WEST AFRICA BIODIVERSITY AND CLIMATE CHANGE (WA BICC)

GENDER EQUALITY AND SOCIAL INCLUSION (GESI) GUIDELINES

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Cover photo: Market women at the Fresco fish market in Cote d'Ivoire.

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ACRONYMS

CCA   Climate Change Adaptation

GESI   Gender Equality and Social Inclusion

NRM   Natural Resource Management

PWDs   People with Disabilities

RFA   Request for Application

ToR   Terms of Reference

USAID   United States Agency for International Development

WA BiCC West Africa Biodiversity and Climate Change

INTRODUCTION AND BACKGROUND

Poor and marginalized people experience the impacts of environmental degradation and climate change acutely.[1] Compared with other groups, they have the greatest need for adaption strategies to enable them to withstand climate change impacts and subsequent livelihood challenges. Unfortunately, these groups of people have the least capacity and opportunity to prepare for the impacts of climate change and to participate in community, national and international negotiations on tackling biodegradation and climate change issues. It is therefore imperative that the concerns of such vulnerable people are taken into consideration in all biodiversity and climate change interventions.

To be compliant with USAID's Gender Equality and Female Empowerment Policy,[2] WA BiCC ensures that its results contribute to the three USAID gender equality and social inclusion (GESI) outcomes: 1) Reduce gender disparities in access to, control over and benefit from resources, wealth, opportunities and services—economic, social, political, and cultural; 2) Reduce gender-based violence and mitigate its harmful effects on individuals and communities; and 3) Increase capability of women and girls to realize their rights, determine their life outcomes, and influence decision making in households, communities, and societies.

WA BiCC's implementation plan comprises five principles of which the fourth is dedicated to gender and social inclusion: "empower women, youth and disadvantaged populations." The program therefore seeks to consciously integrate the concerns of women, youth, and other marginalized groups into its activities to promote inclusion and ensure equitable distribution of the benefits from the program.

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[1] Taner and Mitchell, Entrenchment or Enhancement; GTZ in Lambrou and Piana, 2006.
[2] https://www.usaid.gov/sites/default/files/documents/.../GenderEqualityPolicy
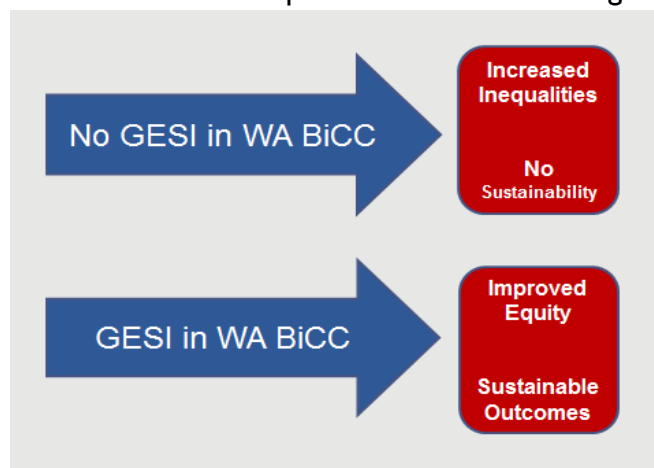
The WA BiCC GESI Strategy

The WA BiCC GESI strategy emphasizes that responsive integration of gender equality and social inclusion makes for more effective biodiversity and climate change adaptation (CCA) interventions. This strategy seeks to support WA BiCC staff and partners in their efforts to understand how to incorporate GESI into their activities, improve access to information on GESI as related to biodiversity and CCA, generate livelihoods that are sustainable for community members in the learning landscapes, and to identify opportunities for knowledge sharing and learning between WA BiCC partners and other communities of practice in the region.

The GESI strategy guards against the perpetuation or worsening of disparities related to gender and other social factors, and pays close attention to the voices and needs of communities that tend to be vulnerable and marginalized such as women, youth, and ethnic minorities.

GESI also works to reduce such inequalities where possible, and to uplift groups that are traditionally marginalized.

By its nature, GESI brings in an intersectional focus, recognizing that a person may be excluded in profound ways due to the interaction of their gender, age, ethnicity and other aspects of their social, economic, and cultural identity.

The GESI strategy provides pragmatic recommendations to WA BiCC for equitable distribution of project benefits in ways that include the voices and concerns of vulnerable and marginalized groups, and improves their agency and status. Integration of GESI in WA BiCC will lead to an improved understanding of marginalized groups' resource dependence and more comprehensive, effective interventions for biodiversity conservation, climate change adaptation, and low emissions land use. This strategy facilitates all social groups to benefit equitably from improved conservation and low-emissions growth efforts in West Africa. By approaching GESI in a holistic manner, WA BiCC improves the sustainability of its projects' activities and outcomes.
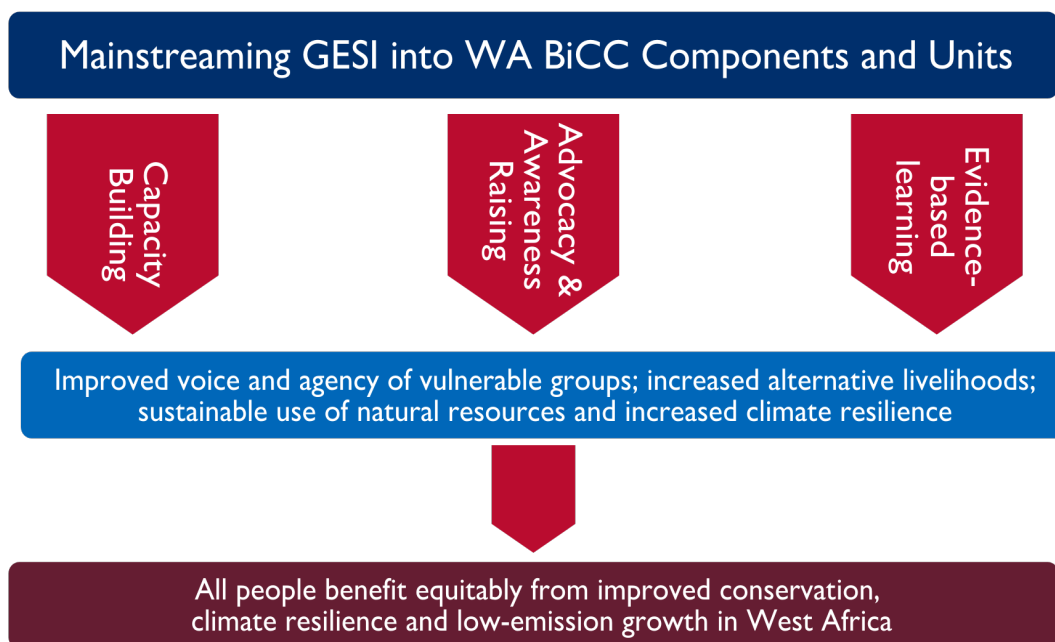
Figure 1: GESI Strategic Approach for WA BiCC and Partners

WA BiCC has adopted mainstreaming as an overarching approach to implementing GESI in the program. Three key approaches will be used to ensure effective mainstreaming of GESI into WA BiCC: (1) capacity building, (2) evidence-based learning, and (3) advocacy and awareness raising. It is anticipated that these approaches will lead to the improved voice and agency of vulnerable groups; increased access to alternative livelihoods; sustainable use of natural resources; and increased climate resilience among all social groups, particularly the most poor and vulnerable.

THE GENDER AND SOCIAL INCLUSION GUIDE

WHAT IS THE WA BICC GESI GUIDE?

This guide is based on an extensive WA BiCC GESI Strategy in which evidence-based approaches for GESI in natural resource management (NRM) in West Africa were reviewed. It provides practical guidelines on how to mainstream GESI into WA BiCC components and activities, as well as a guided approach to integrating GESI into your regular work.

WHY DO WE NEED THIS GUIDE?

Considering the different access and use of natural resources by various subpopulations, the GESI guide will help WA BiCC and partners to design and implement programming that supports comprehensive and sustainable natural resource management.

This guide will help you and your team to integrate GESI into your work, so that you are making use of best practices in sustainable development that is equitable and improves the lives of poor and marginalized West Africans.

WHO SHOULD USE THIS GUIDE?

This guide is developed for those who will be planning, implementing, monitoring and evaluating WA BiCC's projects and activities. The primary users for this guide include:

- All WA BiCC staff
- The three regional partners: Economic Community of West African States, Mano River Union, and Abidjan Convention
- All WA BiCC grantees
- WA BiCC's landscape facilitators
- All short-term technical assistants

It will be most practical for those who:
- Are new to WA BiCC
- Are new to the concept of GESI
- Want to conduct a specific activity and are looking for guidance

GENDER AND SOCIAL INCLUSION IN WA BICC

WHAT DO WE WANT TO ACHIEVE BY MAINSTREAMING GESI IN WA BICC?

WA BiCC's GESI strategic objectives are to:

- Ensure that WA BiCC staff and partners understand how to practically integrate GESI into their own work streams.
- Support women and other marginalized groups' access to information related to biodiversity, forest degradation, climate change and coastal adaptation, as well as wildlife trade to promote agency and participation in decision-making processes at the local level.
- Emphasize support for sustainable livelihoods for women, youth and other marginalized groups using gender value chain analysis and other tools to promote pro-poor economic opportunities.
- Use gender analysis to identify how vulnerability and low social status contribute to key threats to biodiversity, forest degradation, climate change and coastal adaptation, as well as wildlife trade; and present opportunities to address social and economic vulnerability/status that exacerbate or contribute to inequalities and social injustice.
- Highlight GESI action areas for programmatic interventions, capacity building, policy and learning outcomes and knowledge sharing.

WHAT ARE WA BICC'S GESI PRINCIPLES?

WA BiCC's guiding principle is to achieve gender equality and social inclusion as an integral part of its institutional mechanisms, policies, interventions, and all its processes. Underlying this principle are the following precepts:

- Diverse groups of people access and relate differently to the environment and natural resources based on their gender, socioeconomic and power status. As this is the case, solutions to biodiversity conservation and climate change issues should not be GESI-neutral.
- No person or group of persons should be discriminated against because of gender, disability, race, social status, or any other factor.
- All persons (irrespective of their gender and social status) have the right to participate in decision-making forums and in all developmental processes. GESI mainstreaming requires that efforts be made to broaden women and other marginalized group's participation at all levels of decision-making.
- A person's right to survival and development is not dependent on his/her gender or socioeconomic status.

- Achieving sustainable natural resource development requires creating an enabling environment for equality and equity for men and women and all other marginalized groups. GESI mainstreaming is therefore a prerequisite for sustainable NRM. However, while GESI mainstreaming is required, it does not replace the need for targeted, GESI-specific policies and programs.
- Translating the concept of GESI mainstreaming into practice requires a clear understanding of the term, political will, and adequate allocation of resources, including additional financial and human resources.

WHICH VULNERABLE GROUPS IS WA BICC FOCUSING ON?

WA BiCC is designed to take into consideration the interests, needs and concerns of all relevant stakeholders within the West African region, including regional entities, national institutions and communities at the landscape level.

The implementers of the program are aware that some groups of people in every society are vulnerable and are more likely to be forgotten in the planning and implementation of project activities. We do, however, recognize the need to consciously involve these vulnerable groups for sustained project outcomes.

WA BiCC recognizes that these vulnerable groups may differ from country to country, and even in the same country, different societies may have differing groups of people that are vulnerable and marginalized. A baseline study conducted towards the development of WA BiCC's GESI Strategy identified the following vulnerable groups in WA BiCC's landscapes:

- Women
- Youth
- Children
- Elderly
- Nomadic herdsmen
- Persons with disability (PWD)
- People living in "hard-to-reach" communities

APPLYING GESI TO WA BICC COMPONENTS, PARTNERSHIPS AND LEARNING LANDSCAPES

HOW IS GESI INTEGRATED INTO WA BICC'S UNITS AND COMPONENTS?

Collaboration, Learning and Adapting

- Provide GESI technical backstopping for WA BiCC staff and partners.
- Strengthen the partners' work and knowledge on GESI through their institutional strengthening plans.
- Provide trainings on how to incorporate GESI into the partners' biodiversity and CCA programing.
- Mainstream GESI into WA BiCC's knowledge management and learning activities, as well as policy advocacy and awareness-raising efforts.

> *We make conscious efforts to include all vulnerable groups*
>
> *We pay more attention to and report on women, youth and people living in "hard to reach" communities*

- Support research for best practices on GESI to create a deep knowledge base and to help WA BiCC and partners to become centers of excellence.
- Collaborate with regional partners and grantees to promote inclusion in WA BiCC's learning landscapes.
- Ensure that all quantitative indicators and M&E data collected and analyzed are gender disaggregated.
- Facilitate the integration of GESI into all requests for applications (RFAs) and terms of reference (ToR).
- Promote GESI-responsive communication and reporting in WA BiCC.
- Integrate GESI into the RFAs of WA BiCC's small grants, to ensure that GESI issues are kept in mind and to generate ideas of how to best provide technical support on the ground.
- Mainstream GESI into WA BiCC's policy advocacy and awareness-raising work
- Support policy analysis and research to unearth policy and cultural gaps that promote inequalities.
- Engage power holders at multiple levels of society to promote the inclusion of women, youth and other vulnerable groups in biodiversity and CCA policies and programs.

Component 1: Combating Wildlife Trafficking

- Collaborate with existing research institutions to examine the roles of women, youth, and other marginalized groups in wildlife trafficking.
- Raise awareness on the debilitating effects of wildlife trafficking; include specific messages targeting women, youth, and other vulnerable groups.
- Access the effect of wildlife trafficking on members of communities, particularly those from marginalized groups, and factor findings into combating anti-trafficking efforts.
- Ensure that women, youth, and other groups enjoy economic benefits associated with combatting wildlife trafficking equitably.
- Ensure that criteria for selecting students for WA BiCC support is GESI responsive.
- Develop advocacy campaign messages and behavioral change communication that is GESI responsive.
- Conduct a GESI assessment of people involved in CWT and promote the inclusion of vulnerable groups.

Component 2: Coastal Resilience and Climate Change Adaptation

- Integrate GESI into climate change vulnerability assessments.
- Promote understanding of climate change vulnerability and impacts of climate change on vulnerable groups.
- Implement GESI-sensitive interventions to promote coastal resilience and address impacts of climate change, including alternative livelihood and technology opportunities.
- Ensure that women, youth, and other marginalized groups are involved in the planning, implementation and evaluation of community interventions aimed at promoting coastal resilience and climate change adaption.
- Promote the involvement of all stakeholders (including women, youth, and other marginalized groups) in climate change decision/policymaking at the regional, national and landscape levels.
- Ensure that women, youth, and other groups enjoy benefits associated with protecting coasts and coastal resources equitably.

Component 3: Reduction of Deforestation, Forest Degradation and Biodiversity Loss

- Assess the roles of women, youth, and other marginalized groups in sustaining or destroying the ecosystem.
- Create awareness and educate community members on the need to protect and conserve the forest, recognizing that different groups of people access and process information differently.
- Identify, document and implement GESI-sensitive interventions for mangrove and forest management and conservation, including alternative livelihood and technology opportunities.
- Support community-based organizations, particularly those working with women and youth, with small grants to implement interventions towards reducing the drivers of deforestation.
- Involve all stakeholders (including women, youth, and other marginalized groups) in deforestation decision/policymaking.
- Promote equity in benefit sharing, ensuring that women, youth, and other vulnerable groups enjoy the proceeds associated with protecting forests equitably.
- Involve women, youth, and community leadership in the project's activities.

WHEN IS GESI CONSIDERED IN WA BICC'S WORK?

Our gender equality and social inclusion practice begins before an intervention is planned and continues through all stages of project/activity development and implementation, as shown in Figure 2.

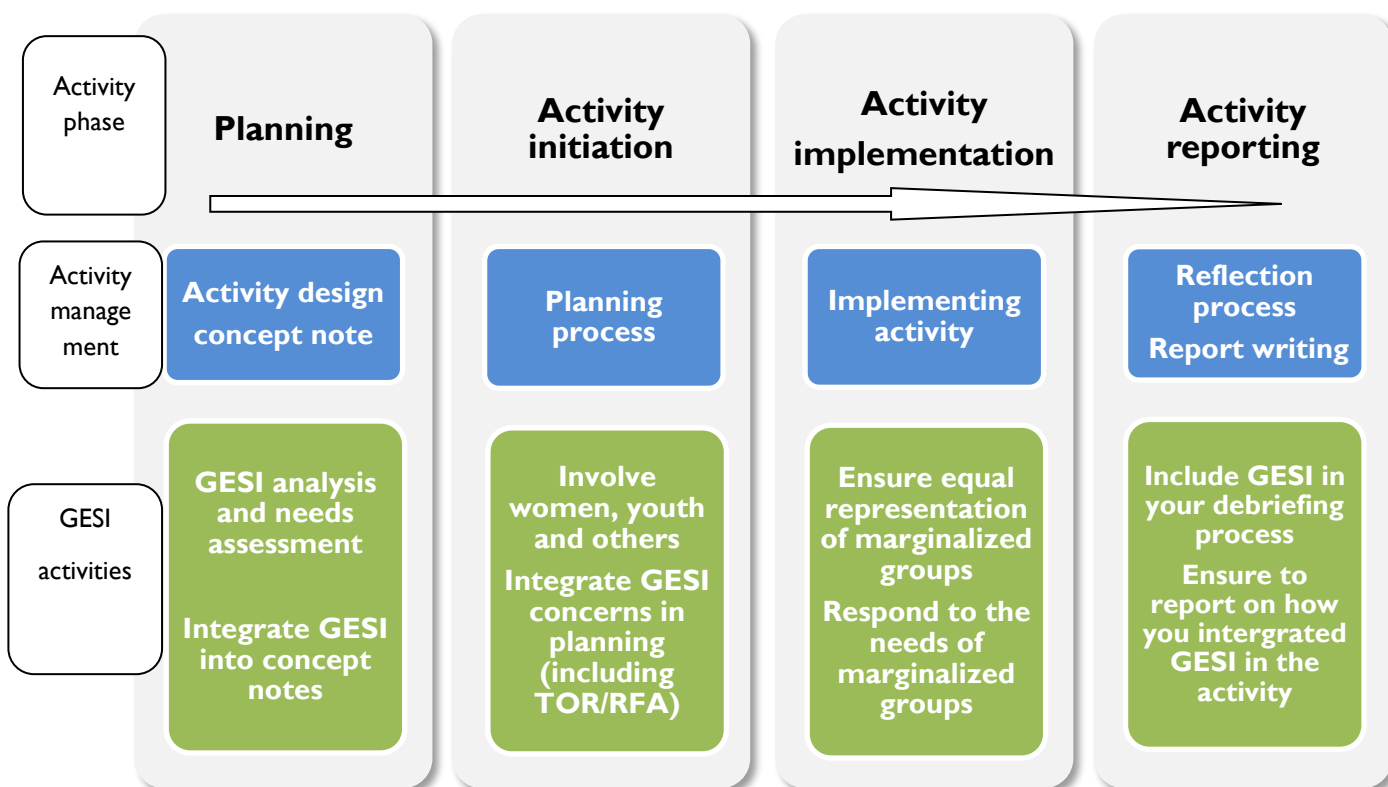| Activity phase	Planning	Activity initiation	Activity implementation	Activity reporting
Activity management	Activity design concept note	Planning process	Implementing activity	Reflection process / Report writing
GESI activities	GESI analysis and needs assessment / Integrate GESI into concept notes	Involve women, youth and others / Integrate GESI concerns in planning (including TOR/RFA)	Ensure equal representation of marginalized groups / Respond to the needs of marginalized groups	Include GESI in your debriefing process / Ensure to report on how you intergrated GESI in the activity

Figure 2: How GESI is Integrated into the project/activity management cycle.

GESI Checklist for WA BiCC Activities

Areas and Key Questions to Ask Prior to Implementation
A. Planning
1. Have you analysed the effect your activity will have on the different social groups, particularly youth, men, women and people living in hard-to-reach communities?
2. Will your activity make the situation of vulnerable groups worse or better? If worse, have you identified measures you would take to cushion them?
3. Are there opportunities that will both promote conservation and mitigate social inequality?
4. Have you explored the opportunity to include beneficiaries, including women and other vulnerable groups in your planning?
5. What procedures can you put into place to help promote the participation of women or other marginalized groups?
6. Are there specific economic activities that involved disproportionate numbers of women or youth? How will WA BICC affect these activities?
B. Activity implementation
7. What networks/organizations represent women or other groups? How can they be engaged?
8. Is the WA BiCC GESI principle reflected in TORs or RFAs?
9. Have you ensured that all relevant stakeholders, including vulnerable groups, participate in the activity and have access to decision making through WA BiCC?
10. Have you ensured equitable distribution of benefits from WA BiCC?
11. Have you ensured that gender analysis is part of baseline studies?
12. Does your field staff include women or people who speak the local language and can reach out to marginalized groups?
13. Have you identified communication channels that will effectively reach all the distinct categories of WA BiCC's stakeholders relevant to the activity you are about to undertake, particularly the vulnerable groups?
14. Do activities take into account different access and use of natural resources by men, women, youth, PWDs?
15. Do communities use natural resources to meet basic needs for food, water, medicine, or income? How does your natural resource management programming affect the livelihood strategies of women, men, youth, PWDs, the extremely poor, or other vulnerable groups?
16. What can WA BiCC to do ensure that vulnerable group's livelihood strategies are not negatively affected, or provide alternative strategies?
17. Have you supported partners' skills in GESI analysis and integration?
C. Activity reporting and learning
18. Is data collected disaggregated?
19. Have you analysed the data to understand if there are gaps in participation or benefits?
20. Have you learned from the data analysis how to adapt the program to better address the needs of women or other vulnerable groups?
21. Have you documented and shared your learning on GESI with partners or other stakeholders who are involved in NRW in West Africa?

MONITORING AND EVALUATION OF GESI

> *"Everything that can be counted does not necessarily count; everything that counts cannot necessarily be counted."*
>
> —*Albert Einstein*
>
> *WA BICC staff and partners know that GESI counts and can be counted.*

We appreciate the value of GESI in the implementation of the WA BiCC program and we also know that assessing GESI outcomes can be difficult but it is necessary for:

- Understanding the effectiveness of proposed interventions and providing a basis for learning and course correction.
- Providing baseline information on how WA BiCC activities affect diverse groups of people; such information can be used to ensure WA BiCC's benefits are equitable and do not exacerbate any social inequalities in target communities.

GESI Indicators for WA BiCC

WA BiCC currently has no GESI-focused indicators in our M&E framework, but we are committed to disaggregating all our M&E data collected and analyzed. We also report on these gender-disaggregated data.

Both quantitative and qualitative data are required for effective monitoring of GESI. For example, cataloging how many women attended a community meeting is not meaningful if none of the women felt empowered to speak. The *quality* of participation is therefore important to gauge and document.

While quantitative indicators are important, they are just one part of the entire story; we must do qualitative assessments as well to best make sense of the complicated texture and richness that is intrinsic to gender and other social relations.

We assess our GESI work through the following indicators:

- The number of GESI-sensitive interventions identified, documented, and shared.
- The number of community-based organizations, particularly women and youth groups, that have received small grants to implement NRM/CCA interventions.
- The number of women, youth and other marginalized groups involved in forest and mangrove conservation policymaking and interventions.
- Percentage increase in the number of women and other marginalized persons receiving benefits from natural resource interventions in the landscape communities.
- Number of women, youth and other marginalized persons benefiting from alternative livelihood programs.

ADDITIONAL RESOURCES & FURTHER READING

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Aguilar, L. (1998). *Climate Change and Disaster Mitigation: Gender Makes the Difference. Environmental Management.*

Asian Development Bank. (2010). *Overview of Gender Equality and Social Inclusion in Nepal.*

Beck, T., & Nesmith, C. (2001). Building Poor People's Capacities: The Case of Common Property Resources in India and West Africa. *World Development, 29*(1), 119–133. doi:10.1016/S0305-750X(00)00089-9

Denton, F. (2002). Climate Change Vulnerability, Impacts, and Adaptation: Why Does Gender Matter? *Gender and Development, 10*(2), 10–20. doi:10.1080/13552070215903

United Nations Environment Programme. (2015). *Policy and Strategy for Gender Equality and the Environment.*

United Nations, United Nations Entity for Gender Equality and the Empowerment of Women, United Nations Peacebuilding Support Office, & United Nations Development Programme. (2013). *Women and Natural Resources: Unlocking the Peacebuilding Potential.*

United States Agency for International Development. (2010). *Guide to Gender Integration and Analysis: Additional Help for ADS Chapters 201 and 203. Health (San Francisco).*

United States Agency for International Development. (2012). *Gender Equality and Female Empowerment Policy.* Retrieved from www.usaid.gov/pakistan/cross-cutting-themes-good-governance-and-gender-equity

World Bank. (2013). *Social Inclusion.* Retrieved from http://www.worldbank.org/en/topic/socialdevelopment/brief/social-inclusion

ANNEXES

Annex 1:   Key Terms and Concepts

What is Sex?
Sex refers to the biological characteristics between men and women, which are universal and do not change. These sets of biological characteristics are not mutually exclusive as there are individuals who possess both, but these features tend to differentiate humans as males and females.

What is Gender?
Gender refers to the socially given attributes, roles, activities, responsibilities and needs connected to being men (masculine) and women (feminine) at a given time and as a member of a community. Gender represents social attributes that are learned or acquired during socialization as a member of a given community. Gender attributes are learned behaviors that are context/time-specific and changeable and vary across cultures.

Gender is therefore an acquired identity. Women and men's gender identity determines how they are perceived and how they are expected to think and act as men and women. Gender determines what is expected, allowed and valued in a woman or a man in each context. In most societies, there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities.[3]

How is Youth Defined?
This guide specifies that youth are people between the ages 15–24, in line with other international organization such as the United Nations and the World Bank's work with youth populations.

What is Feminism?
Feminism is a movement that campaigns against gender inequalities and strives for social, cultural, political and economic equality of women and men. Feminism can be also defined as a global phenomenon that addresses various issues related to women across the world in a specific manner, as applicable to a particular culture or society. Though the issues related to feminism may differ for different societies and culture, they are broadly tied together with the underlying philosophy of achieving equality of gender in every sphere of life.[4]

What is Gender Equality?
Gender equality is a broad concept and a development goal. It is achieved when men and women have equal rights, freedoms, conditions, and opportunities for realizing their full potential and for contributing to and benefiting from economic, social, cultural, and political development. Gender equality does not mean that women and men become the same but that women's and men's rights, responsibilities, and opportunities do not depend on whether they are born male or female. It implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of diverse groups of women and men. It also means society values men and women equally for their similarities and

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[3]http://www.peacewomen.org/assets/file/AdvocacyEducationTools/genderglossary_migs_aug2005.pdf
[4] http://ezinearticles.com/?Definition-of-Feminism&id=1697184

differences and the diverse roles they play. Gender equality is not a "women's issues" but should concern and fully engage men as well as women.[5]

What is Gender Equity?
Gender equity entails fairness of treatment for women and men, according to their respective needs. This may include equal treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations and opportunities. In the development context, a gender equity goal often requires built-in measures to compensate for the historical and social disadvantages that prevent women and men from otherwise operating on an equitable basis, or on a "level playing field." Equity leads to equality.
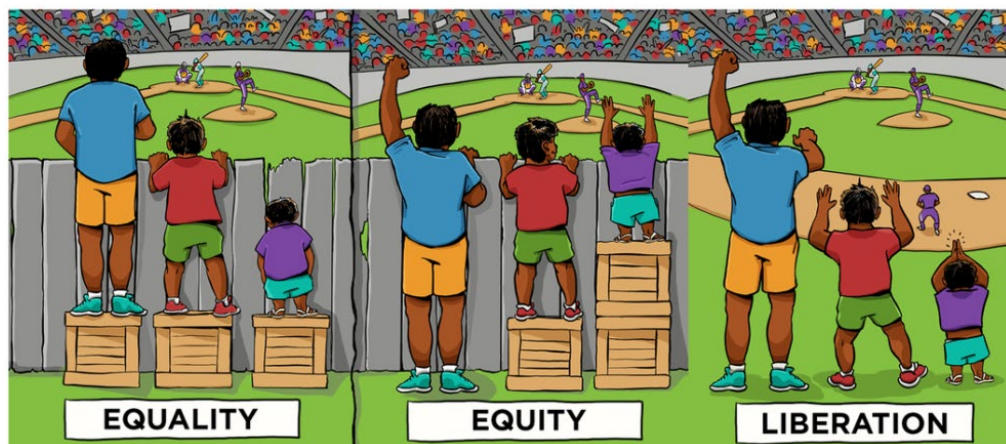
Source: International Fund for Agricultural Development, 2001. http://www.ifad.org/gender/glossary.htm and Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI) United Nations

What is Social Inclusion?
Social inclusion aims to empower poor and marginalized people to take advantage of burgeoning global opportunities. It ensures that people have a voice in decisions that affect their lives and that they enjoy equal access to markets, services and political, social and physical spaces.[6]

Social inclusion involves the removal of institutional barriers and the enhancement of incentives to increase access by diverse individuals and groups to development opportunities. This requires changes in policies, rules, and social practices and shifts in people's perspectives and behavior toward excluded groups.[7]

What is Gender Equality and Social Inclusion (GESI)?
A GESI perspective is meant to avoid the perpetuation or worsening of any disparities related to gender and other social factors, and pays close attention to the voices and needs of communities that tend to be vulnerable and marginalized such as women, youth, and ethnic minorities. GESI also works to reduce such inequalities where possible, and to uplift groups that are traditionally marginalized. By its nature, GESI brings in an intersectional focus, recognizing that a person may be excluded in profound ways due to the combination of their gender, age, ethnicity and other aspects of social and cultural identity.

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[5] Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI) United Nations and Gender Mainstreaming Learning & Information Packs prepared by the United Nations Development Program UNDP.
[6] World Bank. (2013). *Social Inclusion.* Retrieved from http://www.worldbank.org/en/topic/socialdevelopment/brief/social-inclusion
[7] Asian Development Bank. (2010). *Overview of Gender Equality and Social Inclusion in Nepal.*

What is GESI Integration?

Gender integration involves identifying and then addressing gender and social exclusion during strategy and project design, implementation, and monitoring and evaluation. Since the roles and power relations between men, women, youth and other excluded groups affect how an activity is implemented, it is essential that project managers address these issues on an ongoing basis.[8]

What is GESI Mainstreaming?

GESI mainstreaming refers to a process of assessing how legislation, policies, programs and other planned actions affect women, men, youth and other social groups differently at all levels. It is a strategy for making the priorities, concerns and experiences of women, youth and other vulnerable groups an integral component in the design, implementation, monitoring and evaluation of policies and programs in all political, economic and social spheres. This often requires a conscious effort to ensure that inequality between men and women as well as other social groups is not perpetuated or exacerbated. The goal is to achieve gender equality and social inclusion[9].

What is GESI Awareness?

GESI awareness is an understanding that there are socially determined differences between women and men based on learned behavior, which affect their ability to access and control resources. It includes an understanding that some social groups (including women, youth, PWDs and people living in hard-to-reach places) are usually left out in decision making as well as policy development and implementation. It is the recognition that such groups do not have equal access and control over resources as others may have. This awareness needs to be applied through gender analysis into projects, programs and policies.

What is GESI-Sensitivity and GESI-Blindness?

GESI sensitivity encompasses the ability to acknowledge and highlight the differences, issues and inequalities that exist among diverse social groupings, including men and women, and incorporate these into policies and programs.

GESI blindness, on the other hand, is the failure to recognize that GESI is an essential determinant of social outcomes impacting on projects and policies. A GESI blind approach assumes GESI is not an influencing factor in projects, programs or policy. (Source: UNDP - United Nations Development Program).

Gender Disaggregated Data:

For a gender analysis, all data should be separated by sex to allow differential impacts on men and women to be measured. Gender-disaggregated data is quantitative statistical information on differences and inequalities between women and men. Sex-disaggregated data might reveal, for example, quantitative differences between women and men's access to land and forest products in a community.[10]

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[8] United States Agency for International Development. (2012). *Gender Equality and Female Empowerment Policy*. Retrieved from www.usaid.gov/pakistan/cross-cutting-themes-good-governance-and-gender-equity
[9] Agreed Conclusions on Gender Mainstreaming. Geneva: United Nations Economic and Social Council, 1997. http://www.un.org/documents/ecosoc/docs/1997/e1997-66.htm
[10]Reeves, H., & Baden, S. (2000). *Gender and Development Concepts and Definitions.* http://www.siyanda.org/docs_gem/index_implementation/genderman.htm)