery associations 	SNV	October 2015	Training report

GLOSSARY

Gender: The term gender refers to culturally based expectations of the roles and behaviours of men and women. The term distinguishes the socially constructed from the biologically determined aspects of being male and female. Unlike the biology of sex, gender roles and behaviours, and the relations between women and men (gender relations) can change over time, even if aspects of these roles originated in the biological differences between sexes.

Gender equality: Gender equality means giving women and men the same entitlements to all aspects of human development, including economic, social, cultural, civil and political rights. It requires that women and men are given the same level of respect, opportunities to make choices and power to shape the outcomes of these choices.

Gender equity: Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities. In the development context, a gender equity goal often requires built-in measures to compensate for the historical and social disadvantages of women. Equity is a means. Equality is the result.

Gender Analysis: Is an analytic social science tool that is used to identify, understand, and explain gaps between males and females that exist in households, communities, and countries, and the relevance of gender norms and power relations in a specific context.

Gender needs assessment: is defined as the identification and analysis of the needs of men and women and the impact an intervention is likely to and/has on the men and women.

Gender mainstreaming: Is defined as the process of assessing the implications for women and men of any planned action, including legislation, policies or program, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal of gender mainstreaming is to achieve gender equality.

Gender lens: is a focus on gender differences and identification of gender gaps which require attention.