



REPUBLIC OF GHANA

# NATIONAL GENDER POLICY

## THEME

Creating Equal Opportunities  
for All to Accelerate  
Ghana's Development

2025 – 2034







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Ghana's Development

2025 – 2034





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**FIRST FEMALE VICE PRESIDENT OF THE REPUBLIC OF GHANA**



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# Foreword

The Government of Ghana in its quest to promote gender equality and women empowerment has ratified several International Frameworks such as the Convention on the Elimination of All forms of Discrimination Against Women, the Beijing Declaration and Platform for Action, African Charter on Human and Peoples' Right on the Rights of Women in Africa among others. These Frameworks have been domesticated and are evident in our laws and policies.

The Ministry of Gender, Children and Social Protection is proud to present the National Gender Policy (2025–2034) which marks a pivotal chapter in Ghana's journey towards a just, inclusive, and equitable society. This comprehensive framework reflects the Country's unwavering commitment to advancing gender equality and empowering all citizens to realize their full potential.

This Policy is a response to emerging challenges such as digital inclusion and climate change while seeking to address inequalities within our society.

It seeks to strengthen and accelerate government efforts through targeted interventions to empower women, ensure access to justice for vulnerable men and women, enhance women's participation in leadership, governance, and decision-making at all levels, expand economic opportunities for women, transform unequal gender relations, and establish safeguards for women and other vulnerable groups during emergencies.

The National Gender Policy (2025- 2034) was developed through consultative process with inputs from stakeholders at the national and sub national levels, involving governmental and non-governmental institutions, faith-based, traditional authorities and media organisations in the country.

We present the National Gender Policy (2025–2034), which envisions a Ghana where every citizen can live and thrive with dignity. Therefore, all stakeholders should uphold this Policy as a commitment to inclusivity and equality in building a prosperous nation.

Thank you.

**Hon. Dr. Agnes Naa Momo Lartey (MP)**

Minister for Gender, Children and Social Protection



# Acknowledgement

The Ministry of Gender, Children and Social Protection extends its deepest appreciation to all individuals and institutions who contributed in various ways to the successful development of Ghana's National Gender Policy (2025-2034).

We wish to express our profound gratitude to H.E the President of the Republic of Ghana, John Dramani Mahama for his leadership in championing the rights of women and girls.

The efforts of former Ministers for Gender, Children and Social Protection are acknowledged for their leadership in promoting gender equality and the development of this Policy.

Our profound gratitude also goes to the Chief Director of the Ministry of Gender, Children and Social Protection, Dr. Afisah Zakariah for her direction and technical support throughout the development of this document.

Our appreciation goes to Cabinet and its members, Ministries, Departments, and Agencies (MDAs), Metropolitan, Municipal, and District Assemblies (MMDAs), Gender Equality Sector Team (GEST) members, Civil Society Organizations (CSOs), Traditional and Religious Leaders and individual gender experts for their in-depth contribution made towards development of the National Gender Policy to respond with current trends and emerging gender issues.

The Ministry also recognises the technical and financial support provided by the United Nations Population Fund (UNFPA- Ghana) and other Development Partners ; UNICEF-Ghana, Action Aid Ghana and AGRA Ghana towards the development of this Policy.

We further acknowledge the technical working team of the Ministry of Gender, Children and Social Protection who provided technical expertise in coordinating the development of the Policy. They include Ms. Faustina Acheampong; Director of the Department of Gender, Ms. Florence Ayisi Quartey; Director of Policy Planning, Monitoring and Evaluation, Ms. Vera Karikari Bediako, Ms. Sabia Aku Kpekata and other hardworking staff of the Department of Gender.

Finally, we are grateful to the Consultant, Shiela Minkah-Premo (Esq.) and her team for facilitating the drafting of this document.



# Executive Summary

The National Gender Policy is periodically reviewed and updated to align with global trends and national priorities, ensuring that it remains responsive to the evolving needs and aspirations of Ghanaian society.

The National Gender Policy (2025-2034) is a significant framework that outlines Ghana's commitment to achieving gender equality and women's empowerment within the country and replaces the National Gender Policy of 2015. It recognizes the importance of creating equal opportunities for all as a fundamental prerequisite for sustainable development. Guided by the 1992 Constitution, national development frameworks and international commitments, this policy aims to address the existing gender disparities as well as social, economic and cultural barriers that exist in Ghana. By integrating gender equality and women's empowerment issues into various national development policy frameworks, Ghana strives to create a stable, united, inclusive and prosperous country where all individuals have an equal voice and opportunity. This policy seeks to address the existing barriers that hinder the achievement of gender equality through comprehensive strategies and institutional frameworks.

The policy development process was participatory in nature and involved a broad range of stakeholders. A situational analysis was carried out which provided key recommendations to promote equal opportunities and improve gender relations.

The National Gender Policy sets out broad policy objectives and strategies. The overall goal of the policy is to create equal opportunities for all and improve the social, legal, civic, political, economic and cultural conditions in Ghana. Based on the overall goal, six policy objectives are outlined. Firstly, to promote gender equality and women's empowerment including empowering women by providing them with safe livelihoods, economic opportunities and access to decent work while addressing disparities in various sectors. Secondly, to enforce international treaties and domestic policies that combat violence, discrimination and promote gender equality. The third objective is to ensure access to justice for women and promote rights-based approaches. Fourthly, the objective aims to achieve equal participation of women in politics, decision-making and leadership roles through the implementation of the Affirmative Action (Gender Equity) Act, 2024, Act 1121. The fifth objective focuses on improving women's economic opportunities through gender-responsive policies, budgeting, and access to credit. The final objective is to establish safeguards for women and vulnerable groups during emergencies and humanitarian situations.

Based on the policy objectives, the National Gender Policy delved deeply into various strategies aimed at achieving the key objectives outlined in the framework. These strategies encompass critical areas such as women's empowerment and livelihoods, access to justice, women's leadership and accountable governance, economic opportunities for women, gender roles

and relations and safeguarding vulnerable individuals during humanitarian situations and emergencies.

The Ministry of Gender, Children and Social Protection (MoGCSP) serves as the central coordinating body, operating in a multi-sectoral manner. Various institutions have been identified to play key roles in implementing the policy and promoting gender equality. These institutions include government bodies such as the Office of the President, Cabinet, Parliament, Judiciary, Electoral Commission, Local Government Authorities and the Media Commission. Other stakeholders include the Development Partners, Private Sector, Political Parties, Academia, Traditional Authorities, NGOs/CSOs, men's and women's groups and youth groups.

The National Gender Policy incorporates a robust Monitoring and Evaluation (M&E) Strategy to ensure effective implementation and progress tracking. The Monitoring and Evaluation Strategy helps develop gender-sensitive indicators and social indicators to measure progress.

The M&E process involves developing results frameworks for each policy objective and conducting regular assessments to measure effectiveness, efficiency, economy and equity compliance. The operational M&E strategy includes quarterly updates, monitoring visits, mid-term policy reviews and annual performance reviews.

The National Gender Policy represents a significant milestone in the pursuit of gender equality and empowerment in Ghana to address crucial areas such as women's empowerment, access to justice, leadership and governance, economic opportunities, gender roles and relations and safeguarding vulnerable individuals. The policy emphasizes the importance of multi-sectoral collaboration involving various institutions, development partners, civil society organizations and communities to drive meaningful change. The effective implementation of the strategies in the policy will create a more inclusive and equitable society, where everyone has equal access to opportunities and resources.



# List of Acronyms and Abbreviations

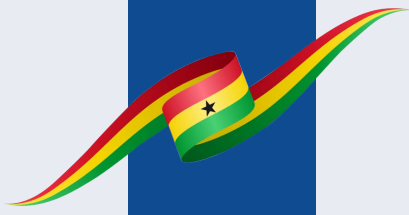
<b>ACHPR</b>	African Charter on Human and Peoples' Rights
<b>ACRWC</b>	African Charter on the Rights and Welfare of the Child
<b>ADR</b>	Alternative Dispute Resolution
<b>AG</b>	Attorney General
<b>AGOA</b>	African Growth and Opportunity Act
<b>AHSTIP</b>	Anti-Human Smuggling and Trafficking in Persons Unit
<b>AHTU</b>	Anti-Human Trafficking Unit
<b>AIDS</b>	Acquired Immune Deficiency Syndrome
<b>ARV</b>	Anti-Retroviral
<b>ASPIP</b>	Annual School Performance Improvement Plan
<b>AU</b>	African Union
<b>AWLA</b>	African Women Lawyers Association
<b>B&amp;DR</b>	Births and Deaths Registry
<b>CAGD</b>	Controller and Accountant General's Department
<b>CEDAW</b>	Convention on the Elimination of all forms of Discrimination Against Women
<b>CHIPS</b>	Community Based Health Planning Service
<b>CHRAJ</b>	Commission on Human Rights and Administrative Justice
<b>CIDA</b>	Canadian International Development Agency
<b>CIS</b>	Children Information Service
<b>CRC</b>	Convention on the Rights of the Child
<b>CSIR</b>	Council for Scientific and Industrial Research
<b>CSO</b>	Civil Society Organization
<b>CSW</b>	Commission on the Status of Women
<b>CWSA</b>	Community Water and Sanitation Agency
<b>DA</b>	District Assembly
<b>DFATD</b>	Department of Foreign Affairs, Trade and Development,
<b>DHS</b>	Demographic Health Survey

<b>DISCAP</b>	District Capacity Building Project
<b>DISEC</b>	District Security Committee
<b>DOC</b>	Department of Children
<b>DoVVSU</b>	Domestic Violence and Victim Support Unit
<b>DOG</b>	Department of Gender DP Development Partners
<b>DPCU</b>	District Planning Coordinating Unit
<b>DVS</b>	Domestic Violence Secretariat
<b>ECA</b>	Economic Commission for Africa
<b>ECCD</b>	Early Childhood Care and Development
<b>ECOSOC</b>	Covenant on Economic Social and Cultural Rights
<b>ECOWAS</b>	Economic Community of West African States
<b>EMIS</b>	Education Management Information System
<b>EPA</b>	Environmental Protection Agency
<b>EPI</b>	Expanded Programme on Immunization
<b>ESP</b>	Education Strategic Plan
<b>FAO</b>	Food and Agriculture Organisation
<b>FGM</b>	Female Genital Mutilation
<b>FIDA</b>	International Federation of Women Lawyers
<b>GAC</b>	Ghana AIDS Commission
<b>GAD</b>	Gender and Development
<b>GAWU</b>	Ghana Association of Workers Union
<b>GDOs</b>	Gender Desk Officers
<b>GDP</b>	Gross Domestic Product
<b>GE</b>	Gender Equality
<b>GEA</b>	Ghana Employers Association
<b>GES</b>	Ghana Education Service
<b>GESI</b>	Gender Equality and Social Inclusion
<b>GEST</b>	Gender Equality Sector Team
<b>GFD</b>	Ghana Federation of Disability Organisation
<b>GHS</b>	Ghana Health Service
<b>GII</b>	Gender Inequality Index
<b>GIMPA</b>	Ghana Institute of Management and Public Administration
<b>GLSS</b>	Ghana Living Standards Survey
<b>GNAT</b>	Ghana National Association of Teachers
<b>GoG</b>	Government of Ghana
<b>GPI</b>	Gender Parity Index

<b>GPRS</b>	Growth and Poverty Reduction Strategy
<b>GPRTU</b>	Ghana Private Road Transport Union
<b>GRB</b>	Gender Responsive Budgeting
<b>GSGDA</b>	Ghana Shared Growth and Development Agenda
<b>GSS</b>	Ghana Statistical Service
<b>GWCL</b>	Ghana Water Company Limited
<b>HDI</b>	Human Development Index
<b>HIV</b>	Human Immunodeficiency Virus
<b>HTS</b>	Human Trafficking Secretariat
<b>HTMB</b>	Human Trafficking Management Board
<b>ICCPR</b>	The International Covenant on Civil and Political Rights
<b>ICESCR</b>	International Covenant on Economic, Social and Cultural Rights
<b>ICPD</b>	International Conference on Population and Development
<b>ICT</b>	Information Communication Technology
<b>IEC</b>	Information Education and Communication
<b>ILGS</b>	Institute of Local Government Studies
<b>ILO</b>	International Labour Organization
<b>IPA</b>	Institutional Plan of Action
<b>IPEC</b>	International Programme for the Elimination of Child Labour
<b>IPT</b>	Intermittent Preventive Treatment
<b>ISD</b>	Information Service Department
<b>ISSER</b>	Institute of Statistics Social and Economic Research
<b>ITNs</b>	Insecticide Treated Nets
<b>JHS</b>	Junior High School
<b>LAP</b>	Land Administration Project
<b>LAWA</b>	Leadership and Advocacy for Women in Africa
<b>LEAP</b>	Livelihood Empowerment Against Poverty
<b>LRC</b>	Legal Resources Centre
<b>MASLOC</b>	Micro-finance and Small Loan Centre
<b>MDAs</b>	Ministries, Departments and Agencies
<b>MDGs</b>	Millennium Development Goals
<b>MDPI</b>	Management Development and Productivity Institute
<b>MICS</b>	Multiple Indicator Cluster Survey
<b>MoF</b>	Ministry of Finance
<b>MLGRD</b>	Ministry of Local Government and Rural Development
<b>MMDAs</b>	Metropolitan, Municipal and District Assemblies

<b>MOFA</b>	Ministry of Food and Agriculture
<b>MoGCSP</b>	Ministry of Gender, Children and Social Protection
<b>MoH</b>	Ministry of Health
<b>MoI</b>	Ministry of Information
<b>Moj</b>	Ministry of Justice
<b>MOWAC</b>	Ministry for Women and Children's Affairs
<b>MTCT</b>	Mother to Child Transmission
<b>MTDP</b>	Medium Term Development Plan
<b>MTEF</b>	Medium Term Expenditure Framework
<b>MYS</b>	Ministry of Youth and Sports
<b>NAGRAT</b>	National Association of Graduate Teachers
<b>NAP</b>	National Action of Plan
<b>NCCE</b>	National Commission on Civic Education
<b>NCWD</b>	National Council on Women and Development
<b>NDPC</b>	National Development Planning Commission
<b>NEA</b>	National Education Assessment
<b>NEAP</b>	National Environmental Action Plan
<b>NEPAD</b>	New Partnership for Africa's Development
<b>NER</b>	Net Enrolment Rate
<b>NFED</b>	Non-Formal Education Division
<b>NGOs</b>	Non-Governmental Organizations
<b>NHIS</b>	National Health Insurance Scheme
<b>NMA</b>	National Media Commission
<b>NMCP</b>	National Malaria Control Programme
<b>NPC</b>	National Peace Council
<b>OHCS</b>	Office of the Head of Civil Service
<b>OIC</b>	Opportunities Industrialization Centre
<b>OVC</b>	Orphans and Vulnerable Children
<b>PLWHA</b>	Persons Living with HIV and AIDS
<b>PWD</b>	Persons With Disability
<b>PPMED</b>	Policy Planning Monitoring and Evaluation Directorate
<b>PSC</b>	Public Services Commission
<b>PSIA</b>	Poverty and Social Impact Assessments
<b>PTA</b>	Parent Teacher Association
<b>PTR</b>	Pupil Teacher Ratio
<b>RCC</b>	Regional Coordinating Council

<b>RCHS</b>	Reproductive and Child Health Services
<b>REGSEC</b>	Regional Security Council
<b>RPCU</b>	Regional Planning Coordinating Unit
<b>RTIs</b>	Reproductive Tract Infections
<b>SEA</b>	School Education Assessment
<b>SEN</b>	Special Educational Needs
<b>SGD</b>	Sustainable Development Goals
<b>SIGI</b>	Social Institutions and Gender Index
<b>SIP</b>	Strategic Implementation Plan
<b>SMC</b>	School Management Committee
<b>SMEs</b>	Small and Medium Enterprises
<b>STDs</b>	Sexually Transmitted Diseases
<b>STEM</b>	Science, Technology, Engineering Mathematics
<b>TBA</b>	Traditional Birth Attendant
<b>TUC</b>	Trade Union Congress
<b>UN</b>	United Nations
<b>UNAIDS</b>	United Nations Programme on HIV and AIDS
<b>UNCRC</b>	United Nations Convention on the Rights of the Child
<b>UNDP</b>	United Nations Development Program
<b>UNFPA</b>	United Nations Population Fund
<b>UNICEF</b>	United Nations Children's Fund
<b>UNIFEM</b>	United Nations Development Fund for Women
<b>UNSCR</b>	United Nations Security Council Resolution
<b>WANEP</b>	West African Network for Peacebuilding
<b>WE</b>	Women Empowerment
<b>WIAD</b>	Women in Agriculture Department
<b>WID</b>	Women in Development
<b>WWD</b>	Women with Disabilities
<b>WIFA</b>	Women in their Fertility Ages
<b>WILDAF</b>	Women in Law and Development in Africa
<b>WSSD</b>	World Summit for Sustainable Development
<b>YoLe</b>	Youth Leaders



# Introduction

## 1.1 BACKGROUND TO THE NATIONAL GENDER POLICY

The quest to attain sustainable progress in every country, including Ghana, requires the creation of equal opportunity for all to accelerate development. Achieving Gender Equality (GE) and Women's Empowerment (WE) are strategies to be employed to ensure balanced opportunities for women and men as well as boys and girls.

Ghana's goal towards achieving equal opportunities for each gender are guided by the 1992 Constitution, the targets in National Development Frameworks (NDF) (past and present) <sup>1</sup>, and the commitments to International Frameworks and Instruments on human rights, social protection, good governance and accountability with emphasis on the rights of women, men and children. Article 17 (1) and (2) of the 1992 Constitution of Ghana stipulates that all persons are equal before the law. This provision expressly guarantees gender equality and freedom of women and men, girls and boys from discrimination based on social or economic status among others.

In addition to commitments to achieve targets of International Frameworks and Instruments such as the Sustainable Development Goals (SDGs); provisions of the Universal Declaration of Human Rights; the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), the International Covenant on Economic, Social and Cultural Rights (ICESCR); the Beijing Declaration and Platform for Action of 1995; the African Charter on Human and People's Rights; the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa (Maputo Protocol) of 2003 among others, Ghana has over the years initiated legal, institutional, policy and administrative measures towards Gender Equality, Women's Empowerment and Social Development issues.

Despite these efforts, women continue to face social, economic and cultural barriers that put them in a disadvantaged position in every aspect of life. In order to address these diverse

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<sup>1</sup> Mainly the GPRS I and II, and the GSGDA I and II

challenges, in 2004, the Ministry developed the National Gender and Children Policy, in line with its policymaking, planning and coordination role. The predecessor policies and the achievements made so far are reflected in the Human Development Index (HDI) <sup>2</sup> (0.558), Gender Inequality Index (GII) <sup>3</sup> (0.565) and the Social Institutions and Gender Index (SIGI) <sup>4</sup> (0.262).

Though Ghana made strides in implementing the 2004 Gender and Children's Policy as compared to other countries in Sub-Saharan Africa with similar GDP per capita (ppp), <sup>5</sup> there were challenges that needed to be addressed to ensure optimum achievements of national and international targets.

The National Gender Policy (2015) which was implemented over a five-year period provided broad policy guidelines, strategies and the institutional framework to operationalize government's commitments to further achieve gender equality and women's empowerment targets in its National Medium Term Development Frameworks. <sup>6</sup> The policy framework enabled stakeholders to have common understanding of the issues and provided strategies for addressing gender inequality and issues of social injustice. At the end of its 5-year implementation (2020), it became necessary to initiate the drafting and development of a new policy to continue to address the peculiar gender issues to national development.

The National Gender Policy (2025-2034) provides broad policy guidelines, strategies and institutional framework to operationalise government's commitments for achieving gender equality and women's empowerment targets in the national vision set out in various national policy frameworks.

This policy, therefore, articulates development priorities from a gender perspective based on Ghana's context analysis. The policy also ensures that women, men, the marginalized and the vulnerable have a voice, participate and benefit equally from government's agenda to create prosperity and equal opportunity for all.

In the vision for Gender and Development as stipulated in the Resetting Ghana Agenda: Creating Jobs, ensuring Accountability and Promoting shared Prosperity, it is emphasised that Ghana has in place the necessary legislative frameworks and institutional architecture to promote gender equality, including the preparation of the Gender Policy, and the establishment of the Ministry of Gender, Children and Social Protection (MoGCSP), as well as Gender Desks within Ministries, Departments and Agencies, as well as Metropolitan, Municipal and District Assemblies to mainstream gender issues at the central and local governmental level in their sector plans and programmes.

<sup>2</sup> The Human Development Index (HDI) of the United Nations Development Program - Human Development Report - is a composite index measuring average achievement in three basic dimensions of human development - a long and healthy life, knowledge and a decent standard of living" (UNDP - Human Development Report, retrieved Jan 7th 2014)

<sup>3</sup> The Gender Inequality Index (GII) is a composite measure reflecting inequality in achievements between women and men in three dimensions - reproductive health, empowerment and the labour market ( UNDP - Human Development Report, retrieved Jan 7th 2014)

<sup>4</sup> OECD. Gender Institutions and Development Database 2012

<sup>5</sup> A review of Ghana's Achievement in Women's Empowerment and Gender Equality, Africa Region Gender Practice Policy Note, January 2014 by Marine Gassi

<sup>6</sup> Ghana Shared Growth and Development Agenda II (2014 - 2017), Medium Term Vision, page xvi

However, the global impact of the COVID-19 pandemic could reverse the progress that has been made on gender equality and women's rights and empowerment as the outbreak has generally exacerbated existing inequalities for women and girls across all sectors including health, the economy, security and social protection.<sup>7</sup>

To intervene, Ghana must work towards a significant increase in investments to close the gender gap and strengthen support for institutions in relation to gender equity and the empowerment of women and girls. In addition, all forms of discrimination and violence against women and girls must be eliminated through the engagement of men and boys as advocates in achieving gender equality, prevention of sexual and gender-based violence, promotion of women's economic empowerment as well as support to the attainment of Sexual and Reproductive Health and Rights for women and girls.

The National Gender Policy (2025 -2034) has been developed to include new global trends and national priorities such as Gender and Health, Gender and Education, Gender and Technology/ Cybersecurity, Gender and the Care Economy, Gender and Environment/Climate Change, Gender and Access Justice, Gender and Agriculture/Natural Resources among others.

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<sup>7</sup> See Ghana country study on COVID-19 measures and impacts By Akosua K. Darkwah Published April 2021 and THE COVID CHRONICLES UNFPA'S COVID-19 Response in Ghana

## 1.2 PROCESS OF PREPARING THE POLICY

The policy formulation process was consultative in nature. It consisted of sets of activities conducted between September 2021 to December 2022. Zonal and regional consultative meetings were held with various interest groups including Ministries, Departments and Agencies (MDAs), Academia, Civil Society Organisations, Traditional Authorities, Development Partners and community members across the country which confirm the principle of mutual participation in the development of this Policy. Finally, a national validation meeting was held to finalise the Policy. The participatory approach to the review process was used with the view that:

- a. Women and men from all spheres of life would engage in setting the gender equality agenda in Ghana
- b. Development Partners would make inputs into the policy and position themselves to support its implementation
- c. The process would harness wide range of resources including information
- d. Stakeholders' engagement would lead to ownership of the Policy to ensure its effective implementation and demand for accountability.

## 1.3 CONTENT AND STRUCTURE

The Policy is presented in 8 chapters. Chapter 1 provides the background to the policy. Chapter 2 discusses the state of Ghana's Gender Equality (GE) and Women Empowerment (WE) key achievements and challenges. Chapter 3 deals with the national context which has implications for Gender Equality and Women's Empowerment. Chapter 4 outlines the goal that the policy seeks to achieve, the objectives and principles for the achievement of the goal. Chapter 5 discusses the strategies through which the key policy objectives will be achieved. Chapter 6 highlights the implementation framework/plan of the policy by outlining the institutional arrangements for implementation and how resources will be mobilised to implement the policy. Chapter 7 highlights how monitoring and evaluation activities will be undertaken during and after the implementation of policy programmes, projects and activities. Chapter 8 deals with the communication strategy developed to effectively communicate the overall policy goal and objectives of this policy to stakeholders.



# 2

## Situational Analysis

### 2.1 INTRODUCTION

This chapter presents the status of Gender Equality and Women's Empowerment issues in Ghana.

#### 2.1.1 Economic Development

##### 2.1.1.1 Gender and Employment/Trade and Livelihoods (Gender & Women's Empowerment/Financial Inclusion)

Around 67% of the working-age people in Ghana were dependent as of 2020. Although the age dependency ratio has decreased over the last years, it has remained a major issue requiring attention.

The large dependency is particularly due to the high unemployment rate in the country. In 2022, the unemployed male population in Ghana was estimated at around 323,000. On the other hand, the female population without any form of employment was projected to be slightly lower, at approximately 313,000 <sup>8</sup>.

Ruling governments have developed strategies to manage unemployment in Ghana.

In recent years, new businesses have been set up. Notably, the country is one of the leading nations in Africa for start-ups. In 2020, 500 start-ups were counted in Ghana <sup>9</sup>. Employers made up 5.7 percent of the total employment in Ghana in 2020. Male employers covered 6.7 percent of the total male employment, while self-employed women accounted for 4.5 percent of the female employment <sup>10</sup>. Overall, self-employment figures have slowly increased over the last decade. Some common areas of self-employment are farming, craft and food processing.

<sup>8</sup> <https://www.statista.com/statistics/1287511/number-of-people-unemployed-in-ghana-by-gender/>

<sup>9</sup> <https://www.statista.com/statistics/1290679/number-of-startups-in-africa-by-country/>

<sup>10</sup> <https://www.statista.com/statistics/1175957/share-of-female-employers-in-ghana/>

To promote women's inclusion in the economic sector, programmes to ensure access to credit and social protection have been instituted. Government continues to implement the Microfinance and Small Loans Centre which offers small-scale credit and loans to small and medium enterprises. Again, the total number of households that received bi-monthly cash grants through the Livelihood Empowerment Against Poverty (LEAP) programme increased from 332,200 in 2019 to 344,023 in 2020.<sup>11</sup> The majority of the beneficiaries are women. The Labour-Intensive Public Works programme under the Ministry of Local Government and Rural Development offers seasonal employment to 53,588 females, representing 57.9% of beneficiaries. The EXIM Guarantee Initiative Programme was also inaugurated to assist women in accessing micro credit.

In March 2018, more than 50 countries signed the African Continental Free Trade Agreement (AfCFTA) document. Countries began trading under AfCFTA on January 1, 2021, and it is currently the world's largest free trade area in terms of the number of countries, encompassing 1.2 billion people and about \$2.5 trillion. Ghana is the host of the Africa Continent Free Trade Area Secretariat and it has been trading under the AfCFTA agreement. Through the Global Environment Facility Small Grants Programme (GEF-SGP) under the AfCFTA, women in Kumbungu in the Northern Region of Ghana have been supported to export organically certified Shea products in the international market. Again, through the "Women in Fair Trade Certification and Sustainable Shea Butter Production project," 7,200 women in northern Ghana have been trained in sustainable shea butter production to help them produce products that meet international quality standards on the African market<sup>12</sup>.

Workshops and in-person capacity building programmes have also been organised for women in the Agri-food sector under the Empowering Women and Boosting Livelihoods through Agricultural Trade Programme.<sup>13</sup> Topics covered during these trainings included available tools and resources to simplify trading under AfCFTA, rights of traders when using border posts, gender-based violence, harassment and corruption in cross-border trade, among others. In Ghana, participants reported a 45 percent increase in awareness on benefits of cross border trade, 69 percent had an increase in knowledge on company registration for exporting while 55 percent gained knowledge on food safety<sup>14</sup>.

### 2.1.1.2 Gender and Agriculture

Agriculture remains an important sector of Ghana's economy, despite a steep decline in its contribution to Ghana's GDP from 40% in 1995 to just above 20% in 2018.<sup>15</sup> While women make up 42% of the agricultural workforce, a significant proportion of them are unpaid family workers (FAO), 2018. Women's decision making power and economic gains in agriculture is limited through lack of access to land, technology and extension services.

<sup>11</sup> AGENDA\_FOR\_JOB\_II.pdf

<sup>12</sup> <https://www.undp.org/ghana/press-releases/women-shea-butter-producers-urged-take-advantage-afcfta-boost-profitability>

<sup>13</sup> Empowering women and boosting livelihoods through agricultural trade: Leveraging the African Continental Free Trade Area (AfCFTA) rolled out by the Food and Agriculture Organization of the United Nations (FAO) and the International Trade Centre's (ITC) SheTrades Initiative.

<sup>14</sup> <https://www.undp.org/africa/press-releases/africa%E2%80%99s-women-traders-are-poised-transform-economies-through-intra-african-trade>

<sup>15</sup> CGEP supra

Though the Government's Land Administration Programme (LAP) has resulted in the consolidation of land laws and the enactment of the Lands Act, 2020 (Act 1096) which voids any decision or practice that discriminates on the grounds of gender, challenges remain. In addition to mainstreaming gender into agricultural policies, the Government together with Development Partners has led several initiatives including the Ghana Incentive-based Risk-Sharing System for Agricultural Lending (GIRSAL) Project and the Development Bank of Ghana to enhance women's access to finance for agricultural and agribusiness activities.

The Gender and Agricultural Development Strategy (GADS) was developed by the Ministry of Food and Agriculture (MOFA) to support its gender mainstreaming processes. GADS aims to achieve eight main objectives namely: Enhance institutional capacity of MOFA to address gender issues; promote production and use of sex and age disaggregated data; improve extension service delivery; improve access by farmers to financial services; improve access to information on land rights; improve development and promotion of appropriate technologies in agriculture; promote the diversification and development of new processed products; enhance environmental protection through agricultural practices. These objectives address issues of food security, increase in income, women empowerment and poverty, targeting farmers especially women in the agricultural sector.

MOFA has also developed a resettlement policy framework, which among others, protects the interests of women in instances of land disputes and relocations. Among the challenges faced in the implementation of this policy is the fact that women are often users of land and not owners, thus affecting their decision-making power over land issues.

The second phase of the LAP (LAP II) also aimed at increasing women's ownership of land in addition to their user rights.

### 2.1.1.3 Gender and the Extractive Sector

The total number of people employed by the large-scale mines was 34,363 in 2020.<sup>16</sup> This comprised 8,760 direct employees and 25,603 contractors. The proportion of Ghanaians in the workforce was 98.7 per cent (33,919) while the corresponding outturn for expatriates was 1.3 per cent. In terms of sex disaggregation, the total number of female employees was 2,752, which comprised 20 expatriates and 2,732 nationals. Further, the male employee population of 31,611 was made up of 424 expatriates and 31,187 nationals. This implies that males and females constitute 92 per cent and 8 per cent of the sub-sector's workforce respectively.

In regard to the upstream petroleum sector, a total of 3,516 employees (locals and expatriates) were directly engaged as at 2020 as against 5,950 as at 2019, representing a decline of 38 percent due to COVID-19 pandemic. The proportion of Ghanaians in the workforce was (3,143) whilst the corresponding outturn for expatriates was 373. In terms of sex disaggregation, the total number of female employees was 557, which comprised 13 expatriates and 544 nationals. Further, the male employee population of 2,959 was made up of 360 expatriates and 2599 nationals. This implies that males constitute approximately 84 per cent whereas females constitute 16 per cent of the sub-sector workforce respectively.<sup>17</sup>

<sup>16</sup> 2020 GHEITI Mining Sector Reconciliation Report

<sup>17</sup> 2020 GHEITI Oil and Gas Sector Reconciliation Report – Table 6.8: Gender Disaggregated Data in the Petroleum Industry

There is existence of gender earnings gap in favour of men and this is attributed to differences in endowment particularly education. The statistics also gives indication of the existence of discrimination against women in the extractive sector and identify barriers that impede women's involvement in high-earning activities in the extractive sector. Getting more women into male dominated and high-earning extractives would contribute to the promotion of gender equity, raise incomes as well as the overall welfare of the household and entire economy. The setting up of the Women in Mining, Ghana is promoting inclusion of women in leadership positions within this sector.

#### **2.1.1.4 Gender and Poverty, Vulnerability and Exclusion**

Ghana has been implementing various social protection interventions to address poverty and vulnerability among identified population groups. These include the National Health Insurance Scheme, (NHIS) Ghana School Feeding Programme (GSFP) and Livelihood Empowerment Against Poverty Programme (LEAP).

The total number of households that received bi-monthly cash grants through the LEAP programme increased from 332,200 in 2019 to 344,023 in 2020. Among the direct beneficiaries of the programme included orphans and vulnerable children (44.87%), the elderly (27.32%), persons with severe disability (16.97%) and infants and pregnant women with children under one year (10.8%). Females constituted 54.8 percent of the beneficiaries and males, 45.2 percent. Female-headed households constituted 60.7 percent of beneficiary households and male-headed households, 39.3 percent. In order to reduce the travel time of beneficiaries, 3,111 pay points were established in new LEAP communities in all 260 districts across the country in 2019. The LEAP Management Secretariat reviewed the LEAP Operations Manual and conducted field visits to eighty selected districts to monitor and evaluate beneficiaries' adherence to co-responsibilities, linkages to complementary services and the impact of the programme on their lives.

The Complementary Livelihood Asset Support Scheme (CLASS), a component of the Ghana Productive Safety Net Project, was developed with productive and financial inclusion measures to provide sustainable income earning opportunities for beneficiaries. In addition, under the 'Integrated Decentralised Social Services in Collaboration' project, a total of 136,748 LEAP beneficiaries were registered onto the NHIS in 2019, increasing the enrolment of indigents, including Kayayei, inmates of psychiatric homes and prisons, GSFP beneficiaries and People with Disabilities onto the NHIS.

Over the medium term, Government continued with the development of the Ghana National Household Registry (GNHR) <sup>18</sup> to improve targeting of social interventions. As of 2021, the register for five regions, namely, Upper East, Upper West, Savannah, Northern and North East were completed and are available for use.

In spite of the achievements, structures for coordinating social protection programmes at the subnational levels (regional, district and community) are inadequate. Funding for the implementation of social protection interventions and coverage of vulnerable populations, including those outside of households, for many social protection initiatives is inadequate.

<sup>18</sup> The objective of the GNHR is to create a Single National Household Register from which all social protection programmes in Ghana will select their beneficiaries

Income inequality remains a significant challenge in Ghana, particularly in rural areas, where it reached 41.8% in 2016/2017, compared to 37.9% in urban areas. Disparities are also evident across socio-economic groups, with households headed by males experiencing higher inequality than those headed by females. Notably, inequality has been declining at a faster rate for female-headed households since 2012/13, suggesting progress in gender equity in certain dimensions.

However, gender earnings disparities persist in Ghana's labor market. In 2016/17, females earned significantly less than males across both skilled and unskilled occupations. The average monthly cash earnings for females (GHS 654) were only about two-thirds of what their male counterparts received. This gap highlights ongoing structural barriers that limit women's economic participation and compensation.

Other vulnerable groups include Persons with Disability (PWD) and Older Persons. Women in these categories tend to have additional challenges as compared to their male counterparts.

Though most women suffer inequality, those with disability suffer additional forms of discrimination. Many women with disability have challenges with access to education and other social services. They usually experience extreme poverty, face multiple forms of discrimination, exploitation, neglect and abuse. This calls for the protection of the rights and dignity of persons with disabilities to enable them to enjoy fully all their human rights and fundamental freedoms.

Regarding the rights of Older Persons, the Protocol to the African Charter on Human and People's Rights on the Rights of Older Persons <sup>19</sup> was adopted by the General Assembly of the African Union on 31 January 2016. It refers to Older Persons as those aged sixty (60) years and above. It calls for state parties to eliminate discrimination against Older Persons and encourages the elimination of social and cultural stereotypes which marginalise Older Persons. It also calls for enforcement of local, national, regional, continental and international laws to address such discrimination. Since 2016, MoGCSP has initiated the process of enacting legislation on Older Persons but this is yet to be finalized.

Article 22 of the Protocol on the Rights of Women in Africa <sup>20</sup> provides for special protection of elderly women and enjoins states to take specific measures to ensure their right to freedom from violence, sexual abuse, discrimination and to be treated with dignity. In many African countries including Ghana, allegations of witchcraft are usually made against older women leading to ostracization from their communities and in some cases, lynching. There is the need for laws to be enacted and enforced to protect these women. Advocacy has begun for the amendment of the Criminal Offences Act, 1960 (Act 29) to address this and to punish perpetrators.

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<sup>19</sup> <https://au.int>

<sup>20</sup> The States Parties undertake to: a) provide protection to elderly women and take specific measures commensurate with their physical, economic and social needs as well as their access to employment and professional training; b) ensure the right of elderly women to freedom from violence, including sexual abuse, discrimination based on age and the right to be treated with dignity

## 2.1.2 Social Development

### 2.1.2.1 Gender, Nutrition and Health

Progress has been made in improving health and healthcare system in Ghana <sup>21</sup>. Government pursued the provision of affordable, equitable, easily accessible and Universal Health Coverage (UHC) for all its citizens to achieve the right to good health care as enshrined in Article 34 (2) of the Constitution of Ghana. The National Ambulance Service (NAS) provides vital pre-hospital care. It has however, faced numerous challenges including limited funding and maintenance. The ambulance fleet grew from 55 in 2017 to over 300 in 2023 due to government and donor support. Emergency responses reportedly exceeded 50,000 annually in recent years. Community-based Health Planning and Services (CHPS) zones contribute to bridging equity gaps and bringing services closer to deprived communities. In spite of this progress, some CHPS zones still lack structural, technical and human capacity to provide essential health services.

According to the 2022 Ghana Demographic and Health Survey (GDHS), malaria remains a significant public health concern, particularly among children under five and pregnant women. The survey reports a national malaria prevalence of 8.6% among children aged 6 to 59 months, with higher rates in rural areas (12.8%) compared to urban areas (4.3%). Statsghana.gov.gh

Ownership of Insecticide-Treated nets (ITNs) has improved with 68% of households possessing at least one ITN. However, usage remain suboptimal, as only 43% of children under five and 49% of pregnant women slept under an ITN the night before the survey. The Ghana Health Service recommends the use of ITNs and intermittent preventive treatment during pregnancy.

These findings underscore the need for continued efforts to enhance malaria prevention and treatment strategies, particularly focusing on increasing ITN usage and access to preventive care for vulnerable populations.

Non-Communicable Diseases (NCDs) contribute significantly to illness, disability and deaths in Ghana. The major NCDs in Ghana are cardiovascular diseases, cancers, diabetes, chronic respiratory diseases and sickle cell disease. <sup>22</sup> Overweight and obesity have rapidly emerged as major health issues, increasing the risk of non-communicable diseases in Ghana. In 2017, the Multiple Indicator Cluster Survey (MICS 2017/2018) <sup>23</sup> revealed that 1.4 percent of children (6-59 months) were overweight. This is an improvement of 2 percent over the 2010 performance.

HIV and AIDS is another health condition that has higher incidence in women more than men in Ghana, but the incidence and prevalence have been reducing because of the concerted efforts of the Government through the Ghana AIDS Commission. According to the Ghana Health Service, <sup>24</sup> the proportion of People Living with HIV (PLHIV) currently receiving anti-retroviral drugs decreased to 60 percent in 2020 from 61 percent in 2019. The country has made progress with the 90-90-90 programme, which was introduced in July 2016. PLHIV who know their status increased from 62 percent in 2017 to 74.4 percent in 2020. HIV positive people receiving anti-

<sup>21</sup> The Coordinated Programme of Economic and Social Development Policies (2017-2024)

<sup>22</sup> National Policy for the Prevention and Control of Chronic Non-Communicable Diseases in Ghana (August 2012)

<sup>23</sup> Multiple Indicator Cluster Survey 2017/2018

<sup>24</sup> National Medium Term Development Plan (2022-2025)

retroviral drugs with viral suppression also increased from 51 percent in 2017 to 72.9 percent in 2020. Prevention from Mother-to-Child Transmission (PMTCT) services have been integrated into sexual and reproductive health services. This has ensured wider access to women in reproductive ages, to intensify efforts to eliminate Mother-To-Child Transmission of HIV.

Mental health issues are increasingly recognized as a significant public health concern in Ghana. The 2022 GDHS indicates that 21.2% of women and 15.5% of men experience moderate to severe psychological distress. Despite this, access to mental health services remains limited, with a substantial treatment gap. Efforts are ongoing to integrate mental health into primary healthcare and to reduce stigma associated with mental illness.

The Mental Health Regulation, 2019 (LI 2385) was enacted to support the Mental Health Act 2012 (Act 846). Though the L.I. 2385 is enacted, the Mental Health Fund (MHF), which seeks to mobilize resources is yet to be established. Establishing the MHF will create equal opportunity especially for women to access mental health care.

The government, in the bid to adequately address these issues adopted strategies in the National Medium Term Development Policy Plan (2022-2025) for implementation. Government aims at the reduction of HIV, AIDS/STIs and other infections, especially among vulnerable groups like women by expanding and intensifying HIV Counselling and Testing (HTC) programmes. The National Health Insurance Scheme is also being run by government to alleviate the expensive nature of healthcare. In 2018, 35.8 percent of the population had valid NHIS cards, increasing to 40 percent in 2019 and 52.7 percent in 2020. The process of renewing membership has been fully digitized, with all members being able to renew via their mobile phones. In addition, the drug used by breast cancer patients has been included in the essential drugs list of the NHIS. The Scheme, however, continues to be challenged by shortage of medicines and critical supplies at the hospitals.

### 2.1.2.2 Gender and Education

Ghana has achieved many successes in education, such as gender parity in access to both primary and secondary education levels and continue to expand access to basic education.<sup>25</sup> The Ministry of Education, its agencies and stakeholders have put strategies in place to deal with existing and future challenges of gender in the sector. Notable among these is Ghana's Education Strategic Plan 2018–2030<sup>26</sup> which has mainstreamed gender and women empowerment concerns at all levels of education. Female completion rates beyond the primary school level however remains a challenge despite these strides.

Gender norms influence career choices with few girls and women choosing STEM subjects and careers. The GoG has since embarked on an ambitious programme to improve the quality of education, particularly STEM education with girls' participation at the forefront. The introduction of the Free Sanitary Pads from Primary 6 to Senior High School though will alleviate some key challenges faced by girls, it will require other supportive services for girls to fully participate in education.

<sup>25</sup> CGEP supra

<sup>26</sup> <https://www.globalpartnership.org/sites/default/files/2019-05-education-strategic-plan-2018-2030.pdf>

According to the Ghana TVET Report (2nd edition), 2023, the 2020/21 academic year recorded 24,233 (74.78%) male learners and 8,174 (25.22%) female learners. In the 2021/22 academic year, enrolment showed 33,272 male learners and 13,028 female learners, representing 71.86% male learners and 28.14% female learners. The 2022/23 academic year enrolled 36,871 male learners, making up 73.67% of the year's total enrolment with 13,178 female learners enrolled.

Due to low participation of females in learning of science, technology, engineering and mathematics, a strategy adopted in the National Medium Term Development Policy Plan (2022-2025) is to promote teaching and learning of science, technology, engineering, and mathematics (STEM) and ICT education among girls in basic and secondary education. In addition, due to the high rate of school-dropouts as a result of teenage pregnancy, a re-entry policy has been developed to enroll dropouts into schools.

Tertiary enrolment in public and private universities, polytechnics, public colleges of education and nursing training schools increased from 422,122 in 2016/2017 to 491,038 in 2018/2019.<sup>27</sup> Applications far exceeded admissions, especially for public universities. Female applications and admissions are much lower in number compared to males.

Public universities, have financial aid and affirmative action programmes for the admission of female students and those from low socioeconomic backgrounds. Although loan amounts to students are inadequate, an increasing number of needy students are accessing the Student Loan Trust Fund (SLTF), which is complemented by financial aid provided by some of the institutions.<sup>28</sup>

For Non-Formal Education (NFE), of those who complete nine years of basic education, only 54% of males and 43% of females acquire literacy skills that are likely to persist through adulthood. There is a strong need for adult literacy programmes, even for those who have attended formal schooling. The main intervention that the Ministry of Education employs to improve literacy rates for those working in the informal economy is the National Functional Literacy Programme.

In summary, although Ghana continues to make progress towards achieving gender parity at all levels of formal education, there is still the need to eliminate gender disparity particularly in secondary and tertiary education. Key issues also requiring attention in the educational sector include geographical disparities in access to quality education at all levels; poor learning outcomes; high teacher attrition and absenteeism rates. Others are inadequate school infrastructure; low participation of females in learning of science, technology, engineering and mathematics; inadequate and inequitable access to education for PWDs as well as people with special needs at all levels and high dropout rate for both adolescent boys and girls.

### 2.1.2.3 Gender and the Care Economy

The care economy is an area where women are in the majority. Access to decent work and working conditions continues to be a challenge in Ghana. Though the Labour Act, 2003 (Act 651) is expected to cover all workers, domestic workers, who are predominantly women do not fully experience the benefit. Following advocacy with MoGCSP, the Ministry responsible for

<sup>27</sup> National Medium Term Development Policy Plan (2022-2025)

<sup>28</sup> Ibid

Labour and other interest groups the Labour (Domestic Workers) Regulations, 2020 (L.I. 2408) was passed into law. This law among others requires that all domestic workers have contracts of employment with conditions clearly spelt out. It also protects them from sexual harassment and other forms of violence.

## 2.1.3 Environment, Infrastructure And Human Settlements

### 2.1.3.1 Gender and Environment/Climate Change

Ghana is endowed with many natural resources, however, these resources are depleting. The cost of environmental degradation to Ghanaian society is estimated at about US\$6.3 billion, equivalent to 10.7 per cent of the country's 2017 GDP <sup>29</sup>. This is attributed to air and water pollution, agricultural land degradation, deforestation, illegal mining, overfishing, coastal erosion and flooding <sup>30</sup>.

Women are primary users of land and forest resources, major producers of food mainly through agricultural activities and also perform important roles in the conservation of natural

resources. In addition, women are active in the collection of forest products such as snails, mushrooms and shea nuts among others for various household and entrepreneurial uses. However, the significant role of women as contributors to forest management and conservation has not been fully recognised.

The restricted access of women to land, water, energy and forest resources because of illegal mining and limited decision-making opportunities creates barriers to their livelihoods and the achievement of their health needs. Well-sustained ecosystem management can only be achieved by understanding gender gaps and addressing them.<sup>31</sup> Access and control of land in Ghana is governed by traditional norms on inheritance which limit female access to land, especially in the patrilineal inheritance system.

As part of Ghana's commitment to the three Rio Conventions (United Nations Framework Convention on Climate Change (UNFCCC), United Nations Convention on Biological Diversity (UNCBD) and the United Nations Convention to Combat Desertification (UNCCD)), several efforts have been made to ensure environmental sustainability in Ghana considering the important role gender plays in the management of resources. These efforts include the implementation of the following programmes and projects;

- Ghana- Environmental Resource Management Project (GEMP) incorporates gender considerations to ensure equitable participation in environmental conservation and resource management. Some key gender-related components under the project include gender mainstreaming in climate change, Nationally Determined Contributions (NDCs) Gender Toolkit and the National Adaptation Plan (NAP) Strategy

<sup>29</sup> World Bank (2020) Ghana Country Environmental Analysis. World Bank.

<sup>30</sup> World Bank (2020) Ghana Country Environmental Analysis, World Bank.

<sup>31</sup> Gender and the environment: What are the barriers to gender equality in sustainable ecosystem management? | IUCN date accessed 15th Nov.2022

- Ghana Gender and REDD+ Strategy (2016-2035) ensures that women and men have equal access to information regarding all aspects of REDD+ as well as build the capacity of women and men to enable inclusive decision-making and informed consent. Involve women in all monitoring, reporting and verification (MRV) and Monitoring and Evaluation (M&E) activities, and provide the necessary tools and knowledge needed for women to engage meaningfully among others
- Sustainable Land and Water Management Project (SLWMP) (2016-2020) promoted equity and inclusion of vulnerable and marginal groups especially women; enhanced local institutions through the establishment of community watershed management teams (CWMTs); improved the availability of climate information through awareness creation activities
- Ghana Landscape Restoration and Small-Scale Mining (GLRSSM) Project has the objective of strengthening integrated landscape management, formalization of artisanal and small-scale mining. A gender analysis was carried out in 2021 to ensure the incorporation of gender into its implementation

The impacts of Climate Change and Variability (CCV) have manifested in Ghana by unreliable rainfall patterns, flooding, prolonged periods of droughts, increased temperature and rise in sea levels. These have led to receding coastlines, reduced cocoa and food crop production, dwindling fish stocks, poor health and loss of community livelihoods within key sectors of the economy (agriculture, forestry and energy), especially those of women

To address the climate crises, inequalities and exclusion gaps, youth and women need to be meaningfully engaged at the planning, implementation and monitoring stages of climate and environment-related interventions. All stakeholders must support youth and women capacity development, youth-led climate initiatives and create enabling environments for youth and women empowerment. In a bid to harness the demographic dividend, one of the strategies employed under the National Medium Term Development Policy Plan (2022-2025) is supporting the youth to create and sustain modern and climate-smart agribusiness and creating an investment culture among the youth to spur economic growth.<sup>32</sup>

To realize the commitments put forward by Ghana under the Paris Agreement<sup>33</sup>, Government through the Nationally Determined Contributions (NDCs) Support Programme has undertaken several interventions to strengthen the enabling environment for climate change resilience and reducing greenhouse gases. These enabling actions include development of Green House Gas (GHG) emission registry, a National Climate Change Adaptation Strategy, frameworks for climate change and gender action plan.

### 2.1.3.2 Gender and Population/Migration/Trafficking in Persons

Irregular migration is high among the youth who usually embark on dangerous journeys on both land and sea to Europe and the Gulf States. Some drown at sea; others are ambushed on the desert, detained, whilst others are exploited in transit and destination countries. From 2017

<sup>32</sup> AGENDA\_FOR\_JOB\_II.pdf

<sup>33</sup> Ghana ratified the Paris Agreement in September 2016

to 2020<sup>34</sup>, 1,917 rescued trafficked victims (of which 1,427 were Ghanaians) were recorded with 48.9 percent males and 51.1 percent females. About 52 percent of the total cases were children with the remaining being adults. For the type of exploitation, 7.9 percent were sexual in nature and 92.1 percent were labour related. Over the same period, 419 cases were investigated and 78 were prosecuted<sup>35</sup>.

Ghana has committed to the implementation of population and migration-related protocols. These include the International Conference on Population and Development (ICPD+25), the Addis Ababa Declaration on Population and Development (AADPD+5) and the Global Compact for Migration (GCM).

Over the medium-term, the Government formulated the Labour Migration and Diaspora Engagement Policies to leverage migration for sustainable development. The process of establishing a National Migration Commission, an apex body for coordinating migration management in Ghana also commenced. The National migration data management strategy is being implemented to ensure migration data availability and reliability for evidence-based decision-making. Mainstreaming of migration concerns into District Development Plans was initiated with the development and launch of a Migration Mainstreaming Toolkit Standard Operating Procedures (SOP) for re-integration of returnees and combatting human trafficking in Ghana.

Trafficking in Persons Information System (TIPIS) was developed and launched in 2018. The International Organisation for Migration (IOM) and Government of Ghana, through the Assisted Voluntary Return and Re-integration (AVRR) Programme assisted the return and reintegration of a total of 535 Ghanaians (92.9% men and 7.1% women). Out of this, 71 percent were assisted to return to Ghana from Libya, and 29% from Niger and other European countries. Fifty survivors of child trafficking were assisted with reintegration support, that is, educational, vocational training, microbusiness loans (for parents) as well as food and medical packages. A shelter for child victims of trafficking was also renovated. A project for the prevention of sex trafficking and protection of adult victims was rolled out in 2018 in line with the National Plan of Action for the Elimination of Human Trafficking in Ghana (2017-2021) which operationalized shelters for female adult victims in 2019. This was done in addition to the on-going counter-trafficking project focused on the prevention of child trafficking.

Ghana's population increased from 24,658,823 in 2010 to 30,832,019 in 2021 with an annual intercensal growth rate of 2.1 percent. The urban population in 2010 was 50.9 percent, which increased to 57.3 percent in 2021. Rapid unplanned urbanisation presents some challenges to national development, especially with urban sprawl, worsening urban air quality, rapid growth of slums and service provision. The female population accounted for 51.2 percent and 50.7 percent in 2010 and 2021 respectively.

According to the United Nations Department of Economic and Social Affairs (UN DESA), there were 466,780 international migrants in Ghana in 2019 an increase of over a third from the figure (337,017) recorded in 2010. Males dominated the immigrant population compared to females representing up to 54 percent with a youthful migrant population of about 45 percent

<sup>34</sup> IOM Ghana Mission Review, 2020

<sup>35</sup> Human Trafficking Unit, MOGCS (2017-2021)

aged 15-29 years. About 93 percent of the immigrant population was within the economically active age group of 15-64 years. Migrants from ECOWAS Member States form about 63 percent of Ghana's migrant population.

According to Ghana Living Standards Survey 2017 <sup>36</sup>, about 40 percent of Ghanaians were internal migrants in 2017. By region, Greater Accra received the highest (51.3%), followed by Western (39.1%), Central (35.5%) with Upper West (17.15) and Upper East (13.6%) receiving the least. Internal migration is reported to be highest among females (42.9%) than males (36.9%). There is therefore the need for a gender-responsive policy to safeguard them.

### 2.1.3.3 Gender and Natural/Land Resources

The Land Bill was passed into law in 2020 as Land Act, 2020 (Act 1036) which aims to modernize land administration by introducing specific provisions to improve Gender Equality and Social Inclusion (GESI), particularly in protecting the rights of women, children and vulnerable groups. In addition, Section 47 of Act 1036 <sup>37</sup> requires the consent of a spouse in the transfer of property acquired including land during marriage. These provisions are safeguards to secure the property rights of spouses.

### 2.1.3.4 Gender, Water and Sanitation

The Water and Sanitation sector has seen major improvements. Access to improved sources of drinking water reached 92% in 2020 with pipe borne water reaching only 31.7% of households. This has disproportionate effects on women as the sole drawers of water. The average time spent by households to access water is 19 minutes with regional and urban-rural disparities.

Sanitation delivery has also improved with little variation between rural and urban areas. This is mainly driven by the continuous implementation of the Community Led Total Sanitation (CLTS) initiative adopted by the Government and development partners which women are actively engaged. Moreover, women are encouraged to participate in entrepreneurship for sanitation. However, sanitation SMEs are hampered by lack of access to finance and equipment.

### 2.1.3.5 Gender and Energy <sup>38</sup>

Ghana has a high electricity access rate. However, half of the rural population lives without electricity. Again, access to Liquid Petroleum Gas (LPG) is minimal. As a result, more than 66% of the population rely on biomass for primary energy use. This has an adverse effect on women's health and contributes to their time constraints. Also, women's participation in the energy sector is low as there are few women in STEM professions.

<sup>36</sup> [https://www.statsghana.gov.gh/gssmain/fileUpload/pressrelease/GLSS7%20MAIN%20REPORT\\_FINAL.pdf](https://www.statsghana.gov.gh/gssmain/fileUpload/pressrelease/GLSS7%20MAIN%20REPORT_FINAL.pdf)

<sup>37</sup> Section 47—Restrictions on transfer of land by spouse Except as provided in subsections (3) and (4) of section 38, in the absence of a written agreement to the contrary by the spouses in a marriage, a spouse shall not, in respect of land, right or interest in land acquired for valuable consideration during marriage, (a) sell, exchange, transfer, mortgage or lease the land, right or interest in the land, (b) enter into a contract for the sale, exchange, transfer, mortgage or lease of the land, right or interest in the land, (c) give away the land, right or interest in the land inter vivos, or (d) enter into any other transaction in relation to the land, right or interest in the land without the written consent of the other spouse, which consent shall not be unreasonably withheld.

<sup>38</sup> CGEP

The Government of Ghana has developed a draft energy policy with gender perspectives integrated. Additionally, efforts are underway to reduce the population's reliance on biomass by promoting renewable energy and the availability and affordability of LPG.

### 2.1.3.6 Gender and Transport <sup>39</sup>

Ghana has a well-developed road infrastructure when compared with other sub-Saharan African countries. However, the country's feeder road network needs much attention. The poor condition of feeder roads has a disproportionate impact on women farmers and aggregators. It also reduces the competitiveness of small-scale agro processors. Women in rural areas have fewer means of transportation than men, which affects their mobility and access to basic services.

At the institutional level, the transport sector is male dominated and needs capacity enhancement in gender mainstreaming. Women's minimal representation in the sector also needs to be addressed holistically.

## 2.1.4 Governance, Legal Framework And Public Accountability

### 2.1.4.1 Gender and Access to Justice

There are several international human rights instruments that Ghana has signed and ratified. These include the Convention on the Elimination of all forms of Discrimination Against Women, the Beijing Declaration and Platform for Action of 1995 and the Sustainable Development Goals of 2015.

The government continues to promote equitable access to justice through the Judiciary, the Police, CHRAJ and the Legal Aid Commission. CSOs also contribute to access to justice through the provision of various services.

At the Judicial level, a Human Right Court has been set up at the High Courts that supports Gender Equality (GE) and Women's Empowerment (WE) issues among others. In addition, the Judicial Service responded to the need to effectively address violence against women and children by setting up the Gender Based Violence (GBV) Courts at the Circuit Court level to handle cases involving gender-based violence.

The Family and Juvenile Courts (formerly called Family Tribunals), which are constituted in the District Courts, uses Alternative Dispute Resolution (ADR) methods particularly mediation to settle cases primarily on maintenance of children.

The Legal Aid Scheme, set up under the Legal Aid Commission Act, 2018 (Act 977) also facilitates access to justice for persons who are unable to afford the costs associated with accessing justice. Both male and female indigent persons access this service. The Legal Aid Commission

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<sup>39</sup> CGEP supra

has been able to obtain a concession from the Judicial Service for cases filed on behalf of their clients to be made free of charge.<sup>40</sup>

The Ghana Police Service continues to open more Domestic Violence Victim Support Units (DoVVSU) throughout Ghana. These units handle cases under the Domestic Violence Act as well as other gender-based violence cases. Many complainants are women and children. Furthermore, at DoVVSU Head office in Accra, a one-stop-shop has been established with the following facilities: a Police Station, a hotline service, a short-term shelter, a clinic, psychological service, a playroom for children and two courts. The Ministry of Gender, Children and Social Protection also operates the Orange Support Centre to provide on the spot counselling services and referrals for domestic violence cases reported.

The Commission for Human Rights and Administrative Justice (CHRAJ) contributes to access to justice in many Districts and other areas where the courts are not available or accessible. They mediate on many cases brought before them for resolution.

The National Labour Commission under the Labour Act, 2003 (Act 651) also contributes to access to justice by among others settling cases on discrimination in the workplace based on gender, other labour disputes and sexual harassment at the workplace. Cases that cannot be settled are however referred to the Courts.

CSOs such as the Ghana branch of the International Federation of Women Lawyers (FIDA) and the Ark Foundation run Legal Aid Centres for indigent women and children. In addition, other CSOs like the Legal Resources Centre, Women in Law and Development, LAWA (Ghana), Alumnae Incorporated (LAWA-Ghana), NETRIGHT, Abantu for Development, Gender and Human Rights Documentation Centre and the Domestic Violence Coalition have engaged in awareness creation programmes on access to justice for women across the country. Both English and local language media strategies have been adopted to promote widespread awareness on the rights of women and access to justice.

The onset of the COVID-19 pandemic in Ghana revealed that women and girls were especially vulnerable and subjected to social, physical, sexual, psychological and economic violence, particularly during and after the 14-day lockdown in major cities. The MoGCSP and the Ghana Police Service's Domestic Violence and Victims' Support Unit (DOWVSU) activated a dedicated 24/7 hotline for people who needed to report cases of abuse, get information about SGBV and domestic violence or seek support for themselves or others experiencing abuse.

#### **2.1.4.2 Women, Peace and Security**

War, violent conflict, terrorism and violent extremism have different and devastating consequences for women and girls.<sup>41</sup> Women's engagement in peace and security is essential to building sustainable peace. However, progress made towards gender equality in this area remains low and efforts are being made to address it.

<sup>40</sup> See letter from the Judicial Service dated 22nd June 2022 and titled "Waiver in Filing Fees for the Department of Social Welfare" as signed by Chief Justice Anin Yeboah

<sup>41</sup> See <https://www.unwomen.org>

The Ghana National Action Plan, GHANAP 2 (2020-2025) on the implementation of UN Security Council Resolution (UNSCR) 1325 (2000) on Women, Peace & Security is one of the frameworks Ghana has developed to work in conjunction with various international instruments to ensure the protection of peace and security of women and girls especially. <sup>42</sup>

In Ghana, women in the security services get the opportunity to participate in international peace missions. Ghana deploys 12% uniformed female personnel to international peacekeeping operations this ranks Ghana as the second highest contributor of females worldwide. <sup>43</sup>

### 2.1.4.3 Gender and Participation in Public/Political Life

Women constitute more than 50% of Ghana's population, the ratio of female/male membership of both Parliament, District Assemblies, public/private sectors and in corporate organisations does not reflect the composition of the population. <sup>44</sup>

In line with the Government's commitment to promote gender equality and empower both men and women, the Affirmative Action (Gender Equity) Act, 2024 (Act 1121) was passed and subsequently assented to by the President. The Act aims to advance gender parity and ensure equitable representation of men and women in all spheres of national life.

The percentage of women in Parliament is a reflection of the imbalance in women's political participation. In the 2016 parliamentary elections, there were 30 out of 275 in Parliament making it 13.5% placing Ghana at the 139th position on the Inter-Parliamentary Union World Classification. In the 2021 Ghanaian Parliament, only 40 (14.5 percent) of the 275 members are women. Currently, there are 41 women (14.9 percent) out of 276 Members of Parliament. This gender gap is not only apparent in parliament. It is also evident in local governance and other political spaces. In the 2023 district level elections, women only constituted 4.1 percent of those elected. The above data falls short of the UN recommended minimum of 30 percent that is stipulated by the BDPFA. <sup>45</sup>

## 2.1.5 Emergency Planning And Response

### 2.1.5.1 Gender in Humanitarian Situations/Emergencies

The COVID-19 pandemic impacted negatively on the economy with GDP growth declining sharply from 6.5 percent in 2019 to 1.9 percent in 2020. Inflation increased from 7.9 percent in 2019 to 10.4 percent in 2020. <sup>46</sup> Micro, Small and Medium-sized Enterprises (MSMEs) were among the hardest-hit with about 41,952 workers being laid-off, while 770,124 experienced reduced wages. About 82.8 percent of households reported a reduction in non-farm incomes; 55 percent of households also recorded a reduction in income from paid employment; and 8.3 percent and 31.8 percent of firms reduced wages and working hours respectively. <sup>47</sup>

<sup>42</sup> See <https://www.unwomen.org>

<sup>43</sup> (Ministry of Gender, Children and Social Protection 2020-2025)

<sup>44</sup> Ibid

Women's Manifesto for Ghana 2016, which observed that only 15% of women in public life were women.

<sup>45</sup> <https://www.internationalaffairs.org.au/australianoutlook/gender-ghanaian-politics-brief-analysis/> - By Dr. Maame Adwoa A. Gyekye-Jandoh

<sup>46</sup> See, National Medium Term Development Policy Plan (2022-2025) supra

<sup>47</sup> See National Medium Term Development Policy Plan (2022-2025), supra

Government launched a COVID-19 response plan, comprising a number of initiatives: the COVID-19 National Trust Fund to provide logistics, medical supplies, test kits and PPEs to COVID-19 treatment centres and health institutions; Support to vulnerable households; Emergency Preparedness and Response Plan (EPRP I & II); Coronavirus Alleviation Programme (CAP), the Coronavirus Alleviation Programme Business Support Scheme (CAP-BuSS) and the Ghana (CARES) Obaatanpa Programme to stabilize, revitalize and transform Ghana's economy and create jobs.

## 2.1.6 Technological Development

### 2.1.6.1 Gender and Technology/Cybersecurity

It is reported that, there has been a 9% increase between 2018 and 2020 in internet access and usage among women. <sup>48</sup> Nonetheless, women's access to digital technology remains low as seen in the 14% gender gap in 'meaningful connectivity'. 43% of women within urban areas do not have an online presence as compared to 59% of their male counterparts. <sup>49</sup>

A household survey held in 2020 on ICT in Ghana revealed that only 28% of women owned laptops compared to an overwhelming 76% of men. <sup>50</sup> The statistics on desktop computers revealed that, there is a 17% difference in ownership between women and men. <sup>51</sup> These statistics show that there is a prevailing gender gap in technology ownership and usage.

Both men and women are victims of cyber bullying and attacks. However, women are shown to be more targeted than men. Nude pictures and sex videos of women and young girls are shared on various social media platforms. Threats to release such pictures or videos online leads to blackmail and several other offences. In Ghana, there are provisions in the Criminal Offences Act, 1960 (Act 560) that are being used to punish such acts. The Cybersecurity Act, 2020 (Act 1038) also prohibits and punishes such acts.

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<sup>48</sup> (Africa Media Agency 2020)

<sup>49</sup> Ibid

<sup>50</sup> (National Communications Authority and Ghana Statistical Services 2020)

<sup>51</sup> (National Communications Authority and Ghana Statistical Services 2020)

## 2.2 SUMMARY OF KEY CHALLENGES IN ACHIEVING GENDER EQUALITY AND WOMEN'S EMPOWERMENT

The following are a summary of the key challenges to achieving targets of Gender Equality and Women Empowerment in Ghana through reviews and national consultations.

- i. **Inadequate Budgetary Allocation:** The budget allocation for the MoGCSP is inadequate to fund all its projected activities including those set out in the 2015 NGP and SIP. There is the need for adequate budgetary support for the Ministry to achieve its goals and objectives.
- ii. **Weak Gender mainstreaming commitment of Gender Desk Officers:** The Gender Desk Officers at the District level are public sector workers given additional responsibility to deal with gender issues. This does not make them committed to the role of gender mainstreaming.
- iii. **Conceptual clarification of Gender Equality in the public sector:** Lack of professional knowledge and skills on gender causes conceptual clumsiness, and it is a key accountability challenge in the sector
- iv. **Feminization of poverty:** Poverty is a major problem for women and girls in Ghana especially rural women. Female-headed households' more than male-headed households are performing better in poverty ratings as compared with males. This notwithstanding, the incidence of poverty is much more among females than males
- v. **Socio-cultural, traditional beliefs and socialization:** Due to the patriarchal nature of most societies in Ghana, systemic male domination, socio-cultural and discriminatory structures restrict women (including the marginalized and the vulnerable) from access to equal opportunities including productive resources, such as land, credit, education and training opportunities among others
- vi. **Inadequate basic social services:** There is the existence of inadequate basic social services such as education, health, water and sanitation in several communities that do not enable majority of ordinary citizens to have decent livelihood
- vii. **Limited attention to issues and aspirations of women with disability:** Existing interventions for women have not adequately and specifically addressed the concerns of Women with Disability (WWD). There is little information and understanding of the situation of WWD and this affects the planning, implementation and monitoring of initiatives with the WWD lens
- viii. **Violence against women:** Domestic violence is in the increase as well as other forms of violence against women. These include sexual violence, human trafficking, rape, witchcraft allegations and other sexual offences. Even though, reported cases have been legally dealt with, there is the need to enforce existing national frameworks to curb the prevalences
- ix. **Low representation of women in politics/public life:** Women representation in leadership and decision-making roles continuous to be a challenge as the required 40% female representation has not been achieved. Women are still underrepresented in all the major sectors of the economy particularly public sector institutions and other key decision-making structures

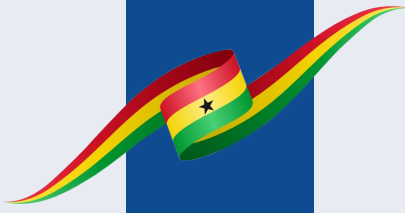
- x. **Discriminatory customary practices:** Systemic gender and social biases in certain cultural practices over-expose the girl child to abuse including early and forced marriages, sexual violence, denial of education and cultural servitude
- xi. **Slow implementation and enforcement of laws:** There is evidence that law enforcement is very slow to the detriment of the vulnerable and the marginalized. Implementation and enforcement of laws must therefore be accelerated
- xii. **Limited access to land and other productive resources by women for agricultural purposes:** Customary laws mostly govern the land tenure system in Ghana. These laws consider properties as family assets to be administered by the family head, who is usually a man. As a result, women's access to land and to agricultural inputs is relatively poor. Overall, women lack credit or finance to prepare the land for farming activities if given access. In most cases, women do not have any form of collateral to access formal credit from the financial institutions
- xiii. **Engendering HIV/AIDS Biases:** Stigma and discrimination against people living with HIV/AIDS who are mostly women is quite high. This is coupled with misconceptions about the disease and access to adequate treatment
- xiv. **Weak technology uptake for women:** Gender gap exists in access to science, technology, digital knowledge and skills especially by women
- xv. **Limited support of the media for gender activism:** The Media space for gender activism has not been effectively engaged. In addition, the media continues to portray women in stereotyped and sexualised roles. The power of the media should be explored to benefit all, especially the ordinary men and women, girls and boys in communities
- xvi. **Impact of COVID 19:** The COVID-19 pandemic brought a new system of managing pandemic and other emergencies. The lockdown during the pandemic increased the knowledge and use of technology, which many women lacked

## 2.3 KEY RECOMMENDATIONS IN THE POLICY

Key recommendations in this policy to create equal opportunities for all persons and improve gender relations are as follows:

- Initiate processes with the Ghana Statistical Services (GSS) to strengthen the collection of sex disaggregated data and gender statistics in both quantitative and qualitative methods. These may include the different roles men and women play in their various societies
- Advocate for the allocation of resources by public and private sector institutions to undertake regular gender awareness and sensitization programmes
- Strengthen the implementation of gender mainstreaming in accordance with the terms in the Beijing Declaration and Platform for Action of 1995
- Promote the development of sector specific gender policies in public and private institutions
- Strengthen the transformation of gender stereotypes in the school system and support girls to study STEM subjects
- Liaise with public and private institutions to provide child friendly facilities at the workplaces

- Promote and accelerate the implementation of the Affirmative Action (Gender Equity) Act 2024, (Act 1121) to achieve gender parity
- Provide safeguard measures to vulnerable groups in humanitarian emergencies/ situations.
- Promote women's access and active participation in the AfCFTA.



3

# The Policy Context

## 3.1 INTRODUCTION TO THE NATIONAL CONTEXT

Over the past two decades, Ghana has made a very significant progress in the advancement of gender equality and the empowerment of women in economic, political and social spheres. This effort is targeted at harnessing Ghana's demographic dividend, which focuses attention on the youth of which women are the majority.

## 3.2 NATIONAL RESPONSE TO GENDER EQUALITY AND WOMEN'S EMPOWERMENT

Government's efforts at promoting gender equality and women empowerment are evident in the enactment of laws, development of policies, strategies as well as commitments to International Instruments. These are manifested in the following:

### 3.2.1 Establishment of a National Machinery

The Ministry of Gender and Social Protection is responsible for coordinating all gender-related activities of Government. It has Departments, Secretariats and Councils under it, which will be fully discussed in Chapter Six (6).

### 3.2.2 Constitutional, Legislative and Key National Gender Equality and Women's Empowerment Frameworks/Laws

Constitutional and key Legislations promoting Gender Equality and Women's Empowerment are as follows:

- The 1992 Constitution of Ghana (Article 17) prohibits discrimination of persons based on gender; Article 22 of the Constitution provides for the property rights of spouses;

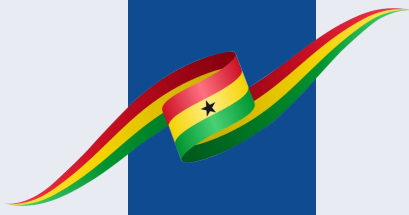
Article 24 provides for equal pay for equal work without any distinction whilst Article 35 calls for gender considerations in recruitments and appointments into public offices

- Criminal Offences Act, 1960 (Act 29) prohibits female circumcision, widowhood rites, ritual servitude and further makes enforcement more effective. Section 42(g) of the Criminal Offences Act, 1960 (Act 29) which had permitted non-consensual sex within marriage has been repealed
- The Domestic Violence Act, 2007 (Act 732) criminalises all forms of violence and further establishes the Domestic Violence Secretariat to coordinate its implementation. The Act also sets up the Domestic Violence Management Board that is responsible for advising the Ministry on domestic violence matters
- Domestic Violence Regulations, 2016 (L.I. 2237) further gives legal backing for the implementation of the Domestic Violence Act
- Human Trafficking Act, 2005 (Act 694) as amended by the Human Trafficking (Amendment) Act, 2009 (Act 784) and the Human Trafficking Prohibition Regulations, 2005 (L.I. 2219) addresses matters related to trafficking in persons. The Act also sets up the Human Trafficking Management Board (HTMB), which provides technical advice to the Ministry to effectively respond to trafficking in persons cases
- The Intestate Succession Act 1985, (PNDC 111) as amended, provides a uniform intestate law applicable throughout the country especially when a spouse dies intestate
- The Labour Act, 2003 (Act 651) with specific provisions including: section 68 which reiterates the right to equal pay for equal work “without distinction of any kind”; Section 15 of the Labour Act also tackles sexual harassment at the workplace. Furthermore, Section 14 prohibits discrimination against persons on grounds of gender in the labour market
- Labour (Domestic Workers) Regulations, 2020 (L.I. 2408) regulates the employment of domestic workers and prohibits sexual harassment
- Children’s Act, 1998 (Act 560) as amended by the Children’s (Amendment) Act, 2016 (Act .937). Section 14 and 15 of Act 560 prohibits child marriages and betrothals and provides penalties for contravention
- Lands Act 2020, (Act 1036) which prohibits discrimination on matters relating to land in section 11 of the Act. It also protects spousal property rights in a joint acquisition of land
- Cybersecurity Act, 2020 (Act 1038) prohibits portraying indecent images of children and women electronically.

Existing National Development Frameworks and Actions promoting GE and WE include:

- The National Medium-Term Development Plans have all outlined strategies to deal with GE and WE issues. (Examples include the GSGDA II (2014 – 2017); Agenda for Jobs: (2018-2021), National Medium Term Development Policy Plan (2022-2025)
- The Ministry of Health developed a sectors specific policy on handling gender equality issues in the health care system
- The Ghana AIDS Commission in February 2013 developed a National HIV and AIDS, STI Policy that has implications for GE and WE

- National Health Insurance Scheme facilitates the provision of affordable health care for all citizens. Children under 18 years whose parent(s) or guardian(s) pay their own contributions are exempted from paying any contribution
- The Five-Year Strategic Plan to Address Adolescent Pregnancy (2018- 2022) has been adopted to reduce adolescent pregnancy and its related negative social and economic consequences
- Implementation of the Education Strategic Plan (ESP) 2018-2030 which strongly focuses on the achievement of equitable access to quality and gender parity in education and guarantees improving opportunities for all children (boys, girls) in the first cycle of education at the kindergarten, primary and Junior High Schools
- Introduction of the Free Maternal Healthcare Policy aimed at alleviating high maternal mortality rates
- National Strategy for Cancer Control in Ghana has been developed and is being implemented with a focus on awareness creation. The implementation has highlighted simple lifestyle changes that can reduce cancer in both females and males
- All political parties have manifestos that include issues of gender with special emphasis on policy aspects for eliminating discrimination and violence against women and girls; rescuing girls from early marriages and motherhood; and engaging and mobilizing men as advocates to support campaigns for women's empowerment and gender equality.



# 4

## The Policy Framework

### 4.1 INTRODUCTION TO THE POLICY GOAL, OBJECTIVES AND PRINCIPLES

The policy framework highlights on ensuring gender equality in accessing productive resources including land, labour, technology, capital/finance and information. Again, the framework gives particular attention to gender mainstreaming strategies that address discrimination against women as well as reducing gender and geographical disparities in the distribution of national resources.

The development of the National Gender Policy strategies are influenced by principles adopted in both International and National instruments for GE & WE that emphasize gender mainstreaming as core in the promotion of equity and peace in democracy, economic, social development and human rights dispensation. It is also informed by the 1992 constitution of Ghana, legislations and other national orientations.

### 4.2 OVERALL GOAL

The overarching goal of this Policy is:

**CREATE EQUAL OPPORTUNITY FOR ALL TO ACCELERATE GHANA'S DEVELOPMENT TO IMPROVE THE SOCIAL, LEGAL, CIVIC, POLITICAL, ECONOMIC AND CULTURAL CONDITIONS OF THE PEOPLE OF GHANA, PARTICULARLY WOMEN AND MEN, BOYS AND GIRLS IN AN APPRECIABLE MANNER.**

This goal will be pursued through its broad objectives, which are based on lessons from the consultative meetings, achievements and challenges outlined in the preceding chapters and sections of this document; and will be guided by principles outlined in the following sections.

## 4.3 BROAD POLICY OBJECTIVES

The broad objectives of this policy were developed based on the overall goal, the guiding principles, lessons from achievements and challenges faced over the period by women and men, boys and girls as demonstrated in Chapters 2 and 3. The objectives are:

1

To accelerate efforts and targeted interventions of government in empowering women (especially women with disability) to have safe and secure livelihoods, access to economic opportunities, decent work to improve earnings, while addressing disparities in education, socio-economic and cultural areas, health and agriculture, trade and related matters. The core issue here is **'Women's Empowerment'**.

2

To speed up enforcement and domestication of ratified International Treaties, policies and strategies adopted by the Government to tackle violence, discrimination and promote gender equality and women's empowerment nationwide and to ensure that institutions responsible facilitate access to justice. This objective addresses what the Policy classifies as **'Access to Justice'**.

3

To support the implementation of an Affirmative Action (Gender Equity) Act, 2024 (Act 1121) and put in place transformative measures (including leadership development) that will enable women and men participate equally in achieving at least the 50% women representation in politics, on Boards and at all levels of decision making. This objective area refers to **'Leadership and Accountable Governance for Women'**.

4

To improve women's economic opportunities including engendering macro-economic and trade policies to address the basic and strategic needs of both men and women. This objective area refers to **'Economic Opportunities for Women'**.

5

To transform inequitable gender relations in order to improve women's status relative to that of men. This objective is about promoting **'Gender Roles and Relations'**.

6

To put systems in place to ensure that women and other vulnerable persons are protected in the event of pandemics and other emergencies. This objective is about providing **'Safeguards from emergencies and other humanitarian situations'**.

## 4.4 GUIDING PRINCIPLES

The guiding principles that underpin this Policy are:

1. **Human Rights:** Women's rights are human rights
2. **Diversity:** Women are not a homogenous group, there is diversity (e.g., there are women with disability with unique concerns)
3. **Sustainable Development:** Gender equality is not only women's issue; it is a sustainable development issue
4. **Mutual Co-existence:** Women and men will co-exist and build positive gender relations.
5. **Accountability:** Government is committed to promoting accountability through women's leadership, women's voices, women's visibility and effective participation in decision-making and politics towards good governance, peace and security
6. **Economic Sense:** Gender equality makes smart economic sense
7. **Political Will:** There is enough "political will" from government and all players at all levels in the economy particularly officials from the Executive, Legislature, Judiciary, Civil Society, the Media, Private Sector, Youth and Faith Based Organizations (FBOs) to mainstream gender in their operations
8. **Resource Availability:** The Ministry of Gender, Children and Social Protection is resourced and positioned with the capabilities to mainstream gender equality and women's empowerment into all aspects of good and accountable governance practices
9. **Safeguarding:** Providing safeguards by all relevant service providers including the Police, Medical Personnel, Social Services, National Disaster Management Organisation (NADMO) and the Judicial Service to protect vulnerable persons from violence and exploitation during humanitarian situations and emergencies

## 4.5 THE POLICY STATEMENT

This section outlines policy statements that the Ministry of Gender, Children and Social Protection will oversee and enforce through strategies discussed in the next Chapter.

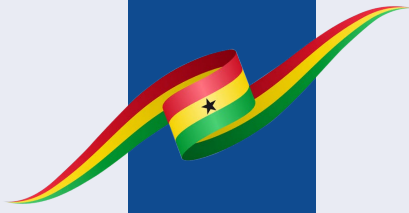
The policy commitments are overarching statements anchored on the six (6) broad objectives stated in Chapter Three (3), which were developed out of the situational analysis, the policy context in Ghana and achievements made in the sector. Based on the principles outlined in Chapter Three, section 3.4, collective actions taken on the policy in each commitment are expected to lead to the goal of *'creating equal opportunities for all by mainstreaming gender equality, women's empowerment and social protection concerns into the national development process in order to improve the social, legal, civic, political, economic and cultural conditions of the people of Ghana'*.

The rest of the chapter discusses in detail, specific policy objectives, commitments and their respective strategies. To achieve the objectives, a Strategic Implementation Plan (SIP) will be developed separately specifying the results logic of each objective area, identifying 'the issues', 'what' will be implemented, 'when', 'where', and 'how it will be measured'. The plan will also

point out institutions or stakeholders that will be responsible for direct implementation of the strategic actions. Indicative budgets will be assigned to the planned actions in the SIP.

The main goal of this Policy is to create equal opportunity for all to accelerate Ghana's development by improving the social, legal, civic, political, economic and socio-cultural conditions of the people of Ghana particularly women, girls, children, the vulnerable and people with special needs, persons with disability and the marginalized.

- 1. Women's Empowerment and Livelihood:** To accelerate efforts and targeted interventions of government in empowering women (including women with disability) to have safe and secure livelihoods, access to economic opportunities, decent work to improve earnings while addressing disparities in education, socio-economic and cultural issues, health and agriculture, trade and related matters. Factors that affect women's livelihood including access to transportation, energy and climate change need to be addressed.
- 2. Access to Justice:** To promote access to justice for vulnerable men and women and speed up enforcement and domestication of ratified International Treaties policies and strategies adopted by the Government to tackle violence, discrimination and promote gender equality and women's empowerment nation-wide. Institutions responsible for promoting access to justice must consciously improve women's access to justice.
- 3. Women's Leadership and Accountable Governance:** To enhance the participation of women in Leadership, Governance and Decision making at all levels. In pursuance of this objective, a well-developed institutional capacity training and a healthy political environment based on the rule of law, government effectiveness, minimizing corruption, regulatory quality, will be promoted as necessary conditions for women's interest and rights.
- 4. Economic Opportunities for Women:** To improve women's economic opportunities including engendering macro-economic and trade policies to address the basic and strategic needs of both men and women.
- 5. Gender Roles and Relations:** To transform inequitable gender relations in order to improve women's status relative to that of men, influence state policies in all areas and identify strategies to facilitate equitable relations between women and men including the property rights of spouses.
- 6. Safeguards during humanitarian situations and emergencies:** To provide safeguards for women and other vulnerable groups during emergency situations such as the COVID 19 and other humanitarian situations.



# 5

## Strategies To Achieve Key Objectives

### 5.1 POLICY OBJECTIVES AND STRATEGIES

This section summarises each policy commitment’s value areas. It also presents respective focus areas and strategic measures on actions to be carried out under each commitment. The Strategic Implementation Plan (SIP), which is a detailed plan of the Policy outlines the specifics of the commitments, focus areas and strategic measures relating to the situational challenge they intend to address.

#### 5.1.1 Policy Objective 1 –Women’s Empowerment and Livelihoods

##### **Policy Objective:**

**To accelerate efforts and targeted interventions of government in empowering women (including women with disability) to have safe and secure livelihood, access to economic opportunities, decent work to improve earnings while addressing disparities in education, socio-economic and cultural areas, health and agriculture, trade and related matters.**

##### **1. Strategic partnerships and support for National Women’s Machinery**

- a. Organise collective actions to keep government’s ‘political will’ and increase commitments to budgetary support. This can be done through engagements with the media, Traditional Authorities and other platforms on issues of GE and WE
- b. Engage corporate Ghana to hold joint events on issues pertinent to men and women particularly using corporate social responsibility actions

- c. Mobilise sector-wide funding support for the women's machinery through strategic partnerships with the private sector, Development Partners, media and CSOs.
- d. Map out GE and WE laws/policies across all sectors and monitor their enforcement by approved institutions and agencies
- e. Coordinate a rigorous monitoring and evaluation system that will promote new learning on trends and concepts of GE and WE from all sectors and disseminate for implementation
- f. Strengthen partnerships with disability responsive organisations to address the special issues and general concerns of Persons Living with Disability particularly Women With Disability (WWD) in Ghana
- g. Address socio-cultural issues to achieve equitable access to quality and functional education that responds to women's social and cultural concerns and issues of persons with disability
- h. Promote educational and issue-related programmes for total elimination of harmful practices including Female Genital Mutilation (FGM), child marriages, child bondage, child labour in mining, transportation and agriculture as well as human trafficking especially in respect of girls and Kayayei with focus on source, transit and destination regions
- i. Conduct periodic assessment and education on the implication of harmful practices, especially child marriage that undermines women's rights.

## 2. Education

- a. Increase commitment and allocation of adequate resources to consolidate gender parity in all schools starting from enrolment and retention in challenging areas/communities
- b. Promote school attendance by enabling relevant sectors and agencies to address specific needs of girls and boys especially relating to school environment and attendance. These include gender-based violence, sexual harassment, personal care and development as well as safety and protection
- c. Promote and enforce the availability of female teacher role models in schools and communities starting with rural and less endowed schools
- d. Review and enforce re-entry policies for pregnant girls to enable them continue their education after delivery. Regarding this, there is the need to enforce the teaching of age-appropriate education to girls and boys on sexuality and reproductive health rights in school curricula, including issues of gender relations and responsible sexual behaviour, focused on preventing teenage pregnancies
- e. Develop and implement scholarship schemes for the girl child and ensure girls are retained in school to complete and move on to the next levels to avoid being victims of child and early marriage and motherhood situations that disempower them
- f. Develop and implement national programmes and district-based projects to facilitate continuous education and livelihood for young boys and girls trapped in the transitional gaps between Junior High Schools (JHS) and Senior High School (SHS) and SHS to

Tertiary Levels

- g. Develop and promote an all-inclusive and accessible education for persons with disability
- h. Sensitise parents, families and stakeholders in communities to send children with disability to school
- i. Provide standard sanitary facilities for the girl-child in schools and sensitize them on personal / menstrual hygiene
- j. National engagement with traditional authorities and religious organisations to sensitise them on socio-cultural practices that infringe on the rights of women and children.

### 3. Health and Nutrition

- a. Scale up midwives' services and reinforcement of partnerships to expand access to reproductive health
- b. Enforce the implementation of school health programmes in all schools
- c. Enforce the implementation of existing health and nutrition programmes to benefit all particularly disadvantaged women, men, girls and boys
- d. Implement actions to reduce maternal mortality
- e. Address reproductive health issues
- f. Increase sensitization to curb the incidence of new HIV/AIDS infections among women and other health conditions affecting women and girls
- g. Regularly review programmes targeted at women and girls e.g. Water, Sanitation and Hygiene (WASH ) and recommend improvements during annual reviews.

### 4. Employment/ Decent Work

- a. Engender employment policies in Ghana for greater inclusion, visibility and equal voice of both women and men in employment and the labour market in general
- b. Implement measures to close differences in access to economic opportunities, earnings and productivity gaps between women and men at all levels through structural, legal and collective action
- c. Promote the development of database on employment records for men and women in formal and informal sectors to track, evaluate and improve employment conditions for all particularly women
- d. Review skills development programmes and projects and target them at increasing decent employment for all particularly women
- e. Equip women with entrepreneurial skills linked with start-up capital.
- f. Implement support actions to strengthen the legal and administrative framework for labour administration
- g. Promote and regulate job security for women on maternity leave
- h. Promote safe spaces for working mothers

- i. Refurbish and retool rehabilitation centres and open other avenues nation-wide to provide technical and vocational training for women with disability.

## **5. Food, Agriculture, Fisheries and Women's Access to Productive Resources**

- a. Review and implement existing reforms, programmes and projects (e.g. LAP) directed at ensuring equitable access to land and natural resources particularly for women for agricultural uses and other productivity ventures
- b. Enforce the implementation of extension services to cover GE and WE issues to benefit all, particularly vulnerable women in agricultural practices in all regions of Ghana
- c. Engender climate change processes and facilitate the participation of CSOs and farmer-based organisations to ensure that agricultural and other livelihood practices comply with acceptable standards
- d. Promote the regularisation of fisheries for both men and women
- e. Promote women's participation in the transition towards smart agriculture
- f. Promote the use of nature-based solutions to restore degraded lands
- g. Facilitate women's access to climate finance opportunities to enhance adaptation
- h. Promote safe spaces for working mothers
- i. Refurbish and retool rehabilitation centres and open other avenues nation-wide to provide technical and vocational training for women with disability.

## **6. Access to basic services and Infrastructure – Transportation, Housing, ICT**

- a. Facilitate affordable, reliable and decent transport services and infrastructure for all, particularly women, the vulnerable, older persons and persons with disability
- b. Review and promote existing arrangements with transport service providers and agencies to make their service priority users include pregnant women, children, older persons and persons with disability
- c. Review operations of basic services and make them GE and WE compliant
- d. Promote ICT friendly environment for all in schools, workplaces, homes, social centres particularly for women.

## **7. Promote Women's Rights**

- a. Enforce the implementation of recommendations made to the Constitutional Review Committee and international frameworks on GE and WE
- b. Put in measures to promote the achievement of at least 50% representation of women in political and decision-making positions
- c. Advocate for the amendment of the Political Parties Act, 2000 (Act 574) to conform with the Affirmative Action (Gender Equity) Act, 2024 (Act 1121) as it pertains to creating

gender balance in public offices

- d. Create platforms and relate with CSOs to advocate for the passage and implementation of GE and WE related Bills including the Property Rights of Spouses Bill and Intestate Succession Bill
- e. Intensify advocacy to promote legislation enabling fathers to be granted paternity leave
- f. Operationalise the National Gender Policy across all institutions leading to drafting of respective Institutional Plan of Action (IPA) to promote the right of women in all public and private institutions as well as political parties.

## 5.1.2 Policy Objective 2 – Access to Justice

### **Policy Objective:**

**To speed up enforcement and domestication of ratified International Treaties, policies and strategies adopted by the Government to tackle violence, discrimination and promote gender equality and women’s empowerment nationwide and to ensure that institutions responsible facilitate access to justice.**

### **1. Gender & the Legal System**

- a. Develop legal education programmes to promote access to justice for vulnerable men and women
- b. Facilitate inter sectorial dialogues and actions on the promotion of legal aid and services in support of women’s rights and the rights of other vulnerable persons
- c. Facilitate a convenient process for property and marriage registration so that the property rights of spouses are guaranteed
- d. Promote advocacy for effective law enforcement for the enhancement of the rights of women and the vulnerable
- e. Promote resource mobilization strategy for Legal Aid Scheme and other supporting institutions’ work on women.

### **2. Gender based Violence**

- a. Facilitate funding support for DV Secretariat and DOWSU to support the implementation of the National Policy and Plan of Action to implement the Domestic Violence Act
- b. Establish shelters for survivors of domestic / gender-based violence
- c. Strengthen and equip agencies including the Department of Social Welfare (DSW),

DOWSU, Anti- Human Trafficking Unit (AHTU) of the Ghana Police Service, Human Trafficking Secretariat (HTS), Anti-Human Smuggling and Trafficking In Persons Unit (AHSTIP) of the Ghana Immigration Service and Gender-based Violence Courts / Human Rights Courts to effectively address gender-based violence, abuses of women's right, and trafficking of women and children

- d. Support the review of the Domestic Violence Act, 2007 (Act 732) and the Domestic Violence Regulations, 2016 (L.I. 2237).

### **3. Human Trafficking**

- a. Support the implementation of the Human Tracking Act and National Plan of Action
- b. Map out and monitor current trends in human trafficking in Ghana
- c. Engender all national processes in accelerating, enforcement and implementation of the national plan of action for the elimination of Human Trafficking
- d. Facilitate funding support for the operations of the AHTU, AHSTIP and HTS.

### **4. Women Peace and Security**

- a. Collaborate with mandated agencies and contribute to the facilitation of processes that will ensure peace and security of the people of Ghana, particularly securing peace and security for women, girls, boys, people with disability and other vulnerable groups
- b. Collaborate with the National Disaster Management Organisation (NADMO) and the UN Systems (e.g. the UNHCR) to implement emergency response actions to benefit women, men, girls, boys, people with disability and other vulnerable groups.

### **5. Data Collection, Research and Information Management**

- a. Liaise with the Ghana Statistical Service (GSS) for the collection and documentation of gender sensitive data about Ghana
- b. Promote the production of sex disaggregated information about essential matters in all sectors, regarding issues of women and men, girls and boys including persons with disability
- c. Promote and educate stakeholders on legislation and regulations on access to information that will facilitate women's empowerment

### **6. Women and Migration**

- a. Integrate gender into government migration policies and programmes
- b. Promote accurate documentation of internal and external migration regarding Ghana
- c. Promote disaggregation of gender statistics on all migration record
- d. Document benefits and remittances related to migration of men and women
- e. Enforce National and International Instruments on migration to reduce third party

arrangements that lead women and girls particularly, to becoming victims of servitude in destination countries.

## 7. Women and Energy

- a. Promote the application of sustainable energy sources particularly for women and households
- b. Facilitate awareness creation on alternative energy sources to inform decisions for its application at the household level where women form majority of lead users
- c. Facilitate women's representation and participation at the national and the international levels in the discourse on the just transition towards renewable energy
- d. Promote women's economic power to enhance access to alternative energy solutions.

### 5.1.3 Policy Objective 3 –Women's Leadership and Accountable Governance

#### **Policy Objective:**

**To enhance the participation of women in Leadership, Governance and Decision making at all levels. In pursuance of this objective, a well-developed institutional capacity and a healthy political environment based on the rule of law, government effectiveness, control of corruption, regulatory quality, will be promoted as necessary conditions for women's interest and rights.**

#### 1. Women's Leadership and Accountable Governance

- a. Review workplace and common area barriers to effective participation of women in governance processes
- b. Enhance understanding of the implications of non-compliance in monetary and programmatic terms to gender mainstreaming policies and programmes
- c. Promote enabling political environment and commitments that reaffirm increased political will for the state to achieve Gender Equality at all levels
- d. Campaign towards clear understanding of gender concepts and women empowerment underpinnings in socio economic development
- e. Develop guidelines for mainstreaming women into decision-making processes at MDA and MMDA levels and into all public structures
- f. Act on removing persisting barriers that militate against Gender Equality and Women's

- Empowerment by facilitating political declarations and political decisions for the inclusion of women
- g. Implement the Affirmative Action Act for the realisation of the at least 50% representation of women in all structures, including the setup of the Gender Equity Committee
  - h. Develop a Legislative Instrument to guide the implementation of the Affirmative Action Act
  - i. Review and promote leadership development channels for women across the regions
  - j. Promote political leadership mentoring for women from the tertiary levels of education
  - k. Promote social-accountability networks at all tiers of government, particularly at the MMDA level and across all citizen representation structures
  - l. Encourage duty bearers to demonstrate their responsiveness to women's inclusion, participation and provision of service to all, specifically women, girls, boys and the vulnerable as prescribed in all state statutes and policies
  - m. Ensure the implementation of policies that promote women's participation in Ghana's local governance system
  - n. Review, build capacity and enforce gender responsive budgeting.

### 5.1.4 Policy Objective 4 –Economic Opportunities for Women

#### **Policy Objective:**

**To improve women's economic opportunities including engendering macro-economic and trade policies to address the basic and strategic needs of both men and women.**

#### **1. Women and the Ghanaian Economy**

- a. Review and enforce Gender Responsive Budgeting across all sectors
- b. Provide trade and taxation literacy to the informal sector (largely women) and ensure their compliance as well as address their basic needs and strategic interests
- c. Make specific financial commitments annually to gender mainstreaming capacity building/training including core competence development and ensure that all gender equality policies, strategies and action plans include such commitments
- d. Promote savings culture among women, especially women in the informal sector
- e. Promote secure and affordable financial services to women in the informal sector
- f. Work with the Ministry of Labour, Jobs and Employment to mainstream GE and WE issues

into employment conditions taking into consideration the strategic needs of each sex

- g. Promote engendered economic systems by monitoring, evaluating and learning around the macro- economic indicators in Ghana and how they relate to GE and WE issues annually
- h. Enforce legislation and policies that promote reservation of economic rights and space for indigenous Ghanaian men and women.

## **2. Economic Empowerment and Development**

- a. Ensure that Government's Economic Growth and Development Plans (such as the Resetting Ghana Agenda; Creating Jobs, ensuring Accountability and promoting shared Prosperity and similar future instruments) reflect in more detail, gender perspectives, women specific needs, contributions and benefits in policy areas, especially improved financial development and management, effective and efficient fiscal policy management and the promotion of international trade management
- b. Facilitate the provision of economic environments that promote more equitable access to income, resources and social services which accelerate poverty reduction programmes addressing feminized poverty
- c. Develop appropriate tools for gender analysis in economic policies and emphasize inclusion of women's unpaid work in national and regional budgets and national accounts
- d. Forge sustainable partnership with the private sector, financial institutions both National, Regional and International for women's economic empowerment.
- e. Promote accessible banking services for women and men in trade and skills development
- f. Promote the services of the Women focused Development Banks in Ghana through partnerships on projects
- g. Review and promote funding mechanisms particularly for women entrepreneurs and enterprises across the country.

## **3. Trade and Industry**

- a. Engage with the relevant institutions to develop a national policy for the informal sector (where women are concentrated), to take account of the challenges that confront women in trade and industry
- b. Build on commitments of governments and connect gender to regional and international trade policies
- c. Bring Ghanaian women entrepreneurs to the negotiation tables on African Market issues and marketing linkages
- d. Facilitate an enabling environment, for women producers and traders, to form networks and dialogue for improved cross border trade procedures and practices especially the legal, security and protection matters
- e. Ensure gender equality and women's empowerment issues to include practical and pertinent areas such as Fair Trade for African and Ghanaian commodities

- f. Ensure that women entrepreneurs are involved in the processes and consensus building for exporters of products in the African Growth and Opportunity (AGOA) Act
- g. Implement the gender component of the UNCTAD Accra Declaration 2008
- h. Enforce policies that improve women's access to economic opportunities in wage employment, agriculture, creative industry and entrepreneurship to overcome the concentration in lower productive activities
- i. Work with appropriate agencies to promote business environment that is favourable for women and men traders, exporters, importers
- j. Facilitate the representation of women on Boards of Regional and International trade organisations
- k. Promote women's access to the African Continental Free Trade Area. (AfCTA).

### 5.1.5 Policy Objective 5 – Gender Roles and Relations

#### **Policy Objective:**

**To transform inequitable gender relations in order to improve women's status relative to that of men.**

#### **1. Gender Roles**

- a. Initiate processes with the GSS to gather sex disaggregated data and gender statistics to include (both quantitative and qualitative) data such as the different roles men and women play in their various societies and the gender differences shaped by ideological, political, historical, educational, religious and economic and cultural determinants
- b. Facilitate allocation of resources by public and private sector institutions to set up regular gender awareness and sensitization programmes to improve the culture for understanding gender roles and relationships in formal and informal decision making in homes, communities and at workplaces
- c. Facilitate the implementation of gender mainstreaming in accordance with the terms contained in the Fourth Women's Conference in 1995 in Beijing.

#### **2. Gender Relations**

- a. Facilitate sector specific gender policies to transform gender norms, stereotypes, socialization issues and unequal power relations; focusing especially on educational systems, media, the labour market and leadership that lead to sharing of responsibilities and confronting negative masculine and feminine behaviour
- b. Transform gender stereotypes in the school system and support girls to study science

related subjects such as IT, mathematics and engineering among others.

- c. Liaise with labour market leaders to facilitate balancing of life responsibilities including financial support to caregivers by providing child friendly facilities at the workplaces
- d. Promote and accelerate the implementation of unpaid work module. E.g. Global Gender and Economic Policy analysis and macro-economic modelling.

## 5.1.6 Policy Objective 6 – Safeguards for Women and other Vulnerable Persons in Humanitarian Situations and other Emergencies

### Policy Objective:

**To put systems in place to ensure that women and other vulnerable persons are protected in the event of pandemics and other emergencies.**

### 1. Enact legislation and policies to deal with the management of emergencies that are gender sensitive

- a. Review the existing legislation on National Disaster Management Organisation (NADMO) and other laws dealing with emergencies to ensure that they are gender sensitive
- b. Make provision for early warning signs for pandemics and other emergencies that warrants the activation of emergency response systems
- c. Indicate the responsibility of the Police, Medical personnel, Courts, Social workers, NADMO officials and others during emergencies and develop protocols to ensure effective response by them
- d. Provide adequate resources for key personnel to facilitate emergency response
- e. Public announcements should be made in the media to warn women and other vulnerable groups about pandemics and the emergency system in place
- f. Provide 24-hour manned phone lines, shelters and safe houses during pandemics for women and men, boys and girls to access immediate support (all forms of support) in the event of rape, abuse and trafficking situations.

### 2. Provide more shelters for victims of GBV

- a. Provide shelters for survivors of GBV as required by the Domestic Violence Act, 2007 (Act 732)
- b. Provide support for victim's rehabilitation and reintegration into society
- c. Provide psychosocial support for survivors in emergency situations.

### **3. Increase knowledge in ICT**

- a. Ensure training in ICT for boys and girls to equip them to utilize technology during emergencies and in the future
- b. Provide training for working women on the use of ICT to equip them to work remotely during emergency situations
- c. Provide ICT facilities for communities to utilize particularly during emergencies.

### **4. Training and sensitization**

- a. Provide education in schools on emergency response in case of pandemics and other humanitarian emergencies/situations
- b. Sensitize teachers, medical personnel, social workers and community members on the need to report incidents of GBV in accordance with the Domestic Violence Act to facilitate emergency response
- c. The Judiciary should provide special courts to handle GBV cases expeditiously in such emergency situations at all courts of first instance.



# 6

## Institutional And Implementation Framework/Plan

### 6.1 INTRODUCTION TO THE INSTITUTIONAL FRAMEWORK

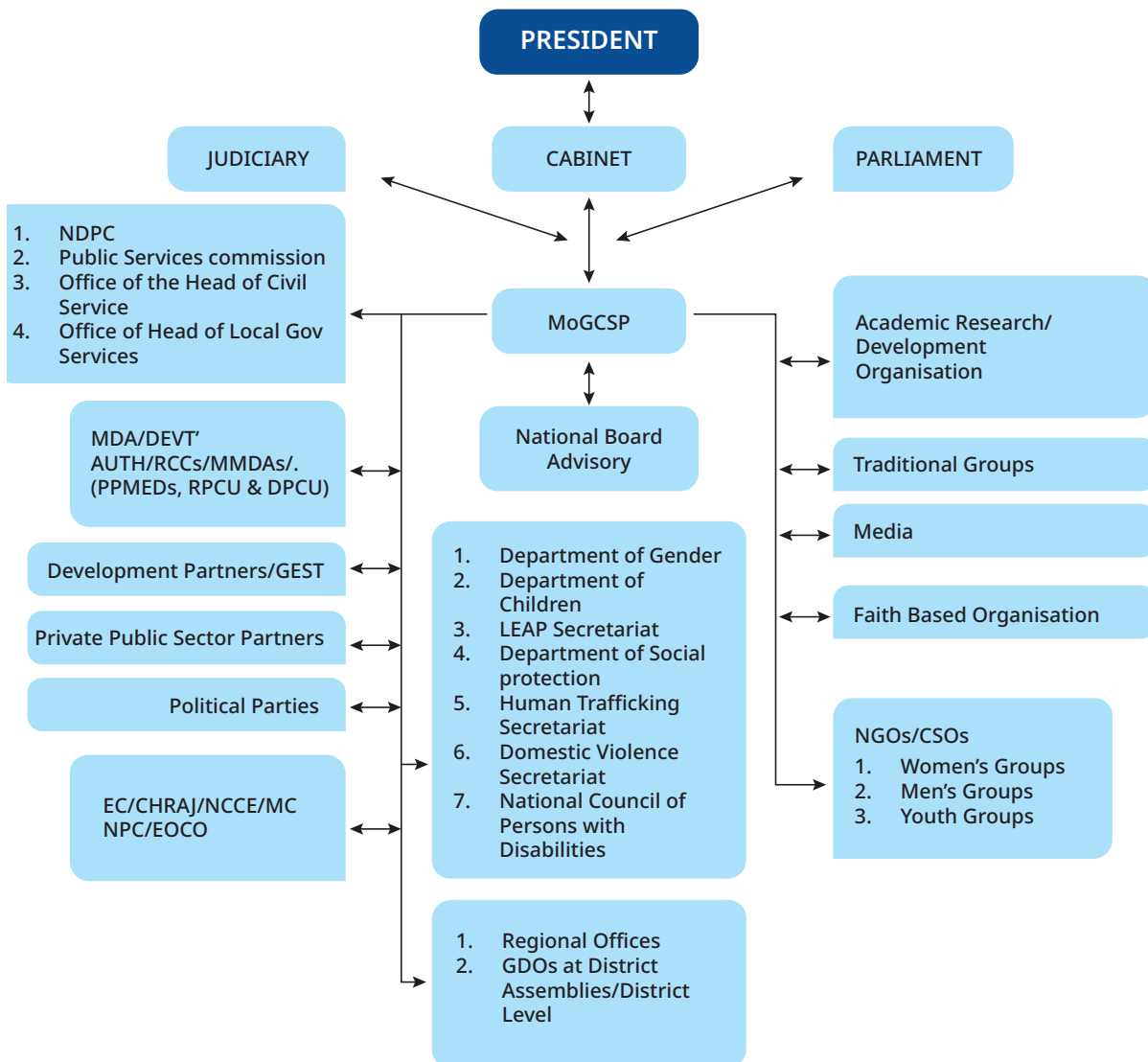
This chapter discusses the institutional arrangements in achieving the desired targets of the National Gender Policy. The institutions identified in the Policy will facilitate equal access to goods and services for both men and women, girls and boys in the implementation of the Policy. This will be achieved in a multi-sectoral manner with the MoGCSP leading the process. As indicated in figure 2 below, the following institutions are identified to play key roles in the implementation of the Policy. Their specific roles are discussed in subsequent sections:

1. Office of the President
2. The Cabinet
3. Parliament of Ghana
4. Judiciary
5. The Ministry of Gender, Children and Social Protection (MoGCSP)
6. National Advisory Board to the MoGCSP
7. National Development Planning Commission
8. Public Services Commission
9. Office of the Head of the Civil Service
10. Office of the Head of the Local Government Service
11. MDA/RCCs/MMDAs/ (PPMEDs, RPCU & DPCU)
12. Development Partners
13. GEST
14. Private Sector
15. Political Parties
16. Electoral Commission/CHRAJ/NCCE
17. NPC/Economics Organised Crime Office
18. Military and the Security Services
19. National Peace Council (NPC)
20. National Media Commission (NMC)

21. National Cyber Security Authority
22. Academia Research / Development Organisations
23. Traditional Authorities and Identifiable Groups
24. Faith Based Organisations/NGOs/CSOs
25. Men’s groups, Women’s groups, Youth groups
26. Policy Planning Budgeting Monitoring Evaluation Directorates (PPMEDs)
27. Regional Planning Coordinating Unit (RPCU)
28. District Planning Coordinating Unit (DPCU)
29. Development Authorities (Coastal, Middle and Northern)

## 6.2 INSTITUTIONS AND THEIR KEY ROLES IN THE IMPLEMENTATION

**Figure 2: Institutional Arrangement**



The following table shows institutions identified and their key roles in the implementation of the Gender Policy:

<b>INSTITUTION</b>	<b>KEY ROLES AND RESPONSIBILITIES IN THE IMPLEMENTATION OF THE NATIONAL GENDER POLICY</b>
<b>Ministry of Gender, Children and Social Protection (MoGCSP)</b>	<ol style="list-style-type: none"> <li>i. Promote gender equality and safeguard the welfare and full participation of women in social, political and economic development process.</li> <li>ii. Lead resource mobilization efforts towards effective implementation of the Policy</li> <li>iii. Facilitate the deployment of necessary human capital towards the implementation of the Policy.</li> <li>iv. Lead in the roles of coordination, networking and facilitation of all strategic measures outlined in the Policy.</li> <li>v. Serve as the lead and reference mechanism for all issues of GE and WE.</li> <li>vi. Mainstream gender issues into all sectors in order to eliminate all negative economic, social and cultural practices that impede equality and equity of the sexes, bring men into the mainstreaming framework.</li> <li>vii. Oversee and spearhead social protection programmes and projects to ensure gender equality and women's empowerment.</li> <li>viii. Play a coordinating and facilitating role as a catalyst in support of all relevant players for gender sensitive development and pro-poor planning.</li> <li>ix. Ensure that all policy formulation and reviews, action plans, and other major planning exercises apply a gender responsive planning approach.</li> <li>x. Liaise with other institutions to pay attention to key gender concerns and related issues, e.g. property ownership, land tenure, credit, legal rights as well as relevant options for addressing them such as constitutional guarantees, law reform and literacy campaigns.</li> <li>xi. Provide technical guidance and back up support to other institutions/ sector ministries to promote gender analysis and planning.</li> <li>xii. Chair a multi-sectorial National Advisory Board to strengthen collaboration for the attainment of the Policy goals.</li> <li>xiii. Strengthen links between Government, Non-Governmental Organizations (NGOs), Civil Society Organizations (CSOs) and the private sector in mainstreaming gender equality and women's empowerment into respective sectors policies, plans and frameworks.</li> <li>xiv. Develop guidelines for sector specific Gender Policy for gender mainstreaming across sectors</li> </ol>

<b>INSTITUTION</b>	<b>KEY ROLES AND RESPONSIBILITIES IN THE IMPLEMENTATION OF THE NATIONAL GENDER POLICY</b>
	xv. Establish policy review and reform structure to keep pace with current trends and dimensions in the sector and country as a whole on issues of GE and WE.
<b>National Development Planning Commission</b>	i. develop guidelines to the mainstreaming of gender concerns into Plans of MDA and MMDAs ii. collate reports from MDAs and MMDA to assess the extent of gender mainstreaming in the sectoral and MMDAs Plans.
<b>Parliament</b>	i. Committee on Gender, Children and Social Welfare will assess impacts and relevance of policies on GE and WE concern. ii. Pay particular attention to and expeditiously pass national legislation and domesticate International Instruments that ensure women's rights are respected. iii. Incorporate any measures necessary to ensure gender equality to address inequalities. iv. Incorporate measures necessary to ensure social protection is integrated into all sections of the society. v. Monitor adherence to gender equitable representation on Parliamentary committees. vi. Hold the Executive accountable for the implementation of programmes on gender and social protection.
<b>Judiciary</b>	i. Develop sector specific Gender Policy to guide gender mainstreaming ii. Interpret laws on discrimination on the basis of Gender
<b>Public Services Commission (PSC)</b>	i. Provides supervisory, regulatory and consultative functions over the Public Services and public services reforms. ii. Develop sector specific Gender Policy to guide gender mainstreaming iii. MoGCSP shall collaborate with PSC in drawing guidelines and practices to ensure that ministries adhere to gender mainstreaming and budgeting iv. Shall collaborate with MoGCSP to monitor the roles to be played by the relevant Public Services in the implementation of the NGP
<b>Office of the Head of Civil Service</b>	i. Develop sector specific Gender Policy to guide gender mainstreaming ii. Ensure that the MDAs are optimally structured, adequately staffed with the right skills mix to effectively implement the Policy and ensure gender sensitive recruitment policies.

<b>INSTITUTION</b>	<b>KEY ROLES AND RESPONSIBILITIES IN THE IMPLEMENTATION OF THE NATIONAL GENDER POLICY</b>
<b>The Ministry of Finance (MOF)</b>	<ul style="list-style-type: none"> <li>i. Develop sector specific Gender Policy to guide gender mainstreaming</li> <li>ii. Safeguard the operationalisation of the Policy by ensuring that gender issues are mainstreamed throughout all aspects of the national development financing and related processes.</li> <li>iii. Enforce compliance with the national gender budgeting guidelines.</li> <li>iv. In collaboration with other sectors, the MOF will ensure that women, men and children are equally targeted in economic planning and development.</li> <li>v. Ensure that budgetary resources are made available to the MoGCSP, MDAs and MMDAs to implement actions outlined in the Policy.</li> <li>vi. Undertake gender audit of sector budgets.</li> </ul>
<b>Office of the Attorney General and Ministry of Justice</b>	<ul style="list-style-type: none"> <li>i. Develop sector specific Gender Policy to guide gender mainstreaming</li> <li>ii. Collaborate with the MoGCSP in coordinating relevant matters to the implementation of the Policy</li> <li>iii. Draft the relevant legislation for implementation of the National Gender Policy</li> <li>iv. Make proposals on other legislative issues on further law reforms in support of the National Gender Policy</li> <li>v. In collaboration with MoGCSP, develop protocols for implementing the National Gender Policy</li> <li>vi. Ensure effective prosecution of cases related to gender discrimination</li> </ul>
<b>Ministry of Local Government, Chieftancy and Religious Affairs</b>	<ul style="list-style-type: none"> <li>i. Develop sector specific Gender Policy to guide gender mainstreaming</li> <li>ii. The Regional Coordinating Councils (RCCs) shall provide budgetary allocation for running gender awareness and gender mainstreaming as well as Social Protection programmes in the regions and districts</li> <li>iii. Ensure effective inter departmental collaboration and co-ordination at the district level on gender and Social Protection policies, programmes and plans</li> <li>iv. Monitor to ensure MMDAs give adequate attention to gender issues programming and resource allocation through the District Gender Officers</li> </ul>

<b>INSTITUTION</b>	<b>KEY ROLES AND RESPONSIBILITIES IN THE IMPLEMENTATION OF THE NATIONAL GENDER POLICY</b>
	<ul style="list-style-type: none"> <li>v. Monitor to ensure MMDAs produce gender disaggregated data and information on local governments by sex and poverty levels where applicable</li> <li>vi. As custodians of culture, transmitting the contemporary perspectives of the gender message to communities.</li> <li>vii. Facilitate adoption of and changing limiting traditional/ cultural perspectives of the people in communities.</li> <li>viii. Promote ownership of GE and WE issue among citizens in communities</li> <li>ix. Facilitate the provision of space for Queen mothers to promote the National Gender Policy in all communities across the country</li> </ul>
<b>Ministry of Youth Development and Empowerment</b>	<ul style="list-style-type: none"> <li>i. Develop sector specific Gender Policy to guide gender mainstreaming</li> <li>ii. The Ministry will mainstream gender issues into their plans and programmes</li> <li>iii. In consultation with MoGCSP and NDPC, the ministry will be an important medium for addressing the issues of the youth concerning GE and WE and people living with disabilities.</li> </ul>
<b>Ministry of Food and Agriculture</b>	<ul style="list-style-type: none"> <li>i. Mainstream gender into the Ministry's planning and budgeting</li> <li>ii. Facilitate components of the Policy regarding agricultural practices and its economic benefits for all and women in particular</li> </ul>
<b>Ministry of Education</b>	<ul style="list-style-type: none"> <li>i. Develop sector specific Gender Policy to guide gender mainstreaming</li> <li>ii. Promote mainstreaming of gender into the Ministry's budget, programmes and plans</li> <li>iii. Introduce gender into its curricular at all levels of education within the country</li> <li>iv. Train teachers through conferences, short courses, seminars etc. to effectively handle gender issues at various levels of tuition/education</li> <li>v. Co-operate with MoGCSP and MoF to draw up and sponsor programmes that will draw and keep needy children in school</li> <li>vi. Co-ordinate with MoGCSP to mobilise resources for GE and WE issues in schools.</li> </ul>

<b>INSTITUTION</b>	<b>KEY ROLES AND RESPONSIBILITIES IN THE IMPLEMENTATION OF THE NATIONAL GENDER POLICY</b>
	vii. Ensure full and effective implementation of the Free Sanitary Pad Distribution Programme in public schools
<b>Ministry of the Interior</b>	i. Develop sector specific Gender Policy to guide gender mainstreaming ii. Put in place measures to promote awareness and mainstreaming of gender in the recruitment and promotion of women within the security services iii. Collaborate and coordinate with DOVSSU to end violence and discrimination against women and families in the Security services iv. Promote equality in structures and policies in all forms of productive activities and provide access to resources including effective gender responsive planning and budgeting v. Regularly report on Gender issues/Commitments of the security services to the appropriate institutions vi. Will put in place measures that will permit gender awareness and mainstreaming within the security services vii. Security agencies through DOWSU will continue to work to end violence against women viii. Build capacity of security officers for effective gender mainstreaming ix. Develop guidelines for gender mainstreaming in the security sector including the provision of accommodation at boarder post, checkpoints and barriers x. Enforcement of Laws on discrimination and Gender Based Violence
<b>Ministry of Communications</b>	i. Develop sector specific Gender Policy to guide gender mainstreaming ii. Expand ICT training to women especially to those in deprived areas iii. Create public platforms where gender issues can be freely and fairly discussed
<b>Ministry of Defence &amp; Ghana Armed Forces</b>	i. Develop sector specific Gender Policy to guide gender mainstreaming ii. Put in place measures to promote awareness and mainstreaming of gender in the recruitment and promotion of women within the Ghana Armed forces

<b>INSTITUTION</b>	<b>KEY ROLES AND RESPONSIBILITIES IN THE IMPLEMENTATION OF THE NATIONAL GENDER POLICY</b>
	<ul style="list-style-type: none"> <li>iii. Collaborate and coordinate with DOVSSU to end violence and discrimination against women and families in the Ghana Armed Forces</li> <li>iv. Promote equality in structures and policies in all forms of productive activities and provide access to resources including effective gender responsive planning and budgeting</li> <li>v. Regularly report on Gender issues/Commitments of the Ghana Armed forces to the appropriate institutions</li> </ul>
<b>Ministry of Labour, Jobs, and Employment</b>	<ul style="list-style-type: none"> <li>i. Develop sector specific Gender Policy to guide gender mainstreaming</li> <li>ii. Enforce measures to implement gender friendly terms of employment and working environment including those highlighted in this Policy</li> <li>iii. Publish and disseminate guidelines for the implementation of equal opportunities and gender equality</li> <li>iv. Target especially semi-urban and rural areas with vocational skills training in order to give skills to women in these areas who are unskilled and hence have little chance of being employed</li> <li>v. To mainstream gender into all its activities, budget, plans and programmes</li> <li>vi. Guarantee that there are no differentials in wages between men and women for work of equal value</li> <li>vii. Guarantee that there is no discrimination in employment opportunities against Persons with Disability and people living with HIV AIDS</li> </ul>
<b>Ministry of Information</b>	<ul style="list-style-type: none"> <li>i. Develop sector specific Gender Policy to guide gender mainstreaming</li> <li>ii. Assist MoGCSP to facilitate communication on the National Gender Policy across all sectors to enhance its implementation</li> </ul>
<b>Commission on Human Rights and Administrative Justice</b>	<ul style="list-style-type: none"> <li>i. Develop sector specific Gender Policy to guide gender mainstreaming</li> <li>ii. Safeguard human rights of all Ghanaians in general, particularly the rights of women, girls and Persons with Disability (PWDs)</li> <li>iii. Give redress to all as stipulated under the laws of Ghana where their rights have been violated</li> </ul>

<b>INSTITUTION</b>	<b>KEY ROLES AND RESPONSIBILITIES IN THE IMPLEMENTATION OF THE NATIONAL GENDER POLICY</b>
	iv. Examine any law, policy, culture, tradition, usage, custom or plan which is likely to impair equal opportunities and gender equality to persons in enjoyment of human rights
<b>National Media Commission</b>	i. Develop sector specific Gender Policy to guide gender mainstreaming ii. Ensure the freedom of mass media as MoGCSP pushes for intense debates, discussions and education on gender issues in the mass media; and that there will be fair opportunities for airing divergent views or opinions and gender balance among panelists iii. Together with the Ghana Journalists Association and Ghana News Agency, educate media practitioners on GE and WE issues to ensure good reportage concerns of men, women, girls and boys iv. Ensure Quality Assurance of gender information in the media
<b>National Peace Council</b>	i. Develop sector specific Gender Policy to guide gender mainstreaming ii. Highlight the role of gender in maintaining peace and the vulnerability of women and children during conflicts iii. Highlight the role of social protection in maintaining peace and harmony within society and securing the welfare of the vulnerable and marginalized iv. Ensure that women are adequately represented on all the Peace and Security making bodies v. The Council should use the National Action Plan (NAP) on UN Resolutions 1325 and 1820 in bringing women into decision making on peace and security
<b>Non-Governmental Organisations (NGOs)</b>	i. Develop organisation specific Gender Policy to guide gender mainstreaming ii. Collaborate with MoGCSP in the interpretation of the National Gender Policy to beneficiaries iii. Provide MoGCSP with updated information on sectorial and geographical activities of various NGOs particularly on women, girls and boys iv. Draw up action plans with MoGCSP which will specify roles and responsibilities for various non-governmental institutions in the implementation of the Policy v. Identify standards to be achieved in the process of working towards targets

<b>INSTITUTION</b>	<b>KEY ROLES AND RESPONSIBILITIES IN THE IMPLEMENTATION OF THE NATIONAL GENDER POLICY</b>
	<ul style="list-style-type: none"> <li>vi. Provide feedback on gender activities to MoGCSP and other partners in the National Gender Policy implementation programme</li> <li>vii. Identify areas for collaboration and improve efficiency of activities.</li> </ul>
<b>Civil Society, / Professional bodies</b>	<ul style="list-style-type: none"> <li>i. Develop institutional specific Gender Policy to guide gender mainstreaming</li> <li>ii. Advocate for continuous GE and WE mainstream into national affairs</li> <li>iii. Advocate for provisions in the national budget to be made to cater for the needs of the poor, vulnerable and marginalized in society particularly older persons, PWDs, orphans and street children and People Living with HIV AIDS</li> <li>iv. Develop action plans, set targets and identify points of reference for monitoring progress towards promoting gender GE and WE</li> <li>v. Identify target areas for gender advocacy and research</li> <li>vi. Develop and implement programmes of public education and information</li> <li>vii. Monitor and ensure that gender and child-related commitments made by the Government, District Assemblies and Traditional Authorities are adhered to</li> </ul>
<b>Faith Based Organisations (FBOs)</b>	<ul style="list-style-type: none"> <li>i. Develop organisational specific Gender Policy to guide gender mainstreaming</li> <li>ii. Offer platforms for effective dissemination of information and education on gender issues</li> <li>iii. Participate in Sector Working Groups and local government planning and budgeting processes to advance gender equality issues particularly of older persons, women and children</li> <li>iv. Develop and implement programmes that address key gender intervention areas</li> <li>v. Translate the Policy into organisational policies, programmes and activities</li> </ul>
<b>Private Sector</b>	<ul style="list-style-type: none"> <li>i. Develop organisational specific Gender Policy to guide gender mainstreaming</li> <li>ii. Mobilise and release resources to support programmes aimed at gender awareness creation and mainstreaming</li> <li>iii. Support bridging the gender inequality gap</li> </ul>

<b>INSTITUTION</b>	<b>KEY ROLES AND RESPONSIBILITIES IN THE IMPLEMENTATION OF THE NATIONAL GENDER POLICY</b>
	<ul style="list-style-type: none"> <li>iv. Ensure that corporate policies and practices incorporate gender equality principles</li> <li>v. Provide incentives and support to women entrepreneurs</li> <li>vi. Institute and implement Affirmative Action measures</li> <li>vii. Support and sponsor social protection programmes related to GE and WE as part of social responsibility initiatives</li> </ul>
<b>Development Partners</b>	<ul style="list-style-type: none"> <li>i. Develop organisational specific Gender Policy to guide gender mainstreaming</li> <li>ii. Facilitate resource mobilisation and implementation of the National Gender Policy</li> <li>iii. Support the establishment of appropriate institutional/ donor coordination mechanisms for ensuring gender responsiveness of development cooperation</li> <li>iv. Support the provision of resources (technical, financial, infrastructural) for gender mainstreaming</li> <li>v. Promote good practices for gender mainstreaming at national and community levels</li> <li>vi. Provide funding support for long-term strategic projects that will reduce existing gender gaps and disparities in development</li> </ul>
<b>Academia and Research Organisations</b>	<ul style="list-style-type: none"> <li>i. Develop organisational specific Gender Policy to guide gender mainstreaming</li> <li>ii. Identify information sources and contribute to the MoGCSP's gender research agenda</li> <li>iii. Solicit and evaluate research proposals on identified areas of interest</li> <li>iv. Support evaluation and production of technical papers for the MoGCSP</li> <li>v. Collaborate with mandated agencies to gather sex segregated data to aid in gender planning and analysis.</li> <li>vi. Design training and educational programmes on gender and women's empowerment</li> <li>vii. Offer for training (pre-service and in-service) in gender in Ghana</li> <li>viii. Document and review poverty maps for planning and implementation of social protection, GE and WE measures</li> </ul>

<b>INSTITUTION</b>	<b>KEY ROLES AND RESPONSIBILITIES IN THE IMPLEMENTATION OF THE NATIONAL GENDER POLICY</b>
<b>Ghana Statistical Service</b>	<ul style="list-style-type: none"> <li>i. Develop sector specific Gender Policy to guide gender mainstreaming</li> <li>ii. Collect sex disaggregated data and gender statistics on GE and WE issues</li> <li>iii. Collect disaggregated data on poverty so that specific needs can be identified</li> <li>iv. Produce timely disseminated quality gender sensitive and disaggregated data for use in planning and project implementation at all levels and in all sectors</li> </ul>
<b>Traditional authorities</b>	<ul style="list-style-type: none"> <li>i. Guide the communities and other organisations on the awareness of acts, practices, usage, customs, tradition or cultures that undermine equal opportunities, gender equality, treatment in employment, education, social and cultural construction of roles and responsibilities in society</li> <li>ii. Traditional authorities especially queen mothers and female chiefs to collaborate with MoGCSP to codify negative cultural practices and laws that infringe upon the rights of women and see to the abolishment of such practices and laws.</li> <li>iii. Collaborate with MMDAs and relevant CSOs/CBOs/NGOs in organizing sensitization and advocacy programmes towards social change particularly on GE and WE issues and the marginalized in society</li> <li>iv. Help eradicate stigmatization against PLWHAs and discrimination against PWDs</li> </ul>
<b>Media</b>	<ul style="list-style-type: none"> <li>i. Collaborate with MoGCSP on matters of social protection, gender mainstreaming and women's empowerment and advancement</li> <li>ii. Publicize, inform and educate the public about the Policy</li> <li>iii. Promote positive coverage of women in the media and eliminate gender stereotypes</li> <li>iv. Create awareness on gender equality and the need to implement social protection interventions in Ghana to benefit women, girls and boys</li> <li>v. Build capacity for gender sensitive research and reporting</li> <li>vi. Expose cases of gender-based violence and promote gender issues in the media as public concerns</li> <li>vii. Create platforms to discuss gender related issues</li> </ul>

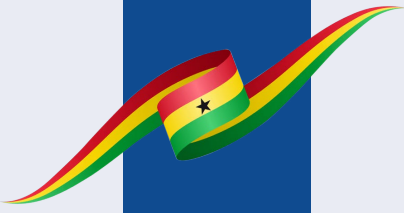
<b>INSTITUTION</b>	<b>KEY ROLES AND RESPONSIBILITIES IN THE IMPLEMENTATION OF THE NATIONAL GENDER POLICY</b>
<b>Municipal Metropolitan and District Assemblies</b>	<ul style="list-style-type: none"> <li>i. Develop MMDA specific Gender Policy to guide gender mainstreaming</li> <li>ii. Ensure full implementation of the National Gender Policy (NGP) in Plans and monitoring and evaluation of action plans at the district and community levels on gender mainstreaming</li> <li>iii. Gather, collate, analyse and disseminate gender and poverty desegregated information at the district level</li> <li>iv. Identify relevant and pertinent gender issues for incorporation into annual district, sector and national plans</li> <li>v. Initiate policies and legislation to promote gender equity and mainstream gender concerns at the district level</li> <li>vi. Develop and implement programmes to reduce gender inequity at the district level</li> <li>vii. Develop and implement programmes to reduce gendered dimensions of poverty at the district level</li> <li>viii. Monitor and ensure implementation of the NGP through the decentralized departments, Non- Governmental Organisations (NGO) and Development Partners</li> </ul>
<b>Development Authorities</b>	<ul style="list-style-type: none"> <li>i. i. Incorporate the National Gender Policy in the development agendas</li> </ul>

## 6.3 Resource Mobilization

The implementation of this Policy will require the mobilisation of adequate resources, particularly financial resources to ensure effective and efficient implementation for desired results.

Resource mobilisation for this Policy shall be an on-going process for all institutions. However, it will be directed by the required budgets from the Strategic Implementation Plan. Annual budgets will also be drawn up with an acceptable financial cycle convenient to the MoGCSP. The following are initial strategies/targets for mobilizing financial resources for the Policy:

- i. Budgetary allocation from the Ministry of Finance and Parliament of Ghana
- ii. Partnerships with International Development and Grant making Agencies (e.g. the European Union, GIZ, USAID, UKAID/DFID, and the UN Systems)
- iii. Partnerships with Regional Development Agencies (e.g. The African Development Bank)
- iv. Partnership with Corporate Social Responsibility Actions in Ghana (e.g. actions implemented by mining companies, telecommunication companies, banking institutions among others)
- v. Working with the leadership of Faith Based Organisations to raise funds for specific projects
- vi. Fundraising Dinners and Events
- vii. Partnership with private institutions in Ghana and in the diaspora
- viii. Partnerships and facilities from financial institutions in Ghana towards dedicated GE and WE products.



# Monitoring And Evaluation Arrangements

## 7.1 MONITORING AND EVALUATION OVERVIEW

Monitoring and Evaluation shall be an essential strategy in the implementation of the National Gender Policy. Results frameworks on each policy commitment (policy objective) detailing outputs, outcomes, impacts and key actions shall be developed to facilitate annual gender policy performance review.

The Monitoring and Evaluation (M&E) strategy shall be developed to fit the implementation cycle that the Strategic Implementation Plan will assume. M&E processes shall be put in place for each core component of the policy commitments to determine effectiveness, efficiency, economy, and equity compliance. The Policy Planning Monitoring and Implementation Unit of the MoGCSP will play a key role in monitoring implementation of the National Gender Policy.

The operational M&E strategy shall involve the following:

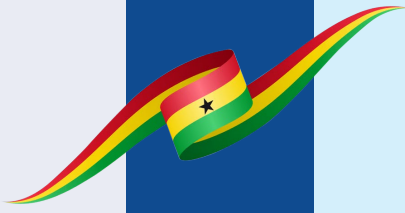
- i. Quarterly updates (from all institutions identified and playing specific roles)
- ii. Four Quarterly monitoring and Quality Assurance visits from the MoGCSP Team
- iii. Mid-Term Policy Review
- iv. Annual Performance Reviews and Learning sessions including
  - Annual policy review
  - Annual Institutional Capability Assessments using Organizational Capability Tool (OAT) or index

## 7.2 RESEARCH, MONITORING AND EVALUATION RESPONSIBILITIES

Monitoring and Evaluation components shall aim at:

- i. Researching issues of GE and WE across sectors, essentially applying retrospective and prospective approaches to enable total understanding phenomena
- ii. Assisting stakeholders to operationalise the Policy as it relates to the specific sector / organizations and generate gender sensitive indicators
- iii. Developing possible gender-sensitive and pro-poor indicators at the individual, intra-household, programme governance and community levels.
- iv. Developing social indicators for measuring GE and WE
  - Assisting stakeholders to check government's accountability to its commitments and strategic actions in the global gender and women empowerment agenda including the persistent and increasing burden of poverty on women
  - Inequalities and inadequacies in access to education and training
  - Inequalities and inadequacies in access to health care and related services especially reducing the prevailing high maternal mortality rates
  - Violence against women and related offences
  - The effects of conflict on women and their role and involvement in peace negotiations
  - Inequality in economic structures and policies in all forms of productive activities and in access to resources including effectiveness of gender responsive budgeting
  - Inequality between men and women in the sharing of power and decision-making at all levels including politics, public sector managerial positions and Board rooms, NGOs, Private sector and the inclusion of women in peace negotiations and leadership issues
  - Lack of respect for human rights of women and inadequate promotion and protection of them
  - Stereotyping of women and inequality in women's access to and participation in all communication systems, especially in the media and digital knowledge, skills and practices
  - Gender inequalities in the management of natural resources and in safeguarding the environment
  - Persistent discrimination against and violation of the rights of the girl child and their socio-cultural vulnerabilities
- v. Assessing all social protection projects and programmes/initiatives to ascertain whether they meet the policy targets and aspirations for GE and WE
- vi. Evaluating whether social protection implementation has had positive impacts on the vulnerable and marginalised and whether poverty gap has declined in the country/ the income disparity has decreased

- vii. Determining the levels of collaboration with NGOs and CSOs to avoid duplication of efforts
- viii. Ascertaining whether resources have been efficiently and judiciously used
  - Documenting experiences/voices/specific needs of the poor, vulnerable and marginalized as per social protection /gender equality matters in their environs.



# 8

# Communication Strategy

## 8.1 INTRODUCTION

The communication plan will serve as a major tool to sensitise and empower stakeholders on the understanding of the new direction provided by the National Gender Policy. The awareness to be created and the classification of roles will enhance ownership of the policy.

## 8.2 COMMUNICATION STRATEGY FOR THE POLICY

To sustain the commitment and support of stakeholders, including women, men, boys and girls, a comprehensive policy communication strategy will be developed and implemented by the implementing agencies. Communication will focus on highlighting among others the impact of cross-sector investments, shifting harmful social norms, positive masculinities and showcasing girl-led solutions. This is to clearly outline the methods and channels of engagement for appropriate information to be disseminated in a timely manner to sustain the interest of all stakeholders.

The communication strategy will also focus on mobilising key stakeholders such as the MOGSCP, Women's Right Groups, Information Services Department, male allies, men and women with disabilities and CSOs to target the vulnerable and create awareness about the strategic objectives and targeted interventions being implemented to achieve gender parity.

Primarily, the communication plan will be executed within existing communication structures and systems of the country. Multiple fora, including print and electronic media, social media, durbars, town hall meetings, workshops, seminars, symposia, infomercials, etc. will be used.

The Information Services Department will carry out the dissemination of key information about the policy to the general public.

The MOGSCP will launch the Policy and ensure that it is accessible to stakeholders. MOGSCP will ensure that the policy document is made available in print and electronic versions in English and some Ghanaian languages in abridged forms. Handbooks will be developed summarising the contents of the National Gender Policy. Copies will be made readily available at all leading

stakeholder institutions, ministries, metropolitan, municipal and district assemblies, libraries and the office of the MOGSCP. Braille copies will also be made available for the use of the visually impaired.

The National Gender Policy (2025-2034) document and its Strategic Implementation Plan will also be made available for download from the MOGSCP websites. A dedicated campaign to promote the policy and raise awareness will be undertaken at all levels.

Technical teams will be set up at the national, regional and district levels to monitor the progress of implementation of the communication plan and quarterly feedback will be used for review. The communication plan, detailing the nature and process of communication is enumerated in the Strategic Implementation Plan (2025-2035)



# Appendices

## APPENDIX 1: GLOSSARY

This section of the policy presents key terminologies used by experts and practitioners in the field of Gender Equality and Women's Empowerment in Ghana and as captured in this Policy. The terms however as defined and used in the document, are based on lessons and practices from Ghana, as well as lessons around the world and documentations made by the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW).

TERM	OPERATIONAL MEANING
<b>Affirmative Action</b>	A set of procedures designed to eliminate discrimination against members of a disadvantaged group within a culture, mainly by enhancing their priorities, visibility and interests towards a holistic development of that culture or society.
<b>Care Economy</b>	The care economy refers to the paid and unpaid labour and services that support caregiving in all its forms. Care work encompasses direct activities such as feeding a baby or nursing an ill partner, and indirect care activities such as cooking and cleaning. It also encompasses a range of sectors such as education, health, and social work involving teachers, nurses, community health workers, social workers, and domestic workers.
<b>CEDAW (The Convention on the Elimination of All Forms of Discrimination)</b>	<p>An International Convention adopted in 1979 by the UN General Assembly, is often described as an International Bill of Rights for women. Consisting of a Preamble and 30 Articles, it defines what constitutes discrimination against women and sets up an agenda for national action to end such discriminatory practices. By accepting the Convention, States commit themselves to undertake a series of measures to end discrimination against women in all forms, including:</p> <ul style="list-style-type: none"><li>• to incorporate the principle of equality of men and women in their legal system, abolish all discriminatory laws and adopt appropriate ones prohibiting discrimination against women.</li><li>• to establish tribunals and other public institutions to ensure the effective protection of women against discrimination; and</li></ul>

TERM	OPERATIONAL MEANING
	<ul style="list-style-type: none"> <li>to ensure elimination of all acts of discrimination against women by persons, organizations or enterprises.</li> </ul> <p>Countries that have ratified or acceded to the Convention are legally bound to put its provisions into practice. They are also committed to submit national reports, at least every four years, on measures they have taken to comply with their Treaty obligations. Optional Protocol to CEDAW was adopted in 1999 by the General Assembly. States which ratify the Optional Protocol recognize the competence of the Committee on the Elimination of Discrimination against Women to consider petitions from individual women or groups of women who have exhausted all national remedies. The Optional Protocol also entitles the Committee to conduct inquiries into grave or systematic violations of the Convention.</p>
<p><b>Development</b></p>	<p>A process by which the members of society increase their personal and institutional capacities to mobilize and manage resources to produce sustainable improvements in their quality of life. It should be noted that, as a process, development can take many paths and that the path(s) to development is often determined by past legacies, the vision of society, the availability of resources, and the available approaches, strategies and methods.</p> <p>According to the United Nations Development Programme (UNDP), development is about “expanding the choices people have to lead lives that they value... it is about much more than economic growth...” In the United Nations system, the concept of human development is utilized. It is measured by the human development index (HDI) along with other indicators, such as the Gender-Related Development Index (GDI). The HDI includes three basic components: longevity, knowledge and standard of living. Longevity is measured by life expectancy, knowledge is measured by a combination of adult literacy and average years of schooling, and standard of living is measured by purchasing power, based on real GDP per capita adjusted for the local cost of living (known as “purchasing power parity”).</p>
<p><b>Empowerment</b></p>	<p>Refers to the process and outcome of actions taken by men and women towards taking control of their lives (setting their own agenda, gaining skills, increasing self-confidence, solving problems, and developing self-reliance). In this context, empowerment of women is an essential process in the transformation of gender relations including division of labour. The process addresses the structural, systemic and underlying causes of subordination and discrimination through increased women’s capability to make strategic life choices.</p>
<p><b>Engendering</b></p>	<p>Refers to the process of integrating gender considerations and concerns into words, actions and assessments.</p>

TERM	OPERATIONAL MEANING
<b>Equal Opportunities</b>	Refers to a fundamental human right embedded in the 1992 Constitution of Ghana. This National Gender Policy aims towards the achievement of equality of opportunity, in access to and share of employment opportunities, services and resources as well as in equality of treatment by employers and service providers.
<b>Gender</b>	Gender refers to the array of socially constructed roles and relationships, personality traits, attitudes, behaviours, values, relative power and influence that society ascribes to the two sexes on a differential basis. Whereas biological sex is determined by genetic and anatomical characteristics, gender is an acquired identity that is learned, changes over time, and varies widely within and across cultures. Gender is relational and refers not simply to women or men but to the relationship between them.
<b>Gender Analysis</b>	Gender analysis is a systematic way of looking at the different impacts of development, policies, programmes and legislation on women and men that entails, first and foremost, collecting sex-disaggregated data and gender-sensitive information about the population concerned. Gender analysis can also include the examination of the multiple ways in which women and men, as social actors, engage in strategies to transform existing roles, relationships, and processes in their own interest and in the interest of others.
<b>Gender and Development (GAD) And Women in Development (WID)</b>	Women in Development (WID) and Gender in Development (GAD) are sometimes used interchangeably, but there are some basic differences. The WID approach was developed in the 1970s with the objective of designing actions and policies to integrate women fully into development. The GAD approach was developed in the 1980s with the objective of removing disparities in social, economic and political equality between women and men as a pre-condition for achieving people-centred development. Both approaches are still in use and are applicable in different ways.
<b>Gender Awareness</b>	Refers to a state of knowledge of the differences in roles and relations of women and men and how this results in differences in power relations, status, privileges and needs.
<b>Gender Equality</b>	Gender equality entails the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices. Gender equality means that the different behaviours, aspirations and needs of women and men are considered, valued and favoured equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female.

TERM	OPERATIONAL MEANING
<b>Gender Equity</b>	Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but 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 of women.
<b>Gender Gap</b>	A difference in any aspect of socio-economic status of women and men, it is not just a male/female gap. It is a gap that arises from the different social roles ascribed by society to women and men.
<b>Gender Mainstreaming</b>	Refers to a goal-oriented process that recognizes that most institutions consciously and unconsciously serve the interests of men and encourages institutions to adopt a gender-perspective in transforming themselves. It promotes the full participation of women in decision-making so that women's needs move from the margins to the centre of development planning and resource allocation.
<b>Gender Neutral Policy</b>	This is when knowledge of gender differences in a given context is used to overcome biases in the effective delivery of practical gender needs, and work within the existing gender division of resources and responsibilities.
<b>Gender Perspective</b>	Refers to an approach in which the ultimate goal is to create equity and equality between women and men.
<b>Gender Policy</b>	Refers to guiding principles to a course of action arrived at by decision-makers to address a particular issue or issues.
<b>Gender Relation</b>	Refer to inequality in relations between men and women acquired in the process of socialization, in terms of roles in power sharing, decision-making, division of labour and returns from labour at all levels both at the household level and the community level. Relations between men and women in terms of access to resources and decision-making. The relative positions of men to women in the division of resources, and responsibilities, benefits, rights, power and privileges. The use of gender relations as an analytic category shifts the focus from viewing women in isolation from men.
<b>Gender Responsive</b>	Refers to a planning process in which programmes and policy actions are developed to deal with and counteract problems which arises out of socially constructed differences between women and men.

TERM	OPERATIONAL MEANING
<b>Gender Sensitive</b>	Refers to the state of knowledge of the socially constructed differences between women and men, including differences in their needs, as well as to the use of such knowledge to identify and understand the problems arising from such differences and to act purposefully to address them.
<b>Gender Specific Policies</b>	Refer to policies that use the knowledge of gender differences in a given context to respond to the practical gender needs of a specific gender, working with the existing division of resources and responsibilities.
<b>Gender Stereotypes</b>	Refers to constant portrayal in the media, the press or in education of women and men occupying certain roles according to the socially constructed gender division of labour and expectation in behaviour. It also means confusing what is believed to be natural with what is expected of individuals of their gender roles.
<b>Safeguarding</b>	Refers to measures designed to protect the health, wellbeing and human rights of individuals. These measures allow children, young people and adults at risk to live free from abuse, harm and neglect. Safeguarding girls and women means being committed to providing a safe space full of opportunities for them to thrive in a world that is otherwise not focused on such.
<b>Sex</b>	Sex refers to the biological characteristics, which define humans as female or male. These sets of biological characteristics are not mutually exclusive as there are individuals who possess both, but these characteristics tend to differentiate humans as males and females.
<b>Social Bias</b>	Refer to the circumstances and activities that permit and support the status of men over the status of women (in work, family and beliefs about men or women).
<b>Sex-disaggregated data / Gender disaggregated data</b>	Refers to a gender analysis data separated by sex in order to allow differential impacts on men and women to be measured.

## APPENDIX 2: LIST OF UNITED NATIONS INSTRUMENTS

- The Universal Declaration of Human Rights, 1948
- The Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) 1979 (Signed 17 July 1980 and Ratified on 2 January, 1986)
- The Optional Protocol to the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW OP) 1999 (Signed on 24 February 2000)
- International Covenant on Economic, Social and Cultural Rights (ICESCR) 1966 (Ratified 7 December 2000)
- The Covenant on Economic Social and Cultural Rights (ECOSOC),
- Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages, 1964
- The Nairobi Forward Looking Strategies for the Advancement of Women, 1985
- The Vienna Declaration on Human Rights, 1993
- The Beijing Declaration and Platform for Action, 1995
- The International Conference on Population and Development (ICPD) declaration, 1994
- UN Security Council Resolutions 1325 and 1820 on Women Peace and Security and Violence against Women
- The Millennium Development Goals (MDGs), 2000
- The International Covenant on Civil and Political Rights (ICCPR) 1966 (Ratified on 7 December, 2000)
- The Declaration on the Rights of Indigenous People (Voted in favour as a member on 13 September, 2007)
- The International Convention on the Elimination of All Forms of Racial Discrimination (CERD) (4 January, 1969)
- The International Convention on the Rights of the Child (CRC) 1991
- The International Convention on the Protection of the Rights of all Migrant Workers and Members of their Families (MWC) 1990 (1 July, 2003)
- Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment – New York (10 December, 1984; ratified on 7 September, 2000)



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