

KUMBUNGU DISTRICT ASSEMBLY



GENDER EQUALITY AND SOCIAL INCLUSION STRATEGY

PREPARED BY:
THE DISTRICT PLANNING COORDINATING UNIT (DPCU),
KUMBUNGU DISTRICT, NORTHERN REGION.
WITH TECHNICAL SUPPORT FROM THE SIGRA PROJECT

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FOREWORD

The Kumbungu District Assembly is committed to ensuring that development benefits all people, regardless of gender, age, or social status. This **Gender Equality and Social Inclusion (GESI) Strategy** provides us with a clear framework to make sure that no one is left behind in the planning and implementation of our development agenda.

The strategy identifies key barriers faced by women, men, persons with disabilities, and other marginalized groups in the district, and outlines practical steps to address them. It emphasizes the importance of equal participation, access to opportunities, and shared responsibility in building a more inclusive and resilient district.

I wish to thank the District Planning Coordinating Unit (DPCU), our Gender Desk, community stakeholders, and partners for their contributions to this document. A special appreciation goes to the **SIGRA Project** for their technical guidance and support.

It is my hope that this strategy will serve as a practical tool for action, helping us work together to create a fairer and more inclusive Kumbungu District.

Signed

HON. IMORO YAKUBU KAKPAGU
DISTRICT CHIEF EXECUTIVE

ACKNOWLEDGEMENT

The Kumbungu District Assembly wishes to express its profound gratitude to all individuals and institutions whose contributions made the development of this Gender Equality and Social Inclusion (GESI) Strategy possible.

Special appreciation goes to the **District Planning Coordinating Unit (DPCU)** for their commitment and leadership in spearheading the process. We are equally grateful to the **SIGRA Project** for providing the needed technical guidance and support throughout the preparation of this document.

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Finally, we recognize the collective efforts of stakeholders, including community representatives, civil society actors, and development partners, whose insights enriched the content of this strategy.

It is our hope that this document will serve as a practical guide for promoting gender equality and social inclusion in the Kumbungu District.

LIST OF ACRONYMS

AAL	Affirmative Action Law
ACHPR	African Charter on Human and People's Rights
ADVANCE	Agriculture and value chain Development
BAC	Business Advisory Centre
BPfA	Beijing Platform for Action
MoFA	Ministry of Food and Agriculture
GEA	Ghana Enterprise Agency
CAMfed	Campaign for Female Education
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CHANGE	Championing Nutrition and Gender Equality
CHPS	Community Health-based Planning Systems
CHRAJ	Commission on Human Rights and Administrative Justice
CLIP	Changing Lives in Innovative Partnerships
CRPD	Convention on the Rights of Persons with Disabilities
CSO	Civil Society Organization
DA	District assembly
DACF	District Assembly Common Fund
DACF-PWD	District Assembly Common Fund for Persons with Disabilities
DP	Development Partner
DPCU	District Planning Coordinating Unit
DMTDP	District Medium-Term Development Plan
DOVVSU	Domestic Violence and Victim Support Unit
FBO	Farmer-Based Organization
FIDA	International Federation of Women Lawyers
FSRP	Food Systems Resilience Project
GMFs	Gender Model Families
GESI	Gender Equality and Social Inclusion
GHS	Ghana Health Service
GES	Ghana Education Service
GRPB	Gender Responsive Planning and Budget
GSS	Ghana Statistical Service
GBV	Gender-Based Violence

ICESCR	International Covenant on Economic, Social and Cultural Rights
IGA	Internal Generated Activities
ISD	Information Service Department
JHS	Junior High School
M&E	Monitoring and Evaluation
MoGCSP	Ministry of Gender Children and Social Protection
MMDA	Metropolitan Municipal District Assemblies
MTDP	Medium-Term Development Plan
NCCE	National Commission on Civic Education
NDPC	National Development Planning Commission
NGO	Non-Governmental Organization
PHC	Population and Housing Census
PWD	People living With Disability
SIGRA	Strengthening Investments in Gender Responsive Climate Adaptation
SDGs	Sustainable Development Goals
SGBV	Sexual and Gender- Based Violence
SWCD	Social Welfare Community Development
U-CARE	United for Care-Sensitive Approaches to Rights and Empowerment
UN	United Nations
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNICEF	United Nations Children Fund
VSLA	Village Savings and Loans Association
WASH	Water Sanitation and Hygiene

EXECUTIVE SUMMARY

The Kumbungu District Gender Equality and Social Inclusion (GESI) Strategy is developed by the District Assembly to address persistent gender inequalities and social exclusion that limit the district's inclusive and sustainable development. With a population of over 127,000, nearly equally distributed between men and women, Kumbungu District continues to face significant disparities in access to resources, decision-making, and opportunities, particularly for women, youth, and persons with disabilities (PWDs).

This strategy responds to these challenges by aligning with international and national commitments such as the Beijing Declaration and Platform for Action, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Sustainable Development Goals (SDGs), and Ghana's National Gender Policy and related legislation. It underscores the Assembly's commitment to ensuring that development planning and service delivery are inclusive, equitable, and gender responsive.

The GESI analysis revealed that entrenched patriarchal norms, unequal economic participation, low political representation of women and PWDs, limited access to land and productive resources, disproportionate unpaid care work, and inadequate responses to climate change impacts continue to reinforce exclusion in the district. For instance, only one of the 24 elected Assembly Members is a woman (4%), and women remain underrepresented in local decision-making structures. Additionally, women face systemic barriers in agriculture and business, including limited access to irrigated land, credit, and market opportunities, while PWDs continue to encounter stigma, inaccessible infrastructure, and limited livelihood support.

In response, the strategy sets out a comprehensive framework organized around key thematic priorities:

- **Gender Responsive Planning and Budgeting (GRPB):** Building capacity of Assembly staff, allocating resources for gender priorities, and institutionalizing gender-disaggregated data collection.
- **Disability Inclusion:** Improving infrastructure accessibility, enhancing inclusive education, linking vocational training to business opportunities, and combating stigma through advocacy and partnerships.

- **Transforming Harmful Social Norms:** Engaging traditional leaders, communities, and men as allies in promoting women's land rights, reducing unpaid care burdens, and dismantling stereotypes.
- **Women's Economic Empowerment:** Strengthening women-led cooperatives, expanding access to finance and extension services, upgrading market facilities, and promoting climate-smart agriculture.
- **Improved Access to Services:** Expanding healthcare, maternal services, education, and safe infrastructure to address gender and social disparities.
- **Climate Change Adaptation:** Supporting alternative livelihoods, investing in water security, and establishing gender-responsive disaster preparedness and early warning systems.

The strategy adopts an intersectional approach, recognizing that gender inequalities intersect with age, disability, socioeconomic status, and cultural identity to create layered vulnerabilities. It also emphasizes participatory planning, ensuring that women, youth, PWDs, and marginalized groups are actively engaged in shaping and monitoring development interventions.

By implementing this GESI Strategy, the Kumbungu District Assembly seeks to foster a more inclusive and equitable society where all residents, especially women, youth, and vulnerable groups can access opportunities, exercise their rights, and contribute meaningfully to local development.

The strategy is both a practical tool for guiding immediate actions and a roadmap for long-term systemic change. It provides measurable indicators for monitoring progress, holding duty bearers accountable, and ensuring that no one is left behind in the district's development journey

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INTRODUCTION

Kumbungu District, with a population of 110,586 as recorded in the 2021 Population and Housing Census (PHC), has experienced steady growth, reaching a projected figure of 127,867 in 2025. The district maintains a nearly equal gender distribution, with 63,165 (49.40%) males and 64,702 (50.60%) females, and a population density of approximately 50 inhabitants per square kilometer. The predominant ethnic group is the Dagombas, but the district also hosts Gonjas, Fulbe or Fulani herdsmen, and Ewes, who are mainly engaged in fishing along the White Volta. Dagombas constitute about 95% of the population.

Despite this demographic balance, significant gender inequalities persist in the district. Women and girls face multiple barriers to economic empowerment, with limited access to land, credit, and productive resources. Cultural norms often restrict their participation in decision-making, both at the household and community levels. Additionally, unpaid care work remains disproportionately borne by women and adolescent girls, limiting their ability to engage in income-generating activities. Gender-based violence, early and forced marriages, and limited educational opportunities for girls further exacerbate social exclusion.

Gender equality and social inclusion (GESI) are critical to sustainable development, poverty reduction, and inclusive service delivery. Addressing these disparities in Kumbungu District ensures that all individuals, regardless of gender, age, disability, or socioeconomic status, have equal opportunities to participate in and benefit from development initiatives. Integrating gender-responsive policies and inclusive governance enhances economic growth, strengthens social cohesion, and improves service delivery outcomes.

In recognition of these challenges, the Kumbungu District Assembly is committed to mainstreaming gender equality and social inclusion across all sectors. In 2024, for instance, the Assembly allocated GH¢10,000 to gender-related activities, demonstrating its commitment to fostering inclusivity. **The district's GESI strategy focuses on empowering women and marginalized groups, expanding their access to resources and decision-making platforms, and ensuring that public services address diverse community needs.** Through targeted interventions, capacity building, and multi-stakeholder collaboration, the Assembly aims to create an enabling environment where all residents, especially women and vulnerable groups, can contribute meaningfully to local development.

1.1 International Commitments

The Government of Ghana has ratified several international, regional and national frameworks and protocols; such as the Beijing Declaration and Platform for Action of 1995; the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW); the Sustainable Development Goals (SDGs), the Universal Declaration of Human Rights; the International Covenant on Economic, Social and Cultural Rights (ICESCR); the African Charter on Human and People's Rights (ACHPR), the Convention on the Rights of Persons with Disabilities (CRPD) and the Protocol on the Rights of Women in Africa, among others.

Ghana, along with other countries and development partners, have also agreed that as stipulated in the Beijing Platform for Action (BPfA), Sustainable Development Goal (SDG) 5 as well as other gender-related SDG targets, adequate and effective financing is essential in realizing the goal of gender equality and the empowerment of all women and girls. The UN Secretary General in his 23rd Review and Appraisal report, noted that under-investment in gender equality and women's empowerment has contributed to slow and uneven progress in all 12 critical areas of concern to the BPfA. Inadequate financing hinders the implementation of gender responsive laws, policies and interventions. Additionally, data shows that financing gaps are sometimes as high as 90% with critical shortfalls in infrastructure, productive and economic sectors. Therefore, a gender-responsive focus on budget planning and increasing investments is crucial.

1.2 National Policy and Legal Framework

Ghana's commitment to gender equality and social inclusion is enshrined in the 1992 constitution, the National Gender Policy, Domestic Violence Act, 2007 (Act 732), Children's Act, 1998, Persons with Disability Act, and Affirmative Action (Gender Equality) Bill.

Table 1 below presents an overview of the major national commitments to gender equality in Ghana.

Table 1: Overview of the major national commitments to gender equality in Ghana

Year	Lead Institution	Objectives	Beneficiaries
1992	Government of Ghana	Ratification of the Convention on the Elimination of All Forms of Discrimination (CEDAW)	Women and girls, ensuring legal protection against gender-based discrimination
1998	Government of Ghana, Ministry of Gender, Children and Social Protection	Development of the National Gender Policy and its implementation Plan Implement gender mainstreaming in policies, programs and institutions	Men and women, promoting gender equality and women's empowerment across sectors
2003	Government of Ghana	GPRS (Ghana Poverty Reduction Strategy) Gender mainstreaming into development programs and policies	General population including women
2004	Government of Ghana, Ministry of Gender, Children and Social Protection	Launch of the Domestic Violence Victim Support Unit. Provide legal protection for victims of domestic violence	Women and victims of domestic violence ensuring their safety and access to justice
2006	Government of Ghana	Launch of GPRS 2	General population with a focus on marginalized groups including women

Year	Lead Institution	Objectives	Beneficiaries
		To continue the gender mainstreaming agenda	
2006	Government of Ghana	Persons with disability Act 2006 (Act No. 715)	An Act that provides for persons with disabilities, to establish a National Council on Persons with Disability and to provide for related matters.
2012	Government of Ghana, Ministry of Gender Children and Social Protection	The Affirmative Action Act	Women in politics and decision-making
2012	Government of Ghana	Ratification of the Convention on the Rights of Persons with Disabilities (CRPD)	Persons with disabilities, ensuring the promotion, protection, and full enjoyment of human rights
2013	Government of Ghana, Ministry of Gender Children and Social Protection	Launch of the National Gender Policy and Action Plan for Gender Equality and Equity	Women children and marginalized groups with a focus on gender equity
2014	Civil Society Organizations	16 Days of Activism Against Gender Based Violence campaigns. Raising	General population raising awareness about gender-based violence and promoting gender equality

Year	Lead Institution	Objectives	Beneficiaries
		awareness and advocating to end gender-based violence	
2014	Government of Ghana	The Livelihood Empowerment Against Poverty Programme	People in vulnerable situations including widows, orphans and people with disabilities
2015	UN Women, UNFPA, UNDP and others	Launch HeForShe campaign in Ghana. Promote gender equality and women's rights	General population, promoting involvement equality and male involvement
2016	Government of Ghana, Ministry of Gender Children and Social Protection and partners	Implementation of the National Plan of Action for the Elimination of Violence Against Women and Children in Ghana	Women and children, particularly those at risk of violence and abuse.
2017	Government of Ghana	Establishment of the Affirmative Action Bill to increase women's participation in politics and decision-making.	Women in politics and decision-making.
2017	Ministry of Food and Agriculture	Planting for Food and Jobs	Small scale farmers including women

Year	Lead Institution	Objectives	Beneficiaries
	Ministry of Food and Agriculture	Women in Agriculture. Focus on addressing gender disparities in the agriculture sector	Female farmers
	Agriculture and value chain Development (ADVANCE) Project	Improve gender equality in the agriculture sector	Supports women in various agricultural value chains
2019	Civil Society Organizations, including NGOs and women's organizations including women's right groups	Launch of the "16 Days of Activism Against, Gender-Based Violence campaign	General population, raising awareness about gender-based violence
2020	Government of Ghana	Land Act 2020 (Act 1036)	There are provisions of gender equality and social protection that talk about the acquisition of land and making provisions around discriminatory practices in order not to be denied access to land depending on an individual's gender or in a vulnerable situation

Year	Lead Institution	Objectives	Beneficiaries
	Government of Ghana, Ministry of Gender, Children and Social Protection	Women's Empowerment Fund	Women entrepreneurs in the informal sector
	Ghana Enterprises Agency	Financial programmes to support women entrepreneurs and small and medium enterprises	Women entrepreneurs and small and medium enterprises
2022	NDPC Guidelines for the Preparation of Medium- Term Development Plans (MTDP)	Ensure that all District Assemblies integrate gender considerations in their development plans. Require gender-disaggregated data collection for planning and monitoring.	Metropolitan, Municipal, and District Assemblies (MMDAs)

2.0 INTERSECTIONAL GENDER-BASED ANALYSIS OF KUMBUNGU DISTRICT

This section provides an overview of how different social identities such as gender, age, disability, and socio-economic status intersect to influence access to resources and opportunities in Kumbungu District. It highlights the importance of understanding these overlapping factors to ensure that development interventions are inclusive, equitable and responsive to the diverse needs of all groups, especially the most vulnerable.

2.1 Commitment to Gender Equality and Social Inclusion (GESI) in the district

The Kumbungu District Assembly is committed to advancing gender equality, disability inclusion, and social equity as part of its core development mandate. The Assembly has established a Gender Desk and actively participates in gender and social inclusion training and planning sessions. Since 2025, the district has been implementing the *Strengthening Investments in Gender Responsive Climate Adaptation (SIGRA)* project to address the gendered impacts of climate change. Under the SIGRA initiative, women's groups in agriculture and processing are to be supported with equipment and training to enhance productivity. Additionally, there are projects in the district that are supporting in advancing GESI including the Championing Nutrition and Gender Equality (CHANGE) project, and United for Care-Sensitive Approaches to Rights and Empowerment (U-CARE) project. The district had previously implemented other projects such as Women's Innovation for Sustainable Enterprises (WISE). The Assembly has also consistently disbursed the District Assembly Common Fund for Persons with Disabilities (DACF-PWD), funding income-generating activities and educational support for beneficiaries. Additionally, women and youth have been included in planning consultations, such as the 2025 Annual Action Plan stakeholders' meeting in 2024 and the validation forum for the Climate Risk and Vulnerability Assessment conducted in 2025 by SIGRA. The district in preparing for the 2026-2029 MTDP is also considering and mainstreaming Gender Equality and Social Inclusion and climate change related issues.

2.2 Socio-Cultural Context and Cultural Norms

Patriarchal norms remain dominant in Kumbungu District. Men typically control household and community decision-making, while women's roles are tied to caregiving, farming, and household management. In the pre-implementation activities of the SIGRA project, which involved community engagement sessions, women reported feeling hesitant to speak in public gatherings

even when invited. Cultural practices such as early marriage and male inheritance contribute to persistent inequality. In some communities, girls are married off before completing Junior High School resulting in teenage pregnancy, increasing school dropout rates and limiting their life choices. Social expectations discourage men from participating in domestic work, reinforcing unequal power and time burdens on women.

The district is also faced with poor household nutrition due to cultural beliefs and practices, for example there is a belief that certain nutritious animal parts, such as chicken thighs, are usually given to men, heads and feet to boys and women and girls get the back, sometimes leading to malnutrition and anemia for women and girls. Additionally, most of these animals are raised for economic purposes and not for household consumption.

2.3 Economic Participation

Women participate widely in Ghana's agriculture, but they control fewer plots and face barriers to irrigated land and finance. Nationally, women account for about 28% of arable-crop holders (2017/2018 Ghana Census of Agriculture). In Kumbungu's Bontanga Irrigation Scheme, a case study found only 11 of 525 representing 2.10% registered farmers were women with their own plots (avg. female holding ≈ 0.4 ha), often engaged in vegetable farming. Financially, 63% of women in Ghana had an account in 2021 versus 74% of men, that is an 11-percentage-point gender gap, which constrains women's access to credit and other services.

Community engagement sessions held under the SIGRA project in 2024 as well as findings from the Rapid Climate Vulnerability Assessment in Kumbungu District conducted by the SIGRA Project, revealed that women in the district continue to face barriers in accessing formal credit and financial services, as well as land and agricultural inputs, which limits their ability to expand livelihoods and fully participate in economic activities.

Youth unemployment is high, with many young people migrating to urban areas due to limited local opportunities. Vocational training programs exist but are not tailored to the local economy or do not adequately engage marginalized groups. PWDs face exclusion from the labor market due to stigma and inaccessible environments.

The district is also largely an informal economy with women trading in cereals, legumes, fresh vegetables, shea picking, selling, processing, smock weaving and men typically engage in tricycle

operating businesses, livestock sales and butchering. Women, especially those involved in shea processing, often face marketing challenges, particularly in finding direct buyers for their shea butter. As a result, intermediaries tend to benefit more from the trade than the women themselves. Smock weaving is one of the creative businesses in the district with both men and women engaging and playing different roles in the value chain. Whilst women are more into weaving, men do the sewing and selling of the smocks.

2.4 Political Representation and Decision-Making

Women's political representation remains low. Out of the 24 elected Assembly Members in Kumbungu, only one (1) is a woman - the Assembly member for Nawuni Electoral Area (EA) - representing 4%, which is far below what is stipulated under the Affirmative Action (Gender Equity) Act, 2024 (Act 1121), which mandates a minimum of 30% female representation in leadership / decision-making positions by 2026. Out of Government Appointees of eleven (11), only three (3) are women representing 27%. Similarly, there are no PWDs in the elected office but there is one (1) Government Appointee representing 9% and one (1) co-opted member of the social services subcommittee of the Assembly. At the unit committee levels, there are no female representations. Cultural beliefs and economic limitations deter many women from running for office. During a stakeholder meeting on the Ghana Youth Barometer 2024, youth leaders emphasized their limited voice in local governance, with most decisions taken without their input. This underrepresentation affects the prioritization of gender-sensitive and youth-friendly policies.

2.5 Access to Resources and Services

The district's 2024 Annual Progress Report data shows that boys and girls have near parity in basic school enrollment – kindergarten 0.93, primary 0.9, but girls' retention at the JHS level drops significantly, especially in rural communities, with gender parity index at 0.79. Access to health services is a challenge due to long distances and transportation barriers, particularly affecting pregnant women in hard-to-reach areas like Kuli, Magni, Gbale, Tolligu, Singa and Satani. This is further worsened by the fact that the district's health facilities, which are largely CHPS compounds, are often inadequately equipped with essential medicines and qualified personnel. Women have limited access to land and often lack land ownership documentation, preventing them from accessing agricultural support programs. Some of these women have access to their husband's land but do not have ownerships and control over the land. Training sessions by the

District Department of Agriculture are often male dominated, with women citing inconvenient times and locations as barriers to attendance. The district in partnership with some DPs are working to change this narrative with Projects such as SIGRA, West Africa Food Systems Resilience Project (FSRP) and CHANGE Project which are advocating for women's participation and inclusion in project activities.

2.6 Unpaid Care Work

Unpaid care work is disproportionately carried out by women and adolescent girls. Community engagements in Tibung, Kpalga and Kpilo highlighted that women shoulder a disproportionate share of unpaid care responsibilities such as cooking, fetching water, cleaning, and caregiving. This limits women's time for economic activities, participation in governance, and self-development and this tends to also have negative effects on their wellbeing. Despite awareness raised by NGOs, there is limited investment in time-saving infrastructure like boreholes or community childcare centers. The WISE project in the past created safe spaces for children and currently the U-CARE project is working on behavioral changes to address this challenge.

2.7 Unequal Impact of Climate Change

The SIGRA 2024 Climate Risk and Vulnerability Assessment covering 12 communities revealed that women farmers in communities such as Zangbalung and Gbullung reported more severe impacts from unpredictable rainfall patterns, reduced yields, and flooding. Women and PWDs indicated they had less access to early warning systems, extension services, or adaptation training. To ease the negative impact of climate change, the district department of agriculture is promoting climate smart agricultural practices such as the use of drought tolerant crops and crop diversification. During the community validation meetings, it was also clear that existing disaster response systems did not prioritize the specific needs of women-headed households or persons with mobility impairments. In the Nawuni community for instance, repeated flooding over the years has led to school closures and displacement, with children and women the most affected.

2.8 Commitment to Gender Responsive Planning and Budgeting (GRPB)

The Assembly has taken initial steps toward Gender Responsive Planning and Budgeting. Gender-disaggregated data will be a key consideration in the development of the 2026-2029 District Medium-Term Development Plan. In the 2025 Annual Action Plan there is a gender budget line introduced to support gender related activities, with funding through internally generated funds

and DACF. There is also additional funding sourced through external support; the SIGRA project to support women's economic empowerment and social inclusion in the district. The Assembly's Planning and Budget Officers and other key staff have received some training in GRPB under the SIGRA project. However, routine expenditure tracking from a gender lens is yet to be fully institutionalized, and there is limited community participation in budget decision-making.

2.9 Key GESI Issues and Gaps

The district is faced with a plethora of GESI issues but key ones among them have been identified with proposed solutions to address them and given in Table 2 below.

Table 2: Key GESI Issues and Gaps

S/N	Thematic Area	Identified Gaps	Proposed Solutions	Lead Institution
1	Low political representation of women and PWDs	- There is one (1) female out of the 24 elected Assembly Members representing (4%) and three (3) females out of the 11 government appointees (27%) - No representation of women at the sub-district Level (Unit committees) - Limited participation of women and PWDs in decision making processes in the communities and the Assembly	- Leadership development & mentorship. Co-opting women into some level of Assembly decision making processes - Make deliberate efforts to hold segregated focus group dialogues such as with women and vulnerable groups to gather their opinion for decision making. - Identify and engage male allies who will support/champion women empowerment activities - Work with political parties to implement the Affirmative Action Law	- Gender Desk Officer - Department of Social Welfare and Community - NCCE - Assembly Members

2	Gender-Responsive Budgeting and Services	• Lack of political will to prioritize and implement Gender Responsive Budgeting • Limited participation of women and girls in the planning and budgeting processes of the Assembly • Limited capacity of staff to effectively plan and implement Gender-Responsive Budget	• Allocate funds for key services ie. Gender focused activities and support services • Getting the buy-in of political heads on the relevance of Gender-Responsive Budgeting and Services • Incorporating gendered perspective in the design of projects • Adequate resource provision to support broader stakeholders (focus groups) in the planning and budgeting processes	• District Finance Office • Planning Unit • Social Welfare and Community Development • Gender Desk Officer
3	Disability Inclusion	• Limited access particularly with the old infrastructure for PWDs • Risk of unsustainable educational programs for PWDs due to funding • Persistent stigma against PWDs • Inadequate allocation of funds for PWDs related activities	• Renovations of old infrastructures to be PWD user friendly • Train teachers on inclusive education • Link vocational training to business hub • Media campaigns to combat stigma • Develop partnership with CSOs to support Disability Inclusion	• Social Welfare and Community Development • Ghana Education Service (GES) • Works Department • NGOs/CSOs • District Planning Unit

		• Limited user-friendly Educational Facilities and teaching and learning resources for PWDs • Inadequate instructors to handle PWDs in inclusive schools	• Implement incentive systems for teachers who accept postings to deprived communities • Integrate Disability friendly system into building	
4	Cultural norms that reinforce women's subordination	• Entrenched gender roles and stereotypes that limit women's opportunities • The patrilineal landownership system restricts women's access and control of land, limiting their ability to cultivate high-value cash crops • Patriarchal community leadership and household systems limit women's involvement in public decision-making • Women disproportionately carry the burden of unpaid care work and household responsibilities	• Organize community dialogues and sensitization sessions with traditional leaders, chiefs and landowners on the importance of equitable access to land for women • Support men's involvement in household and care responsibilities through behaviour change communication programs • Promote intergenerational and male-led advocacy on transforming social norms and breaking harmful gender stereotypes	• Traditional Authorities • Social Welfare and Community Development • Gender Desk Officer • NCCE

5	Economic Participation	• High income inequality between men and women with men being more resourceful • Women's limited access to productive resources like farm machinery, fertilizers/farm input, processing facilities, storage facilities, capital, access to credit • Low entrepreneurial and business management skills particularly among women • Low capacity of women in the operation of farm machinery • Lack of market facilities for traders particularly women • Limited knowledge in modern farming technologies	• Train and sensitize farmers, particularly women, on modern farming techniques including mechanized farming and climate-smart agriculture • Facilitate the formation of women-led farmer-based organizations (FBOs) and cooperatives to ease access to financial schemes and input support • Establish and upgrade local market facilities to provide safe and hygienic trading spaces for women • Provide business management and financial literacy training through BAC and other partners • Liaise with Department of Agriculture to include women in agricultural extension services and access to farm machinery	• Department of Agriculture • Business Advisory Centre (BAC) • Gender Desk Officer • Social Welfare and Community Development • Planning Unit
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6	Healthcare	• Limited access to healthcare services and NHIS registration services due to distance and lack of mobile teams • One functional hospital in the district to handle referrals or emergency care • Inadequate delivery beds and equipment in health centres and CHPS compounds endangering maternal health • Low family planning uptake due to religious and cultural resistance	• Partner with NHIS to conduct mobile registration exercises in hard-to-reach communities • Advocate for speedy completion and equipping of the District Hospital under the Agenda 111 initiative • Provide delivery kits, sterilization equipment and logistics to CHPS zones to improve maternal health outcomes • Conduct targeted sensitization on family planning in collaboration with traditional leaders, women's groups and faith-based organizations	• District Health Directorate (GHS) • NHIS District Office • Social Welfare and Community Development • Planning Unit • Budget Unit
7	Climate Change	• Limited economic opportunities which force women into unsustainable livelihoods like charcoal production, leading to bush burning and tree cutting, which worsens soil erosion and carbon emissions.	• Train and support women to adopt alternative livelihoods such as cassava processing, beekeeping and mushroom farming to reduce reliance on charcoal burning • Promote rainwater harvesting at the household level and invest in borehole	• Environmental Health Unit • Department of Agriculture • NADMO • Works

		• Drying up of dams and streams due to erratic rainfall and overuse, forcing women and girls to walk longer distances for water. • Absence of localized early warning systems leaves households unprepared for disasters like floods and droughts	drilling and mechanization to reduce portable water scarcity • Establish and train community-based disaster response teams (including women, youth and PWDs) to respond quickly to climate emergencies and bagre dam spillage • Partner with NADMO to introduce early warning information systems using radio and community information centres	• CWSA • Planning Unit • Budget Unit
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3.0 PRACTICAL AND STRATEGIC GESI NEEDS

Gender Equality and Social Inclusion (GESI) in Kumbungu District requires addressing both practical and strategic needs to ensure inclusive development. Practical needs focus on immediate necessities like healthcare, education, and employment, while strategic needs aim at systemic changes, including women's participation in decision-making and access to resources. Tackling both aspects is essential for eliminating inequalities and fostering sustainable development. Table 3 below presents the Practical and Strategic Gender Needs of the district.

Table 3: Practical and Strategic Gender Needs of the District

SN	Practical Gender Needs	Strategic Gender Needs
1	Access and control over resources and assets along the agriculture value chain, including finance, insurance, land, inputs, and information.	Support for women's cooperatives and farmer-based organizations to gain access to markets, land and financial services
2.	Access to skills training and alternative livelihoods, to diversify their income and reduce their risk and shocks to climate change and other eventualities. (soap-making, food processing, beekeeping and others)	Increased monitoring and collection of sex and age-disaggregated data as well as data on disability and other minority groups to inform decision making and ensure accountability.
3.	Improve access to water and sanitation (construction of boreholes and mechanized water systems and WASH facilities)	Gender Responsive Planning and Budgeting - Participatory planning platforms that allow women and marginalized groups to voice their priorities and capacity building for Assembly staff on integrating gender analysis into plans and budget
4	Maternal and child health outreach services (to reach remote areas)	Promotion of a more gender equal distribution of unpaid care work and domestic work in the home
5	Scholarship schemes (for girls and children with disabilities)	Empowerment programs to increase women's representation in local decision-making bodies (Unit committees, Area Councils, Assembly) and Affirmative action policies or quotas in local committees to increase access to decision-making spaces to ensure women, youth, and persons with disabilities are represented.

6	Safe and accessible roads (to ease transportation to markets, schools, and health facilities)	Elevated role of gender focal persons and gender desk officers in key technical processes at MMDA level. Increase advocacy with CSOs to pick permanent gender desk officers instead of acting roles.
7	Community based protection systems (to respond to Gender-Based Violence)	Strengthening institutions that respond to SGBV with gender-sensitive referral systems and trained personnel.
8	Increase access to agricultural extension officers (especially officers who are women)	Increased engagement of women and women led CSOs in government policies, budget and planning decisions.

4.0 INTERSECTIONAL GENDER EQUALITY AND SOCIAL INCLUSION (GESI)

STRATEGY

This section presents a structured template that outlines the district’s objectives, key findings from the GESI analysis, priority issues requiring attention, and the District Assembly’s commitment to addressing these gaps through targeted strategies. The approach is informed by participatory assessments and data analysis, ensuring that the voices of vulnerable populations are reflected. Additionally, measurable indicators are included to track and measure progress and ensure accountability in delivering equitable and socially inclusive development outcomes across all sectors.

The GESI Strategy is presented in Table 4 below:

Table 4: Template for Intersectional Gender Equality and Social Inclusion (GESI) Strategy

Impact / Content Area (s)	Priority (1 being highest, 3 being lowest) Identified Issues	District Objective Gender and Social Inclusion Gap Analysis	District Actions District Commitment/Strategies	Evidence for gap or need and who will benefit	Responsible person / Department for meeting objective	Partners or champion institutions	Indicators / outputs that can be used to measure progress
Gender Responsive Planning and Budgeting	1	Integrate gender considerations into district planning and resource allocation	• Train staff on gender-responsive planning and budgeting (GRPB) • Include gender indicators in all planning documents • Allocate specific funds for gender-related activities	• Staff limited capacity on GRPB of • Lack of gender disaggregated data and limited funding for gender priorities • Beneficiaries: women, youth, PWDs,	Planning Unit, Budget Unit, Finance, Gender Desk	NDPC, MoGCSP, SIGRA, Children Believe, Alinea, SEND Ghana, Songtaba, SWIDA, Sung foundation	• Number of staff trained on GRB disaggregated by sex • Percentage of budget allocated to gender-related activities Gender

				marginalized groups			Indicators included in plans
Disability Inclusion	1	To promote an inclusive environment by improving accessibility of public facilities, enhancing inclusive education, and increasing social and economic opportunities for Persons with Disabilities (PWDs).	- Renovations of old infrastructures to be PWD user friendly - Integrate Disability friendly system into new building - Link vocational training to business hub - Media campaigns to combat stigma - Develop partnership with CSOs to support Disability Inclusion	- Limited access particularly with the old infrastructure for PWDs - Risk of unsustainable educational programs for PWDs due to funding - Persistent stigma against PWDs - Inadequate allocation of funds for PWDs related activities	SWCD GES Works Department District Planning Unit	Children Believe, UNICEF, SIGRA, CAMFED, CALID	- Number of public buildings renovated to meet disability-friendly standards. - Number of teachers trained on inclusive education. - Number of PWDs linked to vocational training and business hubs.

			• Implement incentive systems for teachers who accept postings to deprived communities	• Limited user-friendly educational facilities and teaching and learning resources for PWDs • Inadequate instructors to handle PWDs in inclusive schools			• Number of media campaigns conducted to combat stigma against PWDs. • Number of partnerships formed with CSOs for disability inclusion programs. • Amount of funds allocated annually to PWD-related activities.
Cultural norms that reinforce	1	To transform harmful gender norms by promoting	• Organize community dialogues and sensitization	• Entrenched gender roles and stereotypes that	Traditional Authorities Social Welfare and	Children Believe, Alinea, Songtaba,	• Number of community dialogues and sensitization

women's subordination		equitable access to resources, increasing women's voice and participation in decision-making, and fostering shared household responsibilities	sessions with traditional leaders, chiefs and landowners on the importance of equitable access to productive resources, including land for women • Support men's involvement in household and care responsibilities through behavior change communication programs • Promote intergenerational and male-led advocacy on	limit women's opportunities • Patrilineal resources ownership such as land ownership which restricts women's access and control of land, limiting their ability to cultivate high-value cash crops • Patriarchal community leadership and household systems limit women's involvement in public decision-making	Community Development Gender Desk Officer NCCE	Sung Foundation	sessions held with traditional leaders and landowners. • Number of women supported to secure access to and control over land. • Number of advocacy campaigns led by men and intergenerational groups to address harmful gender stereotypes. • Percentage increase in men
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			transforming social norms and breaking harmful gender stereotypes	• Women disproportionately carry the burden of unpaid care work and household responsibilities			participating in household and care responsibilities • Number of traditional leaders publicly endorsing women's inclusion in decision-making. • Number of community by-laws or agreements promoting women's land rights.
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Women's Economic Empowerment	1	Improve livelihoods and access to economic opportunities for women and youth	• Support for women cooperatives and FBOs • Facilitate access to microfinance and farm input • Promote women-led agro-processing (e.g., shea butter) • Promote women to venture into alternative livelihoods initiatives (soap making, poultry and small ruminant farming, vegetable gardening, beekeeping)	• Women, especially rural women face difficulties accessing credit, markets, and land hindering their productivity and income. • Beneficiaries: women, farmers, youth, PWDs	Planning Unit, BAC, Agric Dept, Gender Desk	MoFA, GEA, SIGRA, Women's groups	• Number of women supported with grants/inputs • Number of cooperatives formed • Increase in women's IGAs
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			Promote savings and loans schemes (VSLA)				
Health care	1	Enhance access to quality and equitable healthcare services for marginalized groups	- Partner with NHIS to conduct mobile registration exercises in hard-to-reach communities - Advocate for speedy completion and equipping of the District Hospital under the Agenda 111 initiative - Provide delivery kits, sterilization equipment and logistics to CHPS zones to improve	- Limited access to healthcare services and NHIS registration services due to distance limited health centers and lack of mobile teams - One functional hospital in the district to handle referrals or emergency care - Inadequate delivery beds and equipment in health centers and	District Health Directorate NHIS District Office Social Welfare and Community Development Planning Unit Budget Unit, Gender Desk	Children Believe, Norsaac, UNICEF GHS	- NHIS coverage - Completion of Agenda 111 hospital - Number of dialogues and radio discussion held to raise awareness on maternal health - Number of delivery beds and hospital equipment provided to

			maternal health outcomes • Conduct targeted sensitization on maternal health and family planning in collaboration with traditional leaders, women's groups and faith-based organizations through dialogues and radio discussions • Expand the number of CHIPS Compounds coverage and make facilities disability-inclusive to	CHPS compounds endangering maternal health • Low family planning uptake due to religious and cultural resistance • Beneficiaries: women, girls, PWDs, elderly			CHPS compounds • Number of CHPS compounds expanded
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			accommodate PWDs				
Climate Change	1	To enhance community resilience to climate change impacts through sustainable livelihoods, improved water security, and effective disaster preparedness	• Train and support women to adopt alternative livelihoods such as cassava processing, beekeeping and mushroom farming to reduce reliance on farming and charcoal burning • Facilitate the establishment of modern shea butter processing centres across key production areas • Promote rainwater harvesting at the household level and	• Limited economic opportunities which force women into unsustainable livelihoods like charcoal production, leading to bush burning and tree cutting, which worsens soil erosion and carbon emissions. • Drying up of dams and streams due to erratic rainfall and overuse, forcing women and girls to	Department of Agriculture Environment al Health Unit NADMO Works CWSA Planning Unit Budget Unit	SIGRA CLIP	• Number of women trained and supported to adopt alternative livelihoods (e.g., cassava processing, beekeeping, mushroom farming). • Number of rainwaters harvesting systems installed at the household level.

			invest in borehole drilling and mechanization to reduce potable water scarcity • Establish and train community-based disaster response teams (including women, youth and PWDs) to respond quickly to climate emergencies and Bagre dam spillage • Partner with NADMO to introduce early warning information systems using radio and	walk longer distances for water. • Absence of localized early warning systems leaves households unprepared for disasters like floods and droughts			• Number of boreholes drilled or mechanized to improve access to potable water. • Number of community-based disaster response teams established and trained (including women, youth, and PWDs). • Number of functional early warning systems set up in
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			community information centres				collaboration with NADMO. • Number of community sensitization sessions on climate change and disaster preparedness. • Reduction in reported cases of water scarcity during the dry season • Number of shea butter processing centres established.
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Unpaid Care Work Reduction	2	Reduce time poverty and care burden for women and girls	• Provide grinding mills and energy-saving cook stoves • Establish community-based childcare centres in markets • Conduct behavioural change campaigns to encourage men's involvement in household chores • Train and mentor selected households as Gender Model Families (GMFs) to serve as examples of equitable	• There is little recognition for unpaid care work at the community and district level. • Women spend more time on unpaid domestic work, reducing their opportunities for education and income-generating activities hours/day on unpaid care work. • Beneficiaries: rural women, market women	Gender Desk, Planning Unit, SWCD	SIGRA project, U-Care Project (Alinea, Send Ghana, Songtaba), UNICEF, NGOs	• Number of childcare centers established • Time savings reported by women • Use of energy-saving technologies
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			household labour distribution				
Girls' Education and School Retention	1	Increase school enrolment and retention among girls	• Provide sanitary pads and menstrual hygiene education • Promote scholarships for girls and PWDs • Expand physical access to JHS education in rural areas • Lobby for improved coverage of the School Feeding Programme in the district • Advocate for the improvement of FSHS programme	• High dropout rate among adolescent girls, resulting from child marriage, and teenage pregnancy. • Also, some communities lack the nearby JHS, forcing students to travel long distances, increasing risk of harassment and dropouts. • In addition, the inadequate financial support for vulnerable	Education Department, Gender Desk, SWCD	GES, Scholarship Secretariat, Plan International Ghana, UNICEF, CAMFED	• Number of girls receiving pads/scholarships • Net enrolment rate • Dropout rate • Number of schools benefiting from SFP • Number of rural communities with nearly constructed or upgraded JHS facilities

			• Engage religious and opinion leaders to champion anti-child marriage campaigns • Train community volunteers to serve as advocates or champions against child marriage • Facilitate the implementation of CAMfed and other NGO-sponsored programs to encourage pupils, especially girl children, to enrol and remain in school	groups including girls and PWDs makes it difficult to transition to higher levels. • Beneficiaries: schoolgirls, PWDs			• Percentage of enrolment of children with disabilities • Gender Parity Index
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Women's Leadership & Participation	2	Strengthen inclusive governance and participation	• Conduct leadership training for women/youth • Enforce quotas for women and PWDs on local committees • Create awareness through community dialogue and radio discussions on involving women, minority groups and adolescent girls in decision-making process • Conduct civic education programs to encourage women	• Low participation of women and marginalized in decision-making due to cultural norms, lack of confidence and restricted access to training. Minority groups (Fulbes), PWDs, and adolescent girls are often excluded from decisions concerning them at the community and household level. • Beneficiaries: women, youth,	DA, Unit committees, ISD, Gender Desk	NCCE, CHRAJ, CSOs	• Number of women/youths in leadership roles • Number of leadership forums held • Percentage of community meetings where women, PWDs, or youth actively contribute • Percentage of functional committees at the district and community levels with at least 30%
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			participation in local governance	PWDs, minority groups			female representation
Infrastructure Development	2	Promote inclusive infrastructure that caters to the needs of all, including women, PWDs and the elderly	• Ensure public infrastructure includes disability and gender-friendly features • Construct safe, accessible public spaces • Provide safe and accessible roads (to ease transportation to markets, schools, and health facilities)	• Infrastructure often lacks safety and accessibility features. • Beneficiaries: women, girls, PWDs, elderly	Works Dept, Physical Planning Dept.	PWD Federation, MoGCSP	• Number of gender friendly facilities constructed (Schools and CHPS and other health facilities) • Number of public spaces upgraded • Number of roads leading to key facilities (market, schools, health facilities) upgraded

Monitoring and data collection	2	Strengthen gender-responsive monitoring systems and improve availability of disaggregated data for decision making	• Develop and apply gender-sensitive indicators across all sectors • Train M&E officers and departments on sex, age, and disability-disaggregated data collection • Conduct periodic gender audits and community scorecards	• Limited availability of sex-disaggregated and intersectional data has weakened the effectiveness of planning and reporting • Beneficiaries: District departments, women, youth, PWDs	Planning Unit, District Health Directorate, District Education Directorate, Gender Desk, SWCD, BAC	NDPC, GSS, Alinea International	• Number of departments collecting disaggregated data • Number of staff trained on gender-sensitive tools • Annual gender audit reports produced and used in planning
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APPENDICES

APPENDIX A

TABLE 5: GESI Strategy Preparation Team

NO	NAME	DESIGNATION
1	RUHAIMA SALISU	DISTRICT COORDINATING DIRECTOR
2	BELINDA BUKARI	DISTRICT PLANNING OFFICER
3	ISSAHAKU IDDRISU	HEAD, SOCIAL WELFARE AND COMMUNITY DEVELOPMENT
4	ABIBA MUSAH	DISTRICT AGRIC DIRECTOR
5	YAKUBU ABUBAKARI	HEAD, DISTRICT WORKS DEPARTMENT
6	ALHASSAN OSMAN	DISTRICT PHYSICAL PLANNING OFFICER
7	TANKO SAHADA	DISTRICT BUDGET ANALYST
8	BRAIMAH FAROUK	DISTRICT HEALTH DIRECTOR
9	YAHAYA SULEMANA	DISTRICT EDUCATION DIRECTOR
10	BARIKISU E. MUMUNI	GENDER DESK OFFICER
11	IDDRISU TAHIRU	DISTRICT INTERNAL AUDITOR
12	ABDUL JABAR ISSAHAKU	DISTRICT PROCUREMENT OFFICER
13	PETER ADDA	HEAD, ENVIRONMENTAL HEALTH UNIT
14	PATIENCE SAASI	DISTRICT ACCOUNTANT
15	MOHAMMED BABA KAMAL	ASSISTANT DIRECTOR I
16	MARIAMA FUSEINI	SENIOR DEVELOPMENT PLANNING OFFICER
17	JOAN ADELLEWINE AZANGE	SENIOR BUDGET ANALYST
18	DERRICK SLONIMPA	SENIOR SOCIAL DEVELOPMENT OFFICER
19	ABDUL-RAUF INUSAH	DEVELOPMENT PLANNING OFFICER
20	ABDUL-KARIM YAKUBU	MIS, DEPARTMENT OF AGRICULTURE
21	BARAKATU IBRAHIM	ASSISTANT CHIEF ENVIRONMENTAL OFFICER
22	NURUDEEN IBRAHIM	PROJECT COORDINATOR, CLIP
23	AMINU AWAL	PROJECT OFFICER, CLIP
24	LAMNATU ADAM	EXECUTIVE DIRECTOR, SONGTABA
25	ABDUL KASIRU SHANI	HEAD OF PROGRAMMES AND POLICY, SONGTABA
26	JOSEPH BANYEN	NORTHERN REGIONAL COORDINATOR, SIGRA
27	ELHAM MUMUNI	GENDER AND CSOs ADVISOR, SIGRA