



MION DISTRICT INTERSECTIONAL GENDER EQUALITY AND SOCIAL INCLUSION (GESI) STRATEGY

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List of Acronyms

BAC: Business Advisory Centre
CRS: Catholic Relief Service
CAPs: Community Action Plans
CBOs : Community Based Organisations
CRPD: Convention on the Rights of Persons with Disabilities
CSOs : Civil Society Organisations
CVRA : Climate Vulnerability and Risk Assessment
DoA: Department of Agriculture
DSWCD: Department of Social Welfare and Community Development
DA: District Assembly
DCD: District Coordinating Director
DCE: District Chief Executive
DDHS: District Director of Health Services
DPCU: District Planning Coordinating Unit
DPO: District Planning Officer
DOVVSU: Domestic Violence Victim Support Unit
M&E: Monitoring and Evaluation
FBO's: Famer Based Organisations
GBV: Gender Based Violence
GES: Ghana Education Service
GHS: Ghana Health Services
GPRS: Ghana Poverty Reduction Strategy
GIZ: German Development Corporation
GoG: Government of Ghana
GPSNP: Ghana Productive Safety Net Project
HoD: Head of Departments
ISD: Information Services Department

JHS: Junior High School

KG: Kindergarten

LEAP: Livelihood Empowerment Against Poverty

MoFA: Ministry of Food and Agriculture

MMDAs: Metropolitan, Municipal and District Assemblies

MTDP: Medium Term Development Plan

NDPC: National Development Planning Commission

NGO: Non- Governmental Organisation

NGCP: National Gender and Children Policy

MoGCSP: Ministry of Gender Children and Social Protection

PHC: Population and Housing Census

PPT: Plan Preparation Team

RCC: Regional Coordinating Council

SME: Small and Medium Enterprise

TA: Traditional Authorities

UN: United Nation

UNDP: United Nations for Development Programmes

UNFPA: United Nations Fund for Population Activities

WATSAN: Water and Sanitation Committee

WAJU: Women and Juvenile Unit

Acknowledgement

We wish to express our sincere appreciation to the Hon. District Chief Executive (DCE) and the District Coordinating Director (DCD) of the Mion District Assembly for their exemplary leadership, commitment, and invaluable support throughout the development of the District's Gender Equality and Social Inclusion (GESI) Strategy.

We further extend our profound gratitude to the following officials and partners whose active participation, technical expertise, and thoughtful contributions greatly enriched the process and ensured the development of a practical, inclusive, and context-responsive strategy document:

- **Mr. Ibrahim Mustapha** – Development Planning Officer
- **Mr. Abdullah Zakaria** – Development Planning Officer
- **Mr. Baba Musah** – Ghana Education Service (Planning Officer)
- **Ms. Amida Adam** – Women in Agricultural Development (WIAD)
- **Ms. Vivian Anyaaku** – Gender Desk Officer
- **Mr. Osman Issifu Chimsi** – Ghana Health Service
- **Mr. Sherif Sufuyan** – Project Officer, URBANET

Special recognition is also extended to Global Affairs Canada and the Cowater-SIGRA Project Team for the critical technical role played in guiding the process, facilitating the review sessions, providing strategic inputs, and financially supporting the development of the strategy. Their commitment to strengthening gender-responsive planning at the district level has been invaluable.

We equally acknowledge the support of the Northern Regional Coordinating Council (NRCC) for its technical oversight, coordination, and continuous backstopping throughout the strategy development process.

The dedication, professional insights, and collaborative spirit of all stakeholders were instrumental in shaping a strategy that reflects the development priorities and inclusion needs of the district.

We deeply appreciate the collective commitment to advancing gender equality and social inclusion in Mion District.

Introduction

Mion District, located in Ghana's Northern Region, was established in 2012 through Legislative Instrument (L.I.) 2062 after being carved out of the Yendi Municipal Assembly. The district covers a land area of approximately 2,714.1 km² and is bordered by Tamale Metropolis, Savelugu Municipal and Nanton District to the west, Yendi Municipal to the east, Nanumba North and North East Gonja districts to the south and Gushegu and Karaga districts to the north. According to the 2021 Population and Housing Census conducted by the Ghana Statistical Service, Mion has a total population of 94,930, comprising 47,162 males (49.7%) and 47,768 females (50.3%). The district is predominantly rural, with 89.6% of residents living in rural areas, and has a population density of about 30.1 persons per km².

The district has a youthful demographic profile, with a significant portion of the population under the age of 35. Despite this potential, development challenges persist, particularly in education, healthcare, sanitation, and access to economic opportunities. Literacy rates remain low, especially among females in rural communities, limiting their access to information, formal employment, and leadership roles. Traditional norms and inadequate access to quality social services continue to reinforce gender inequalities and marginalize groups such as persons with disabilities (PWDs), ethnic minority (Fulani, others), female-headed households, and economically disadvantaged youth.

Women and girls in the district face multiple barriers to full participation in public life and economic development. In agriculture, the mainstay of the local economy, women are actively involved in production but lack equal access to land, inputs, extension services, and market opportunities. Additionally, the burden of unpaid care work, harmful cultural practices such as early marriage, and gender-based violence further limit their potential. Persons with disabilities and minority ethnic or religious groups also face exclusion from development processes and governance spaces, making inclusive planning and targeted intervention essential.

In response, the Mion District Assembly is committed to implementing a Gender Equality and Social Inclusion (GESI) Strategy to address these disparities. This strategy provides a framework to mainstream gender and inclusion across the district's development planning, budgeting, and service delivery processes. It aligns national and international frameworks, including the Sustainable Development Goals (SDGs), the National Gender Policy, and decentralization policy, and promotes equity in sectors such as agriculture, education, health, WASH, and local governance. The strategy also emphasizes intersectional approaches that recognize how gender inequality intersects with other forms of exclusion, ensuring that no one is left behind.

International Commitments

Ghana has demonstrated its commitment to gender equality and social inclusion by ratifying several international, regional, and national frameworks. These include: the *Beijing Declaration and Platform for Action (1995)*; the *Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)*; the *Sustainable Development Goals (SDGs)*, particularly SDG 5 on Gender Equality; 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)* and its Protocol on the Rights of Women (Maputo Protocol); the *Convention on the Rights of Persons with Disabilities (CRPD)*; and the *African Union Agenda 2063*.

However, despite these commitments, underfunding remains a major barrier to realizing gender-responsive development. The UN Secretary General's 23rd Review of the Beijing Platform for Action noted that inadequate investment in gender equality has slowed progress in critical areas, with financing gaps reaching up to 90% in some contexts. These gaps especially affect infrastructure, economic empowerment programs, and essential services in rural districts like Mion. The GESI strategy therefore underscores the need for gender-responsive budgeting and increased financial investments to drive equitable development outcomes in the district.

National Policy and Legal Framework

Ghana's National Gender Policy and legal frameworks provides a comprehensive foundation for promoting gender equality and the empowerment of women. It outlines key strategies and demonstrates the government's commitment to advancing gender equity by strengthening normative, legal, and administrative systems. The framework supports the integration of gender perspectives into national development efforts and ensures legal protection and inclusion for all, particularly women, girls, and marginalized groups. Key national policies and legal instruments that reflect these commitments are summarized in the table below.

Table 1: Overview of Major National Commitments to Gender Equality and Social Inclusion in Ghana

Year	Lead Institution	Policy / Action	Objective	Primary Beneficiaries
1975	Government of Ghana, NCWD	Establishment of National Council for Women and Development	Promote full integration of women into national development	Women and girls
1986 (Feb 2)	Government of Ghana	Ratification of CEDAW	Legal protection and elimination of discrimination against women	Women and girls

1992	Government of Ghana	1992 Constitution	Guarantee fundamental human rights of all citizens	All citizens, including groups in vulnerable situations
1998	Ghana Police Service	Establishment of Women and Juvenile Unit (WAJU)	Address violence against women and children	Women and children
1998 (2001)	MOWAC (now MoGCSP)	National Gender and Children Policy	Mainstream gender and children's issues in development	Men and women, boys and girls
2003	Government of Ghana	Ghana Poverty Reduction Strategy I (GPRS I)	Integrate gender issues into development planning	General population including women
2004	MOWAC	Launch of Domestic Violence Victim Support Unit (DOVVSU)	Provide legal and psychosocial support for survivors of violence	Women and victims of domestic violence
2006	Government of Ghana	Ghana Poverty Reduction Strategy II (GPRS II)	Continue gender mainstreaming agenda	Marginalized groups including women
2006	Government of Ghana	Persons with Disability Act (Act 715)	Promote rights of persons with disabilities and establish National Council	Persons with disabilities
2012	MoGCSP	Affirmative Action Act	Increase women's participation in politics and decision-making	Women and girls
2012	Government of Ghana	Ratification of the Convention on the Rights of Persons with Disabilities (CRPD)	Promote and protect rights of persons with disabilities	Persons with disabilities
2013	MoGCSP	Launch of National Gender Policy and Action Plan	Promote gender equality and equity across sectors	Women, children, and marginalized groups
2014	Civil Society Organizations	16 Days of Activism Against GBV	Raise awareness and advocate to end gender-based violence	General population
2014	Government of Ghana	Livelihood Empowerment Against Poverty (LEAP) Programme	Social protection for vulnerable individuals	Widows, orphans, and persons with disabilities

2015	UN Women, UNFPA, UNDP, etc.	HeForShe Campaign Launch	Promote gender equality and male involvement	General population
2016	MoGCSP & Partners	National Plan of Action to End Violence Against Women and Children	Prevent and respond to GBV	Women and children at risk
2017	Government of Ghana	Draft Affirmative Action Bill	Institutionalize women's participation in governance	Women in politics and decision-making
2017	Ministry of Food and Agriculture	Planting for Food and Jobs	Support farmers and food security	Small-scale farmers, including women
2017	Ministry of Food and Agriculture	Women in Agriculture Programme	Address gender gaps in agriculture	Female farmers
2017+	MoFA & Development Partners	ADVANCE Project	Improve gender equality in agricultural value chains	Women in agribusiness
2019	Civil Society Organizations	16 Days of Activism Against GBV	Sustain advocacy against gender-based violence	General population
2020	Government of Ghana	Land Act (Act 1036)	Ensure gender-sensitive access to land	Women and vulnerable individuals
2020	MoGCSP	Women's Empowerment Fund	Provide financial support for women entrepreneurs	Women in informal sector
2020	Ghana Enterprises Agency	Financial Programmes for SMEs	Support women-led small businesses	Women entrepreneurs and SMEs

Intersectional Gender-Based Analysis

2.1 Commitment to Gender Equality and Social Inclusion in Mion District

Mion District, located in Ghana's Northern Region, is home to a population of 94,930 people according to the 2021 Population and Housing Census (PHC). Of this total, 47,768 (50.3%) are female and 47,162 (49.7%) are males. Ethnically, the district comprises Gurma and Mole-Dagbani as the dominant groups (collectively over 86%), alongside minority ethnicities such as Mandé, Akan, Ewe, Hausa, Basare, Konkomba, Guan, Moshie, Fulani, and Chokosi.

Despite women forming over half the population, their participation in decision-making and governance remains low. As of 2024, there are no elected female Assembly Members in the 20-member District Assembly. Only three women are serving as government appointees, accounting for 13% of the Assembly's composition. Likewise, representation of people with disabilities (PWDs) is absent, with no elected or appointed PWD members currently in the Assembly. However, in 2015, the Assembly included one appointed PWD and two female appointees, suggesting some precedent for inclusive representation. In line with national efforts such as the proposed Affirmative Action Law, the District aims to achieve at least 35% female representation by 2028. Current strategies include mentorship for potential female leaders, focus group discussions to understand women's barriers to participation and mitigation strategies, and public education campaigns to shift cultural norms and promote women's leadership.

The District has also prioritized gender-responsive budgeting and economic empowerment initiatives. In 2024, approximately 38% of the agricultural budget was earmarked for women-focused interventions, including training, input support, and access to credit and markets. Parallel programs support girls' education through scholarships, mentorship, and provision of menstrual hygiene facilities in schools. To combat gender-based violence (GBV), the Assembly works with DOVVSU, civil society, and traditional leaders to strengthen community-level response mechanisms, referral systems, and survivor support services. These interventions aim to protect groups in vulnerable situations and enhance community safety.

Disability inclusion is also a key component of Mion's GESI efforts. According to the 2021 Census, 1,835 individuals (2.2%) in the district are living with disabilities, 943 males representing 51.4% and 892 females representing 48.6%, with visual impairment being the most common form. While 108 PWDs reside in urban areas representing 5.9%, a significant majority, 1,727 individuals (94.1%), live in rural communities. The district is implementing inclusive education measures, distributing assistive devices, and providing vocational training in areas like tailoring, cloth weaving, soap making, and agro-enterprise, especially targeting women and girls with disabilities. These efforts are reinforced by ongoing community sensitization campaigns aimed at reducing stigma and increasing public awareness of PWD rights.

Lastly, traditional governance structures in Mion, led by chiefs and women leaders (magazias) across communities in the Sang, Jimle, and Kpabia area councils, play an integral role in shaping community values, land allocation, dispute resolution, and local leadership development. These actors are increasingly involved in development planning and advocacy, particularly around issues like early marriage, girls' education, and women's participation in politics. Their inclusion ensures that interventions are culturally relevant and widely accepted. Through collaboration with traditional authorities, government institutions, and development partners, Mion District continues to take concrete steps toward a more inclusive, equitable, and socially just future.

2.2 Socio-Cultural Context, Including Cultural Norms in Mion District

Mion District is characterized by a rich cultural heritage shaped by its diverse ethnic composition, including Dagbani, Gurma, Konkomba, Basare, Akan, Hausa, Ewe, Chokosi, Guan, Mandé, Moshie, and other minority groups. The dominant ethnic group is the Dagbamba and Konkomba, whose traditional practices and systems significantly influence the district's governance, social

structures, and community life. Language, kinship, lineage, chieftaincy, and ancestral values play central roles in shaping identity and communal relations.

Traditional leadership is an integral part of governance in Mion. The paramountcy of Sang, together with sub-chiefs in Jimle, Kpabia, and surrounding communities, upholds customary authority and mediates issues related to land ownership, inheritance, marriage, and conflict resolution. Chiefs and queen mothers or Magazias also influence social cohesion and serve as gatekeepers in mobilizing communities for development. Their roles in development planning, dispute resolution, and gender advocacy are becoming increasingly important, especially in addressing early marriage, teenage pregnancy, and violence against women.

Culturally, patriarchal norms dominate the social fabric of Mion District. Men are generally regarded as household heads and primary decision-makers, while women and girls often play supportive roles in domestic and farming activities. These gendered expectations affect access to land, education, and leadership opportunities. Although women actively contribute to agriculture and trading, socio-cultural barriers often limit their participation in public life and governance. This has contributed to low representation of women in leadership positions, including local government structures.

Marriage customs in Mion are primarily traditional and arranged through family negotiations. Practices such as bride price and polygamy are common and widely accepted. While these customs are respected as part of cultural identity, they also reinforce power imbalances and early marriage trends, particularly among girls from poorer households. The Climate Vulnerability and Risk Assessment (CVRA) and gender profiles indicate that adolescent girls often face vulnerabilities related to forced marriage, lack of schooling, and limited access to reproductive health information.

Religious practices in the district include Islam, Christianity, and African Traditional Religion, all of which coexist and influence moral values and social behavior. Religious leaders often reinforce cultural norms, but they also have the potential to champion social change. Increasingly, faith-based organizations and traditional leaders are being engaged in efforts to promote girls' education, child protection, and gender equality through dialogue, awareness campaigns, and community outreach programs. Mion District's socio-cultural landscape, while deeply rooted in tradition, is gradually evolving toward inclusiveness as stakeholders recognize the need to challenge harmful norms and empower marginalized groups.

2.3 Economic Participation in Mion District

Economic activity in Mion District is largely informal and agriculturally driven, with varied livelihood options shaped by gender, age, and socio-cultural factors. Men, women, young women, and young men engage in diverse economic activities depending on access to land, skills, capital, and social norms.

Adult men in Mion typically engage in rain-fed farming, focusing on crops like maize, rice, yam, and groundnuts. Many also rear cattle, sheep, and goats or participate in small-scale trading of

farm produce. Some men operate as landowners, middlemen in local markets, or engage in seasonal construction labor or okada (tricycle transport) services during the off-farming season.

Adult women, who constitute over 50.3% of the population, often support their households through smallholder farming, usually on family plots. They are deeply involved in processing and selling of agricultural products such as shea nuts/butter, roasted groundnuts, millet porridge, and smoked fish. In markets like Sang, women are visible traders of roasted yam, fried dough, local soap, and especially guinea fowl meat, which is a key source of income for many. Additionally, women participate in Village Savings and Loans Associations (VSLAs), which serve as a safety net to support petty trading, farming, health and household needs.

Young men face high unemployment and underemployment. While some support family farms, others migrate to urban areas to engage in informal jobs such as motorbike transport, galamsey (illegal small-scale mining) in southern Ghana, or loading work in lorry stations. For many, these are temporary survival strategies due to limited access to land, vocational training, or startup capital.

Girls and young women, especially school dropouts, are involved in petty trade and food vending. In difficult economic times, many resort to livelihood coping mechanisms such as kayaye (head portering) in cities like Tamale, Kumasi, and Accra. These girls often remit earnings back to their families but face significant risks, including abuse and exploitation. Others remain in the district and engage in selling water, frying yam, or assisting mothers in guinea fowl roasting and sales during Sang market days.

In response to these livelihood challenges and vulnerabilities, Mion District, through its gender-responsive planning and budgeting, has initiated programs to support alternative income-generating activities. These include vocational skills training (e.g., tailoring, soya processing, hairdressing), youth-in-agriculture programs, and access to microcredit and agribusiness incubation, with a focus on women, PWDs, and out-of-school youth. The goal is to create a more inclusive local economy where all residents, regardless of gender or age, can engage in dignified and sustainable livelihoods.

2.4 Political Representation and Participation in Decision-Making in Mion District

Political participation and decision-making in Mion District occur across three main spheres: the household, community, and formal governance levels. Each of these levels is shaped by deeply rooted cultural norms, power hierarchies, and socio-economic inequalities that influence who has a voice and who is excluded, particularly women, PWDs, Fulani, and ethnic minorities.

At the household level, decision-making is largely male-dominated. Men are traditionally regarded as heads of households, controlling land, income, and decisions regarding family welfare, children's education, and even women's mobility and access to productive resources. Women, while central to agricultural production and household management, often have limited authority to make independent economic or social decisions. The Gender Profile and CVRA reveal that in

many rural households, women and girls need permission to access services or participate in community events, further limiting their agency and voice.

Within the community setting, power tends to be concentrated in the hands of elders, male opinion leaders, and chiefs. Though queen mothers or Magazias, and some respected elderly women play advisory roles, decisions about communal development projects, land allocation, and conflict resolution are mostly made by men. Youth, women, PWDs, and Fulani residents are often excluded from local decision-making forums or platforms, unless specifically invited or consulted through external development projects. This exclusion reinforces unequal power relations and perpetuates systemic marginalization of groups already in vulnerable situations.

In formal governance structures, the Mion District Assembly is composed of 29 Assembly member, 20 elected (69%), and nine (31.0%) appointed members, with three women, amounting to only 10.3% female representation in 2024. There are currently no elected female Assembly Members and one PWD representing 3.4% serving in the Assembly. Although the Assembly has expressed commitment to reaching 35% female representation by 2028, progress remains slow due to cultural resistance, low literacy among women, and limited resources to support female and PWD candidates. Efforts are underway to address these challenges through public education, mentorship, and affirmative action appointments, particularly for women and minority group leaders.

The Fulani community, though a significant socio-economic group engaged primarily in cattle rearing, remains largely invisible in political and development processes. Due to their semi-nomadic lifestyle and perceived “outsider” status, Fulani households often lack representation in local committees, face discrimination, and are left out of key community decisions. The district is beginning to engage them through targeted dialogue forums, but sustained efforts are needed to foster inclusion and build trust.

Overall, power dynamics in Mion District reflect broader patterns of intersectional exclusion based on gender, disability, age, ethnicity, and socio-economic status. Addressing these inequalities requires a multi-level approach, transforming norms at the household level, promoting inclusive leadership at the community level, and strengthening affirmative action governance policies at the district level. The Mion District Assembly is therefore working toward a more participatory governance system that values the voices and leadership of all its residents, particularly those who have historically been left out.

2.5 Access, Control, and Benefit in Mion District

In Mion District, access to, control over, and benefit from productive and social resources are highly influenced by gender, age, disability status, ethnicity, and socio-cultural norms. These dynamics determine who gets what, who decides, and who ultimately benefits from available resources and services at the household, community, and institutional levels.

Access to land, education, healthcare, markets, and financial services is generally more favorable to men than women. Men typically inherit or own land, giving them greater autonomy in agricultural decisions and investment. Women, on the other hand, often farm on borrowed or

family land with limited security and face restrictions in accessing agricultural inputs, credit, and extension services. Young women, PWDs, and ethnic minorities like the Fulani face even greater constraints due to intersecting layers of exclusion. For example, most Fulani households lack access to government support programs due to mobility and limited civic documentation.

Control over assets and decision-making is also unequally distributed. While men control household income, land use, and property, women's control is often limited to domestic roles or income generated from petty trade or small-scale processing. Decisions on how family resources are used, such as whether girls attend school, how food is distributed, or which crops to grow, are usually made by male household heads. Girls and young women may participate in income-generating activities like roasting yam or selling guinea fowl at Sang market but have limited say over how profits are used. Similarly, PWDs are often sidelined in family decisions due to stereotypes about their capabilities.

Benefit sharing from development programs, economic activities, and public investments remains unequal. Men typically benefit more from agricultural support services, input distribution, finance/credit facilities, and training programs. Although women contribute significantly to food production and marketing, they tend to receive fewer returns due to limited access to land, markets, and formal business support. Gender data from the MAG project and the district indicate that women's contribution is often undervalued, and their participation in leadership structures does not automatically translate into equitable benefits.

In response, Mion District is gradually integrating GESI principles into service delivery and planning. Through gender-responsive budgeting and targeted interventions, the district has allocated 38% of its agriculture budget to women-focused initiatives. These include access to subsidized farm input, training on improved practices, and market linkage support. Programs are also being designed to ensure PWDs and minority groups can benefit from vocational training, social protection schemes, and health services.

However, to achieve equitable development outcomes, there is a growing need to challenge power imbalances at all levels. Strengthening community-based structures that include women, youth, and marginalized groups in decision-making, and improving transparency and accountability in resource distribution, are critical steps. The district aims to create an enabling environment where access, control, and benefits are equitably shared, and all citizens, regardless of status, can thrive.

2.6 Unpaid Care Work in Mion District

Unpaid care work remains a critical yet undervalued aspect of daily life in Mion District, disproportionately affecting women and girls. These responsibilities include cooking, cleaning, fetching water and firewood, washing, childcare, eldercare, and tending to the sick or persons with disabilities within the household. Though essential for the functioning of families and communities, this work is not recognized in economic terms and is rarely included in planning or budgeting at the district level.

According to the District Gender Profile and data from the Climate Vulnerability and Risk Assessment (CVRA) and Ghana Household Registry, women and girls in Mion spend three to

five times more hours on unpaid care work than men and boys. This heavy burden often begins at a young age, limiting girls' school attendance, academic performance, and participation in extracurricular activities. For adult women, the time and energy dedicated to unpaid care responsibilities restrict their ability to engage in income-generating activities, political participation, skills training, and community leadership roles.

In rural communities, the situation is worsened by limited infrastructure and services. Women often walk long distances, sometimes several kilometers, to fetch water or collect firewood. In areas like Sang, Jimle, and Kpabia, poor road networks and lack of household sanitation facilities compound the strain on women's time. The absence of community childcare facilities or eldercare support further increases women's unpaid workload, especially in female-headed households or households caring for PWDs.

Despite their central role in sustaining family well-being, women's unpaid care contributions are invisible in economic assessments and planning processes. This reinforces the false perception that women are less productive or less economically active. Men, on the other hand, tend to engage in paid labor while benefiting from the unpaid support provided by female family members, perpetuating gender inequality both in the home and in the broader economy.

To address this imbalance, the Mion District Assembly, in collaboration with civil society actors, is beginning to incorporate care-sensitive planning into its development agenda. Initiatives include: piloting community water systems, supporting fuel-efficient cookstoves, encouraging shared household responsibilities through public sensitization, and advocating for the establishment of early childhood care centers at community level, especially at markets and women economic work centers. These interventions aim to reduce women's care burden and promote more equitable sharing of unpaid care responsibilities between men and women.

Recognizing, reducing, and redistributing unpaid care work is essential for advancing gender equality in Mion. Integrating unpaid care into policy and program design ensures that women and girls have equal opportunities to participate in education, leadership, and economic development.

2.7 Unequal Impact of Climate Change in Mion District

The effects of climate change in Mion District are widespread but unequally experienced across different segments of the population, particularly affecting women, girls, PWDs, the elderly, and poor rural households. The district faces increasingly erratic rainfall patterns, prolonged dry spells, and higher temperatures, all of which threaten food security, water availability, and household incomes. These challenges are most acutely felt by groups in vulnerable situations with limited coping capacity and fewer assets.

Women and girls, who are primary providers of water, food, and fuel for their families, bear the brunt of climate-induced resource scarcity. In times of drought or erratic rainfall, they must travel longer distances to fetch water or search for firewood, increasing their time poverty and physical burden. This not only reduces their availability for education or paid work but also exposes them to higher risks of violence and exploitation, especially in remote areas. Women's agricultural

productivity is also negatively affected due to limited access to climate-resilient inputs, extension services, and credit.

Men, particularly smallholder farmers, face the economic impacts of failed crops, declining yields, and livestock losses. While some migrate seasonally in search of work (e.g., into mining or construction), this coping strategy places added pressure on women left behind to manage both household and farm responsibilities. Among young men, climate vulnerability often fuels risky migration or engagement in informal, hazardous jobs such as *galamsey* (illegal mining), further contributing to social instability.

For PWDs, climate shocks amplify existing exclusion. Many PWDs rely on informal family support or small-scale trading, both of which are highly sensitive to climate variability. Limited mobility and lack of access to early warning systems, emergency shelters, and adaptive infrastructure prevent them from participating in climate adaptation planning or benefiting from available relief services.

The CVRA conducted in Mion District found that poor women-headed households, PWDs, and youth are least likely to recover from climate events due to fewer assets, limited education, and weak social networks. Many resort to negative coping mechanisms such as skipping meals, pulling children, especially girls, out of school, or migrating to urban centers to work as *kayayei* (head porters).

In response, the Mion District Assembly, in partnership with development stakeholders, is promoting climate-resilient farming, small-scale irrigation for women farmers, and environmentally sustainable income-generating activities. However, to be effective, climate strategies must be intersectional and inclusive, ensuring that groups in vulnerable situations are not only beneficiaries but active agents in climate adaptation planning. Integrating gender and social inclusion into climate responses will ensure that the transition to resilience is equitable and leaves no one behind.

2.8 Commitment to Gender Responsive Planning and Budgeting (GRPB) in Mion District

The Mion District Assembly continues to demonstrate commitment to Gender Responsive Planning and Budgeting (GRPB) by aligning its development processes with national regulatory frameworks, including the Medium-Term Development Planning Guidelines, Composite Budget Guidelines, and the National Gender and Development Policy. The Assembly recognizes that inclusive and equitable service delivery must be guided by deliberate efforts to prioritize the needs of women, youth, PWDs, and other marginalized groups. In line with this, key departments such as Agriculture, Education, Health, and Social Welfare have begun integrating gender and climate-sensitive targets into their annual plans and budgets.

In 2024, with technical support from the SIGRA project, selected district staff and representatives from civil society organizations received specialized training on Gender Responsive Budgeting (GRB) and the review of the Medium-Term Development Plan (MTDP) to incorporate gender equality and climate resilience indicators. This initiative marked an important milestone in

building the district's technical capacity to apply GRB principles across sectors. The training emphasized gender analysis, climate risk screening, budgeting tools, and inclusive indicator setting, helping departments to not only design more responsive interventions but also strengthen their ability to track and report gender-disaggregated data and outcomes.

Despite this progress, capacity gaps remain within the District Budget Committee, the District Planning and Coordinating Unit (DPCU), and across decentralized departments and substructures. Units such as Health, Works, Education, and Agriculture continue to face limitations in applying GRPB tools systematically. Subcommittees and area councils often lack the training to engage in gender-responsive planning or to analyze budgets through an equity lens. Recognizing these gaps, the Assembly intends to scale up GRPB training to cover General Assembly Members, MMDCEs/DCDs, area councils, and functional subcommittees. This will ensure that inclusive budgeting principles are internalized not only at the technical level but across political and administrative leadership structures.

Additionally, the Assembly is increasingly working with key civil society organizations (CSOs), community-based organizations (CBOs), women-led groups, and PWD associations to bridge these gaps and promote collaborative governance. Development partners such as USAID MSR, RING II, Ghana Safety Nets, norsac, Songtaba, SEND Ghana, Urbanet, and RICE Ghana have supported awareness creation, advocacy, and capacity building, with a focus on rights-based budgeting, local policy tracking, and citizen participation. However, coordination mechanisms between the Assembly and these actors require strengthening. Recognizing this, the Assembly is initiating a new model where CSOs and CBOs are encouraged to adopt and support town councils as part of a broader strategy to deepen accountability and civic engagement. However, coordination mechanisms between the Assembly and these actors require strengthening. Recognizing this, the Assembly is initiating a new model where CSOs and CBOs are encouraged to adopt and support town councils as part of a broader strategy to deepen accountability and civic engagement.

As part of this emerging strategy, the Assembly aims to champion regular townhall meetings, inclusive development hearings, and joint advocacy campaigns that elevate grassroots voices and improve public oversight. These efforts will not only help close the feedback loop between planning and implementation, but also empower community actors, including women's groups, youth leaders, traditional authorities, and minority groups, to monitor local budgets and demand accountability. By enabling these partnerships and addressing the institutional capacity gaps that exist within the DPCU, decentralized departments, and budget units, the Mion District Assembly is working toward a more participatory, transparent, and gender-responsive development process that truly leaves no one behind.

2.9 Gender-Responsive Health, Sanitation, and Safe Spaces in Mion District

Mion District recognizes that equitable access to quality health services, improved sanitation, and safe environments are essential for promoting gender equality and social inclusion. The District Health Directorate and other stakeholders have taken steps to address gender-specific barriers in health service delivery, especially those affecting women, girls, PWDs, and other marginalized populations. For example, efforts have been made to extend maternal and child health services to

underserved rural communities through outreach programs, while adolescent girls benefit from health education on menstrual hygiene and sexual and reproductive health.

Sanitation remains a critical development concern, particularly for women and girls in rural and peri-urban communities. Inadequate sanitation facilities in schools, marketplaces, and public spaces continue to impact girls' attendance and women's ability to participate in economic activities with dignity. The district, through partnerships with organizations such as RICE Ghana, USAID RING II, and the Environmental Health Unit, has supported the construction of gender-segregated latrines and handwashing stations in selected schools and communities. However, many facilities still lack menstrual hygiene-friendly features, and sustained investments are required to meet the sanitation needs of women and girls, especially during menstruation, pregnancy, and child-rearing.

In promoting protection and dignity, the Assembly has also begun incorporating safe spaces into its community-level development strategies. These spaces, especially for adolescent girls, young mothers, and survivors of gender-based violence, provide access to psychosocial support, life skills training, and confidential counseling. Through collaboration with CSOs like Songtaba, SEND Ghana, and the Department of Social Welfare, awareness campaigns have been launched to challenge harmful cultural practices, prevent early marriage, and report abuse. Some communities have also identified public facilities (e.g., community centers and CHPS compounds) that can be adapted into safe spaces for women and girls.

To make health, sanitation, and protection systems more gender-responsive, the Assembly is working to improve the integration of gender indicators into health planning and budget allocations. Training for health workers now includes modules on gender sensitivity, disability inclusion, and community outreach approaches that center women's voices and lived realities. Furthermore, the district plans to adopt participatory monitoring tools, such as social audits and citizen report cards, to track access to and satisfaction with health and sanitation services, particularly for women, girls, PWDs, and minority groups. Through these measures, Mion District aims to ensure that health and sanitation systems are not only inclusive in design but also transformative in impact.

Gender-Responsive Conflict Resolution, Peaceful Coexistence, and Inclusive Governance in Mion District

Mion District is home to a culturally and ethnically diverse population, including Mole-Dagbani, Gurma, Konkomba, Ewe, Chokosi, Hausa, Fulani, and other minority groups. This diversity, while enriching, has occasionally been the source of tension—especially around land ownership, chieftaincy, farmer-herder conflicts, and access to public goods. Additionally, differences in political affiliation and religious beliefs (Islam, Christianity, African Traditional Religion) often influence local dynamics and power relations. These complexities require a conflict-sensitive and gender-responsive governance approach to ensure lasting peace and development.

Women, girls, PWDs, and minority ethnic groups are disproportionately affected during periods of instability. They often bear the burden of displacement, caregiving, and economic loss, yet are underrepresented in formal conflict resolution structures and dialogue platforms. To address this,

Mion District Assembly, in collaboration with traditional authorities and civil society organizations such as WANEP, Songtaba, SEND Ghana, and RICE Ghana, has supported the training of women leaders, youth groups, and community-based organizations in peacebuilding and mediation techniques. This is strengthening the voice of marginalized groups in promoting social cohesion and early conflict warning systems.

Religious and political tolerance is a growing priority, particularly in urban centers like Sang, where diverse faith groups and political interests coexist. Inter-faith dialogue and civic education initiatives have helped improve trust between religious leaders and followers, encouraging joint participation in development projects and community service. While partisan politics sometimes heightens local tensions, District Security Council (DISEC) and the Peace and Security Sub-Committee continue to monitor flashpoints and promote non-violent communication and issue-based politics through community engagement.

Traditional authorities, especially chiefs and queen mothers from Sang, Kpabia, and Jimle, remain instrumental in conflict mediation and fostering peaceful coexistence. Their involvement in community dialogue, land disputes, and youth mentoring contribute significantly to local stability. Mion District Assembly is working to formalize their role in local governance by integrating traditional leadership into decentralization processes and ensuring women's voices are represented through queen mother forums and cultural leadership structures. By embedding gender-responsive practices in peacebuilding and governance, Mion is paving the way for more inclusive, just, and resilient communities.

.9 Key GESI Issues and Gaps – Mion District

S/N	Thematic Area	Identified Gaps	Proposed Solutions	Lead Institution
1	Political Representation	Low representation of women and PWDs in elected and appointed positions; no elected female Assembly Member or PWD representative as of 2024	Targeted capacity building, mentorship, and affirmative action strategies to increase female and PWD representation in governance	District Assembly / Electoral Commission
2	Planning and Budgeting	Limited technical capacity for GRPB in key departments and substructures	Training of Budget Committee, DPCU, and decentralized departments on gender-responsive budgeting, planning tools, and monitoring systems	DPCU / Budget Unit
3	Economic Empowerment	Women and youth face limited access to finance, markets, and climate-smart technologies	Scale up financial inclusion programs, market linkages, vocational training, and resource allocation targeting women, youth and PWD	Department of Agriculture / BAC / CSOs
4	Access to Health and Sanitation	Inadequate gender-sensitive WASH facilities, poor menstrual hygiene infrastructure in schools, limited safe spaces for girls	Provide the option of gendered toilets and gender-inclusive toilets. These can support the provision of menstrual hygiene materials and information to expand health outreach and create adolescent-friendly and women-centered safe spaces.	Health Directorate / Environmental Health
5	Education and Skills Training	High dropout rates among girls, especially in rural areas; limited access to technical and vocational education for young women and PWDs	Scholarships, mentorship programs, inclusive TVET training, and school retention initiatives that respond to the realities of girls and their families.	GES / Department of Social Welfare
6	Climate Resilience	Women and PWDs are more vulnerable to climate shocks; low participation in resilience-building initiatives	Gender-targeted climate adaptation programs, support for women's farmer groups, irrigation, and drought-resilient livelihood strategies	Department of Agriculture / NADMO
7	Unpaid Care Work	Women and girls bear disproportionate burden of unpaid care and domestic responsibilities	Promote labor-saving technologies, accessible child care centers. Conduct campaigns and interventions that involve men in household	Social Welfare / Gender Desk / NGOs

			chores and caregiving. Consider budgeting that enables economic support for women unpaid caregivers.	
8	Conflict and Peacebuilding	Women and minority groups are excluded from traditional conflict resolution and local peacebuilding processes	Strengthen inclusive peace committees, train women and youth leaders in mediation, engage traditional rulers and queen mothers	DISEC / Traditional Authorities / CSOs
9	Disability Inclusion	Infrastructure and programs often not accessible; limited vocational and political inclusion for PWDs	Mainstream disability needs into planning, build accessible infrastructure, involve PWDs in decision-making	Social Welfare / PWD Associations
10	Data and Monitoring	Lack of disaggregated data (by sex, age, disability, ethnicity) for planning and measuring outcomes	Establish gender and social inclusion data systems, improve community-based monitoring, and build capacity in disaggregated data collection and analysis	DPCU / Statistics Department / CSOs

Table 2: Strategic and Practical GESI Needs Summary – Mion District

Thematic Area	Practical GESI Needs	Strategic GESI Needs
Political Participation and Governance	- Civic education on political rights of women, youth, PWDs, and minorities - Consultations with women and marginalized groups to further understand the key barriers to political participation they face - Mentorship and campaign support for aspiring female and PWD Assembly Members - Inclusion of women, PWDs, and Fulani representatives in community and sub-district committees -Financial allocations for women to engage in politics and community leadership	- Engage key stakeholders to increase the enforcement of affirmative action policies to achieve at least 35% female representation. For example, representation vehicles like political parties or others that exist in Ghana, public or private campaign funding, perception of leadership in the public, etc. - Mainstream PWD and minority representation in local governance structures - Institutionalize inclusive participation in District/Sub-committee level planning and decision-making structures -Develop budgeting and policies responsive to the needs and cultural practices of ethnic minorities e.g nomadic groups, and women and girls in particular. -Enable access to sexual and reproductive health services and psychosocial support etc. for both women and men.
Education (Girl child)	- Provide support to brilliant but needy girls -Organize remedial classes - Hold mentorship activities -Intensify retention and completion campaign	- Develop policies for inclusive and equitable access to quality education and training - Integrate gender and disability into district education plans -Integrate literacy and digital education programs for rural youth and women.
Skills Development and Training	- Introduce inclusive TVET tailored to the needs of women, girls, and PWDs - Provide life skills training -Train youth in bee keeping, shea butter processing, soap making,	- Strengthen partnerships with GES, NGOs, and development partners to support skills development targeting excluded groups - Establish skills training centers for all interested participants -Build interest in TVET education amongst youth

	soyabean processing, smock weaving	
Environmental Health, Sanitation & Safe Spaces	- Construct gender-responsive toilets and water facilities in schools, markets, and CHPS compounds - Establish shelters and community-based safe spaces for girls and survivors of GBV - Provide menstrual hygiene support - Facilitate community hygiene and sanitation habits	- Scale up gender-responsive health budgeting in district plans - Institutionalize gender equality and social inclusion training for service providers and healthcare professionals - Institutionalize gender-responsive safe spaces and survivor support services in health and social protection systems - Integrate gender indicators into WASH and health sector monitoring frameworks
Economic Empowerment and Livelihood	- Support access to microfinance and credit for women entrepreneurs and youth-led businesses - Support and strengthen women-led cooperatives with start-up kits and capacity building - Support market linkages for female agro-processors and traders in Sang and rural markets-	- Develop gender-responsive financial inclusion frameworks that prioritize rural women and youth - Develop sustainable partnerships to provide seed capital and knowledge-sharing for women-led businesses - Institutionalize business incubation hubs and women's entrepreneurship programs - Include gender-responsive economic empowerment indicators in local development policies
Agriculture and Rural Livelihoods	- Provide climate-smart inputs and extension services to women and youth farmers - Improve land tenure security for female farmers and PWDs - Provide targeted input support/credit schemes - Target extension services delivery (WCBA's) to women and youth	- Allocate minimum 40% of agriculture budget to gender-responsive programming in line with MAG guidelines - Mainstream gender and climate indicators in district agricultural plans - Strengthen gender-inclusive value chains to ensure women's participation in processing, aggregation, and marketing

	-Establish demonstration plots accessible to women and youth	
Climate Resilience and Environment	- Provide drought-tolerant seeds, irrigation kits, and CSA training targeting women and youth - Disseminate early warning information through community channels - Conduct afforestation campaigns involving school girls and youth groups	- Integrate gender-disaggregated vulnerability data into climate action plans - Develop community-based gender-responsive climate adaptation programs informed by equal female participation - Prioritize land use planning that accounts for the needs of girls, women and PWD and for ecological sensitivity
Processing and marketing of agricultural produce	-Provide training in agro-processing for women and youth -Promote packaging and marketing of produce -Promote gender-responsive and inclusive cooperative for joint marketing of agricultural produce	-Strengthen women's participation in value addition through increased access to processing technologies and skills. - Enhance women's capacity to engage in and benefit from the processing of agricultural products across value chains. Improve equitable access to decentralized processing infrastructure, including community-level processing centres that are accessible to women and other groups facing barriers.
Gender-Based Violence (GBV) Prevention and Response	- Conduct community sensitization on harmful cultural norms, early marriage, and domestic violence - Train community leaders and religious authorities as GBV prevention advocates - Strengthen referral systems for survivors through CHPS, DOVVSU, and CSOs -Establish safe space development centers	- Institutionalize GBV case tracking and response systems across sectors - Develop district-level GBV Action Plans with indicators - Partner with NGOs (e.g., Songtaba, RICE Ghana) to operationalize safe spaces, legal support, and psychosocial services
Unpaid Care Work & Time Poverty	- Promote labor-saving technologies (e.g., improved stoves, water carts)	- Integrate unpaid care work indicators in socio-economic planning - Advocate for time-use surveys and include results in MTDPs

	- Establish childcare support centers and schools near markets and farming areas - Conduct community education on the value of unpaid care work -Improve access to water to reduce time spent at water points, sensitization on awareness on time use -Promote the involvement of men and boys in care and household chores	- Mainstream unpaid care responsibilities into gender-responsive social protection policies - Develop social support models that create income for women who dedicate their time to family and community care
Disability Inclusion	- Provide assistive devices for children and adults with disabilities - Engage PWD groups in prioritization, planning monitoring, and service delivery at the community and district level - Construct accessible infrastructure - Ensure PWD representation in committees	- Institutionalize disability audits for infrastructure projects - Mainstream disability inclusion across departments and sector plans - Adopt inclusive communication and planning tools at district and community levels
Conflict Resolution and Peacebuilding	- Conduct inclusive peace dialogues at community and traditional council levels -Organize Peace forums -Conduct dialogue with traditional leaders -Conduct Radio/van sensitization on peace building	- Institutionalize inclusive peace committees with gender equality and ethnic equity, promoting parity in the leadership of these committees - Develop gender-responsive conflict-sensitive planning frameworks - Partner with traditional authorities and CSOs to sustain peaceful coexistence through cultural integration and joint development actions - Create a permanent campaign for religious and ethnic respect and appreciation.

Gender-Responsive Planning & Budgeting	-Conduct GRPB training for staff - Include gender/climate targets in MTDPs - Promote participatory budgeting -Integrate gender budgeting in all sectors	- Institutionalize gender-responsive planning and budgeting across sectors - Integrate participatory budgeting into mainstream budgeting - Prioritize gender budgeting into all sectors
Gender-Responsive M&E, Coordination and Data Systems	- Train DPCU, Budget Unit, Agric, Health, and Education departments in GRPB - Strengthen the collection of -at least- sex-, age-, ethnicity, and disability-disaggregated data - Involve CSOs, PWD groups, and women leaders in planning and feedback loops	- Institutionalize the safe collection and dissemination of disaggregated data - Partner with CSOs and donors to build capacity and implement participatory budgeting - Adopt social accountability tools like community scorecards and citizen monitoring frameworks

Table 3: Intersectional Gender Equality and Social Inclusion (GESI) Strategy – Mion District

Impact/ Content Area(s)	Priority (1=High, 3=Low)	District Objective	District Actions	Evidence for Gap/Need & Beneficiaries	Responsible Department	Partners/ Champion Institutions	Indicators/Outputs
Political Participation & Governance	1	Increase women participation in local governance from 13% to 20% by December 2029	Strengthen civic education to promote participation of women in local governance. Provide mentorship programmes for aspiring women and PWD leaders. Promote affirmative action campaigns to increase inclusive representation. Support inclusive nomination and candidate selection processes. Facilitate access to campaign funding for women and marginalized candidates.	Women represent only 13% of Assembly membership, with no elected female Assembly Members and no PWD representation Women, youth, PWDs, and minority groups face barriers to participation due to cultural norms, low literacy, and limited access to campaign resources	District Assembly, Electoral Commission	SIGRA, SEND Ghana, RICE Ghana, NORSAC	% representation of women, PWDs and Minority groups; # of awareness and mentorship activities # of women in elected decision-making positions
Education (Girl child)	1	Increase in girls' completion rate from 8.9% to 15% by December 2029	Provide scholarships for girls facing economic barriers to education. Deliver remedial classes to improve girls' learning outcomes. Establish mentorship programmes to support girls' retention and progression.	High dropout rates among girls, linked to early marriage, unpaid care work, and limited access to education support services Limited access to scholarships, mentorship, and gender-responsive school infrastructure	District Education directorate	Ghana Education Service, District Assembly, AG Care, RAINS, School for Life	Increase in girls' completion rate to 15% by December 2029 # of scholarships provided to girls # of mentorship and remedial programmes implemented

			Intensify community campaigns to promote girls' school completion.	affects girls' retention and completion.			Changes in girls' participation in school activities # schools implementing gender-responsive education support
Skills Development and Training	2	Train at least 500 youth in income generating activities and entrepreneur skills by December 2029	Provide vocational training in agro-processing and value-added production. Deliver skills training in soap making, shea butter processing, and related enterprises. Support inclusive entrepreneurship training for youth, women, and PWDs. Promote access to practical livelihoods training in locally relevant trades.	Youth, especially young women and PWDs, face limited access to vocational and technical skills training opportunities. High unemployment and reliance on informal livelihoods among youth.	BAC, Gender Desk Officer	Ghana Productive safety Nets, Songtaba,	# of youth trained in entrepreneurial skills (target 500; 60% female, 40% male, PWD 15%) % trainees who are women and PWDs # new income-generating activities established Changes in income levels of trainees # training programmes delivered
Environmental Health, Sanitation & Safe Spaces	2	Increase access to safe gender responsive WASH services for at least 80% of households in 20 targeted	Construct gender-responsive toilet and water facilities in public spaces. Provide menstrual hygiene facilities, materials, and awareness support. Promote community hygiene and sanitation	Inadequate gender-sensitive WASH facilities in schools and public spaces limits women's and girls' participation Lack of safe spaces and menstrual hygiene facilities affects dignity, safety, and	Environmental Health Department education directorate	UNICEF, CSOs, World Vision WINWASH, Global community	# of gender-responsive WASH facilities constructed or upgraded # of safe spaces established and operationalised Changes in perception of safe

		communities by 2029	behaviour change campaigns. Establish and strengthen safe spaces for women, girls, and survivors.	school attendance for girls			spaces for women and girls # of women accessing menstrual hygiene support Changes in school attendance among girls
Economic Empowerment & Livelihoods	1	Empower women, youth, and PWDs economically	Expand access to microcredit for women, youth, and PWD entrepreneurs Provide start-up kits and business support services for small enterprises Strengthen women-led and inclusive cooperatives through capacity building Promote equitable land access and tenure security for women and marginalized groups	Women face limited access to land, credit, markets, and productive resources, constraining economic participation Youth unemployment and limited access to finance restrict business development	Dept. of Agric, Social Welfare, BAC	MIDA, GEA, Private Sector YARO, URBANET	# of women, youth, and PWDs accessing microcredit and business support # of cooperatives formed or strengthened # of enterprises established or expanded Changes in income levels of beneficiaries Changes in women's access to land and productive resources
Agriculture and Rural Livelihoods	1	Increase the economic empowerment of women in agric by raising access to fertile land, inputs,	Provide targeted input and credit schemes for women and youth farmers. Deliver gender-responsive extension services tailored to women and youth.	Women farmers have limited access to land, inputs, extension services, and climate-resilient practices Climate variability disproportionately	Dept. of Agric, MoFA District assembly	WIAD, SARI, CSOs, SIGRA, URBANET MEDA, Banks, Input dealers	# women and youth accessing agricultural inputs and credit # farmers trained in climate-smart agriculture

		extension services, credit and climate smart practices by 2029	Establish accessible demonstration plots for climate-smart practices. Promote inclusive access to climate-resilient agricultural technologies.	affects women and youth farmers			% agriculture budget allocated to gender-responsive interventions Changes in agricultural productivity among women farmers Changes in adoption of climate-resilient practices
Processing and marketing of agricultural produce	2	Increase women, youth and PWD participation in processing and marketing of agricultural commodities , ensuring at least 60% women and 5% PWD engagement by 2029	Provide training in agro-processing techniques for women and youth. Strengthen packaging and product marketing skills for producers. Promote inclusive cooperatives for joint marketing of agricultural produce. Facilitate market linkages for women-led and small-scale enterprises.	Women and youth have limited access to processing technologies, skills, and market linkages Limited participation in value chains reduces income opportunities	Dept. of Agric,(WIA D) MoFA, BAC District assembly	SARI, SIGRA, URBANET MEDA, NDA	# individuals trained in agro-processing and marketing # new processing enterprises established # women-led cooperatives engaged in marketing Changes in income from value-added products # strengthened market linkages
Gender-Based Violence & Protection (GBV)	1	Eliminate GBV and increase support for survivors	Intensify community sensitization to prevent GBV and harmful practices. Strengthen community-based response and referral systems.	High prevalence of IPV and underreporting due to stigma and weak support systems Limited availability of safe spaces and referral services	District Social Welfare, Health, DISEC	DOVVSU, DHD, DED, Songtaba, NGOs, Traditional leaders	# GBV awareness campaigns conducted # survivors accessing support services

			Establish and operationalize safe spaces and survivor services. Train community leaders and service providers on GBV prevention and response.				# functional referral pathways established Changes in reporting rates of GBV cases Changes in community attitudes toward GBV
Unpaid Care Work & Time Poverty	1	Reduce domestic workload burdens for women and girls	Improve access to water and services to reduce time burdens on women. Promote awareness on equitable sharing of unpaid care responsibilities. Engage men and boys in household caregiving roles. Introduce labour-saving technologies to reduce women's workload.	Women and girls spend significantly more time on unpaid care work, limiting education and livelihood opportunities. Limited access to water and care-support infrastructure increases time poverty	Gender Desk, Works Dept., Social Welfare	NGOs, Traditional Leaders, UCARE	# of labour-saving technologies introduced # of communities with improved water access # of awareness campaigns on shared care responsibilities Changes in time use among women and girls Changes in men's involvement in household care
Disability Inclusion	2	Improved accessibility for and participation of PWDs	Provide assistive devices to enhance mobility and participation of PWDs Construct and retrofit public infrastructure to improve accessibility Promote representation of PWDs in decision-making platforms	PWDs face limited access to infrastructure, education, and economic opportunities, particularly in rural areas Stigma and exclusion reduce participation in	Social Welfare, Works, GES	PWD Associations, RING II	# of assistive devices distributed # of public facilities made accessible # of PWDs participating in programmes and committees

			Engage PWD groups in planning and monitoring processes	planning and decision-making			Changes in PWD participation in local governance Changes in perceptions of disability inclusion
Peacebuilding and Conflict Resolution	2	Promote peace and inclusion across all ethnic and social groups by implementing at least 3 community-led initiatives annually	Facilitate inclusive peace dialogues at community and traditional levels Organize community peace forums to strengthen social cohesion Engage traditional and religious leaders in mediation processes Conduct radio and outreach campaigns to promote peace and tolerance	Conflicts over land and herding Marginalization of Fulani Women, youth, and minority groups are excluded from conflict resolution and peacebuilding processes Inter-ethnic tensions and conflict risks affect livelihoods and social cohesion	DISEC, Traditional Councils, NCCE	WANEP, Peace Council, Religious Networks Traditional leaders	# of peacebuilding events organized # of radio and van sensitization carried out Changes in participation of women and youth in peace processes Changes in perceptions of social cohesion
Gender-Responsive Planning & Budgeting	1	Institutionalize gender-responsive budgeting & inclusive planning	Deliver training on gender-responsive planning and budgeting for district staff Integrate gender and climate targets into district development plans Promote participatory budgeting with community engagement Mainstream gender-responsive budgeting across all sectors	Limited technical capacity for GRPB and weak application across departments Insufficient integration of gender and climate targets in planning and budgeting	DPCU, Budget Unit, Gender Desk	SIGRA, SEND Ghana, RICE Ghana, URBANET,	# of staff trained in GRPB % of district budget with gender-responsive allocations # of sectors integrating gender and climate indicators # of participatory budgeting sessions conducted

							Changes in allocation to gender-responsive programmes % increase in coverage of gender-responsive services and infrastructure
Gender-Responsive M&E, Coordination and Data Systems	1	Strengthen GESI-responsive monitoring, evaluation and multi-sector coordination	Build capacity of district departments on GRPB and inclusive monitoring Strengthen collection and analysis of sex-, age-, ethnicity-, and disability-disaggregated data Engage CSOs and community groups in monitoring and feedback processes Develop and maintain inclusive data systems to inform decision-making	Lack of consistent collection and use of disaggregated data limits inclusive planning and monitoring Weak coordination across departments affects tracking of GESI results	DPCU, District M&E Focal Person, Gender D	SIGRA, NRCC, others NGOs	# of staff trained in compiling Gender Disaggregated Data, analysis and interpretation # of departments collecting disaggregated data % of data collected that is accessible across departments and to citizens following data protection practices Institutionalization of the safe collection and dissemination of disaggregated data # partnerships with CSOs and donors to build capacity and implement participatory budgeting # of social

							accountability tools like community scorecards and citizen monitoring frameworks adopted
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Conclusion

The development of this Intersectional Gender Equality and Social Inclusion (GESI) Strategy for Mion District represents a vital step toward promoting inclusive and equitable development. Drawing on data from the CVRA report, Ghana Statistical Service, the District Gender Profile, Ghana Household Registry, and gender-disaggregated datasets under the MAG project, the strategy provides a targeted framework to address the systemic barriers faced by women, youth, PWDs, ethnic minorities, and other groups in vulnerable situations.

Through clearly defined objectives, actions, and indicators across sectors—including education, health, agriculture, governance, livelihoods, peacebuilding, and climate resilience, the strategy aims to mainstream GESI in district planning, budgeting, implementation, and evaluation processes. Special emphasis has been placed on reducing gender-based violence, supporting women in agriculture, enhancing girls' education, promoting PWD inclusion, and institutionalizing gender-responsive planning, budgeting, monitoring, and coordination.

Ultimately, the success of this strategy depends on strong political will, cross-sectoral collaboration, robust partnerships with civil society and traditional authorities, and sustained capacity-building efforts. Mion District's commitment to this inclusive agenda will ensure that no one is left behind in the district's development journey, and that the benefits of growth and resilience are equitably shared among all segments of its population.

ANNEXES

References

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Access and Control Profile – Resources and Benefits (Mion District)

This tool assesses **who has access to** and **who controls** key resources and benefits in the Mion District. It helps identify gender disparities in ownership, use, and decision-making power regarding critical livelihood assets and opportunities. The data is drawn from district profiles, CVRA findings, community engagement reports, and relevant national datasets.

Resource / Benefit	Men (Access / Control)	Women (Access / Control)	Youth (M/F)	PWDs	Observations / Notes
Land	High access & control	Limited access, no formal control	Male youth have some access through family; young women face high barriers	Very limited	Customary land tenure restricts formal land ownership for women and PWDs
Agricultural Inputs	Broad access & control	Limited access, rarely control	Access depends on family relations or group support programs	Minimal access	Input schemes rarely prioritize women or PWD-specific needs
Credit / Financial Services	Moderate to high access	Limited access; VSLA and NGOs help	Young men use mobile money; women depend on informal savings	Highly excluded	Lack of collateral, gender bias, and low digital literacy affect women's access
Technology / Equipment	Access through projects & markets	Low access; little control	Youth interested but under-resourced	Very low	Women lack training and resources to use agro-tech effectively
Training & Capacity Building	Access via projects and MoFA	Increasing access through CSOs	Youth-targeted programs help male youth more than females	Rarely included	Training sessions often exclude women with care duties and those with mobility issues
Extension Services	Frequent access & trust	Uneven and infrequent access	Young men better represented; young women neglected	Excluded in most cases	Agricultural extension officers are mostly male and don't prioritize vulnerable groups
Markets / Trade Networks	Men dominate bulk trading and pricing	Women are active in petty trade but lack price control	Youth have roles in logistics, but not decision-making	Not visible	Women lack access to transport and storage

					facilities, reducing bargaining power
Income & Productive Profits	Control income from farming/livestock	Limited control; often managed by male head of household	Youth earn from casual labor or seasonal farming	Highly limited	Women's earnings often reinvested in households, limiting personal advancement
Health / Social Protection Services	Full access; cultural bias in uptake	Access improving but quality varies	Adolescent girls face stigma accessing SRHR services	Very limited	NHIS not always inclusive; stigma and cost hinder access for women and PWDs

Key Findings:

The assessment of gender, youth, and disability inclusion in Mion District reveals persistent and systemic inequalities in access to and control over key resources. Gender-based power imbalances remain significant, particularly in land ownership, financial decision-making, and profit-sharing from agricultural and economic activities. Women and girls frequently lack formal control over productive resources, relying instead on informal networks or support from NGOs to access inputs, credit, or markets. This dependency limits their autonomy and constrains opportunities for economic empowerment.

Youth and PWDs are also systematically underrepresented, particularly in decision-making, policy spaces, and ownership of resources. Their exclusion from governance and planning processes limits the diversity of perspectives in resource management and reduces the responsiveness of programs to their specific needs. Traditional norms, low educational attainment, and inadequate infrastructure exacerbate these disparities, reinforcing structural barriers to participation and economic engagement for women, youth, PWDs, and other marginalized groups. Without deliberate interventions, these gaps are likely to persist, undermining inclusive development and community resilience.

Recommendations

To address these structural inequalities and promote inclusive development, a set of targeted interventions is proposed:

1. **Scale up Targeted Capacity Building:** There is a critical need to enhance the skills and knowledge of women, youth, and PWDs on land rights, agricultural technologies, value-chain development, and marketing strategies. Capacity-building programs should include practical training, mentorship, and peer-to-peer learning to increase participants' ability to control resources, make

informed decisions, and improve income generation. These interventions will empower marginalized groups to participate actively in economic and governance processes.

2. **Institutionalize Gender-Responsive Budgeting (GRB):** Embedding GRB within agricultural extension services, credit delivery mechanisms, and district planning processes will ensure equitable allocation of resources. By integrating gender, youth, and disability considerations into budgets, district institutions can address structural imbalances, promote fairness in service delivery, and track the distribution of benefits across diverse groups.
3. **Strengthen Partnerships with CSOs and Private Sector Actors:** Expanding collaboration with civil society organizations, local NGOs, and private sector stakeholders is essential to broaden access to resources and decision-making pathways. Partnerships can facilitate market linkages, financial services, and technical support for women, youth, and PWDs, enabling them to participate meaningfully in agriculture, processing, marketing, and broader community development initiatives.
4. **Mainstream Inclusive Monitoring Systems:** Developing and institutionalizing participatory, gender-sensitive monitoring and evaluation systems will allow the district to track both the involvement of marginalized groups and the equitable distribution of resources. Disaggregated data by gender, age, and disability will provide evidence for informed decision-making, improve accountability, and ensure that interventions are responsive to the needs of women, youth, and PWDs.
5. **Enhance Advocacy Mechanisms for Groups in Vulnerable Situations:** Strengthening advocacy at community, district, and regional levels is critical to promote the rights and inclusion of women, youth, PWDs, and minority groups. Targeted awareness campaigns, community dialogues, and policy engagement efforts will help shift social norms, reduce structural barriers, and create enabling environments where marginalized groups can assert their rights and participate fully in governance and economic opportunities.