

**World Cocoa Foundation**

**Gender Integration in Cocoa Value Chains: Self Assessment Tool**

This tool is for WCF members to assess the level of gender integration in their cocoa value chain intervention and to reflect on how it can be improved to better contribute to more equitable and sustainable cocoa communities and value chain.

**NOTES:**

[1] Use the guidance below to enter a score for each of four components of the intervention: analysis, activities, women's participation, and M&E.

[2] For reference, the Gender Continuum in the Cocoa Value Chain (see next tab) provides examples of gender-blind, gender sensitive and gender-transformative activities, including those to increase women's participation and leadership, and monitoring and evaluation systems.

[3] Your total score will tell you whether your intervention is gender blind, gender sensitive or gender transformative.

[4] Using the gender in cocoa value chains self-assessment tool during design phase enables you to identify what can be added to move your intervention from gender-blind to gender-sensitive, or gender-sensitive to gender-transformative

<p><b>1. Analysis</b></p>	<p>Analysis is not conducted to inform intervention design and intervention or does not consider gender norms, roles and relations and their affect on cocoa communities and values chains.</p> <p><i>If yes: score 0</i></p>	<p>Analysis is conducted and considers [1] the different roles, needs and priorities of women and men, boys and girls in cocoa communities and [2] the potential affects (positive and negative) of an intervention on women and girls.</p> <p><i>If yes: score 1</i></p>	<p>Analysis is conducted and considers [1] the different roles, needs and priorities of women and men, boys and girls in cocoa communities AND [2] how gender roles and relations create inequalities in cocoa communities and value chain and how they might be changed, and [3] the potential affects (positive and negative) of an intervention on women and girls</p> <p><i>If yes: score 3</i></p>
<p><b>2. Tailored activities</b></p>	<p>Intervention does not include activities tailored to the specific needs and priorities of women and men, girls and boys.</p> <p><i>If yes: score 0</i></p>	<p>Gender analysis is used to [1] tailor intervention activities to the roles, needs and priorities of different women and men, boys and girls in cocoa communities and [2] mitigate harm from intervention activities to women and girls.</p> <p><i>If yes: score 3</i></p>	<p>Gender analysis is used to [1] tailor intervention activities to the roles, needs and priorities of different women and men, boys and girls in cocoa communities and to mitigate harm to women and girls, [2] change gender roles and relations and increase the rights, opportunities and benefits of women and girls in cocoa communities; and [3] mitigate harm from intervention activities to women and girls.</p> <p><i>If yes: score 6</i></p>
<p><b>3. Women's participation and leadership</b></p>	<p>Intervention does not include activities to encourage and enable women's participation and leadership in the community or value chain.</p> <p><i>If yes: score 0</i></p>	<p>Intervention includes activities to encourage and enable women's participation in intervention design and implementation, and in the cocoa value chain.</p> <p><i>If yes: score 2</i></p>	<p>Intervention includes activities to encourage and enable women's [1] participation in intervention design and implementation, and [2] decision-making and leadership within cocoa communities and value chain.</p> <p><i>If yes: score 4</i></p>
<p><b>4. Monitoring and evaluation</b></p>	<p>Monitoring systems do not collect sex [and age] disaggregated data.</p> <p><i>If yes: score 0</i></p>	<p>Monitoring systems [1] collect sex [and age] disaggregated data, and [2] monitor unintended consequences.</p> <p><i>If yes: score 1</i></p>	<p>Monitoring systems collect [1] sex [and age] disaggregated data, [2] monitor unintended consequences, and [3] monitor changes in gender roles and relations.</p> <p><i>If yes: score 2</i></p>

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Intervention self assessment	
Intervention component	Score
Gender analysis	<i>Enter component score</i>
Tailored activities	<i>Enter component score</i>
Women's participation & leadership	<i>Enter component score</i>
Monitoring and evaluation	<i>Enter component score</i>
<b>Total</b>	<b><i>Enter total score</i></b>

Intervention assessment	
<b>Gender blind</b>	Total score is between 0 and 4
<b>Gender sensitive</b>	Total score is between 5 and 10
<b>Gender transformative</b>	Total score is between 11 and 15

Level of gender integration	Gender-Blind	Gender-Sensitive	Gender-Transformative
	<p>Gender blind interventions do not consider how gender affects cocoa communities and value chain.</p> <p>Gender blind interventions have a high risk of reinforcing gender inequality and harm to women, and of undermining sustainable cocoa chains.</p>	<p>Gender sensitive interventions consider how gender affects cocoa communities and value chains and adapt activities to the different needs of women and men, and measure the impact of the intervention on different women and men, boys and girls.</p> <p>Gender sensitive interventions seek to do no harm and contribute to improving women's existing roles in and benefits from cocoa value chains, but do not seek to challenge or change gender norms and relations.</p>	<p>Gender transformative interventions actively seek to challenge and change unequal gender norms, roles and relations that prevent women from fully participating in and benefiting from the cocoa value chain, measure the impact of the intervention on gender equality, and provide adequate resources to achieve this objective.</p> <p>Gender transformative seek to change women and men's roles in cocoa communities and value chain, and contribute to more equitable and sustainable cocoa communities and value chain where female and male farmers have equal opportunities and benefits.</p>

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Gender in Cocoa Value Chains Continuum: Reference Tool

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GOAL	OBJECTIVE/ OUTCOME	ACTIVITY AREA	<p><b>Gender-Blind:</b> Gender blind interventions do not consider how gender affects cocoa communities and value chains.</p> <p>Gender blind interventions have a high risk of reinforcing gender inequality and harm to women, and of undermining sustainable cocoa chains.</p> <p>These interventions focus on individuals but often fail to increase women's capabilities or wellbeing because they do not understand their roles, needs and priorities.</p>	<p><b>Gender Sensitive:</b> Gender sensitive interventions consider how gender affects cocoa communities and value chains and adapt activities to the different needs of women and men.</p> <p>Gender sensitive interventions seek to do no harm and contribute to improving women's existing roles in and benefits from cocoa value chain, but do not seek to challenge or change gender norms and relations.</p> <p>These interventions build women's individual capabilities and work with men and communities to better understand the needs of women farmers and their contribution to cocoa value chains. They may also enable women to participate more in their community and its governance, and build women's solidarity with other women through women-only groups and spaces.</p>	<p><b>Gender-Transformative:</b> Gender transformative interventions actively seek to challenge and change unequal gender norms, roles and relations that prevent women from fully participating in and benefitting from the cocoa value chain, and provide adequate resources to achieve this objective.</p> <p>Gender transformative interventions seek to change women and men's roles in cocoa communities and value chains, and contribute to more equitable cocoa communities and value chain where female and male farmers have equal opportunities and benefits.</p> <p>These interventions build women's individual and collective capabilities, engage men and communities in tackling gender inequality, and challenge and change unequal laws, policies, customs and practices.</p>
<p>arming</p>	<p>Access to finance</p>	<p>VSLAs, Prefinance, credit, cash transfers, financial literacy</p>	<p>VSLA, credit and microloan activities enable farmers to access finance for purchasing inputs, technology and labor, as well as building resilience to shocks.</p> <p>However, social norms and gender roles/discrimination may limit women's access to finance, e.g. women with restricted mobility or who face time-constraints may be prohibited from attending VSLAs meetings or, when they do, their husband may control new savings or credit. The act of women accessing new sources of finance, can also threaten men's status and expose women to increased risk of domestic violence.</p> <p>Financial inclusion activities that are blind to the specific needs of women are likely to only increase men's access to savings and finance.</p> <p>Financial training that is gender-blind risks to accentuate gendered norms about "men's work" and "women's work".</p>	<p>VSLA, credit and microloan activities are tailored to the needs and priorities of women to encourage their participation e.g. women-only groups, female trainers, time, place and content of training, understanding social and legal barriers to women's access to finance/credit.</p> <p>Financial literacy training is provided to women to enable improved management of personal finances.</p> <p><b>PLUS</b> Household and community dialogues are held to raise men's awareness of the benefits of women's access to savings and credit, and to mitigate risk of increased GBV/IPV by positively engaging with women's VSLA activities.</p> <p>Informal finance (e.g. VSLAs) are linked to formal finance institutions e.g. banks or revolving credit facilities through cooperatives.</p>	<p>Financial literacy training supports women to think beyond traditional roles for women.</p> <p>Household dialogues are held to increase women's control of income and assets and to increase women's decision-making power over expenditure.</p> <p>Household work is shared to enable women to access financial opportunities.</p> <p><b>PLUS</b> Activities with community leaders and local authorities to oversee correct application of national legislation and promotion of social norms that can benefit women.</p> <p>Gender dialogues within wider community build a supportive environment for women to participate fully in, and benefit from VSLA activities.</p>

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Productive Cocoa Farming	Farm management and productivity	Access to land, water, extension services, training, inputs, tools, information and technology	<p>Activities to provide cocoa farmers with access to the resources needed to increase productivity and sustainability of cocoa farms.</p> <p>However, social norms and gender roles/discrimination may mean that women:</p> <ul style="list-style-type: none"> <li>- are prohibited from inheriting or owning land, or that land is registered in the name of a male relative;</li> <li>- are restricted in their mobility preventing them from accessing extension services and other farm inputs;</li> <li>- are responsible for domestic work alongside productive work, reducing the time available to attend training and services;</li> <li>- have fewer education opportunities. Resulting illiteracy means they cannot access information, benefit from training materials, or use new technologies;</li> <li>- have no independent income with which to buy tools and inputs.</li> </ul> <p>Activities that are blind to the specific needs of women are likely to be tailored to men's needs and will only increase men's access to knowledge and resources.</p>	<p style="text-align: center;"><b>PLUS</b></p> <p>Market systems analysis which includes input from women on their existing roles and contribution to cocoa farming, challenging the idea that cocoa is a 'man's crop' and socialising the benefits of women having access to inputs, tools and technology.</p> <p>Women are given inputs and tools appropriate to their existing roles and adapted to their needs. Relevant training is provided to maximise input and tool use.</p> <p>Information is provided in a way that is accessible to women e.g. takes into account literacy levels.</p> <p>Community training, extension services and farmer field schools are adapted to women's needs and priorities, e.g. time and place, female extension agents, contents and method of delivery</p> <p>Technology (physical and ICT) adapted to women's needs to prevent introduction of technology leading to men taking over women's roles (e.g. cultivation). Training on use of new technology.</p> <p>Technology that reduces the time women spend on unpaid (domestic and care) work is provided to increase capacity to spend time in other roles e.g. farming and marketing.</p> <p>Women and men are made aware of their legal rights, particularly on land tenure.</p>	<p style="text-align: center;"><b>PLUS</b></p> <p>Sensitization activities with men. Household and community dialogues on:</p> <ul style="list-style-type: none"> <li>- Gender roles. Benefits of fairer distribution of unpaid care work between male and women members of households, e.g. can increase women's time capacity for income-generating activities;</li> <li>- Possibility and benefits of women taking on new roles in cocoa farming e.g. marketing, community facilitation/training;</li> <li>- Power relations within the family and women's rights to a life free from violence - resulting benefits to household harmony and productivity;</li> <li>- Benefits of women having own plot of land for crop cultivation, or support to women to negotiate with male relatives;</li> <li>- sensitization/information about women's inheritance and land ownership rights.</li> </ul> <p>Women are given inputs and tools adapted to their needs, enabling them to take on new roles.</p> <p>Supporting systems in place to enable women's groups/associations to share information and to cascade training.</p> <p>Collaborative mapping land tenure and title and supporting women's access to land parcels or titles (individual and joint).</p> <p>Women are showcased as farmers in communities (demonstration plots farmed by women, female extension workers, female training of trainers).</p>

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			<b>PLUS</b>		
Productive Cocoa Farming	Access to markets	Access to information and technology, mobility, business training	<p>Activities to provide cocoa farmers access to the resources and services needed to market and sell production.</p> <p>However, social norms and gender roles/discrimination may mean that women:</p> <ul style="list-style-type: none"> <li>- are restricted in their mobility preventing them from accessing extension services, selling at market or participating in farmer associations;</li> <li>- have domestic work alongside productive work, reducing the time they have to attend training and participate in farmer associations;</li> <li>- have fewer education opportunities. Resulting illiteracy means they cannot access market information and business training;</li> <li>- are not seen by themselves or others as capable of taking on new roles in cocoa farming and marketing, or of starting a business.</li> </ul> <p>Activities that are blind to the specific needs of women are likely to be tailored to men's needs and will only increase men's access to markets.</p>	<p>Integrated gender and market analysis is conducted to identify opportunities and barriers for women in cocoa communities.</p> <p>Time, place, content and delivery of business skills training is tailored to needs of women to increase uptake by women and effectiveness of training.</p> <p>VSLAs are used as a platform for business-skills training.</p> <p><b>PLUS</b> Increasing women's participation in cooperative/associations (e.g. reviewing terms of membership, developing gender policies, recruiting female staff) and holding shared learning events for women through cooperatives so that women can learn from each other.</p> <p>Buying services are tailored to the needs of women (time, place).</p>	<p>Household/community dialogues to build men's support for new roles for women in the cocoa value chain (marketing of crops they grow already or new crops, processing and selling products) and to remove barriers to new roles (e.g. women going to markets, access to field schools or business training).</p> <p>Integrated gender and market analysis is conducted to identify opportunities and barriers for women's entrepreneurship.</p> <p>Business training/mentoring activities to support women to move into higher-value activities (e.g. women business schools)</p> <p>Utilise VSLAs as a platform for joint learning e.g. dialogues on gender roles and relations within households and communities.</p> <p><b>PLUS</b> Support women to sell cocoa or other crops in the market (e.g. setting up women's marketing groups, providing safe transport options, enabling access to regular market information, establishing storage facilities for market crops).</p> <p>Gender assessments and gender sensitisation training in cooperatives and for other market system actors.</p> <p>Increasing women's leadership in cooperatives (e.g. leadership training and quotas, developing gender policies).</p> <p>Advocacy at local/national government level for investment into initiatives for rural women's empowerment.</p>
		Participation in farmer associations	<p>Women are discouraged from participating in farmer associations as they are perceived to be male environments.</p>	<p>sensitization of farmer unions/cooperatives to showcase the benefits of increased participation from women.</p> <p>Training for women in agronomy, governance, leadership, business management etc. so that they have the relevant skills for these environments.</p>	<p>Preferential sourcing commitments for farmer unions/cooperatives which are gender inclusive.</p> <p>Setting membership/leadership quotas within farmer unions/cooperatives.</p>

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Thriving Communities	Livelihoods	Income diversification	<p>Where cocoa is seen as a male crop, women will often take primary responsibility for growing food crops which are used for both direct consumption and also additional forms of income. However, these activities are often perceived to be of lower importance. Furthermore, many women do not control decisions around household income and do not access the resources, training, or information to enable them to maximise output.</p>	<p>Sensitization of communities in order to allocate individual plots for the cultivation of food crops for market (rather than community plots for household consumption).</p> <p>Support kitchen gardens to increase household consumption of nutritious foods, as well as for market.</p> <p>Training provided to women on production of food crops, prioritising crops which have a high nutritional value or high commercial value.</p> <p>Training to women on household budgeting and business planning.</p> <p>Access to finance for women.</p> <p>Entrepreneurship training for women.</p> <p>Household dialogues to support increase in women's decision-making capacity.</p>	<p>Sensitization activities with men around benefits of women having own plot of land for crop cultivation, or support to women to negotiate with male relatives.</p> <p>Support to households in developing family business plans and budgets which includes food crops and alternative sources of income, in addition to cocoa. Families jointly plan and decide where to allocate resources, how to distribute workloads and how to spend income.</p> <p>Sensitization of men in households and communities in recognising and valuing unpaid care work and the importance of sharing workloads.</p>
		Food and nutrition security			
	Governance	Women's participation in community governance	<p>The project includes women as participants but does not engage them as leaders, or consider their differential needs (re: timing of meetings to accommodate women's work burden). Women are not consulted or included in advocacy initiatives</p>	<p>Quotas for women's participation/representation in community decision-making forums, farmer associations and advocacy initiatives.</p> <p>Women are given training so that they can effectively participate within community governance forums.</p> <p>Sensitization of community leadership and men to create an enabling environment for women's participation and leadership.</p> <p>Addressing GBV/harassment and increased risk for women who participate in community/public governance.</p>	<p>Creation of gender committees where women can meet, share learnings, and promote their collective interests within decision-making forums (e.g. at community level or within farmer unions/cooperatives).</p> <p>Sensitization activities with men. Household and community dialogues on the benefits of women's participation in community governance and leadership and the need for fairer distribution of unpaid care work between male and women members of households to enable women to have the time to participate in community governance.</p> <p>Partnerships with local women's rights organisations to benefit from their networks, expertise and to enable joint political advocacy.</p>
		Engagement/advocacy with local authorities			

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GOAL	OBJECTIVE/ OUTCOME	ACTIVITY AREA	<b>Gender-Blind:</b> Gender blind interventions do not consider how gender affects cocoa communities and value chains.  Gender blind interventions have a high risk of reinforcing gender inequality and harm to women, and of undermining sustainable cocoa chains.  These interventions focus on individuals but often fail to increase women's capabilities or wellbeing because they do not understand their roles, needs and priorities.	<b>Gender Sensitive:</b> Gender sensitive interventions consider how gender affects cocoa communities and value chains and adapt activities to the different needs of women and men.  Gender sensitive interventions seek to do no harm and contribute to improving women's existing roles in and benefits from cocoa value chain, but do not seek to challenge or change gender norms and relations.  These interventions build women's individual capabilities and work with men and communities to better understand the needs of women farmers and their contribution to cocoa value chains. They may also enable women to participate more in their community and its governance, and build women's solidarity with other women through women-only groups and spaces.	<b>Gender-Transformative:</b> Gender transformative interventions actively seek to challenge and change unequal gender norms, roles and relations that prevent women from fully participating in and benefiting from the cocoa value chain, and provide adequate resources to achieve this objective.  Gender transformative interventions seek to change women and men's roles in cocoa communities and value chains, and contribute to more equitable cocoa communities and value chain where female and male farmers have equal opportunities and benefits.  These interventions build women's individual and collective capabilities, engage men and communities in tackling gender inequality, and challenge and change unequal laws, policies, customs and practices.	
Thriving Communities	Child protection	Access to training and information	Child labor is both a symptom and self-perpetuating cause of poverty. Therefore a holistic approach to community development, and in particular women's empowerment, has been recognised as a key element in ending the worst forms of child labor. Projects which do not address the income-generating capacity of women or her influence in decision-making within the household or community, may limit their effectiveness in tackling child labor.	PLUS	Support communities in acquiring birth certificates so that children can access education.  Train women in advocacy skills to enable dialogue with local authorities on the provision of adequate and accessible education services.  Creation of school gardens to enable the provision of school meals which act as an incentive for school attendance.  Education / entrepreneurship programs for older girls who have left school.	
		Participation in child protection committees and CLMRS				<ul style="list-style-type: none"> <li>- set up community action plans and monitor for instances of child labor</li> <li>- train women in leadership with a focus on child labor</li> <li>- livelihood support to women's groups</li> <li>- training on reproductive health</li> <li>- dialogue on the issue of forced marriage of adolescent girls</li> </ul>
	Education	Girls' access to education	The project establishes schools in communities however girls are still unable to access/complete schooling due to: <ul style="list-style-type: none"> <li>- social norms which prioritise their roles in unpaid care work over their need for education</li> <li>- adolescent marriage and pregnancy</li> <li>- poverty and the prioritisation of education for male children</li> </ul>	PLUS	Sensitization in households and communities on girls' and women's right to education and the economic benefits of education.  Provision of literacy and numeracy classes to women in cocoa communities to support farmer and business training.  Income generating activities for women to cover the cost of education.	
		Non-formal education and literacy	The project develops literacy programs however, attendance from women is low due to: <ul style="list-style-type: none"> <li>- a lack of mobility</li> <li>- perception that education is unnecessary for women</li> <li>- time poverty</li> </ul> A lack of education not only limits women and girls' literacy and numeracy, but also impacts their self-esteem and agency, thereby restricting their productive capacity.			Train women in advocacy skills to enable dialogue with local authorities on the provision of adequate and accessible education services.  Identifying community champions/role-models for girls' and women's education.  School enterprise models which foster entrepreneurship in girls whilst generating income for schools.  Education programs which are innovative and relevant for rural girls e.g. include a focus on ICT and agronomy, or include vocational training.
	Health	Access to community health services	Rural health services are set up however, this is not accompanied by gender-sensitive health education. As a result, cultural and social norms continue to impede women from accessing health services (e.g. women may be expected to undergo pregnancy without requiring healthcare, lack of mobility and time poverty).	PLUS	Participatory approach to the design of health and WASH programs to ensure that they respond to the needs of women.  Addition of sexual, reproductive and maternal health rights (SRMH) and WASH awareness training to productivity activities e.g. farmer field schools to increase appeal to women farmers.  Health programs targeted at married adolescent girls who are often vulnerable and disempowered (e.g. creating peer-based solidarity groups).  Integration of sexual, reproductive and maternal health rights into Community Action Plan.  Sexual health education targeted at young people.	Health and WASH infrastructure initiatives that enable women's economic empowerment while also freeing up the time of women farmers (e.g. water centres run by women entrepreneurs)  Community health programs that promote women's participation/leadership.  Advocacy at government level to enable policy change.  Household/community dialogues on gender norms and family-planning to enable greater shared decision-making about family planning leading to more family planning use.  Establishing social accountability approaches to enable negotiation and dialogue between citizens (with a focus on women), local authorities and the health system. (e.g. scorecards to enable feedback on health service provision).
		Water, Sanitation & hygiene (WASH)	Project establishes WASH facilities through consultation with community leaders, however, women are not involved in decision-making about water-resources or WASH programs.  Women are included in WASH committees, however, this commitment is in addition to existing unpaid care responsibilities.			

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GOAL	OBJECTIVE/ OUTCOME	ACTIVITY AREA	<p><b>Gender-Blind:</b> Gender blind interventions do not consider how gender affects cocoa communities and value chains.</p> <p>Gender blind interventions have a high risk of reinforcing gender inequality and harm to women, and of undermining sustainable cocoa chains.</p> <p>These interventions focus on individuals but often fail to increase women's capabilities or wellbeing because they do not understand their roles, needs and priorities.</p>	<p><b>Gender Sensitive:</b> Gender sensitive interventions consider how gender affects cocoa communities and value chains and adapt activities to the different needs of women and men.</p> <p>Gender sensitive interventions seek to do no harm and contribute to improving women's existing roles in and benefits from cocoa value chain, but do not seek to challenge or change gender norms and relations.</p> <p>These interventions build women's individual capabilities and work with men and communities to better understand the needs of women farmers and their contribution to cocoa value chains. They may also enable women to participate more in their community and its governance, and build women's solidarity with other women through women-only groups and spaces.</p>	<p><b>Gender-Transformative:</b> Gender transformative interventions actively seek to challenge and change unequal gender norms, roles and relations that prevent women from fully participating in and benefitting from the cocoa value chain, and provide adequate resources to achieve this objective.</p> <p>Gender transformative interventions seek to change women and men's roles in cocoa communities and value chains, and contribute to more equitable cocoa communities and value chain where female and male farmers have equal opportunities and benefits.</p> <p>These interventions build women's individual and collective capabilities, engage men and communities in tackling gender inequality, and challenge and change unequal laws, policies, customs and practices.</p>
Environment	Forest Protection and Restoration	Access to climate-smart business training	Community-based adaptation plans are set up but they are not representative of women's needs and do not recognise the key role which women play in enabling climate-smart agricultural practices.	Investments in fuel saving stoves which reduce dependence on firewood while also reducing the time spent on domestic work.	PLUS PLUS
		Prevention of deforestation	Women are not represented in forest-management committees and as a result, policies may be gender-blind (e.g. not differentiating between firewood for domestic use and for sale).	Alternative income generating opportunities which are forest-friendly and do not increase women's workloads. Enable women's participation in forest management committees and train them to effectively participate in decision-making.	
Monitoring & Evaluation		Monitoring & Evaluation	The project does not collect gender disaggregated data.	The project actively monitors gender impacts by collecting gender disaggregated data and measuring change in women's empowerment.	PLUS