WiFVEs
Women in Fisheries Against Violence

Report: Activity 8.1 Capacity Needs Assessment

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CEWEFIA

This publication is available electronically on the Hen ' 'Mpoano's website at www.henmpoano.org

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Cover Picture: Fish processor expressing her view to validate responses during a focus group discussion (Picture Credit: CEWEFIA, 2023)

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Project Summary

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Executive Summary

The "Women in Fisheries against Violence" project has undertaken a Capacity Needs Assessment in the Western and Central Regions of Ghana to understand the capacity, motivation, challenges, and aspirations of women entrepreneurs in various sectors, including baking, soap making, fish processing, makeup artistry, and more. This assessment is crucial for the development of a skills training program tailored to enhance the entrepreneurial skills and post-training business management success of these women.

The assessment reveals a diverse group of women with varying educational backgrounds and interests. For those with basic education, foundational skills development is needed, while those with secondary education may benefit from more specialized training. Challenges such as low funding and limited market opportunities were identified, emphasizing the need for financial and marketing support. Family responsibilities, while a significant challenge, were not the primary barrier identified, and gender-related challenges were not explicitly mentioned.

Respondents displayed high confidence levels in overcoming identified challenges, with most feeling "Very Confident." They also recognized opportunities in their communities, highlighting the potential for entrepreneurship.

There are varying levels of awareness of government and NGO programs supporting entrepreneurs across different communities, underscoring the need for information dissemination and community-specific strategies to enhance engagement and access to these programs.

Respondents have high expectations for support from government and NGOs, with training, business setup support, market linkages, and certification being the top priorities.

This assessment provides the groundwork for a tailored and effective skills training and support program that takes into account the unique needs and aspirations of women entrepreneurs in the Central and Western Regions of Ghana. It is a vital step towards empowering women and improving their livelihoods.

Introduction

The "Women in Fisheries against Violence" project has set out on a crucial path to empower women working in a variety of fields, including baking, soap making, fish processing, makeup artistry, and more. This assessment, dubbed Activity 8.1 Capacity Needs Assessment, is critical in defining the upcoming skills training program. It is a first step in understanding the particular capacity and preparedness of women entrepreneurs in our target communities. We can ensure that the skills training program is not only relevant, but also adapted to the specific demands and obstacles that these women confront.

A one-size-fits-all approach to skills training frequently falls short of achieving meaningful benefits. This evaluation is critical because it helps us to create a clear baseline of the women's knowledge and abilities in their individual businesses. With this information, we can create training modules that are perfectly tailored to bridge gaps, build on current abilities, and provide learners with the tools they need to succeed. As a result, it is an essential step in ensuring that our skills training program is effective and truly responsive to the needs of the women we wish to empower.

Furthermore, the study identifies the motivation, objectives, and specific set of obstacles that these women encounter. By doing so, The Project intends to design a training program that not only teaches technical skills but also targets the participants' socioeconomic and personal goals. It is a holistic approach that recognizes that an entrepreneur's success is driven not just by technical talents but also by the larger context in which they operate. In essence, this assessment will serve as the foundation for a successful skills training program suited to the women's specific circumstances.

a. Aim

The research assesses the capacity and readiness of women to be trained in various enterprises, including fish processing, soap making, makeup artistry, baking, and other sectors, with the goal of tailoring training and support programs to enhance their entrepreneurial skills and improve their post-training business management success.

b. Objectives

Objective 1 - Baseline Understanding:

- To determine the baseline level of understanding and skills of women engaged in various enterprises within the target communities.

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- To identify the areas where women excel and those in which they require further training and support based on the results of the assessment.

Objective 2 - Interest and Motivation:

- To gauge the motivation and aspirations of women entrepreneurs participating in the assessment.
- To understand the driving factors behind their participation in the program and their expectations from it.

Objective 3 - Barriers and Challenges:

- To identify the challenges and barriers faced by women in their enterprises, such as limited access to capital, market opportunities, and gender-related challenges.
- To assess the confidence levels of women in overcoming these challenges.

Objective 4 - Community and Support Ecosystem:

- To analyze the level of community support and networks available to women entrepreneurs within their respective communities.
- To evaluate their awareness of government and NGO support programs and gather suggestions on how these programs can be more effective.

Methodology

The Capacity Needs Assessment was a comprehensive study designed to gather data from women entrepreneurs in Project communities. A structured questionnaire was developed to collect quantitative data, including demographics, enterprise understanding, challenges, opportunities, and support systems.

Trained enumerators administered the questionnaires, and face-to-face interviews were conducted to gather detailed responses. The collected data underwent both quantitative and qualitative analysis, with statistical tools used for demographic information and content analysis for qualitative data.

Ethical considerations were followed, ensuring informed consent and maintaining privacy and confidentiality. This mixed-methods approach provided a holistic view of the entrepreneurs'

needs, enabling tailored skills training and support programs. The assessment aimed to provide a holistic view of the entrepreneurs' needs and set the stage for tailored support.

Assessment Results- Central Region

a. Demographics

Distribution of respondents
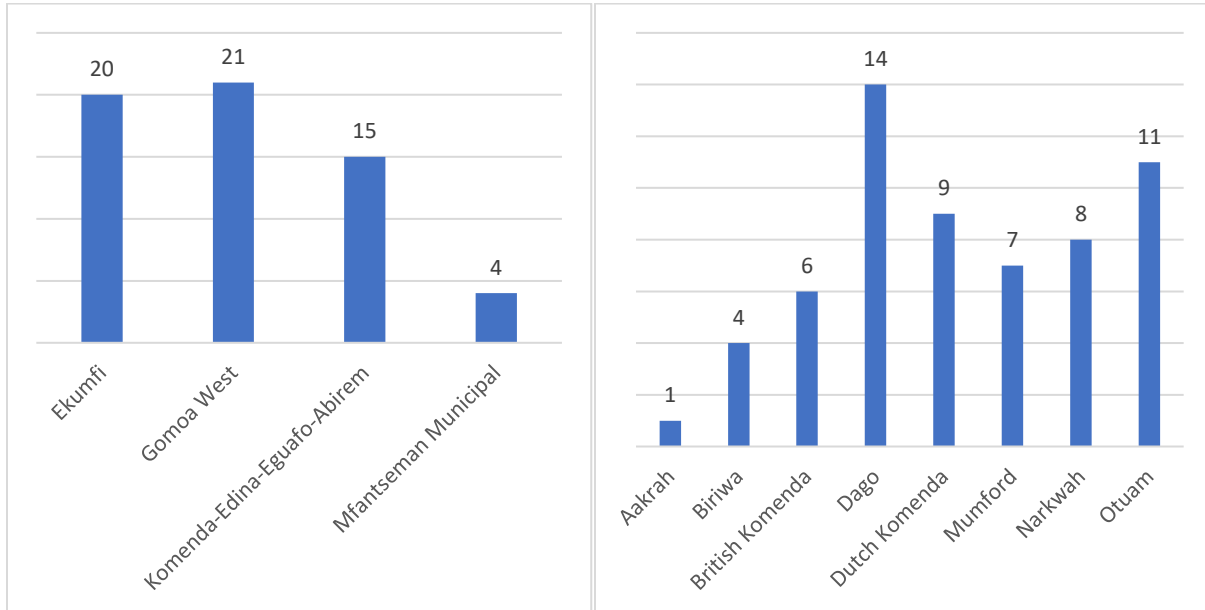
Figure 1: Distribution of respondents (Central Region)

Gomoa West had the highest number of respondents, followed by Ekumfi and Komenda-Edina-Eguafo-Abirem. Mfantseman Municipal had the lowest, with four respondents. The "Community" category showed the number of respondents in each community, with Dago having the highest count.

Educational Level

The survey data reveals a diverse educational background among the respondents. 32 have basic education, 23 have no formal education, and only 5 have reached secondary education. This highlights the need for foundational skills development, such as literacy and numeracy, to ensure participation in the training program.
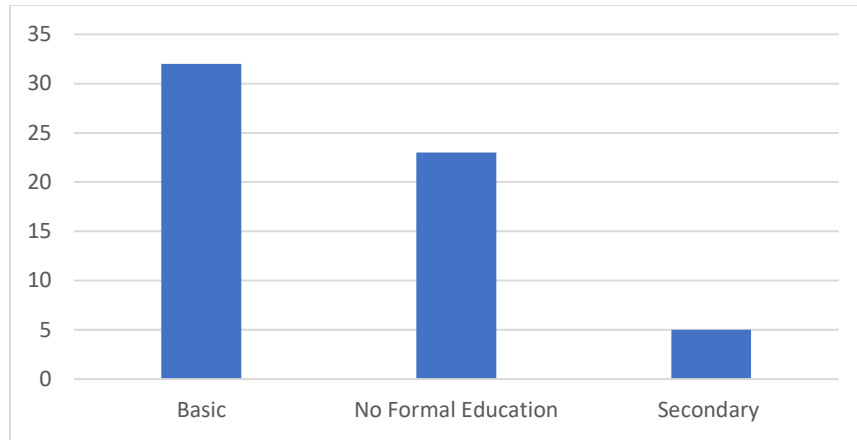
Figure 2: Educational Level Attained (Central Region)

Employment Status

The larger proportion of respondents with basic education suggests a foundation for advanced skills training, but the content and approach should be tailored to match their background. For those with secondary education, there may be opportunities for more specialized training, but the program should be designed to meet their specific needs and aspirations. Special attention may be required to bridge the educational gap for this group.
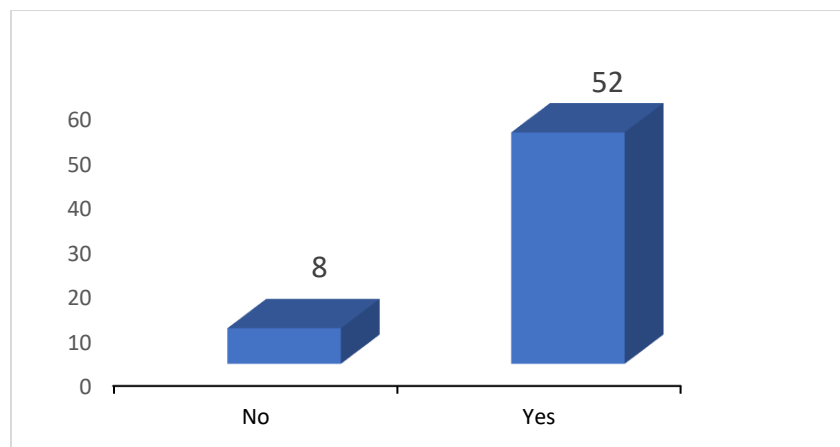
Figure 3: Employment Status (Current) of respondents (Central Region)

The employment status data shows that 52 respondents are currently employed, indicating a level of economic activity within the community or area under consideration. This indicates that a substantial portion of the respondents are actively participating in the workforce. The remaining 8 respondents were not working.

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Motivation for Learning New Skill

The respondents' motivation for learning new skills is a compelling explanation for their interest in acquiring new competencies. A significant number of respondents expressed their desire for a supplementary or alternative source of income, with 32 and 38 respondents seeking financial stability and opportunities to enhance their livelihoods. Additionally, 24 respondents cited the motivation of wanting more money, underscoring the financial aspect of their aspirations.
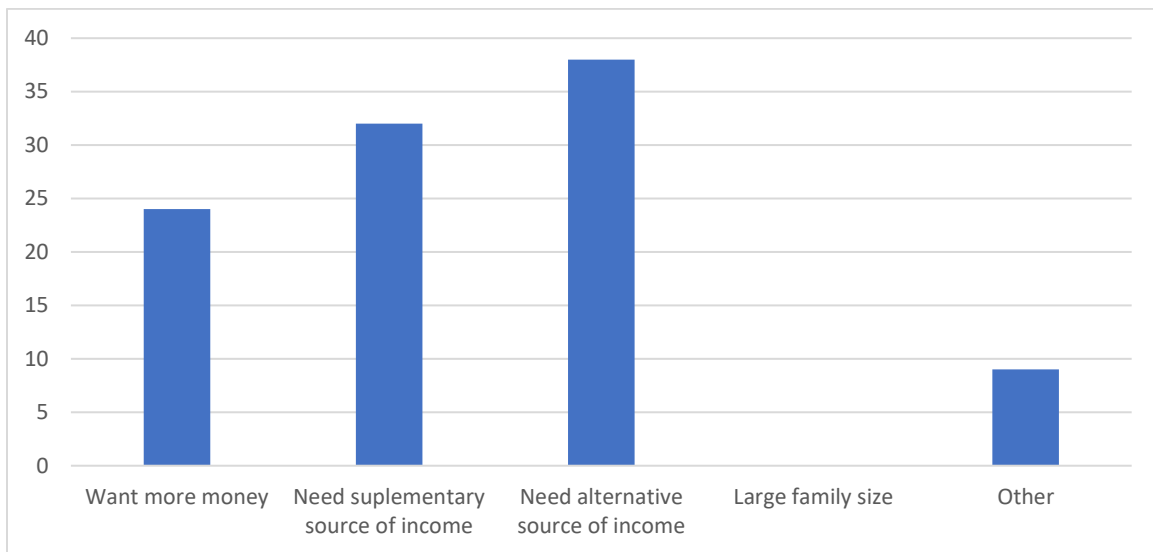
Figure 4: Motivation for Learning New Skill (Central Region)

The diversity in motivations highlights that while financial security is a common driver, individual goals and aspirations may vary among the respondents. In summary, the data reveals a strong emphasis on economic empowerment as the primary motivation for learning new skills among the respondents, emphasizing the significance of providing training programs that align with their aspirations for increased income and improved livelihoods.

b. Enterprise Understanding and Skills

Prior Working Experience

The information on prior employment indicates that respondents have a wide variety of abilities and expertise. Nineteen respondents reported having experience with fish processing, indicating a sizable number of people with knowledge in this field.
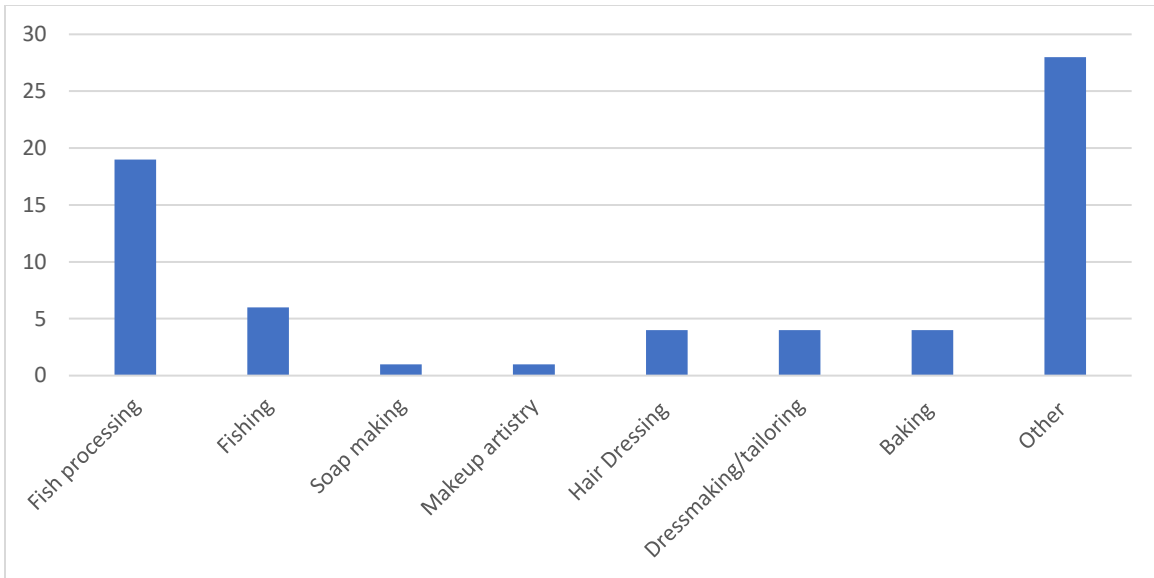
Figure 5: Prior Working Experience (Central Region)

Six responders have fishing experience, while one respondent has soap-making experience. One respondent reflects abilities in the beauty and cosmetics industry with experience in makeup artistry. Four responders indicated they have expertise in the fashion and clothing professions, including hair styling, dressmaking/tailoring, and baking. This information demonstrates the possibilities for career advancement, employment, and entrepreneurial options across a range of industries.

Skill level of Respondents in Current area of Expertise
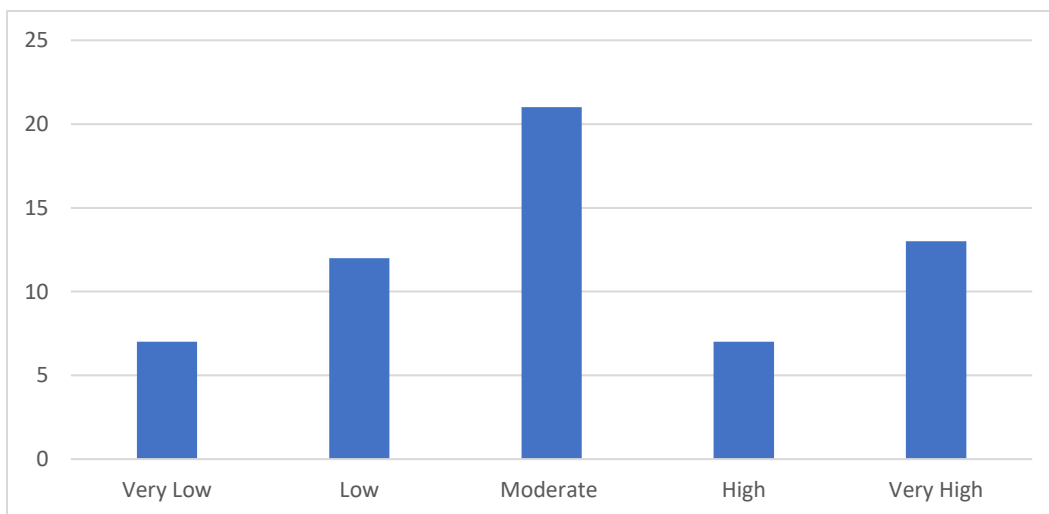
Figure 6: Skill level of Respondents in Current area of Expertise (Central Region)

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The data reveals a range of skill levels within respondents' enterprises, from very low to very high. Seven respondents have a very low level of skill proficiency, suggesting they need fundamental training and support. Twelve respondents rate their skills as low, indicating they still need substantial skill development. The largest group, 21 respondents, view their skills as moderate, indicating they possess a reasonable level of proficiency but may still need further training. Seven respondents consider their skills as high, indicating a solid level of proficiency, but may benefit from more advanced training. Thirteen respondents believe they have a very high level of skill proficiency, demonstrating a significant level of expertise and potentially demonstrating the potential to mentor others or explore more advanced training options. The data emphasizes the importance of tailoring training and support programs to address the specific skill levels and needs of respondents, aiming to enhance their proficiency and advance their career prospects within their chosen enterprises.

Interest on Specific Skillset as focus of Skills Training
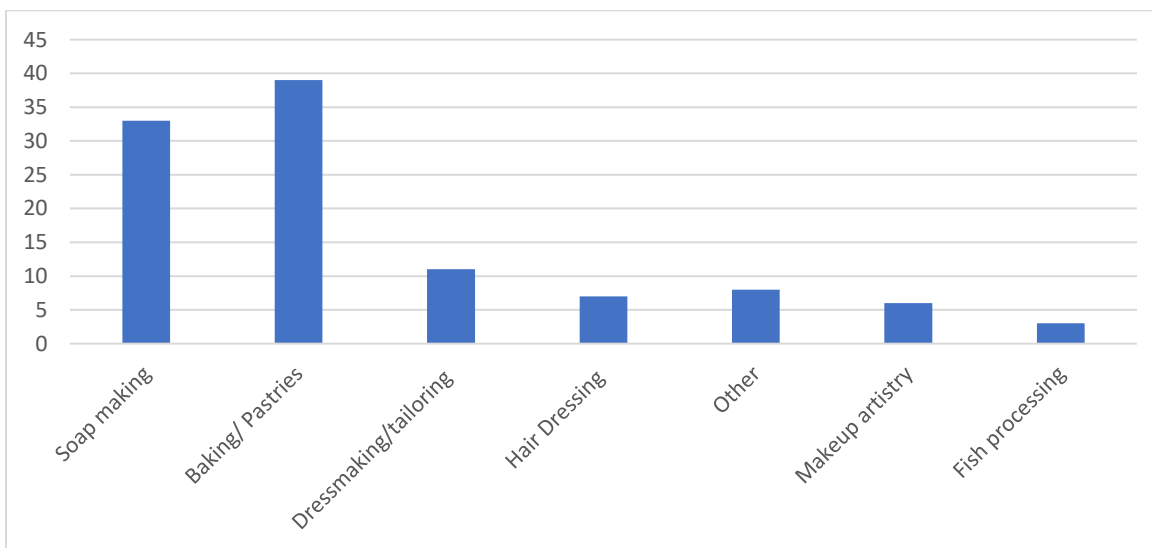
Figure 7: Interest on Specific Skillset as focus of Skills Training (Central Region)

A significant number of respondents expressed a strong interest in soap making, indicating a desire to enhance their skills in this trade. Baking and pastries skills also attracts a substantial level of interest, suggesting personal interest in the culinary industry. Eleven respondents express a specific interest in dressmaking and tailoring while seven respondents are interested in hair dressing. Eight respondents mention "Other" areas they wish to receive training or support in, which can vary widely. Six respondents expressed interest in makeup artistry, indicating a passion or aspiration in the beauty and cosmetics sector. Three respondents are interested in fish processing, which may represent opportunities in the fisheries industry.

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Comparing educational levels with respondents' aspirations for training and support can help determine the need for tailored and flexible programs that accommodate their educational backgrounds while aligning with their aspirations. Recognizing the diversity of interests and educational levels among respondents is crucial for designing effective skill development and support initiatives.

Higher-educated respondents may be more interested in specialized fields like makeup artistry or fish processing, while those with lower levels may be more interested in basic skills like baking and soap making. This presents an opportunity for foundational training programs for individuals with limited formal education.

Tailoring support to education levels can be effective, as respondents with basic education may benefit from programs that bridge the gap between their current skills and more advanced livelihoods, while those with higher education may benefit from more specialized or advanced training.

The data also reveals a diverse range of interests among respondents, indicating that respondents with varying educational backgrounds have different passions and career aspirations. This diversity underscores the importance of offering a broad spectrum of training options and support services.

c. Challenges and Barriers

Challenges in Starting Current Business
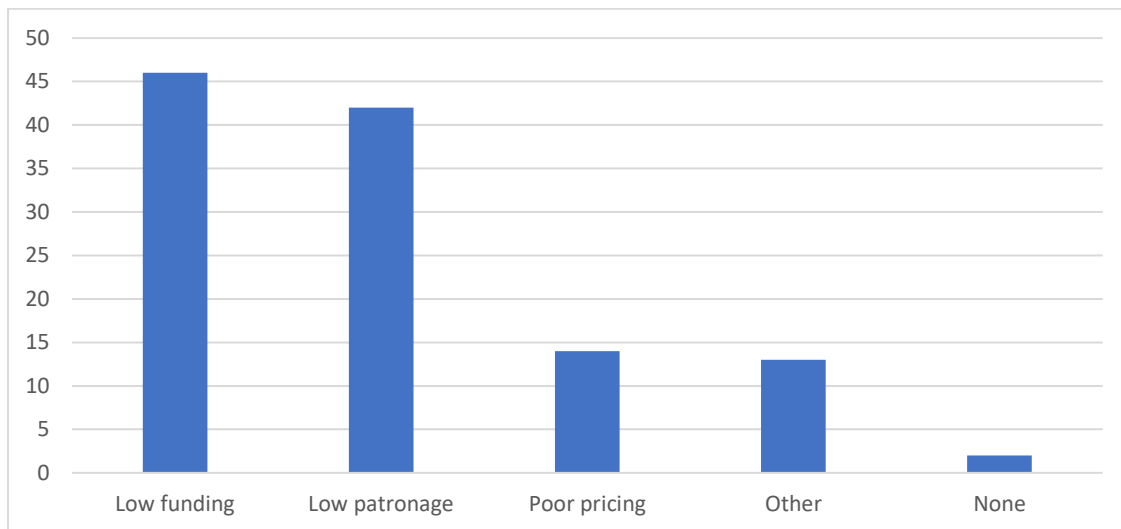
Figure 8: Challenges or obstacles encountered in current enterprise (Central Region)

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The most common challenge is low funding, with 46 respondents acknowledging this issue. This indicates that a significant portion of the group faces financial constraints and may need support in securing capital for their enterprises. Low patronage is another common challenge, with 42 respondents reporting low patronage, which can impact revenue and sustainability. Poor pricing is another challenge, with 14 respondents citing it as a concern. Other challenges not explicitly specified in the listed categories include competition, supply chain problems, or regulatory hurdles. Two respondents reported no specific challenges in their enterprises, suggesting that they perceive their businesses to be relatively trouble-free.

Challenges or barriers in faced by women starting new businesses
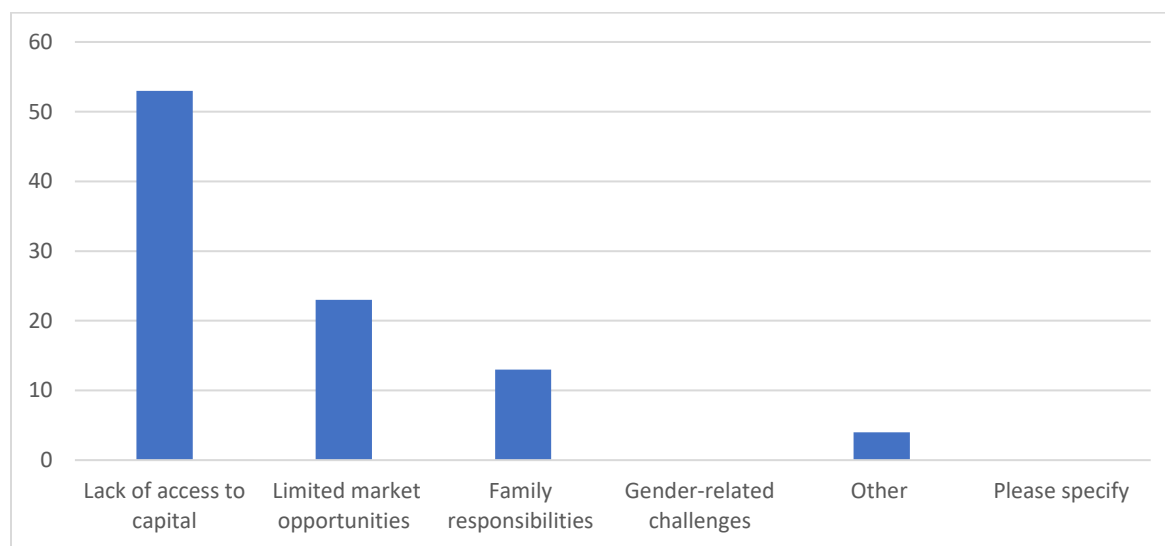
Figure 9: Challenges or barriers in faced by women starting new businesses (Central Region)

The data on the challenges faced by women starting new businesses reveals that the most significant challenge is the lack of access to capital, with 53 respondents acknowledging this issue. This is a common barrier women face in securing financial resources for their businesses, which is essential for startup, growth, and sustainability. Limited market opportunities are mentioned by 23 respondents, suggesting that women entrepreneurs may struggle to find adequate markets for their products or services, which can affect business growth and profitability.

Family responsibilities are also a significant challenge, with 13 respondents reporting it as a challenge, which may include managing household and caregiving duties alongside their entrepreneurial activities. Surprisingly, none of the respondents explicitly mention "Gender-Related Challenges," suggesting that women in this survey do not perceive gender bias or discrimination as significant barriers in their entrepreneurship. Other challenges not explicitly

mentioned include factors like competition, regulatory issues, or unforeseen difficulties in their businesses. Recognizing these challenges is essential for developing tailored support and training programs to empower women entrepreneurs and help them overcome these specific obstacles.

Level of Confidence in overcoming identified challenges
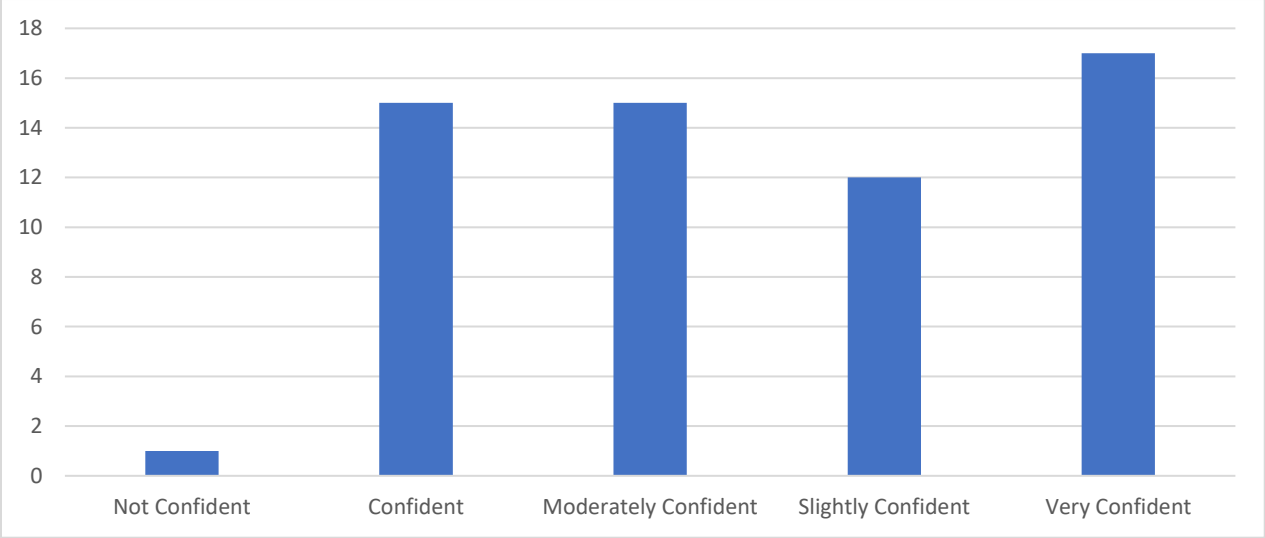
Figure 10: Level of Confidence in overcoming identified challenges (Central Region)

The data on confidence in overcoming identified challenges in enterprises reveals the confidence levels of respondents. The data shows a spectrum of confidence levels, with a majority expressing varying degrees of confidence, with a substantial group feeling "Very Confident." This diversity suggests that some respondents may need more support and encouragement to tackle their challenges, while others are well-prepared and self-assured in their abilities.

The majority of respondents were confident in their ability to overcome the identified obstacles, with a significant group feeling "Very Confident." This diversity can guide the development of tailored support and training programs to boost confidence and equip respondents with the necessary skills to overcome challenges effectively.

The data shows that only one respondent is "Not Confident," indicating a lack of self-assurance in their ability to address the challenges. The majority of respondents express confidence in their capability to overcome the obstacles they have identified in their enterprises. Understanding this spectrum of confidence can guide the development of tailored support and training programs to help respondents overcome their challenges effectively.

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d. Community Support and Networks
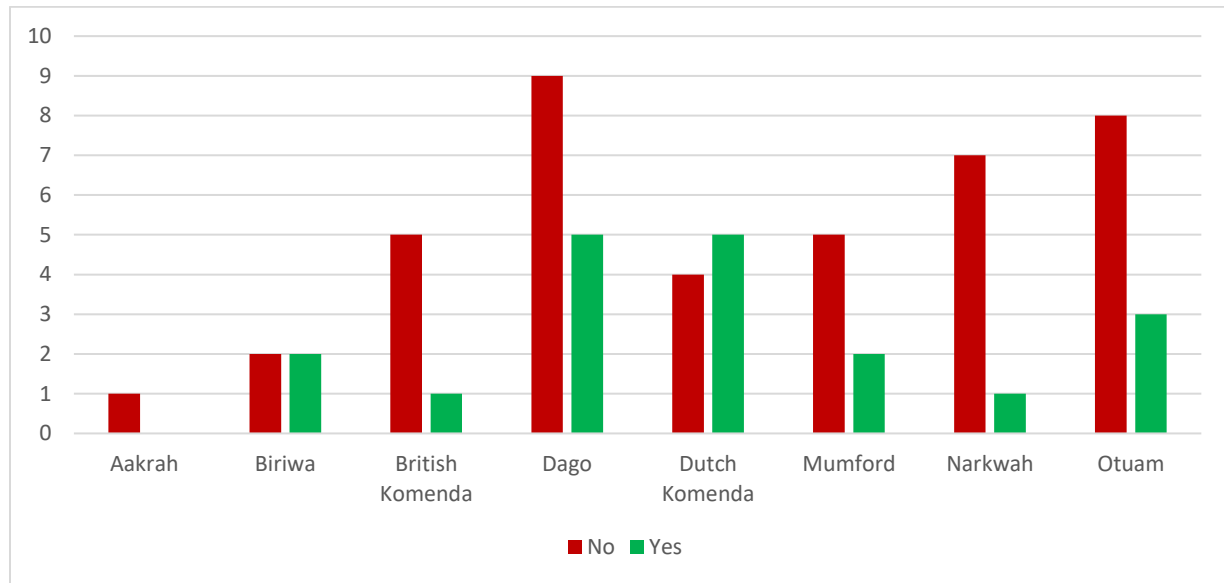
Figure 11: Response to whether respondents recognized any specific opportunities in the community or the market that could benefit their current or future enterprises? (Central Region)

The data on respondents' recognition of opportunities in their communities or markets indicates local variability in opportunity recognition. This suggests that entrepreneurship and business potential may not be uniformly distributed across surveyed areas. Recognizing opportunities is a positive sign as it signifies entrepreneurs actively exploring and identifying potential areas for business growth. In areas where respondents did not report recognizing opportunities, community development initiatives could be implemented to help individuals identify and seize opportunities. The data can inform the design of targeted support programs, such as access to capital, business development services, or market access strategies. Further market research can guide the development of businesses and strategies that align with local needs and market demand. Recognizing opportunities can also encourage community engagement and collaboration, benefiting the community as a whole.

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e. Government and NGO Support
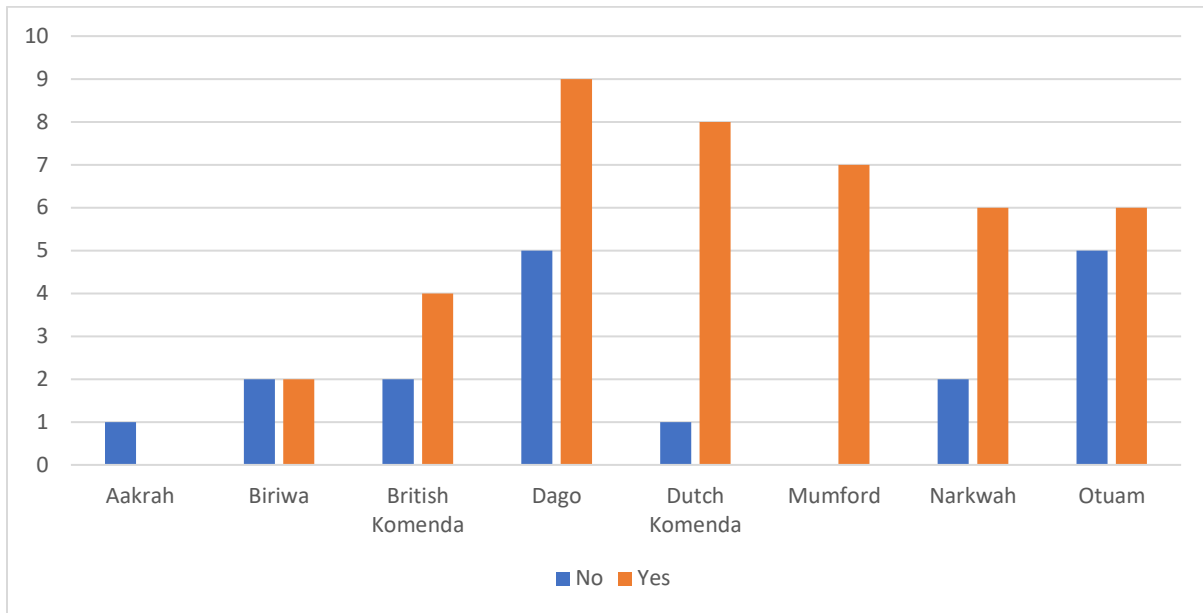
Figure 12: Awareness of any government or NGO programs that provide support to entrepreneurs (Central Region)

The data shows varying levels of awareness of government and NGO programs supporting entrepreneurs across different communities. Some communities have a higher level of awareness, while others have a lower level. This data highlights the need for information dissemination and outreach efforts to ensure entrepreneurs are informed about available support programs. In communities with high awareness, local entrepreneurs may benefit from more engagement with these programs, potentially accessing support and resources more effectively.

Program customization is also essential to ensure programs and strategies are tailored to the level of awareness and specific needs in each community. Additionally, communities with high awareness may have established local support networks and organizations that can be leveraged for more targeted support. The data underscores the importance of promoting awareness of government and NGO programs supporting entrepreneurs and the need for community-specific strategies to enhance engagement and access to these programs.
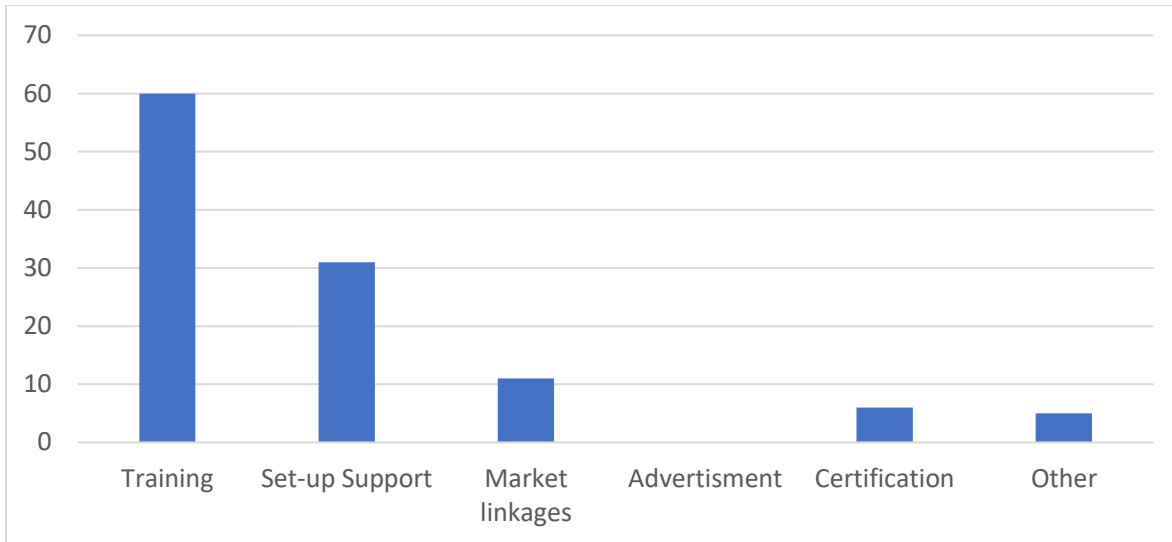
Figure 13: Recommendations on the type of support needed to increase entrepreneurship among women in fishing communities (Central Region)

The data reveals that entrepreneurs' expectations for government and NGOs' support in their communities are high. The majority of respondents emphasized the need for training, which should be a central component of the plan. Training programs should cover a wide range of topics, from basic business skills to industry-specific knowledge, and be tailored to the community's needs. Support in setting up businesses is crucial, including assistance with business registration, access to capital, and guidance on establishing a physical presence.

Market linkages are also important, as there is a recognition of opportunities in expanding market reach and a desire for support in connecting with broader customer bases. Programs should include strategies for facilitating market connections, such as business networking events, trade fairs, and e-commerce platforms. Advertising is not a top priority, but effective marketing and promotional strategies should be included in training programs. Certification programs can validate skills and enhance the marketability of entrepreneurs' products and services. Some entrepreneurs mentioned "Other" ways of support, which could encompass a variety of needs. Tailoring support to meet these expectations can lead to more successful entrepreneurship development initiatives in the community.

Assessment Results- Western Region

a. Demographics

Distribution of respondents
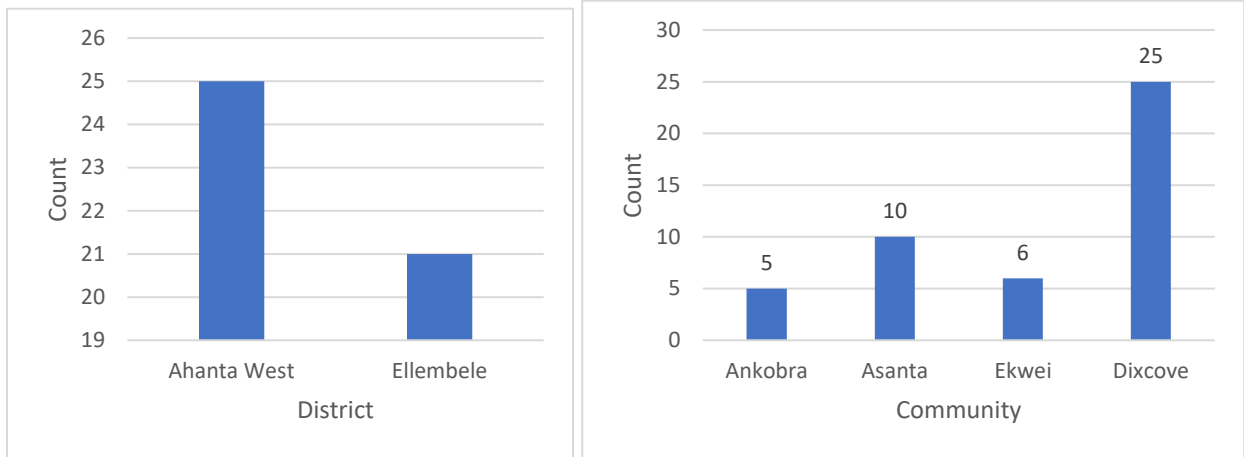
Figure 14: Distribution of respondents (Western Region)

A total of 46 women were interviewed in the Western Region. Most of them came from Dixcove in the Ahanta West District.

Educational Level
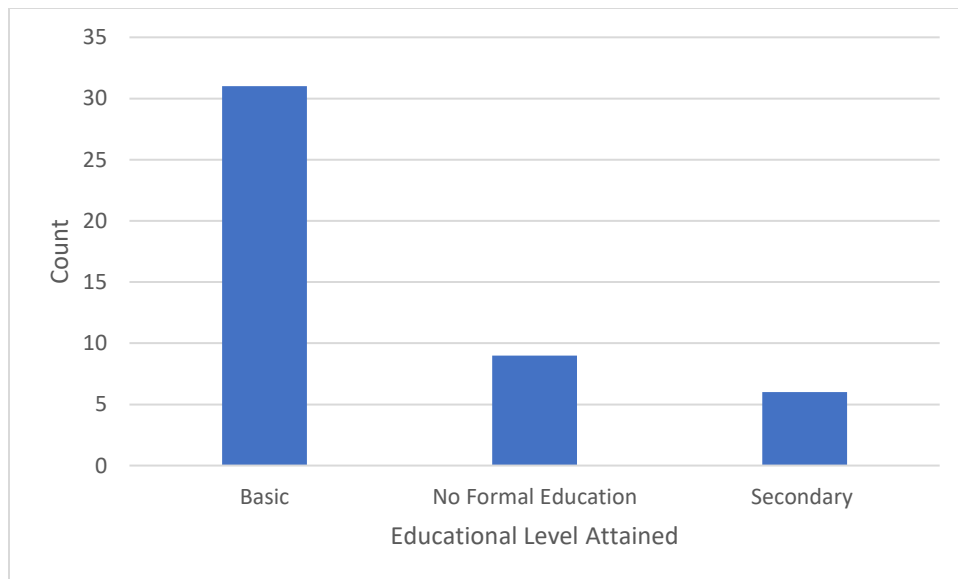
Figure 15: Educational Level Attained (Western Region)

Thirteen out of the total respondents have completed at least a basic education. This implies a basic degree of education, which is necessary in order to engage in skill-training initiatives. Nine respondents said they had never attended school. This emphasizes the necessity of developing fundamental abilities, such as literacy and numeracy, in order to guarantee successful engagement in skill-training programs. Six of the participants have completed their secondary school. Given their possible greater educational background, this group may benefit from more specialized instruction.

Employment Status
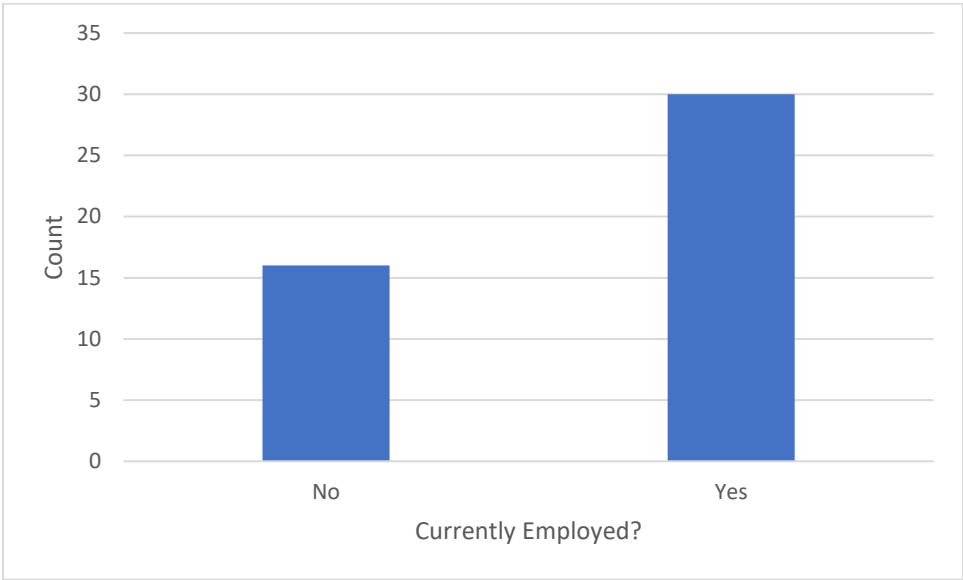
Figure 16: Employment Status (Current) of respondents (Western Region)

Sixteen respondents said they are now unemployed. Individuals in this category are not actively seeking formal employment. Thirty respondents said they were currently employed. This group is actively engaged in the labor force, demonstrating economic activity in the neighborhood. The distribution of people who are currently employed against those who are not currently working provides vital insights about the community's economic landscape. Programs might be established to aid job placement or entrepreneurial prospects for persons looking for work. For people who are already working, the emphasis may be on skill development and overcoming problems connected to their multiple roles. Overall, these findings inform the design of customized interventions to fulfill the distinct requirements of women in various employment settings.

Motivation for Learning New Skill

The data collected on the reason for learning new skills among respondents suggests a strong desire for economic empowerment, with 39 people indicating a desire for more money. Furthermore, 28 respondents want to obtain a second source of income, and 25 want a different revenue stream, indicating a recognition of the necessity of financial diversification. One reply emphasizes the necessity to meet the financial needs of a larger household, spurred by a large family size.
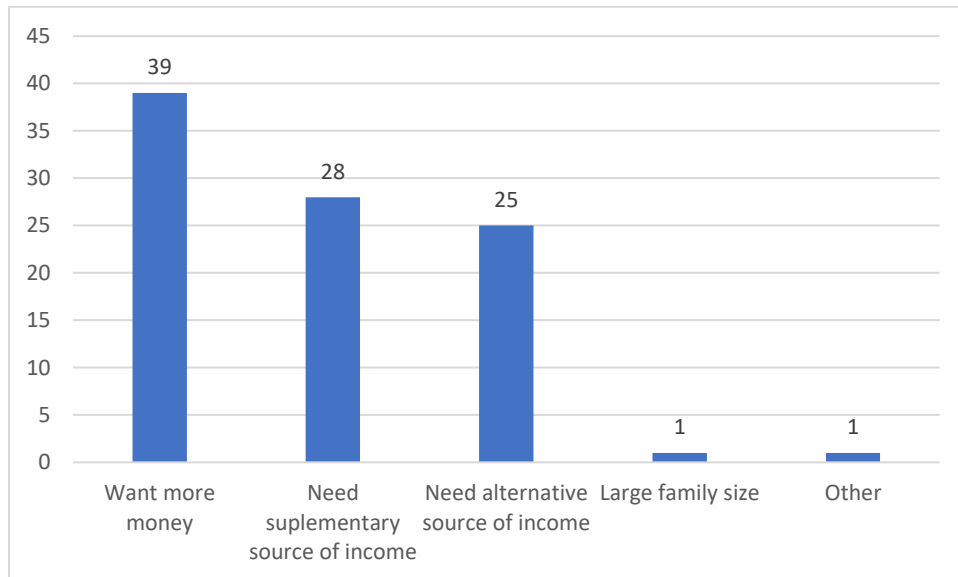
Figure 17: Motivation for Learning New Skill

Another respondent, labeled "Other," has a distinct aspiration. These many motives highlight the necessity of adapting training programs to match individual needs and aspirations, enabling a comprehensive and holistic approach to skill development that aligns with respondents' economic goals.

b. Enterprise Understanding and Skills

Prior Working Experience

Data on respondents' prior work experience show a wide spectrum of skills and ability. Eleven respondents had expertise in fish processing, while another 11 have experience in fishing, indicating a strong presence in the fisheries sector. Five people have soap-making experience, two have makeup artistry experience, and five have hairdressing experience, demonstrating a wide range of talents in the beauty and personal care industry. One respondent has dressmaking/tailoring expertise, and two have baking experience, exhibiting talents in the

fashion and culinary sectors. Notably, 19 respondents had "Other" experience, indicating a broad range of competence that may include unique and specialized talents.
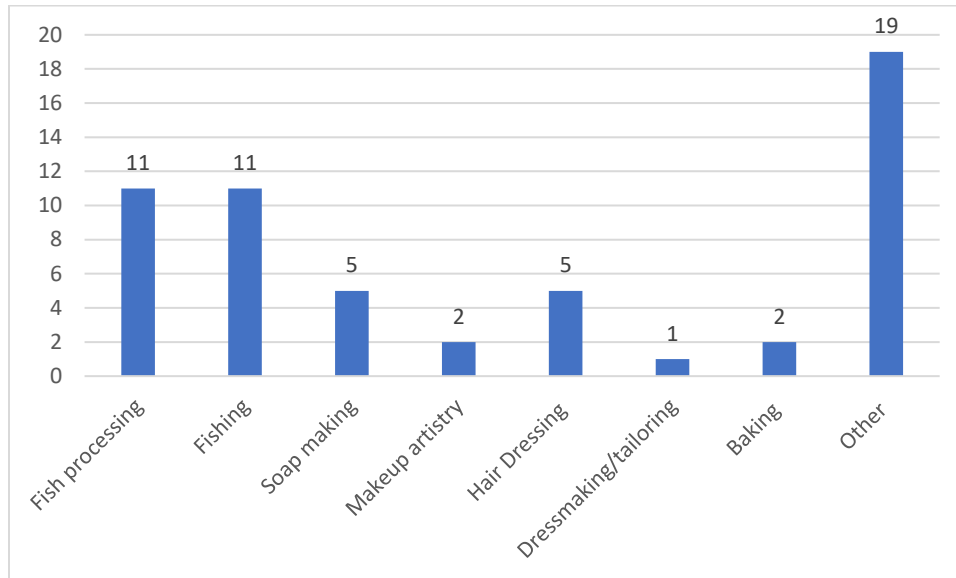
Figure 18: Prior Working Experience (Western Region)

The "Other" category in respondents' prior working experience contains a wide range of occupations, highlighting the participant group's various abilities and competence. Selling oranges, catering, fruit selling, selling eggs, chop bar assistant, selling drinks, selling fried plantain, smoking fish, selling spices, selling liquid soap, food provision shop, salt processing, chop bar operation, fry spring roll, and selling food are among the diverse experiences. This long list emphasizes the participants' entrepreneurial spirit and different backgrounds, underlining the necessity for a thorough and inclusive approach in establishing skills training programs that respect and build on this range of experiences.

Skill level of Respondents in Current area of Expertise

Data on respondents' self-assessed skill levels in their present economic activity in the Western Region show various levels of competency. One respondent assesses their ability level as "Very Low," indicating the need for basic instruction and assistance. Six respondents rate their skills as "Low," indicating a need for significant skill development. Ten respondents grade their talents as "Moderate," indicating a reasonable level of proficiency but room for improvement.
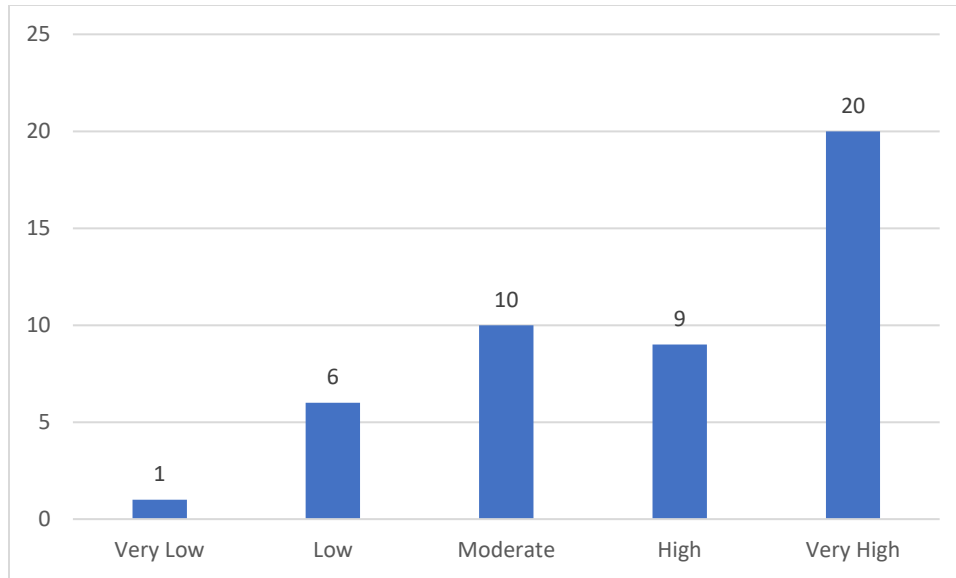
Figure 19: Skill level of Respondents in Current area of Expertise (Western Region)

Nine respondents grade their talents as "High," indicating solid competency with space for improvement. Notably, 20 respondents say they have a "Very High" level of skill mastery in their present economic pursuits.

Interest on Specific Skillset as focus of Skills Training

The data on respondents' choices for certain skill sets as the emphasis of skills training reveals a wide range of preferences. A considerable percentage of respondents, 18 in total, express a strong interest in soap making.
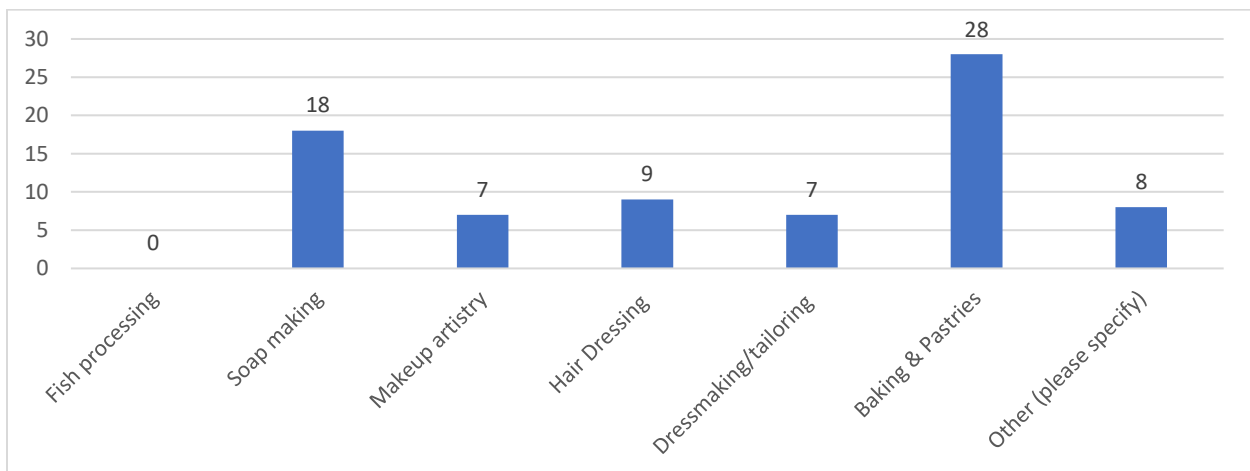
Figure 20: Interest on Specific Skillset as focus of Skills Training (Western Region)

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Makeup artistry interests 7 respondents, hairdressing interests 9 respondents, and dressmaking/tailoring interests 7 respondents. With 28 respondents indicating interest, baking and pastry emerge as the most sought-after talent. Furthermore, 8 respondents indicate "Other" areas of interest, demonstrating a variety of distinct tastes. This wide range of interests emphasizes the necessity for an adaptable and individualized skills training program that caters to the participants' specific objectives and inclinations, assuring engagement and relevance to their selected skill sets.

c. Challenges and Barriers

Challenges in Starting Current Business

The data on the problems that respondents faced when beginning their present enterprises reveals a variety of obstacles. Low money is cited as a major difficulty by a considerable number of respondents (26 in total). 19 respondents reported low patronage, indicating a probable problem in drawing clients to their businesses. Poor price is noted as a barrier to 15 respondents' enterprises.
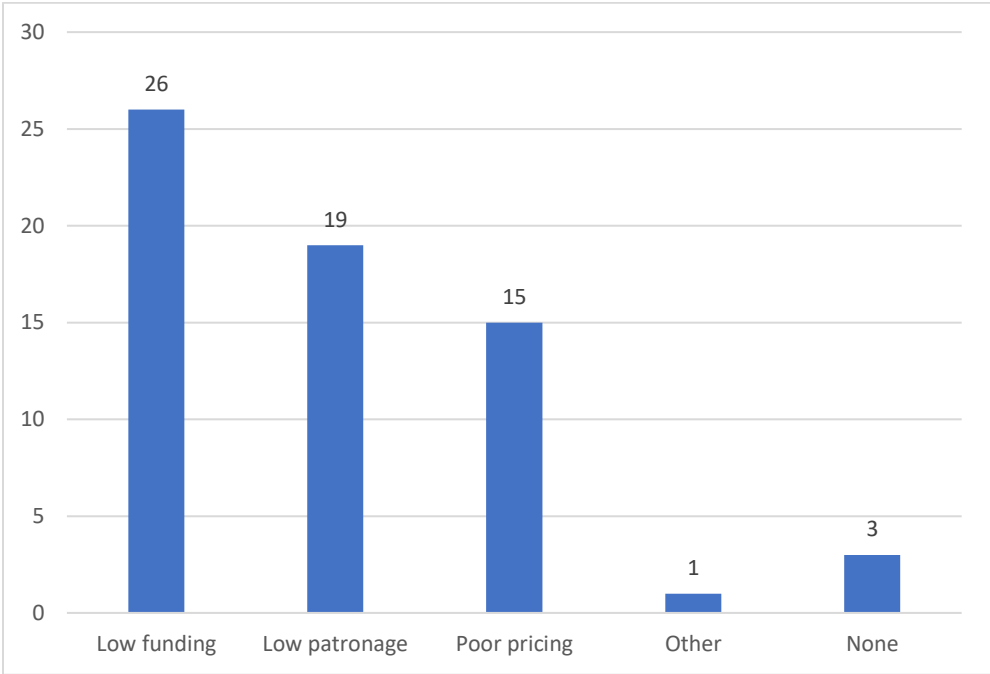
Figure 21: Challenges or obstacles encountered in current enterprise (Western Region)

One respondent cites "Other" difficulties, emphasizing the occurrence of distinct obstacles that are not expressly addressed. Notably, three respondents claim to have encountered no difficulties in launching their enterprises.

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Challenges or barriers in faced by women starting new businesses

The most common impediment to entrepreneurship is a lack of access to finance, with 42 respondents citing financial restrictions as a significant hurdle. 23 respondents cited limited market opportunities, implying problems in identifying relevant consumers for their products or services.
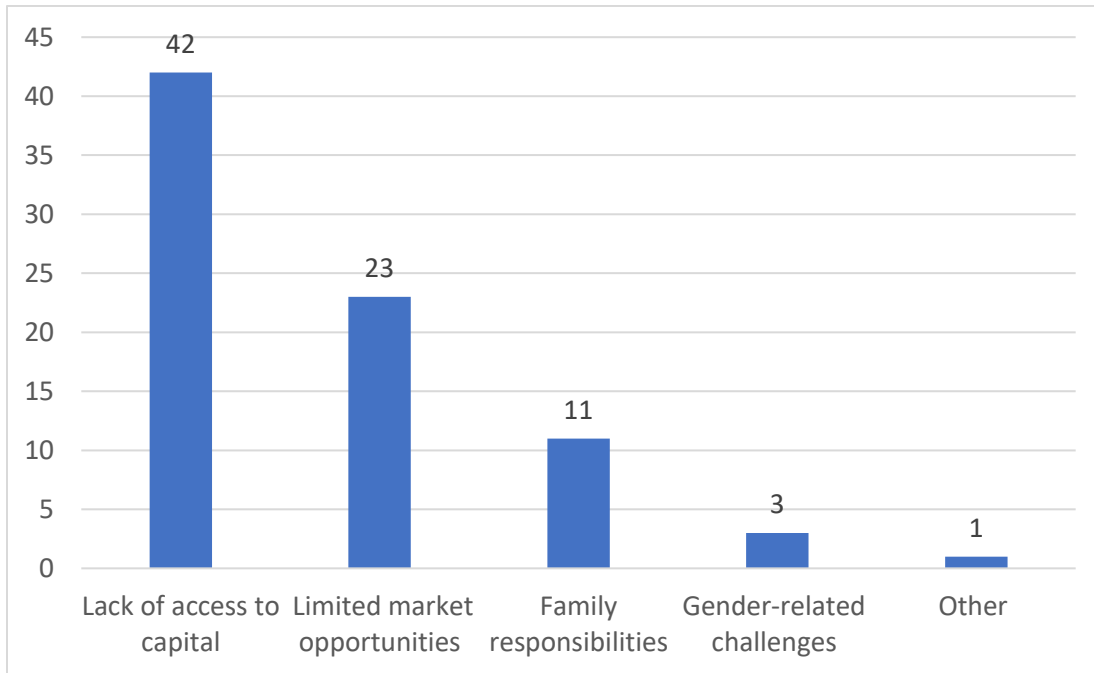
Figure 22: Challenges or barriers in faced by women starting new businesses (Western Region)

Family responsibilities, as mentioned by 11 respondents, highlight the difficulties of balancing entrepreneurial activity with household and childcare responsibilities. Surprisingly, only three respondents identify gender-related issues, implying that women in this study may not consider gender bias or discrimination to be significant barriers to their business.

Level of Confidence in overcoming identified challenges

The statistics on women's confidence in overcoming specified challenges in the Western Region reveals a range of confidence levels. Notably, the majority of respondents show varied degrees of confidence, with a sizable group describing themselves as "Very Confident." This variation implies that, while some respondents are well-prepared and confident in their ability to solve obstacles, others may want further assistance and encouragement.
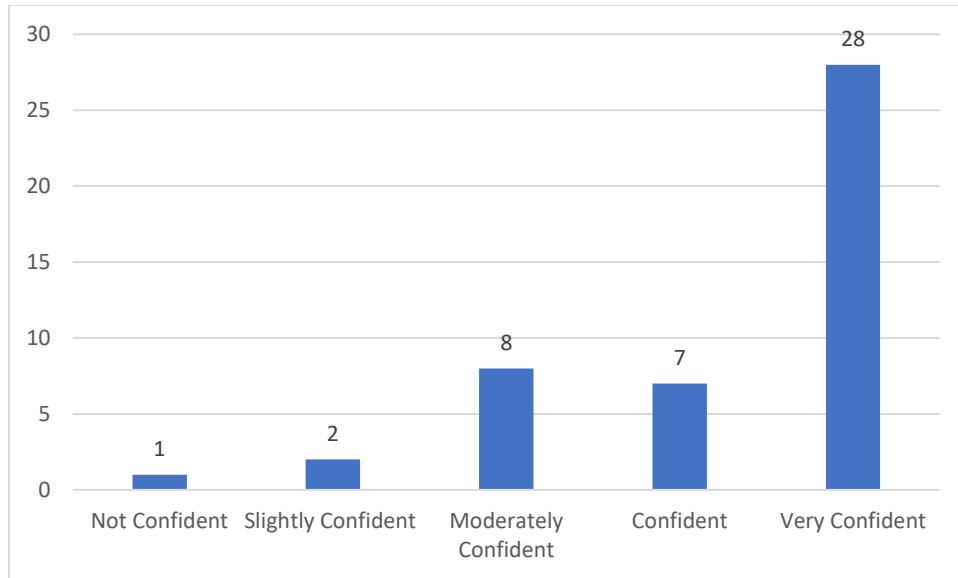
Figure 23: Level of Confidence in overcoming identified challenges (Western Region)

Only one responder says they are "Not Confident," showing a lack of confidence in dealing with the stated issues. Understanding the confidence spectrum is critical for creating assistance and training programs to raise confidence levels and equip responders with the required skills to effectively tackle problems.

d. Community Support and Networks

The Western Region's data on respondents' recognition of specific opportunities reveals variability across communities. In Ankobra, all respondents reported not recognizing opportunities, indicating a need for community development initiatives. In Asanta, the majority recognized opportunities, indicating a proactive approach to business growth.
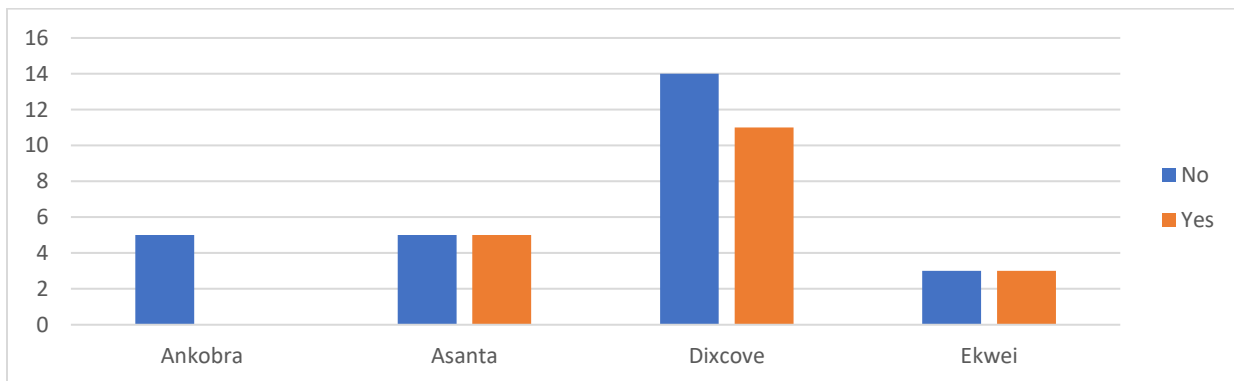
Figure 24: Response to whether respondents recognized any specific opportunities in the community or the market that could benefit their current or future enterprises? (Western Region)

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Ekwei had more respondents who did not recognize opportunities. Recognizing opportunities is a positive sign, reflecting entrepreneurial exploration and potential for business expansion. Tailored support programs focusing on opportunity identification and community-specific needs could be beneficial for communities with lower recognition levels. High recognition communities may benefit from strategies that capitalize on existing initiatives and local market demands.

The results show that utilizing community support and networks for the benefit of businesses is seen positively. Many people prefer collaboration than competition, highlighting the necessity of teamwork. They also emphasize the importance of adequate finance and the development of community networks in order to financially maintain businesses. Community support can boost marketing efforts and open up new markets. The thought of founding or joining existing associations is frequently mentioned, showing a willingness to tap into collective resources. The data emphasizes the value of community collaboration, networking, and mutual support in supporting successful entrepreneurial ventures, which contribute to local business ecosystems and overall economic development.

e. Government and NGO Support

Data from the Western Region on government or non-governmental organization (NGO) programs that assist entrepreneurs reveal differing levels of awareness across communities. In Ankobra, all respondents were ignorant of such programs, although most in Asanta were. Dixcove's responses were mixed, with 15 aware and 10 unaware. All respondents in Ekwei were unaware.
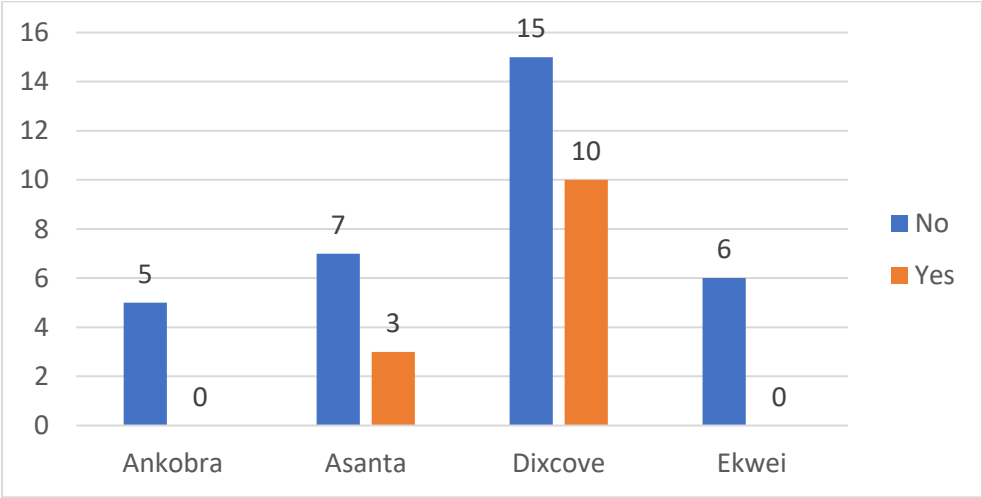

Figure 25: Awareness of any government or NGO programs that provide support to entrepreneurs (Western Region)

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This underlines the importance of targeted communication initiatives to increase knowledge and participation in support programs. Initiatives concentrating on information exchange and program accessibility can increase the engagement of entrepreneurs in underserved communities. Deeper participation with current programs and local networks can be helpful for more conscious populations.

Data on entrepreneurial support for women in fishing areas suggest an increased need for training, with 43 respondents naming it as a critical requirement. This emphasizes the significance of comprehensive training programs that address all areas of entrepreneurship, including basic business skills and industry expertise. 23 respondents indicated a need for assistance with business registration and access to funding. Ten respondents want market connections and assistance in interacting with larger consumer bases through networking events and trade fairs. Certification is acknowledged by 19 respondents, increasing the marketability of products and services. The data also highlights specific needs that require more investigation in order to properly adapt assistance programs, resulting in more successful entrepreneurship development initiatives in the community.
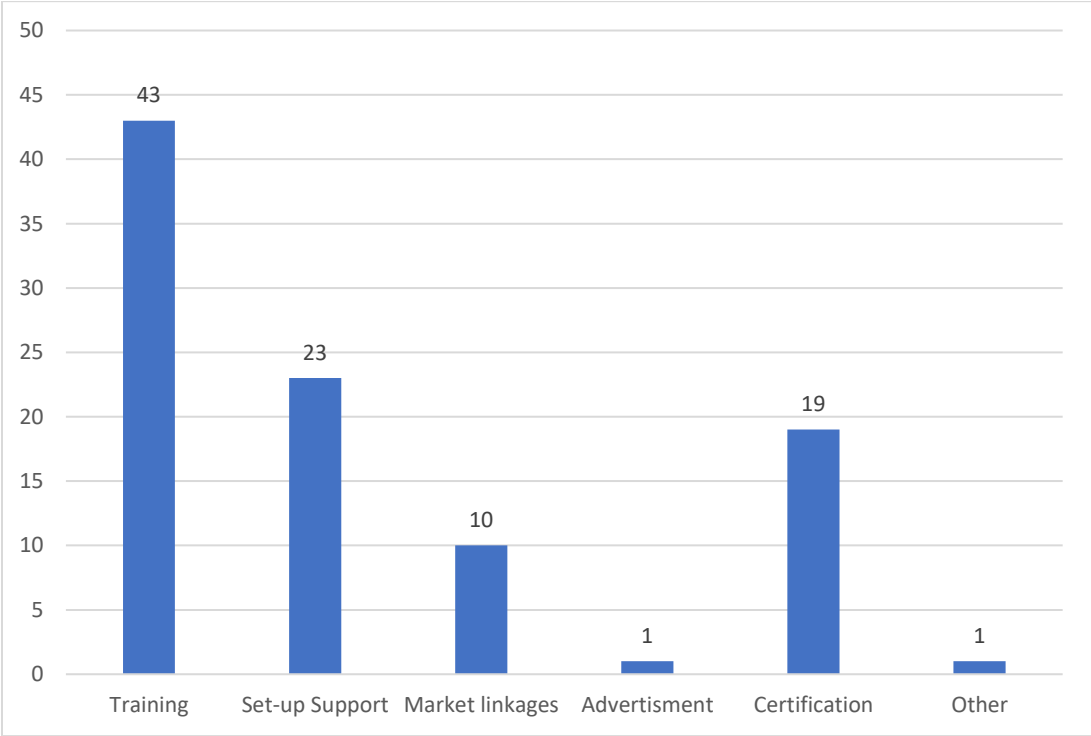

Figure 26: Recommendations on the type of support needed to increase entrepreneurship among women in fishing communities (Western Region)

Conclusion

The Project conducted a Capacity Needs Assessment to understand the motivation, challenges, and aspirations of women entrepreneurs in the Central Region of Ghana. The data reveals a diverse group of women with varying educational backgrounds, interests, and expertise. Foundational skills development is needed for basic education, while specialized training is needed for secondary education. The diversity of interests highlights the need for a wide range of training options and support services. Challenges such as low funding and limited market opportunities are identified, emphasizing the need for financial and marketing support. Family responsibilities and gender-related challenges are not explicitly mentioned, suggesting an opportunity to empower women entrepreneurs.

The respondents' confidence in overcoming these challenges indicates a strong determination to succeed. Recognizing opportunities in their communities highlights the potential for entrepreneurship and the need for community-specific strategies to enhance engagement and access to support programs. The data also reveals high expectations for government and NGOs' support, emphasizing training, business setup support, market linkages, and certification. Tailoring support to meet these expectations can lead to more successful entrepreneurship development initiatives in the community.

Considering the diverse backgrounds, aspirations, and challenges revealed in the assessment, it is recommended that the skills training program for women entrepreneurs in soap making, makeup artistry, pastry making/baking, and related fields organised and tailored to meet the specific needs of the participants. Foundational skills development, including literacy and numeracy, is crucial, especially for those with basic education.

Given the prevalence of challenges related to low funding, low patronage, and poor pricing, modules on financial management, marketing strategies, and business planning should be integrated into the training. Soft skills, including networking, collaboration, and community engagement, should be incorporated to capitalize on the positive community outlook and enhance participants' ability to leverage local support networks for their businesses. Overall, the training should be flexible, addressing both the technical and socio-economic aspects of entrepreneurship to empower these women for sustainable business success.

Appendix

a. Capacity Needs Assessment Questionnaire

Dear Participant,

We greatly appreciate your participation in this Capacity Needs Assessment, a vital step in our "Women in Fisheries against Violence" project. Your valuable insights will help us understand your needs, aspirations, and readiness for further training and support in various livelihood options, including fish processing, soap making, makeup artistry, baking, and more.

Your honest and thoughtful responses to the following questions will guide us in tailoring our support to ensure your success. Your participation is confidential, and your personal information will be kept secure.

This assessment is designed to explore your background, skills, challenges, opportunities, and support networks, as well as your interactions with government and non-governmental organizations.

Your input will play a crucial role in shaping the training and support programs we offer, ultimately empowering you and others in your community to thrive in your chosen enterprises.

Thank you for your time and for being a part of this important initiative. Your journey towards a brighter future begins here.

Please answer the following questions to the best of your knowledge and experiences. Your input is invaluable to us.

Introduction and Demographics:

Participant Name:………………………………….

Community of Residence:

Participant Contact:

1. What is your age group?

- ☐ 18-25
- ☐ 26-35
- ☐ 36-45
- ☐ 46-55
- ☐ 56+

2. Which community do you reside in?

3. Are you currently employed?

☐ Yes
☐ No

4. Can you briefly describe any relevant skills or training you have received?

5. What motivated you to participate in this program, and what do you hope to achieve from it?

6. Is there anything else you would like to share about yourself that you believe is important for us to know?

Enterprise Understanding and Skills:

7. Have you previously been involved in any of the following enterprises? (Select all that apply)

☐ Fish processing
☐ Soap making
☐ Makeup artistry
☐ Hair Dressing
☐ Dressmaking/tailoring
☐ Baking
☐ Other (please specify)

8. On a scale of 1 to 5, how would you rate your current level of understanding and skills in your chosen enterprise?

☐ 1 (Very Low)
☐ 2 (Low)
☐ 3 (Moderate)
☐ 4 (High)
☐ 5 (Very High)

9. Have you received any formal training or education in your chosen enterprise?

☐ Yes
☐ No

10. Please describe your experience and any specific skills you have acquired in your chosen enterprise.

11. What challenges or obstacles have you encountered in your enterprise, and how have you addressed them?

12. a. Are there any specific areas within your chosen enterprise where you feel you need additional training or support?

b. Are there any skill/livelihood which you wish to get training or support on?

Challenges and Barriers:

13. Have you faced any challenges or barriers in pursuing your chosen enterprise? (Select all that apply)

- ☐ Lack of access to capital
- ☐ Limited market opportunities
- ☐ Family responsibilities
- ☐ Gender-related challenges
- ☐ Other (please specify)

14. On a scale of 1 to 5, how confident are you in overcoming the challenges you've identified?

- ☐ 1 (Not Confident)
- ☐ 2 (Slightly Confident)
- ☐ 3 (Moderately Confident)
- ☐ 4 (Confident)
- ☐ 5 (Very Confident)

15. What support or resources do you believe would help you overcome these challenges?

16. Can you share a specific instance when you faced a significant challenge in your enterprise and how you managed it?

17. How do you currently balance your family responsibilities with your enterprise activities, and do you see any opportunities for improvement in this regard?

18. Is there anything else you would like to add about the challenges you've encountered in your enterprise journey?

Community Support and Networks:

19. Do you actively participate in any community groups or networks related to your enterprise?

- ☐ Yes
- ☐ No

20. On a scale of 1 to 5, how would you rate the level of support and collaboration among entrepreneurs in your community?

- ☐ 1 (Very Low)
- ☐ 2 (Low)
- ☐ 3 (Moderate)
- ☐ 4 (High)

☐ 5 (Very High)

21. Have you received any mentoring or guidance from experienced entrepreneurs in your community?

☐ Yes
☐ No

22. Can you describe any positive experiences or collaborations you've had with fellow entrepreneurs in your community?

23. How do you envision leveraging community support and networks to benefit your enterprise?

24. Is there anything else you'd like to share about your community involvement and the support you've received or hope to receive?

Government and NGO Support:

25. Are you aware of any government or NGO programs that provide support to entrepreneurs in your sector?

☐ Yes
☐ No

26. Have you ever received any assistance or training from government agencies or NGOs related to your enterprise?

☐ Yes
☐ No

27. On a scale of 1 to 5, how satisfied are you with the support, if any, you've received from government or NGOs?

☐ 1 (Not Satisfied)
☐ 2 (Slightly Satisfied)
☐ 3 (Moderately Satisfied)
☐ 4 (Satisfied)
☐ 5 (Very Satisfied)

28. Can you describe any positive experiences or benefits you've gained from government or NGO support in the past?

29. How do you believe government and NGOs can better support entrepreneurs like you in your community?

30. Is there any additional information or feedback you'd like to provide regarding government and NGO support for your enterprise?