



MINISTRY OF GENDER, CHILDREN AND SOCIAL PROTECTION

**In collaboration with
Ghana Statistical Service**

ASSESSMENT OF GENDER STATISTICS AT NATIONAL AND DISTRICT LEVELS

REPORT ON FINDINGS

SUBMITTED TO:

Ministry of Gender, Children
and Social Protection
P. O. Box MBO 186
Ministries, Accra.

January, 2017

Consultancy Team

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PREFACE

The demand for gender statistics, which intensified prior to the Fourth World Conference on Women, held in Beijing in 1995, has continued to grow at both national and international levels.. The third and the fourth World Conferences on Women that took place in Nairobi, 1985, and in Beijing, 1995, also recognized that different policies, programmes and actions had not had much impact in bringing about gender equality and stressed the need for gender-specific data as a necessary starting point for any programme aimed at advancing the situation of women.

The demand increased further with other United Nations conferences such as the International Conference on Population and Development in 1994 and the World Summit for Social Development in 1995. Gender statistics is a field that cuts across all areas of statistics including the arena of policy and plays a critical role in the achievement of sustainable development. It is about identifying, producing, disseminating, and analysing statistics to understand how gender issues (various roles and responsibilities assigned to men, women, boys and girls in society) affect individuals and society. Thus, the call for a systematic data collection and analysis on gender in Ghana is to show how gender differences can affect economic and social development in the Ghanaian society.

Unlike women's statistics, understanding gender statistics, their uses and their users has changed over time (Hedman, Perucci and Sundström, 1996; Corner, 2003). Initial work focused on producing statistics on women. Many countries were collecting data by sex, but most of the data were analysed and made available to users as totals without differentiating between women and men. Since then, the focus has shifted from "women only" to "women and men", both in terms of statistics and in terms of policies.

In terms of statistics, it became clear that the situation of women could be adequately described and analysed only by comparing it to that of men. In the area of policies, the change of focus from women to gender stemmed from a recognition that isolating women's concerns from mainstream development policies and strategies limits the impact of such policies and strategies whereas paying more attention to the roles and responsibilities of both women and men and their inter-relationships can make policies and strategies more effective.

Statistical publications and survey reports abound in Ghana, but none of these is devoted solely to gender statistics and gender issues. This gap was identified in the analysis of the situation of Ghana

with respect to gender equality and equal opportunities in the Ghana Shared Growth and Development Agenda 2014-2017 (GSGDA II), which led to specific strategies being proposed. As a first step to understanding the extent of the problem, a multi-sectoral group led by the Ministry of Gender, Children and Social Protection, Ghana Statistical Service and partner MDAs undertook a comprehensive assessment of the gender inequalities and inequities in MDAs and MMDAs, focusing on their policy formulation, planning, institutional design and implementation.

The study was a combination of a self-assessment (by the responsible institutions) and a review exercise of the legal, institutional and operational setup for mainstreaming gender issues into policy and developmental processes in the country. The objectives of the assessment were, amongst others, to examine the various frameworks of relevant institutions and their ability to produce gender statistics, examine efforts and advancements that specific sectors and administrative systems had made on gender mainstreaming and generation of gender statistics.

In addition, the assessment was to determine the gaps and deficiencies and thus serve as a basis for developing a full-fledged plan and recommendations to enhance gender mainstreaming in all geographical areas and levels of administration in the country.

Although, considerable efforts and progress have been made by the Government of Ghana in promoting women's empowerment and gender equality in public life, there is still room for improvement. Crucial issues for addressing gender equality includes identifying gender issues based on statistics. Policies and programmes cannot be formulated by mere observation of phenomenon or occurrences but on reliable and realistic statistics and data.

It is important to acknowledge the fact that Ghana as a country needs to generate gender statistics to illuminate its path of development. It therefore enjoins all of us, as Government Institutions, the Private Sector, CSOs and Development Partners to put our resources together for production and dissemination of gender statistics on men and women, boys and girls and their differences for National Development.

**HON.OTIKO AFISAH DJABA
MINISTER FOR GENDER,
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ACKNOWLEDGEMENT

This report discusses the findings of an Assessment study into Gender Statistics at the National, Regional and District levels of Ghana. The Study was commissioned by the Ministry of Gender , Children and Social Protection under the Ghana Statistics Development Project (GSDP) in collaboration with the Ghana Statistical Service (GSS) and partner MDAs.

Our appreciation goes to the lead consultant, Mrs Joana Adzoa Opare and Dr Grace Bediako, Snr Advisor, NDPC, for working hard and providing the necessary guidance including the various training programmes organized for the field personnel, development of field instrument and manual to facilitate the assessment, including the compilation of data from the field and also writing of the final report.

We wish to acknowledge the high level of contribution from the various teams, in particular the dedication and commitment of the team members in carrying out the exercise nation-wide. Special appreciation goes to the leadership of partner institutions for releasing their senior staff to participate in the exercise for an extended period of time, whenever their inputs were required.

The assessment could not have been completed without substantial contributions from various organisations, both financial and technical. Our special thanks goes to the World Bank for the financial contribution it made towards the assessment study. We also acknowledge the role played by the GSS in providing technical support for the review of the instrument and report writing. Worthy of note are the contributions by Mr. Sylvester Gyamfi, Senior Statistician, Mr. Omar Seidu, Mrs Ernestina Hope-Turkson, Ms. Gloria Akoto Bamfo and Mrs Augusta Okantey.

Our special thanks goes to Nana Oye Lithur, former Minister of MoGCSP, Mr Kwesi Armo-Himbson, Chief Director of MoGCSP, and Ms Efua A. Anyanful, MDA Coordinator of the GSDP, for their invaluable contribution to the assignment by supporting the facilitation, processing and mobilization of the required resources, both financial and technical, for the Assessment study. Finally, we would like to recognise Messrs Eric Baffour and Senyo Okyere, research assistants, for their invaluable support in finalising this report.

May God bless us all.

RESEARCH TEAM

There were six core teams for the Gender Statistics Assessment field work. Each team comprises four members and a driver. In addition four monitoring teams were established for monitoring and supervision of the work of field interviewers. The composition of the teams are as follows:

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Apart from the core teams, four monitoring teams were composed to visit and monitor the field work of the field interviewers to ascertain whether the assessment was going on as planned. The composition of the teams and their areas of operations are indicated in the table as follows:

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TEAM/S	NAME/S	AREAS OF OPERATION
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The field work conducted by the field interviewers and monitoring teams were supported by a team of drivers:

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LIST OF ACRONYMS

APR	-	Annual Progress Report
AIDS	-	Acquired Immune Deficiency Syndrome
ACDSW	-	Ashanti Community Development and Social Welfare
BAC	-	Business Advisory Centre
BDR	-	Births and Deaths Registry
BPfA	-	Beijing Platform for Action
BACDSW	-	Brong Ahafo Community Development and Social Welfare
CLTS	-	Community Led Total Sanitation
CBD	-	Central Business District
CBOs	-	Community Based Organisations
CDM	-	Clean Development Mechanism
CEDAW	-	Convention on the Elimination of All forms of Discrimination Against Women
CHIPs	-	Community-Based Health Planning and Services
CSOs	-	Civil Society Organisations
CSIR	-	Council for Scientific and Industrial Research
CSPG	-	Cross-Sectoral Planning Group
CDSW	-	Community Development and Social Welfare
CAMFED	-	Campaign for Female Education
CPMD	-	Coordination and Programme Management Directorate
DHIMS	-	District Health Information Management System
DHMIS	-	District Health Mutual Insurance Scheme
DOVVSU	-	Domestic Violence and Victims Support Unit
DANIDA	-	Danish International Development Agency
DAs	-	District Assemblies
DCEs	-	District Chief Executives
DACF	-	District Assemblies Common Fund
DPCUs	-	District Planning Coordinating Units
DRI	-	Disaster Recovery Institute
DoG	-	Department of Gender
DP	-	Development Partners
DPO	-	Development Planning Officer

DSW	-	Department of Social Welfare
EMIS	-	Education Management Information System
EDA	-	Ekumfi District Assembly
EI	-	Executive Instrument
ESP	-	Education Strategic Plan
EU	-	European Union
FASDEP	-	Food and Agriculture Sector Development Policy
FBO	-	Farmer-Based Organizations
GDO	-	Gender Desk Officer
GNHR	-	Ghana National Household Registry
GPI	-	Gender Parity Index
GPRS II	-	Growth and Poverty Reduction Strategy
GSGDA	-	Ghana Shared Growth and Development Agenda
GHS	-	Ghana Health Service
GES	-	Ghana Education Service
GEU	-	Girls Education Unit
GDHS	-	Ghana Demographic and Health Survey
GLSS	-	Ghana Living Standard Survey
GSDP	-	Ghana Statistics Development Project
GAASG	-	Ghana Analysis of Agricultural Sector in Ghana
GSOP	-	Ghana Social Opportunities Project
GSS	-	Ghana Statistical Service
HIV	-	Human Immuno-deficiency Virus
HR	-	Human Resource
HRMIS	-	Human Resource Management Information System
HRM	-	Human Resources Manual
ICT	-	Information Communication Technology
IGF	-	Internally Generated Funds
IIEP	-	International Institute for Education Planning
IITA	-	International Institute of Tropical Agriculture
ISD	-	Information Services Department
ILO	-	International Labour Organization
JICA	-	Japan International Cooperation Agency

JHS	-	Junior High School
KMA	-	Kumasi Metropolitan Assembly
KADA	-	Kadjebi District Assembly
LGSS	-	Local Government Service Secretariat
LI	-	Legislative Instrument
LEAP	-	Livelihood Empowerment Against Poverty
M&E	-	Monitoring and Evaluation
MDAs	-	Ministries, Departments and Agencies
MDGs	-	Millennium Development Goals
MMDAs	-	Metropolitan, Municipal and District Assemblies
MoFA	-	Ministry of Food and Agriculture
MOGCSP	-	Ministry Of Gender, Children and Social Protection
METASIP	-	Medium Term Agricultural Support in Programme
MWRWH	-	Ministry of Water Resources, Works and Housing
MOE	-	Ministry of Education
MOJ	-	Ministry Of Justice
MOH	-	Ministry of Health
MOWAC	-	Ministry of Women and Children's Affairs
MTDP	-	Medium-Term Development Plan
NADMO	-	National Disaster Management Organisation
NBSSI	-	National Board for Small Scale Industries
NDPC	-	National Development Planning Commission
N/A	-	Not Applicable
NER	-	Net Enrolment Ratio
NGO	-	Non Governmental Organization
NHIS	-	National Health Insurance Scheme
NPHC	-	National Population and Housing Census
NIA	-	National Identification Authority
NSDS	-	National Strategy for the Development of Statistics
OHCS	-	Office of the Head of Civil Service
PhD	-	Doctor of Philosophy
PPAG	-	Planned Parenthood Association of Ghana
PPMEDs	-	Policy, Planning, Monitoring and Evaluation Directorates

PSC	-	Public Services Commission
PWDs	-	Persons with Disability
PNDC	-	Provisional National Defence Council
RCC	-	Regional Coordinating Council
RDC	-	Resource and Data Centre
RELC	-	Research Extension Linkages Committee
SARI	-	Savanna Agricultural Research Institute
SIDA	-	Swedish International Development Cooperation Agency
SDG	-	Sustainable Development Goals
SAO	-	Senior Agric. Officers
SHS	-	Senior High School
SMEs	-	Small and Medium Enterprises
SSEs	-	Small Scale Enterprises
SHP	-	Self Help Programme
STDs	-	Sexually Transmitted Diseases
STI	-	Sexually Transmitted Infections
STI	-	Science, Technology and Innovation
STME	-	Science, Technology and Mathematics Education
SWOT	-	Strengths, Weaknesses, Opportunities and Threats
TVET	-	Technical and Vocational Education Training
TDC	-	Tema Development Corporation
TMA	-	Tema Metropolitan Assembly
UN Women	-	United Nations Entity for Gender Equality and the Empowerment of Women
UN	-	United Nations
UNECA	-	United Nations Economic Commission for Africa
UNESCO	-	United Nations Educational Scientific and Cultural Organization
UNFPA	-	United Nation Fund for Population Activities
UNICEF	-	United Nations International Children's Emergency Fund
UNDP	-	United Nations Development Programme
UNIFEM	-	United Nations Development Fund for Women
USAID	-	United States Agency for International Development
UNSD	-	United Nations Statistics Division
VRCC	-	Volta Regional Coordinating Council

VSLA	-	Village Savings and Loans Association
VSO	-	Voluntary Services Overseas
WIAD	-	Women in Agriculture Development
WASH	-	Water, Sanitation and Hygiene
WAPCO	-	West Africa Pipeline Company

EXECUTIVE SUMMARY

This report presents findings of an assessment of the state of production and use of gender statistics in Ghana. The study aimed at identifying and documenting achievements, best practice and challenges encountered in the production and dissemination of gender statistics at the national, regional and district levels. The report covers the outcomes of desk reviews and fieldwork carried out in selected districts in all ten regions, and the national, regional and district offices of selected ministries, department and agencies (MDAs), ten of which are participating in the Ghana Statistical Development Project.

Rationale and Objectives of the Assessment

The Ministry of Gender, Children and Social Protection (MoGCSP), which is the National Gender Machinery, has the responsibility for promoting equal opportunities in all spheres. Gender statistics are the basis for analysing differences in the situations of women and men and how their conditions are changing. MoGCSP thus requires that gender statistics be routinely available to inform decision-making and programming.

The rationale for conducting the Gender Statistics Assessment was to obtain direct information from the field to improve the system and methods of collecting and generating gender-specific data. The key objectives are, among others, to determine the legal framework governing the promotion of gender equity, equal opportunities and statistics; examine the general operations of the various institutions that are in a position to generate or demand gender statistics; and make recommendations to improve the production and use of gender statistics.

Approach and Methodology

The assessment adopted a predominantly qualitative approach owing to its exploratory and in-depth nature. In addition, a quantitative survey was conducted in order to cover a larger number of participants. Teams of investigators drawn from the ten beneficiary MDAs participating in the Ghana Statistics Development Project (GSDP) carried out the field work.. The assessment was conducted at three operational levels, and employed both primary and secondary modes of data collection at national, regional and district levels. It involved the review of relevant documents such as policy frameworks, legislations, strategic plans, guidelines and operational manual, and administering of a questionnaire to key functionaries of the selected MDAs and metropolitan, municipal, and district assemblies (MMDAs), as well as traditional authorities. In total, 81 institutions were covered, with each team conducting interviews with between nine and twenty - two institutions.

The assessment focused on issues covering three main areas of work of the institutions: the programming context; the operations and practices relating to the production and use of statistics; the enablers and challenges.

Assessment Findings

Programming Context

The programming context of entities as defined by the policy environment, legal framework, and planning contexts for gender statistics, is diverse. Overall, the assessment shows that there is no national policy for the production of gender statistics. However, six MDAs out of twenty visited had either specific stand-alone gender policies or succinct provisions within their institutional mandate, which serve as a guide to regulate the operations and coordination of roles and responsibilities of their institutions as far as gender issues are concerned. The six MDAs are: MoGCSP, the Ministry of Health (MoH), the Ministry of Education (MoE), the Ministry of Food and Agriculture (MoFA), the National Development Planning Commission (NDPC), and the National Board for Small Scale Industries (NBSSI).

With the exception of MoGCSP, all the 20 institutions assessed are not mandated by law to produce gender statistics, though they have been established by the promulgation of Acts, Statutes and Legislations within their specific areas operation.

MDAs and MMDAs are by law required to have their operations governed by their medium term plans, as well as their monitoring and evaluation plans, developed from the national medium term development policy framework formulated by NDPC, and in consultation with the sectors through Cross-Sectoral Planning Groups (CSPGs). The assessment found out that while the MDAs have strategic plans, most MMDAs were guided in their work by their respective MTDPs. For example, the production of gender statistics is clearly spelt out in the Ghana Statistics Development Plan (GSDP) 2009-2013 of the strategic plan of the Ghana Statistical Service (GSS). MoGCSP has a strategic plan for 2015-2019 and has developed a five-year strategic plan (2017-2021) that is aligned with the thematic areas of the Government of Ghana Medium-Term National Development Policy Framework and Agenda 2030 of the Sustainable Development Goals adopted by the United Nations. The Ghana Health Service also has a strategic plan as its working document with a statement on the need for gender mainstreaming into its programmes and activities. Training sessions and workshops are organized to sensitize staff on the strategic plan.

Operational Practices in the Production and Use of Gender Statistics

Of the 20 MDAs assessed, 13 institutions (70 per cent) administer various forms either in print or electronic for compilation of gender statistics. Examples of administrative forms of MOH include the Outpatient forms; NHIS registration, referral forms, vaccination, admissions, discharges and personnel forms, which are updated regularly. 25 out of the 27 regional offices visited, said that they administer forms either printed or electronic as part of their function; while all but one of the

twenty-three district offices administer forms as part of their functions. The forms the district offices administer are for purposes such as marriage registration, divorce, birth and death registration, fee fixing and demand notice on immovable property, among others. On the other hand, institutions such as NDPC do not administer forms as part of their functions. Such institutions use other methods to collect the needed information. The assessment indicated that though some of the institutions generated gender statistics, compilation and dissemination of such information were limited.

Not all the institutions assessed have the possibility of disaggregating their data by sex. Three in four MDAs interviewed, have a regular programme for producing gender statistics. The others have no specific gender programme in their institution. The main components of the gender statistics programme in these institutions include the traditional fields of statistics (education, health, employment, etc.) and new areas required for gender statistics like time use and violence against women. The Ghana Health Service has however been disaggregating its statistics on sex with some background information on age and social characteristics.

On how data is disseminated, all the institutions indicated that they use various methods; including workshops, fora, the web and printed documents. The types of products disseminated range from annual reports to fact sheets, bulletins as well as programme reports and state of the nation reports. For the GSS, the main outputs include statistical reports, publications, and archived data sets from censuses and surveys. MoGCSP produces Annual Progress Reports, reports on Domestic Violence in Ghana and also submits reports to the UN and AU on the Ministry's mandate. The MoGCSP also disseminates information on the ministry through the use of its website and various social media platforms.

Achievements

The Ghana Statistical Service (GSS) through the Ghana Statistics Development Project (GSDP) provides support to other ministries, providing them with funds to acquire statistical infrastructure such as ICT, office equipment and vehicles to strengthen their statistical units. GSS has also compiled a compendium of concepts and definitions, which will serve as a guide for the statistical operations of all departments, and also for better harmonization of data collected by MDAs. With GSS support, **MoGCSP** has organised training on gender issues for staff from other MDAs and has made progress in the collection of age-disaggregated and sex-disaggregated data, and collaborated with the GSS to conduct the GDHS and the Domestic Violence Survey. MoGCSP has also conducted capacity building programmes for its staff and of other MDAs on gender budgeting to equip them with the necessary skills to integrate gender budgeting into their work. The Annual Progress Reports (APR) of the MoGCSP has statistics that other MDAs use for their work.

The **Births and Deaths Registry (BDR)** has changed from the manual system of collecting records to the use of electronic devices, and the data capturing instruments have been revised to reflect

gender. The **Ministry of Health (MOH)** has made some improvement in the delivery of programme design and implementation, which has increased consistencies of data in the national statistical system as a whole. The **Ministry of Education (MoE)** is currently being supported by the GSS through the Ghana Statistics Development Project. The Ministry is also being supported by USAID to upgrade the EMIS application to web-based data processing, which provides a friendlier environment and tools for data use and processing. Harvard University and UNICEF have also provided technical support to the EMIS office to develop an application for data processing.

Through the preparation of development frameworks, planning, monitoring and evaluation guidelines which mainstreams gender issues, the **NDPC** ensures that gender issues are addressed by sector agencies and district assemblies. Its ability to issue certificates to sectors and districts that have followed the planning guidelines to be used to receive GOG funding allocations ensures that sectors and districts maintain gender issues on their development agenda. The **Ministry of Trade and Industry (MoTI)** provides support to some of its Departments and Agencies producing statistics in the following ways:

- Production of standardised services and standard data or statistical data delivery
- Delivery of technical and standard performance training programmes to other institutions through the TRAQUE project, which is being sponsored by the European Union.

The **National Board for Small Scale Industries (NBSSI)**, an agency under the Ministry of Trade and Industry, collaborates with GSS in surveys and statistical assessment; provides data on women in SMEs; makes inputs into reports of RCCs and other institutions and agencies as well as produce data for policy planning, monitoring and development. It also provides reports on SMEs for use by other institutions, industries, research organizations and the academia. The **Ministry of Food and Agriculture** has improved on its data collection tools and embarked on sex-disaggregated data production. The methods of collecting, compiling, processing, storing and disseminating data has now become very simple, efficient, credible and fast due to the use of ICT and software programmes.

Enablers and Challenges

Several institutions have received external support through technical cooperation and financial resources to carry out their gender mainstreaming activities and gender statistics production. The GSS has received technical and financial support from international bodies such as the World Bank, African Development Bank (AfDB), ECOWAS, IMF, UN Statistics Division, and the UN Economic Commission for Africa. The MoGCSP has also received support from DANIDA, AfDB and The World Bank. The United Nations Population Fund (UNFPA) and other UN Agencies have provided support for auditing of district and sector development plans and the development of

gender checklists within various MDAs to track progress of gender integration. The Department for International Development (DFID, now UK-Aid), and the United Nations Children's Fund (UNICEF) also provided financial and technical support for meetings held to deliberate on scaling up of nutrition to cover the first 1000 days of a child's life (this period also covers the pregnancy of the mother). The UK previously supported the mainstreaming of gender into the Growth and Poverty Reduction Strategy (GPRS II).

In spite of the significant support from stakeholders, substantial challenges remain in terms of institutional capacity and programming. The absence of a gender focus in many of the policies and acts has limited the need for institutions to compile gender statistics as a way to monitor their performance in the areas of their mandates. Even the few relevant legal provisions and gender policies that are available are not well known by those officials who have the responsibility to design and manage the programmes. There is moreover inadequate staffing and training opportunities for the personnel. MMDAs lack appropriately trained staff to handle statistics; there are both limited number of statisticians and officers who have a good grasp of the gender issues.

Gender and gender statistics programmes are also greatly affected by the general limited budgetary provisions and allocation of national annual budgets. These limited resources have translated into inadequacies in office accommodation for officers, storage facility, as well as logistical support for data collection and gender statistics activities, including transport. Cultural practices and belief systems also affect achievements in gender mainstreaming, monitoring and evaluation. They include but not limited to negative perceptions and attitudes towards women in highly responsible positions; traditional practices or customs from some religious women groups that affect data collection; and unwillingness of some women to give required information without their husband's approval. The problems are even more compounded at the sub-national level where there is lack of coordination between the national gender office and the district assemblies, as well as limited logistics and funds for data collection in the regions and districts.

Recommendations

The main recommendations from the study for improving gender statistics include:

- Creation of awareness on gender issues on a continuous basis and provision of training on the production and use of gender statistics with a strong focus placed on regional and district level institutions.
- Building of capacities of regional and district gender desk officers to effectively undertake gender budgeting and analysis.
- Resourcing institutions with supervisory and monitoring responsibilities such as MoGCSP, GSS, NDPC as well as the Regional Coordinating Councils (RCCs), to conduct follow-ups on gender statistics production and use.

- Operationally, there should be standardization of data collection and analysis tools; systematic disaggregation of data in reports to facilitate gender mainstreaming; extensive dissemination of gender reports from the national level, to the sub-national levels; and mainstreaming of gender in all plans and projects and revise monitoring and evaluation indicators to include gender.
- Assessments such as the present one should be undertaken at regular intervals and gender-specific activities monitored regularly.

CHAPTER ONE: INTRODUCTION AND BACKGROUND

1.1 Introduction

This report presents findings of an assessment of Gender Statistics at the National, Regional and District levels in Ghana. The report covers the outcomes of field work carried out in all ten regions in Ghana and also the National directorates of the ten MDAs participating in the Ghana Statistical Development Project namely Ghana Statistical Services, Ministry of Gender, Children and Social Protection, Ministry of Food and Agriculture, Ghana Health Service, Ministry of Education, Births and Deaths Registry, Ministry of Communications, Ministry of Employment and Labour Relations, and the Ministry of Lands and Natural Resources.

The assessment was carried out in response to the need to identify the gaps in the production and dissemination of Gender Statistics in the country, and to subsequently address the gaps towards improving the systems and methods of collecting and generating gender-based data. The assessment sought to determine the state of development of gender statistics across programmes and across the country and ascertain the level of advancement attained by specific sectors and administrations, i.e., MDAs and MMDAs, within the national planning system in both the production and use of gender statistics. The study was also aimed at identifying and documenting achievements/best practice and challenges encountered in the production and dissemination of gender statistics at all levels.

The report is organised into four main parts. The first section covers introduction and background to the assessment as well as an overview of the Legal and Institutional framework for Gender Statistics in Ghana. Section two discusses the assessment methodology. The third section presents analyses of data and findings of the research, while the fourth section presents institutional challenges and recommendations for consideration by stakeholders.

1.2 Background

The demand for gender statistics, which intensified prior to the Fourth World Conference on Women, held in Beijing in 1995, has continued to grow at both national and international levels. Although more international statistical programmes are addressing gender issues, and more gender programmes are considering statistics in post-Beijing era, significant gap remains in the availability of gender statistics. The Sustainable Development Goals (SDGs) and targets, especially under Goal 5, for instance, require sex-disaggregated data for their monitoring, but many countries, including Ghana, have difficulty generating the requisite indicators for their tracking.

Since the adoption of the Beijing Platform for Action in 1995, national and global development agendas have increasingly called for gender equality in diverse spheres, creating new demands for statistics that adequately reflect differences, and in particular inequalities in the situation of women and men in all areas of life (United Nations).

Emerging from these trends are the additional data requests for policy making, research and advocacy. Gender statistics are thus needed to provide an evidence base for research and policy development. In addition, gender statistics have an important role in improving the whole statistical system, pushing it to describe more accurately and fully the activities and characteristics of the whole population, which is made of women and men, girls and boys.

Gender statistics are the basis for analysis to assess differences in the situations of women and men and how their conditions are changing. Until a few years ago, the demand for specific data and indicators incorporating a gender perspective was limited to advocates of the rights of women and disadvantaged groups. At the present time, the user audience has continued to expand to include decision-makers at every level and in every area of social and economic development. There is greater general awareness of the need for a gender perspective in development policy formulation, and of the corresponding need for pertinent statistics. Unless reliable gender specific data become widely available, the goal of equal opportunities will be thwarted, and the benefits of gender statistics, including promotion of change, dissipation of doubts and skepticism, and questions about the veracity of claims of marginalization, isolation and discrimination, among others, cannot be addressed.

For over four decades, national governments have been required by the conventions they have signed, to ensure gender equality and equity in all spheres of governance, policy formulation, planning and programming, as well as in their design and implementation. The Fourth World Conference on Women, held in Beijing in 1995, underscored the need for mainstreaming gender into the entire process of statistics production, and provided specific direction on how this goal could be achieved. Ghana's response to the various international protocols and conventions, as well as the Beijing Platform for Action to which it is a party, has been to enact several policies and programmes addressing gender inequalities and inequities. Although the implementation and monitoring of these policies and programmes require relevant and timely statistics, few data gathering exercises are being designed to reflect gender issues. This gap was identified in the analysis of the situation of Ghana with respect to gender equality and equal opportunities in the Ghana Shared Growth and Development Agenda 2014-2017 (GSGDA II), which led to specific strategies being proposed.

1.3 Rationale

The Government of Ghana has ratified a number of international frameworks and protocols for the promotion of Gender Equality, Women's Empowerment and Social Development issues, which requires gender statistics for monitoring their implementation. The frameworks and protocols include the Sustainable Development Goals (SDGs), the Millennium Development Goals (MDGs); 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 (ACHPR) and the Protocol on the Rights of Women in Africa, among others. Article 17, clauses (1) and (2) of the 1992 Constitution of Ghana, state that all persons are equal

before the law and primarily guarantee gender equality and freedom of women and men, girls and boys from discrimination on the basis of social or economic status.

The Ministry of Gender, Children and Social Protection (MoGCSP), previously known as the Ministry of Women and Children's Affairs is one of the 10 Ministries, Departments and Agencies participating in the World Bank sponsored project dubbed, "Ghana Statistics Development Project (GSDP). The GSDP seeks to strengthen the National Statistics Office (NSOs) and Statistics and Research Units within MDAs in data production and dissemination. The MoGCSP was given a refined mandate to formulate, coordinate, monitor and evaluate policies to promote gender equity and equality, mainstream gender issues into sectoral plans and strategies, promote the survival and development of children. The Ministry is also expected to harmonise all social protection interventions to better target the vulnerable and excluded and persons with disability and integrate fulfillment of their rights, empowerment and full participation into national development (MoGCSP, 2013a).

MoGCSP is one of the many Ministries, Departments and Agencies (MDAs) which rely on data and statistical outputs from the Ghana Statistical Service (GSS) to efficiently execute its core mandate. The Ghana Statistical Service is responsible for the production of official statistics in Ghana for general use and administrative purposes. However, the MDAs are part of the National Statistical System and are enjoined to produce statistical data and outputs for the work of their respective sectors. The ability of these Directorates and Units to collect, compile, analyse, publish and disseminate data in a timely and reliable manner will enhance the Ministry's delivery, reduce their over-reliance on the GSS and meet data request from data users including the academia, local research institutions and international organisations.

The MoGCSP has identified data collection, analysis and reporting as imperatives for improved service delivery and policy formulation. The RSIM Directorate and Statistical Units per their functions are responsible for undertaking relevant research and produce reliable data for the ministry. However, the Directorate is faced with a number of challenges including human resource capacity and logistics. The MoGCSP, which is the National Gender Machinery, has the responsibility for facilitating the production and provision of gender statistics that is critical to its work. However, it faces challenges with regards to the technical capacity to do so.

As part of the processes to strengthen the statistical Units, MoGCSP engaged the services of a consultant to provide technical support to undertake a Gender Statistics Assessment in the Country at both the National and District levels.

The Beijing Platform for Action of 1995 calls on national, regional and international statistical institutions to: Ensure that statistics related to individuals are collected, compiled, analysed and presented by sex and age, and reflect problems, issues and questions related to women and men in society (Para. 206a). Thus the need to reformulate development issues and incorporate gender is critically and inextricably linked to the generation of gender

statistics. The collection of gender statistics will thus serve as a yardstick for measuring the nation's developmental progress.

Before collecting gender statistics however, there is the need for a baseline to assess the situation of statistics in the country towards addressing any inherent deficiencies. Gender statistics when available will enable the nation to better implement international instruments and protocols on promoting gender equity and ultimately, equality. Yet the current state of gender statistics still gives reason for concern.

Gender statistics and indicators are still lacking to a great extent from the national policy making agenda and macro-economic policies of this country. With the considerable progress that has been achieved in some European countries, it is argued that data should be regularly produced and disseminated by gender at all levels. The need to invest in gender statistics is thus very important in our part of the world and initiatives that promote developing instruments for gender analysis that go beyond the traditional aspects of female and male participation in the society should be encouraged and promoted.

The rationale for conducting the Gender Statistics Assessment was to obtain direct information from the field to improve the system and methods of collecting and generating gender-based data. The assessment sought to determine the state of development of gender statistics across programmes and across the country and ascertain the level of advancement attained by specific sectors and administrations, i.e., MDAs and MMDAs, within the national planning system in both production and use of gender statistics. The assessment seeks to address the following questions:

- a) What is the status of the national statistical and planning systems with regards to gender statistics production and use?
- b) What policies have driven the production and use of gender statistics?
- c) How is the programming of gender statistics in Ghana being pursued?
- d) To what extent have the commitments outlined in the Beijing Platform for Action been met?
- e) What are some critical success factors?
- f) How will we get to where we need to be?

The conclusions of the review outline some next steps, in particular areas where there could be some programme interventions to generate “quick wins” for a national gender statistics programme.

1.4 Goal and Objectives of the Assessment

The purpose of the assessment is to determine the extent to which gender issues have been mainstreamed into the administrative processes and operations of public sector institutions, and ascertain how the production and use of statistics are engendered at the various stages

from policy formulation, planning and programming, monitoring and evaluation, both at national and district levels.

The nationwide assessment of the practices in the production, compilation, analysis and dissemination of gender statistics, and their use in the development agenda is to serve as a basis for accelerating the availability of gender statistics at all levels of decision making.

The specific objectives of the Assessment were to:

- a) Review policy and legal frameworks governing the operations of key institutions and their influence on the production of gender statistics
- b) Examine the operations of the various institutions that routinely generate relevant data and the adequacy of current structures and procedures for gender statistics production
- c) Ascertain the extent to which gender statistics are being collected, processed, compiled and disseminated
- d) Determine strengths, weaknesses, opportunities and threats along the chain of operations in the various public sector institutions
- e) Assess the potential for administrative processes to routinely generating gender statistics
- f) Determine the nature of improvements required for compiling and disseminating timely and quality gender statistics

1.5 Approach to the Assessment

The methodology combined both quantitative and qualitative approaches, employing a structured questionnaire with Interview Guide for the information gathering. Teams of investigators were set up to visit various MDAs and MMDAs across the country to interview key functionaries, and also traditional authorities. The assessment also involved the review of relevant documents such as policy frameworks, legislations, and strategic plans, guidelines and operational manuals, etc. The survey instrument used to conduct the research covered the following components:

Policy Environment; Legal Framework; Strategic Plan; Institutional Arrangements; Operations and Practice; Data Collection and Production of Gender Statistics; Dissemination of Gender Statistics; Areas for Potential Accomplishments in Gender Statistics; Impact of Regional and Global Programmes Output; Institutional Challenges; New Directions in Production of Gender Statistics

The mode of data collection combined desk reviews, interviews, and focused group discussions targeting different categories of stakeholders. This helped to examine the

processes in which data on gender is compiled. It also aimed at exploring the gaps and bottlenecks, if any, that are associated with the conduct of the work of the target institutions.

In preparation for the fieldwork, the investigators, selected from ten counterpart institutions involved in the Ghana Statistics Development Plan, 2009-2013 (GSDP), the National Population Council (NPC) and the National Development Planning Commission (NDPC) were trained and organised into six task teams. The general training included Task Team sessions, which sought to:

- (a) Strengthen group dynamics within the task teams
- (b) Identify key institutions and personalities to be contacted for the assessment
- (c) Review and adapt assessment tool for the specific circumstances of the assigned areas
- (d) Prepare the schedule of visits for the task teams and plan for the information gathering
- (e) Assign specific roles to task members

CHAPTER TWO: METHODOLOGY OF THE ASSESSMENT

The assessment was conducted at three operational levels: the national, regional and district levels. It entailed the collection of information on the activities of the institution that originate at the national level for both decentralized and non-decentralized institutions; or that originate at the district level and aggregating to the national level, for the decentralized institutions. The study units comprised public institutions at national, regional and district levels, as well as traditional leaders at the regional or zonal level.

At the national level, the assessment covered the operations of selected MDAs at their respective headquarters. At the regional level, information was collected from the regional coordinating councils (RCCs), as well as the sectors represented at that level in their operations. The district level institutions targeted are the metropolitan, municipal and district assemblies (MMDAs) as well as the institutions of the decentralised system whose operations are expanded to cover the district level, as well as traditional authorities.

The survey employed both primary and secondary modes of data collection to achieve the study objectives.

- a) *The primary sources* entailed administering of a structured questionnaire with both coded and open-ended questions to selected stakeholder institutions with face-to-face interviewing of key functionaries, individually and in groups.
- b) *The secondary sources consisted of* eliciting qualitative and quantitative information from documents including legislations, policies, strategic and medium term plans, as well as annual reports of the selected stakeholder institutions. Key reference documents include government's national and international policy commitments; the Ghana Shared Growth and Development Agenda (GSGDA II 2014-2017), the National Gender Policy, the Affirmative Action Bill, the Beijing Platform for Action, the Sustainable Development Goals (SDGs) etc.

2.1 Selection of Target Institutions and Locations for the Assessment

The national level institutions were two categories of sector ministries, departments and agencies: (i) those that form part of the Ghana Statistics Development Programme ((GSDP) being implemented by the Ghana Statistical Service (GSS) and have received some programme support to enhance the routine production of statistics from administrative sources. These are the ten institutions including GSS and MoGCSP); (ii) institutions that do not benefit directly from the GSDP, of which some have operations at the regional and/or district levels. A total of 20 MDAs, ten in each category were targeted.

The data collection targeted offices at the headquarters, regional and district capitals of the decentralised institutions, to determine any backward and forward linkages of these institutions with respect to operations in administration and collection of information. For institutions that are not decentralised, the focus was on the headquarters and sub-national

offices if any. For MMDAs, the data collection was at the level of their operations at the district level.

Table 2.1: Selected MDAs Targeted for the Field Assessment Study

MDAs for Fieldwork	On GSDP	Regional Offices	District Offices
Birth & Death Registry	√	√	√
Ghana Statistical Service	√	√	--
Ministry of Communication	√		
Ministry of Education	√	√	√
Ministry of Employment & Labour Relations	√	--	--
Ministry of Gender, Children & Social Protection (MoGCSP)	√	√	Limited
Ministry of Health	√	√	√
Ministry of Lands & Natural Resources	√	--	--
Ministry of Trade & Industry	√	Limited	
Ministry of Food and Agriculture	√	√	√
Ghana Police Service	--	√	--
Local Government Service Secretariat	--	RCC	--
Micro-Finance and Small Loans Centre (MASLOC)	--		--
Ministry of Works and Housing	--	√	√
Ministry of Justice/Judicial Services	--	√	--
National Board for Small Scale Industries (NBSSI)	--	--	--
National Development Planning Commission (NDPC)	--	--	--
National Population Council	--	√	--
Office of the Head of the Civil Service	--	--	--
Public Services Commission	--	--	--

The target MMDAs were selected through purposive sampling, using a range of indicators. The composition of the MMDAs in the sample was as follows:

- (a) One metropolitan assembly in the assigned region (if applicable)
- (b) One municipal assembly in the region
- (c) Two districts, one that is well established and the other classified as deprived based on the UNICEF/Ghana District League table¹.

¹UNICEF /Ghana District league table: Introduced in 2014, the Ghana District League Table is a social tool that ranks 216 Districts in Ghana by their level of development and service delivery

The primary consideration in the selection of districts was aimed at identifying any particular weaknesses and bottlenecks in the system. Therefore, greater stress was placed on representing different levels of development of the MMDAs with features judged as not being conducive to the desired outcome of generating gender statistics and not so much on ascertaining the prevalence levels of such conditions. There was, however, some interest in comparing well-established districts with the newly created ones and the well-endowed districts as opposed to the relatively poor ones. The findings and conclusions drawn are therefore more qualitative than quantitative in nature.

2.2 Method of Data Collection

The mode of data collection comprises: desk reviews, face-to-face in-depth interviews in both structured and non-structured formats, and focused-group discussions with stakeholders. The interviews were guided by a schedule of questions, and were aimed to document the context, practices and challenges faced in mainstreaming gender.

The thrust of the data collection in the assessment was to gather information about the practices of the selected institutions in the routine collection of data through the respective administrative processes, and the production of gender statistics, in particular. The fieldwork sought to establish the institutional set up and practices in generating statistics relevant for promoting equal opportunity in the development agenda of the country, with particular reference to ascertaining the extent to which international conventions and protocols on gender equality, including the Beijing Platform for Action have been implemented. Specifically, the questionnaire that was administered solicited information on the following:

1. Existence of policies, Acts, legal frameworks, etc., that address equal opportunity questions
2. Provisions that would require the compilation of gender statistics
3. Organisational set up and institutional arrangement for addressing gender issues in both policy and statistical production
4. Existence of a strategic plan governing the work of the institution
5. The goals, objectives and targets of relevance to developing gender statistics
6. Products and services with respect to gender statistics and the dissemination of data
7. Adequacy of the existing routinely administered forms to generate statistics on gender issues in the work of the institution (including service delivery)
8. The flow of information from the lower levels to the national level
9. The form and use of gender statistics in policy formulation, planning and programming, monitoring and evaluation
10. Resource allocation (financial, technical, human) dedicated to gender statistics
11. Capacity of staff to define gender issues and compile gender statistics, and the extent

- of exposure of staff to the Beijing Platform for Action and to gender issues and gender statistics, through training and hands on practices
12. The capacity of the institution to mainstream gender into its operations, with respect to:
- a. the structure and organisation of the institutions
 - b. programme content and conformity to Beijing Platform for Action
 - c. way in which gender issues are mainstreamed and addressed in programmes
 - d. the production and use of gender specific data in the work

Data was collected through qualitative and quantitative approach due to the diversity of the institutions and the potential differences in their characteristics and practices. The Assessment tool, consisting of, a questionnaire and a guide were used for the interviews. Most of the questions were open ended and reflected some degree of flexibility and sufficient latitude to the interviewers to probe deeper into the issues. In some cases, respondents were given questionnaires before the actual interviews as some of them did not receive the introductory documents to the exercise. This resulted in a delay in securing appointments for the interview and was a major setback.

2.3 Organization of Field Work

The fieldwork was organised as a peer-review mechanism to provide a learning experience for the officers involved. Six teams of four, comprising representatives of the GSDP programme institutions, the Local Government Services Secretariat and the NDPC carried out the fieldwork.

The teams underwent four days of intensive training on the content of the questionnaire, the analysis and reporting of the results, and group dynamics. Most of the members had previously received training and orientation on gender statistics, which provided the needed context for the field exercise. Each task team comprised four senior officers drawn from various institutions, and a driver.

A series of meetings were held by team members to discuss and plan the fieldwork. These preparatory meetings presented an opportunity for members to elect a team leader, a deputy team leader, assign roles and responsibilities and make other necessary arrangements. Roles and responsibilities included interview arrangements, lead interviewer, asking follow-up questions, accommodation arrangements, documentation, desk survey and recording of discussions.

As part of preparations for the fieldwork, the team had to undertake a desk survey on the institutions to be interviewed. The objective was for the teams to familiarize themselves with the policies and practices of the institutions to help guide discussions and also ask relevant follow-up questions.

2.4 Scope of Coverage of the Assessment

In total, 81 institutions were covered, with each team conducting interviews with between nine and 22 institutions.

Table 2.2: Institutions covered by the Field Assessment Interviews

	MDA			RCC	MMDAs	Traditional Council	Total
	HQ	Region	District				
Team 1	4	0	0	1	4	1	10
Team 2	3	1	4	2	2	3	15
Team 3	4	8	2	2	3	3	22
Team 4	3	0	0	0	4	2	9
Team 5	3	3	0	2	4	1	13
Team 6	3	0	0	2	5	2	12
Total Sample	20	12	6	9	22	12	81

There were visits to the headquarters of the selected sector ministries, departments and agencies (MDAs), the regional coordinating council in each region, and the assembly of the selected metropolis, municipality or district. The teams also interviewed at least one traditional council within their assigned district.

2.5 Key Respondents

The categories of functionaries interviewed at the various institutions included: heads of technical and administrative divisions, Regional Economic Planning Officers (REPOs), heads of Department under the RCCs; District Coordinating Directors; District Secretaries; Police Divisional Chief(s); Finance and Administrative Officers; Human Resource officers; Planning officers; Budget officers; Gender Desk officers/focal persons; Social development officers; Solicitor lawyers; Research/statistics officers.

2.6 Administering the Questionnaire

In conducting this survey, a questionnaire with eleven thematic areas was used as a guide. The areas explored are policy environment, legal framework, strategic plan, institutional arrangements, operations and practices, among others. The questions were of varied nature and sometimes required follow up questions which were used to fill gaps that were identified in the data collected, and also helped in answering questions which might have been missed. In addition, the teams also collected reference materials in the form of publications, documents, legislations, policies and plans, and reports on activities undertaken by the institutions visited. The focus group discussion approach was used to enable officers complement each other on the issues raised, based on their experiences and expertise in particular areas.

Each team member had the opportunity to lead the process of introducing the team and the purpose of the visit. While some institutions responded to the questionnaire in groups comprising of the required staff, others were represented by individual senior officers. In some of the institutions, the team was referred to other appropriate staff members after the main sessions of the interview had been covered. In other instances, the teams requested to be referred to specific officers for responses to some unanswered questions or for further investigation/clarification.

Several trips had to be made to traditional institutions, the Kumasi Metropolitan Assembly and the Local Government Service Secretariat to conduct the interviews. This was very challenging as some of the respondents even had to be met outside their duty posts or offices.

On average, it took three hours to administer each questionnaire in a day; and the entire fieldwork data collection and reporting submission took about eight weeks, instead of three weeks as originally planned.

2.7 Compilation of Results

The initial report on the data collection exercise was compiled by each team and submitted to the Survey Management Team for review. The reports were subsequently extensively restructured in form and content at a data compilation and analysis workshop. The reviewed draft reports were then synthesised. Preliminary findings were presented to members of the teams and some other officials for validation, and their comments were incorporated into the final draft of the report.

CHAPTER THREE: ASSESSMENT FINDINGS

3.1 Policy and Legal Contexts

3.1.1 Policy Environment

A policy is defined as the basic principles by which a government is guided and the declared objectives that a government or party seeks to achieve and preserve in the interest of national community. It is also the set of basic principles and associated guidelines, formulated and enforced by the governing body of an organization, to direct and limit its actions in pursuit of long-term goals.²

The assessment sought to determine the level of appreciation for gender equality and equal opportunities within the target institutions across identified sectors, as well as in the region or MMDAs, and the sources of information on gender issues. The various institutions visited were asked whether they have a gender policy or a general policy which incorporates gender and gender statistics.

Key findings

Overall, the outcomes of the assessment showed that there is no national policy for the production of gender statistics. However, six MDAs out of the twenty visited, had either specific stand-alone gender policies or succinct provisions within their institutional mandate, which serve as a guide to regulate the cooperation and coordination of roles and responsibilities of these MDAs where gender issues are concerned. These MDAs are MoGCSP, MoH, MoE, MoFA, NDPC, and NBSSI. For each of the six MDAs, specific provisions for addressing gender concerns/statistics within their policies are outlined below:

The Ministry of Gender, Children and Social Protection (MoGCSP): MoGCSP, the national machinery for Gender, Children and Social Protection, has a Gender policy with indicators for monitoring and evaluation. The overarching goal of this policy is to mainstream gender concerns into the national development processes for improving the social, legal, civic, political, economic and socio-cultural conditions of the people of Ghana, particularly women, children, the vulnerable and people with special needs – the physically challenged and the marginalized.

The policy dwells on provisions in international conventions ratified by Ghana, the MDGs, and Ghana's national development frameworks including the Ghana Shared Growth and Development Agenda I (2010 – 2013) and II (2014 – 2017).

²(<http://www.businessdictionary.com/definition/policy.html>).

The National Gender Policy has broad objectives and policy commitments, as well as a detailed institutional framework for the operationalization of government's commitments to achieve gender equality, women empowerment and social protection targets in its national vision of investing in people for better socio economic growth. The broad policy objectives are presented in the form of commitments namely:

Commitment 1 –Women's Empowerment and Livelihoods

Commitment 2- Women's Rights and Access to Justice

Commitment 3- Women Leadership and Accountable Governance

Commitment 4- Macro Economics, Trade and Industries

Commitment 5 - Gender Roles and Relations

These five areas of concern form the conceptual framework upon which the overall goal of the policy is to be delivered. The areas consist of sectoral and crosscutting gender equality issues for policy response, resource allocation programme development and accountability actions for achieving gender equality targets, and social safeguards for women's empowerment by 2015 and beyond.

Stakeholders in the sector are expected to take strategic policy actions as directed by the policy to deal with challenges and critical gender issues existing within the system. The key gender issues include:

- Inequality in access to social protection by the marginalized, vulnerable and the poor
- Inequality in the burden of extreme poverty, education, skills training gaps and access to maternal health
- Unequal access to social and economic power and justice including lack of respect for and inadequate promotion and protection of the human rights of women
- Inequalities between men and women in power-sharing and decision-making at all levels
- Inequality in macroeconomic realities- trade, industry structures and productive resources
- Stereotyping and persistent discrimination against women that manifest in negative gender relations

In addition to the National Gender Policy, there are other policies, which contain some statements on gender. Notable among these are: the Child and Family Welfare Policy (CFWP), Social Protection Policy, School Feeding Policy, National Ageing Policy, Early Childhood Care Development Policy, and Justice for Children Policy, among others. There are also Acts such as, the Domestic Violence Act and the Human Trafficking Act. Within

the National Gender Policy, gender issues have been grouped under various topics covering economic, social and political issues with a focus on women's empowerment, Women's Right and Access to Justice, Leadership and Accountable Governance for Women and Gender Roles and Relations.

The National Gender Policy makes it mandatory for the Ministry to produce and compile data on their activities and programmes (Page 47 section 7.2). Also, page 21 of the CFWP section 6.1 gives the research unit the mandate to generate and produce data on child protection. International reports to the UN and the AU mandate the departments under the Ministry to support all their reports with data. The statistics used in tracking gender equality are statistics on women empowerment and livelihood, women's rights and access to justice, women in leadership and public life, economic opportunities, gender roles and relations. The Ministry and its departments use desktop monitoring, field visits, checklist etc. to monitor the trend in gender equality at all levels of national development.

The National Development Planning Commission (NDPC) publishes all documents by the MoGCSP. Reports are normally compiled with the information from various stakeholders. The study found out however, that the National Gender Policy tends to be used by only the MoGCSP and therefore recommends the need for it to be widely disseminated to create better awareness and subsequent use by all sectors and at all levels.

The National Development Planning Commission (NDPC): The NDPC is the national body with the core mandate for development of the national development framework, planning, monitoring and evaluation and has a policy statement on employment with respect to recruitment. This requires that though hiring is based on skills and competencies for the advertised position, women are particularly encouraged to apply. Physical facilities are designed to accommodate the needs of men and women. The technical staff of the Commission has a good understanding of gender, which supports development of the national development framework and progress reports. New mothers take the statutory 12 weeks leave with pay. This is stated in the NDPC's workplace Gender Policy.

The NDPC has an exhaustive workplace Gender Policy. The gender policy proposes policy objectives and states some guiding principles for reaching the goal of "achieving gender equality at the National Development Planning Commission in human resource relations." The objectives are:

- a) To integrate gender perspectives into human resource development including policy formulation
- b) To integrate gender perspectives into the organisational culture and behaviour.
- c) To enhance the image of the Commission as a gender-sensitive institution.

The guiding principles are:

- a) Emphasize gender equality in all programmes: The Commission will promote equitable and equal access to information and opportunities for men and women.
- b) Respect for all persons and people-centred.
- c) Development: In line with international human rights treaties, the Commission will make human rights an integral part of all interventions, ensuring that people remain central to discussions and programme outcomes.
- d) Mainstreaming gender at NDPC: Mainstreaming gender in all of the Commission's staff welfare activities will support the effective and efficient delivery of services, enhance staff productivity, and promote the image and credibility of the NDPC.

Some targeted critical areas for action in the policy include:

- a) Health Insurance: Ensures that both married male and female staff are given the same allocations for access to health insurance for themselves and their children.
- b) Promotion of zero tolerance for sexual harassment.
- c) Maternity support: Augmenting the statutory maternity leave with the provision of a nursery on the NDPC premises to house new mothers after maternity leave when they are breastfeeding their babies.
- d) Paternity leave: NDPC to institute a paternity leave policy where fathers are allowed two weeks off work to be with their newborn babies.
- e) Equity in opportunity for promotion: taking cognisance of women's gender roles which sometimes prevent them from taking advantage of opportunities such as promotion, further courses and travels outside of the city for work, and make conscious efforts to encourage women to take advantage of such opportunities.

The policy makes provision for both parents and children and covers their health insurance in an equitable manner.

One of the strategies to achieve the NDPC policy objectives is to "en-gender the Working Culture." Some issues outlined for redress in this regards are:

- a) All activities of the Commission that involve staff will be equitably represented by male and female staff.
- b) Practices that directly or indirectly discriminate against women or men will be reviewed.
- c) Administration department will collect information on gender and women's rights for the library of the Commission to support staff who want to read on these issues.

- d) NDPC uses a tailor-made attendance list to collect data on the participants of all programmes organised by the Commission. Participants are to provide details of their sex, the institutions they work in and their designations. When required, other information such as participants' academic attainment is collected. The data collected is useful for generating gender statistics.
- e) There is also a visitors' sign-in book which requests details of visitors to the Commission, their names and the purpose of their visit.

The NDPC workplace gender policy is to be monitored and evaluated regularly to measure the impact of all human resource policies, plans and programmes in advancing gender equality at the NDPC. Monitoring and evaluation will ensure that there has been effectiveness of process, relevance of gender tools for mainstreaming, and resource allocation for implementation of actions. To facilitate monitoring and evaluation, clear internal and external indicators and targets will be set by a steering committee. In addition, NDPC may periodically invite experts to conduct an evaluation on the extent to which gender has been mainstreamed in staff welfare matters.

Two sets of indicators have been developed for tracking the implementation of the policy. These are:

- a) Internal Indicators: These will be guided by national legislation and existing NDPC policies. These are the Constitution of Ghana (1992), the Labour Act of Ghana (2003), Strategic Plan, Human Resource Manual and the Disciplinary/Grievance Policy and Procedures of the Commission.
- b) External Indicators: As one of many Constitutional commissions, external indicators will reflect the level at which NDPC is committed to mainstreaming gender into staff welfare issues in comparison with other Commissions which will reflect on the image of NDPC as one that strives to comply with gender equality goals. (See 2014-2015 Census report and 2015 ESPR).

Tracking of indicators of the policy has not started. Other information on gender are usually available in electronic and hard copy reports and are disseminated in hard copies, through website and other social media, sensitisation workshops for targeted audiences and the general public depending on the demand for the information.

The Ministry of Health (MoH): In 2009, the Ministry of Health developed a Gender Policy to direct its actions on handling gender-related health concerns. The Health Sector Gender Policy places emphasis on the fact that whilst the health needs of both men and women are crucial, gender issues are real and permeate every facet of health promotion and delivery. It states that 'Gender equality is important for the achievement of sustainable management and development of the health sector because it ensures that both men and women are in a position to contribute effectively to health delivery and to demand for equitable health services, by recognising gender as one of the factors influencing roles, responsibilities, status and influence in society'.

The objectives of the MoH gender policy are:

- (a) To reduce gender barriers in access to health care namely financial, geographical and socio-cultural by ensuring that women, men and children live long healthy and productive lives with reduced risk of injury and death.
- (b) To promote professional ethics and human rights among health workers in the delivery of health care.
- (c) To improve quality of care by fully integrating gender dimensions of health into service delivery at all levels.
- (d) To address gender inequalities in health service delivery outcomes and management including narrowing the gender gap in the management structure.
- (e) To ensure that Gender HIV/ AIDS and sexual/ gender based violence issues are equitably addressed in the Health Sector.
- (f) To promote gender equality in health financing and governance by increasing coverage, effectiveness and efficiency of programmes and interventions.
- (g) To address gender gaps in health care delivery at the household level.

The Ministry of Food and Agricultural (MOFA): MoFA has a stand-alone Gender Policy, the GADS, which provides guidance for integration of gender equality in the implementation of agricultural development policies and programmes; giving recognition to the potential that men, women, the youth and PLWDs have in accelerating agricultural growth and development. It also recognizes the threat that the HIV/AIDS epidemic poses to the sector. The GADS highlights the need for collecting gender statistics for planning programmes to meet the diverse needs of the different groups along the Agricultural Value Chain.

Deriving its mandate from the Food and Agriculture Sector Development Policy (FASDEP) II and the Medium Term Agricultural Support Improvement Policy (METASIP), the GADS II has nine strategic objectives. These are:

Strategic Objective 1: To strengthen Institutional capacity for Gender responsive policies, programmes, projects, budgets and Monitoring and Evaluation within MOFA.

Strategic Objective 2: To enhance Equitable Delivery of Agricultural Services and Access to inputs.

Strategic Objective 3: To enhance Access to Land, Information on Land Rights and Tenure Security.

Strategic Objective 4: To develop and disseminate Gender Sensitive Appropriate Technology along the Agricultural Value Chain including climate smart practices.

Strategic Objective 5: To promote Gender Responsive Agribusiness, Value Addition and Market Access for livelihood and growth in incomes

Strategic Objective 6: To promote Gendered Research and Extension Linkages.

Strategic Objective 7: To promote Equal Representation and Participation in Decision Making by women and men at all levels.

Strategic Objective 8: To harness the Potentials of Vulnerable Farmers for Social Protection (Rural Women, Youth, Persons Living with Disabilities and Persons Living with HIV/AIDS) along the Agricultural Value Chain.

Strategic Objective 9: To strengthen Gender Coordination among Key Ministries, Civil Society, Private Sector and Development Partners.

The Ministry of Education (MoE): The Ghana Education Service of the MoE has within its policy framework, provisions for equal opportunities in the office, classroom, posting of personnel into the institution, distribution of materials, and in the intake of students. Gender issues are addressed through performance indicators and educational reports. These are disaggregated by sex/gender from pre-school to tertiary and, by deprived and non-deprived areas.

Annual School censuses are conducted (refer to P.44 of ESP Vol. 2, 2014-2015 Census report and 2015 ESPR). These reports are produced on CDs. There is no stand-alone gender policy.

The Ghana Statistical Service (GSS): The study also found out that the GSS, which is the National body responsible for the production of statistics, does not have a stand-alone policy on gender. The Service however collects sex-disaggregated data and incorporates the collection of gender statistics in surveys and administrative data for the other departments. Gender statistics in GSS are tracked with data from background information from respondents' ethnicity, education and occupation, among others.

National Board for Small Scale Industries (NBSSI) has a position on women and men; e.g. Percentage of beneficiaries at NBSSI on training and credit facility is 40 per cent to men and 60 per cent to women respectively.

The Ministry of Lands and Natural Resources (MLNR), is in the process of developing a stand-alone gender policy. A draft has been prepared following a gender audit that has been conducted. Gender issues are incorporated in the Annual Action Plan that is derived from the GSGDA II (2014-2017).

The mandate for gender work in most MMDAs, if any, is derived mainly from their Medium Term Development Plans (MTDP) and the MDAs sector plans. Over all, there are no provisions made that mandate the institutions to produce, compile, analyse and disseminate gender statistics. A number of the institutions such as the Institute of Local Government

Studies (ILGS) and some traditional councils also have unwritten policies that encourage women to take up decision making positions.

3.1.2 Legal Frameworks

As most public institutions operate on the basis of an Act or a set of laws, it is important to establish the context and source of mandate of the entity. The sub-objective of the assessment for the legal framework was to find out what provisions are made in the various documents that would oblige the institutions to consider gender issues and or statistics. The typical documents range from one specific document of the institution and its operations to those of other institutions in which specific mention of the institution has been made.

The assessment findings summarily revealed that all institutions have emerged after the promulgation of Acts, Statutes and Legislations, and that with the exception of the MoGCSP, no role has been assigned by law that specifies the production of gender statistics within any institution in the country.

There are some mutual Acts and other legal frameworks, including Legislative Instruments that govern the operations of the Regional Coordinating Councils (RCC) and Metropolitan, Municipal and District Assemblies (MMDA). All RCCs and the MMDAs that were visited operate on the following Acts and LIs:

- (a) 1992 Constitution (Chapter 20)
- (b) Local Government Act of 1993, Act 462
- (c) District Assemblies Election Act of 1994, Act 473
- (d) National Development Planning Commission Act of 1994, Act 479
- (e) National Development Planning Commission System Act of 1994, Act 480
- (f) District Assemblies Common Fund Act of 1993, Act 455
- (g) Local Government (Urban, Zonal, Town Council, Unit Committee) Establishment Instrument of 1994 LI 1589
- (h) Institute of Local Government Studies Act of 2003, Act 647
- (i) Local Government Service Act of 2003, Act 656
- (j) Financial Administration Act 2003, Act 654
- (k) Internal Audit Agency Act of 2003, Act 658
- (l) Public Procurement Act, Act 663
- (m) LI passed in 2008 to integrate district departments, currently being reviewed.

Specifically, the Ghana Shared Growth and Development Agenda (GSGDA) made provisions for improving gender statistics as shown in the table below:

Table 2.3: Gender statistics issues addressed in the Ghana Shared Growth and Development Agenda 2014-2017

ISSUES	POLICY OBJECTIVE	STRATEGIES
Limited liability and analysis of relevant data on gender issues on all segments of society	Promote the effective integration of gender considerations at all stages, and in all dimensions of data production and creation of statistical knowledge	7.4.1 Institutionalize gender statistics production across sectors and at all levels of data generation in the context of international guidelines, including Beijing Platform of Action
Low capacity in the production, analysis and use of gender statistics at all levels of planning and decision-making		7.4.2 Standardize the compilation of gender statistics from routine administrative processes 7.4.3 Develop and implement capacity building initiatives to engender transformation of statistics, inquiries and communication of results 7.4.4 Integrate measurement of asset rights, small business financing and business ownership in regular administrative and economic survey instruments

Executive Instrument 1 (EI, 1) gives MoGCSP the legal backing to produce gender statistics. The Ministry also has other legal documents like the National Gender Policy, which also requires it produce gender statistics.

In 2001, pursuant to Executive Instrument (EI 8), the Government created the Ministry of Women and Children's Affairs (MOWAC) to ensure that the rights of women and children were promoted for sustainable development. To further reinforce this commitment, the Ministry of Gender, Children and Social Protection (MoGCSP) was created in 2013 by Executive Instrument (EI 1) to replace the MoWAC). The current Ministry is an amalgam of MoWAC, Department of Social Welfare (DSW), National Council on Persons with Disability (NCPD), the Ghana School Feeding Programme, the Social Protection Division of the Ministry of Employment and Labour Relations (MELR).

The mandate of the Ministry is to ensure gender equality, promote the welfare and protection of the rights of children and, empower the vulnerable, excluded, the aged and persons with disabilities, for sustainable national development. The Ministry, which operates at the national, regional and some districts, currently has the Departments of Gender, Children and Social Development as key Directorates consistent with the Civil Service Act, 1993 (Act 327). MoGCSP's secretariats include the Human Trafficking, Domestic Violence and

Ghana School Feeding. The Ministry also hosts the National Council on Persons with Disability. There are a number of international and national instruments and policy frameworks relating to the mandate of MoGCSP. These include:

- (a) Criminal Offences (Amendment) Act, 2012 (Act 849);
- (b) Education Act, 2008 (Act 778);
- (c) Domestic Violence Act, 2007 (Act 732);
- (d) Criminal Code (Amendment) Act 2007, (Act 754);
- (e) The Ghana National Commission On Children (Repealed) Act, 2006 (Act 701);
- (f) Persons with Disability Act 2006 (Act 715);
- (g) Whistle Blowers Act, 2006 (Act 720);
- (h) The National Council on Women and Development (Repeal) Act, 2005 (Act 693);
- (i) Human Trafficking Act, 2005 (Act 694);
- (j) Juvenile Justice Act, 2003 (Act 653);
- (k) Criminal Code (Amendment) Act 1998, (Act 554);
- (l) Children's Act 1998 (Act 560);
- (m) Public Offices and Department Change of Destinations Ordinance, 1946 (No.66);
- (n) National Gender Policy, 2015; Child and Family Welfare Policy, 2015;
- (o) Early Childhood Care and Development Policy, 2004;
- (p) Convention on the Rights of the Child (CRC), 1989;
- (q) Hague Convention on Inter-Country Adoption;
- (r) African Charter on the Rights and Welfare of the Child (ACRWC), 1999;
- (s) Convention on the Elimination of all forms of Discrimination against Women, 1975;
- (t) United Nations Convention on the Rights of Persons with Disability (UNCPRD); and
- (u) United Nations Sustainable Development Goals.

Additionally, the Ministry, in consultation with stakeholders has validated a Draft Affirmative Action Bill, which was approved by cabinet on 9th July 2016 and gazetted on 26th August 2016.

The Child and Family Welfare Policy was launched on 14th July, 2015, while a Justice for Children Policy was also approved by Cabinet on 10th December, 2015 and launched on 27th September, 2016.

The Children's Act Amendment Bill on Adoption and Foster Care was passed by Parliament on 3rd November, 2016.

Cabinet also approved the National Social Protection Policy on 10th December, 2015, which was launched on 13th June, 2016 for implementation.

The Human Trafficking (HT) Regulations (L.I.2219) 2015 has also been passed by Parliament in 2016.

The NDPC:

This was established in 1994 by the National Development Planning Commission Act, 1994 (Act 479), based on Articles 86 and 87 of the 1992 Constitution. The National Development Planning System Act, 1994 (Act 480), the Public Financial Management Act, 2016 (Act 921), and the National Development Planning (System) Regulations, 2016 (L.I. 2232) help to operationalise the National Development Planning System Act, 1994 (Act 480).

Other relevant laws include the Civil Service Act, 1993 (PNDC Law 327), the Local Government Act, 1993 (Act 462) and the Local Government Act of 2003 (Act 656). None of the laws have been reviewed. All laws relating to national planning are being consolidated at the Local Government Service.

NDPC coordinates and monitors the decentralised planning system of Ghana. The decentralised national development planning system comprises District Planning Authorities at the district level, Regional Co-coordinating Councils (RCCs) at the regional level, sector Ministries, Departments and Agencies (MDAs), and NDPC at the national level.

While NDPC does not have officers at the other levels of the planning system apart from the national, the Civil Service Act, 1993 (PNDC Law 327) establishes Policy, Planning, Monitoring and Evaluation Directorates (PPMEDs) found within the MDAs, the RCCs at the regional level and District Plan Coordinating Unit (DPCUs) at the district level as appendages to NDPC, to plan, monitor and evaluate development and report to NDPC.

NDPC ensures that it abides by all the laws of Ghana, which require that all persons be given equal opportunities. Also, the NDPC Act, 1994, (Act 479), requires NDPC to “make proposals for ensuring the even development of the districts of Ghana by the effective utilisation of available resources.” It also provides for issues of monitoring and evaluation in line with the national Constitution. Every year, NDPC provides guidelines and indicators for collecting data on the progress/achievements of all sectors of the economy from the various public institutions. These are assessed and published in the Annual Progress Report (APR). The planning guidelines for the preparation of sector and district medium-term development plans mandate sectors and districts to mainstream issues as a crosscutting issue into all their activities. Also, baseline indicators for monitoring and evaluation are disaggregated by sex.

NDPC practices gender mainstreaming and gender budgeting and promotes it in the development planning system. Additionally, NDPC is mandated to coordinate the preparation of the APR.

The APR reports on progress made by sectors and districts with respect to their development plans. Prior to the preparation of the APRs, NDPC prepares and provides sectors and districts with guidelines, which require them to mainstream gender into their activities. When this is done, gender statistics are generated and compiled for the annual assessment of progress made in development. These are to help identify successes, gaps and possible solutions.

The two NDPC Acts have not been revised. Some Legislative Instruments have however been developed to address and upgrade them.

- a) The Ministry of Gender, Children and Social Protection has developed the Gender policy. Indicators for monitoring and evaluation arrangements have been set to ensure that the policy is implemented well. These indicators will be tracked (some are already being tracked) and reported on during monitoring and evaluation.
- b) Also, the guidelines for preparing sector and district plans that NDPC issues enjoins sectors and districts to integrate gender into their development planning and budgeting, implementation, monitoring and evaluation activities. Thus, sector and district plans are reviewed to ascertain whether the guidelines have been adhered to.
- c) The newly passed LI 2232 gives NDPC power to issue certificates to district assemblies and sector agencies on their compliance with the guidelines. It has been proposed that the Public Financial Management Act should be reviewed to base the allocation of the District Assembly Common Fund on the certificates that NDPC issues to districts and sectors.

NDPC is leading a process of aligning the Sustainable Development Goals (SDGs) and the African Union's Agenda 2063, which both have recommendations for gender equality, with Ghana's Long-Term National Development Plan (2018-2057). Also, the Local Government Act 462 makes provision for producing gender statistics for the purposes of planning, monitoring, and budgeting.

The Statistical Service Act has been reviewed and it is currently in Parliament for approval. Under section 32, Authority to obtain information and access to records now includes that of Gender Statistics. The approval of this new Statistics Bill, which includes the production of gender statistics, will go a long way to improve the system.

The Ministry of Food and Agriculture (MoFA)

The MoFA's development policy (FASDEP II) and the METASIP provide guidance on the direction of the sector toward a more modernised and structurally transformed agricultural sector with enhanced equitable opportunities and resources for men, women, PLWDs, Persons Living With HIV AIDS (PLWHA) and the youth leading to improved productivity along the Agricultural Value Chain and the wellbeing of the populace.

The Ghana Shared Growth Development Agenda (GSGDA II 2014-2017) expects agriculture to lead growth and structurally transform the economy by providing optimal support to smallholder farmers, especially women farmers. Gender equality is a crosscutting issue in the GSGDA II to support and promote women's empowerment. The Government of Ghana is also considering passing into law an Affirmative Action Policy that aims at 40 per cent female representation on all boards, Committees, and Governance decision-making bodies. Various efforts have also been made at promoting gender integration through legislation, beginning with sectoral policies and the development of the Gender and Agricultural Development Strategy (GADS).³

The Ministry of Education

The study showed that the legal frameworks that provide the mandate for their operations include the Education Act, 2008 (Act 778), Ghana Education Service Act, 1995 (Act 506), Ghana Education Trust Fund Act, 2000 (Act 581), Civil Service Act - 1993 (PNDCL 327). The Education Act, Act 778, is currently under review. The MoE operates at the national, regional and district levels.

The 1992 Constitution, Poverty Reduction Strategies and MDGs state that basic level education shall be free for all. The Education Strategic Plan (ESP) 2003-2015 is aimed at providing equal opportunities for all and also aims at increasing access to education. (See Education Strategic Plan 2010-2020 Vol. 1 P.14)

Within the Health sector, all activities and operations are governed by the Ghana Health Service and Teaching Hospital Act, 1996 (Act 525). It was also found out that other legislations such as the National Health Insurance Act, 2003 (Act 650) and L1 809 also inform the operations of the Ministry. The Ministry operates at the national, regional, and district, as well as community levels. There are specific legal provisions that govern the production of statistics as well as legal frameworks that mandate the production of gender statistics.

3.2 Strategic Plan

The goal of this section was to determine how gender issues and gender statistics are mainstreamed into the plans and programmes of the institutions, and the degree to which these provisions are being implemented. The logic inherent in the assessment was to first establish that such plans exist for the institution, and to ascertain what specific objectives and actions are envisaged, relative to the issues of gender and statistics.

In accordance with the decentralized planning system operated in Ghana, the National Development Planning Commission (NDPC) in consultation with the sectors through the cross-sectoral planning groups (CSPGs), formulates the medium term development policy

³ Gender and Agricultural Development Strategy II (Ministry of Agric. Ghana) 2015

framework, which serves as a guide to the MDAs and MMDAs for preparing their respective plans, as well as their monitoring and evaluation plans. In principle therefore, all public sector entities, including MMDAs should have a sector or district-specific medium term plan guiding their day-to-day activities. These plans are translated into annual work plans for implementation. The development policy framework, currently the Ghana Shared Growth and Development Agenda 2014-2017 (GSGDA II) has focus areas and policy objectives relating to gender statistics and gender equality concerns.

Additionally, some sectors and MMDAs have strategic or corporate plans, usually of five-year duration or longer. These may have some strategic or policy objectives on gender equality, statistics and/or gender statistics.

The assessment found out that indeed the National Development Planning Commission (NDPC) in consultation with the sectors through the cross-sectoral planning groups (CSPGs), formulates the medium term development policy framework, which serves as a guide to the MDAs and MMDAs for preparing their respective Strategic Plans, as well as their monitoring and evaluation plans. In principle therefore, all public sector entities, including MMDAs should have a sector or district-specific medium term plan guiding their day-to-day activities.

The assessment also came out with the following findings:

While the MDAs all have strategic plans, most MMDAs were guided in their work by their MTDPs. Strategic plans of some notable institutions include:

- i. **NDPC** in consultation with the sectors through the cross-sectoral planning groups (CSPGs), formulates the medium term development policy framework, which serves as a guide to the MDAs and MMDAs for preparing their respective plans, and also monitoring and evaluation plan. It emphasizes on the need for preparation of improved quality, and sex disaggregated data.
- ii. **GSS** has a strategic plan, the National Strategy for the Development of Statistics (NSDS) 2009-2013. The production of gender statistic is clearly spelt out in the document.
- iii. **MoGCSP** has a strategic plan – 2015 to 2019. This 5-year Strategic Plan (2017-2021) is aligned with the thematic areas of Government of Ghana Medium-Term National Development Policy Framework and Agenda 2030 of the Sustainable Development Goals adopted by the United Nations. The Strategic Plan is consistent with Article 17 of the 1992 Constitution, which expressly guarantees equality and freedom from discrimination, obligations for ensuring the well being of all citizens and protecting people from vulnerability and destitution by providing adequate means of livelihood and public assistance. The Plan also outlines the vision, mission and mandate of the Ministry of Gender, Children and Social Protection (MoGCSP).
- iv. The **Ghana Health Service** has a strategic Plan as its working document with a statement on the need for Gender Mainstreaming into its programmes and activities. Training sessions and workshops are organized to sensitize staff. The

District Health Information Management System (DHIMS), which is a database and a mechanism for tracking indicators, are available and used for collecting gender statistics. This system, per the mandate of the sector, is required to publish information on health indicators. Though data is regularly collected, not much is heard about it. There is therefore the need for effort to be made to make data easily accessible.

- v. The ***Ghana Education Service's*** policy on Gender makes provisions for equal opportunities in the office, classroom, posting of personnel into the institution, distribution of materials, and in the intake of students. Usually statistics are compiled on quarterly and annual basis and published through the Educational Management Information System (EMIS).
- vi. The ***Ministry of Food and Agricultural (MOFA)*** between 1991 and 1995 developed the Medium Term Agricultural Development Policy, which clearly identified for the first time, gender inequalities in the sector as a problem that needed to be addressed.
- vii. The **Public Services Commission** has a Medium Term Development Plan (MTDP) with a Human Resource Management Policy framework and Manual that recognizes diversity and gender mainstreaming.

3.3 Institutional Arrangements

Given that the Beijing Platform for Action calls for a focal point to be designated for gender statistics, this section of the questionnaire relates to whether the institution has a person or unit responsible for gender programmes. The section also collects information about resource allocation to gender statistics/ gender programmes, the operation of gender budgeting, and the level of training on gender budgeting.

3.3.1 Sectors Level

The Sectors are the Ministries, Departments and Agencies (MDAs) of the Government of Ghana. Twenty (20) MDAs were interviewed for this assessment. It is necessary to assess the arrangement of public sector institutions to designate staff for this area of work.

Table 3.1: Designation of Gender Focal Points and Units by MDAs

Questions.	Number (Total=20)	Percentage
Institutions with a person/ unit/office responsible for gender programme	13	65
Institutions that have resources allocated for gender issues or gender statistics	8	40
Institutions that use gender budgeting	7	35
Institutions with staff that have received training/ orientation in gender budgeting	13	65
Institutions that have all above features	4	20
Institutions with none of the features	3	15

Of the 20 MDAs interviewed, 65 per cent have a person or unit responsible for a gender programme (Ministry of Health, Ministry of Youth and Sports, National Population Council, MASLOC Head Office, Ministry of Education, Local Government Service Secretariat and Public Services Commission) and 35 per cent of the institutions have no specific gender programme in their sector institutions. Of the 20 MDAs interviewed, 40 per cent have had resources allocated within their institution for gender issues or gender statistics. 35 per cent confirmed that gender budgeting is in operation, while 65 per cent confirmed that they had received training in gender budgeting. Gender desk officers are said to be exposed to gender issues and gender statistics through workshops, gender committees and technical meetings. Qualifications of the Gender desk officers range from First degree to Master's degree. There appears to be a gap between the level of training being received and the implementation of gender budgeting and other gender-related activities.

3.3.2 Regional Level

At the regional level, the questionnaire was administered to 27 governmental bodies. Of the total, 74 per cent responded that they had a person or unit responsible for a gender programme and 30 per cent confirmed that there had been resource allocation to gender issues/gender statistics in their institution. At the regional level, 26 per cent said that gender budgeting was being used in their institution, while 52 per cent confirmed that they had received training in gender budgeting. Thus, the regional level mirrors the issue at sectoral level of a gap between training provided and implementation of gender budgeting.

Table 3.2: Designation of Gender Focal Points and Units by RCCs and Decentralised Sector Departments

Questions.	Number	Percentage
Institutions with a person/unit/office responsible for gender programme	20	74
Institutions that have resources allocated for gender issues or gender statistics	8	29.6
Institutions that use gender budgeting	7	25.9
Institutions with staff that have received training/orientation in gender budgeting	14	51.8
Institutions that have all above features	6	22
Institutions with none of the features	5	18.5
Institutions surveyed in this category (Total)	27	100.0

3.3.3 District Level

The questionnaire was administered to 23 District level government institutions. Of these, 91 per cent confirmed that they had an officer/unit in charge of gender programmes, 43 per cent confirmed that there has been resource allocation in their institution to gender issues/statistics, 48 per cent said that gender budgeting is being used while 56 per cent said that they had received training in this area. Thus, the gap between training and implementation is smaller but still present. (See Table 3.3: Designation of Gender Focal Points and Units by MMDAs).

Table 3.3: Designation of Gender Focal Points and Units by MMDAs

Questions	Number	Percentage
Institutions with a person/ unit/office responsible for gender programme	21	91
Institutions that have resources allocated for gender issues or gender statistics	10	43
Institutions that use gender budgeting	11	47.8
Institutions with staff that have received training/ orientation in gender budgeting	12	52
Institutions that have all above features	4	17
Institutions with none of the features	-	-
Institutions surveyed in this category (Total)	27	100.0

The Sekyere Afram Plains D.A: The Assembly has no specific person or unit that handles gender issues. The Planning Officer therefore handles gender-related programmes and activities. The District has no gender or gender statistics programme. The Planning officer has a BSc. in Natural Resources and has the grade of Assistant District Planning Officer. The Planning Officer coordinates all planning activities in the district. The Assembly does not know much about the Beijing Platform for Action and suggested that the Gender Ministry should help build their capacity in that regard. The Assembly only uses data in their reports and has the capacity to produce general data but not gender specific data.

Nothing has been done to introduce staff to gender issues as far as training and workshops are concerned. Staff of the Assembly has not had any training on gender, and no funds and resources are allocated for gender issues. The Assembly does not practice gender budgeting but the staff members were quick to acknowledge that it is important to incorporate gender budgeting in their programmes since the needs of men and women are different and must be addressed differently.

3.3.4 Traditional Councils

At the Traditional Councils the queen mother serves as the gender officer for the Council and they advise the king and traditional leadership on gender issues, settle disputes among women groups; promote girl child education and assist the aged women and the vulnerable in the traditional area. Due to the cultural values of the Queens and Chiefs, they have their way of dealing with gender issues that conform to their traditional beliefs/norms and cultural practices. The emergence of the Beijing Platform for Action has resulted in women now owning properties i.e. land. In addition, they are slowly doing away with outmoded cultural practices such as widowhood rites and witchcraft, among others. The same questionnaire was administered to 10 traditional councils, in all the ten regions, 60 per cent of these confirmed that they have an individual/unit in charge of gender issues except the Regional House of Chiefs, (Ankobeahene of Amenfi traditional area, Manhean traditional council and Elmina Traditional Authority) who have no gender desk officers. The traditional council, which has a person or unit/office responsible for gender programmes, worked under the Coordinating Directors or the Budget Officers. Only Drobonso Palace and Ayensuano Chief's Palaces, which constitute the 20 per cent of the total, had allocated resources to gender issues/ gender statistics. None were using gender budgeting, and only Sawla traditional council had received some training or orientation in gender budgeting activities tailored to assist the vulnerable in the District.

Table 3.4: Designation of Gender Focal Points and Units by Traditional Councils

Questions	Number	Percentage
Institutions with a person/ unit/office responsible for gender programme	6	50
Institutions that have resources allocated for gender issues or gender statistics	2	16
Institutions that use gender budgeting	-	-
Institutions with staff that have received training/ orientation in gender budgeting	1	8
Institutions that have all above features	-	-
Institutions with none of the features	3	25
Institutions surveyed in this category (Total)	27	100.0

Summarily, the assessment found out that the capacity of staff with respect to gender issues and gender statistics is low; staff therefore need a lot of capacity building in gender and gender statistics. Most of the Staff members were found to have received training in gender budgeting, but the knowledge acquired is not used for budgetary purposes though portions of some available funds are used for gender activities.

3.4 Operations and Practices

This section of the assessment deals with operations and practices at the sectoral, regional, district, and traditional council levels; it explores the extent to which administrative forms (both survey instruments and administrative data collection forms), are used to generate statistics by the institutions, and the use to which the statistics are put. It also seeks information on possibilities to expand collection of gender information, and whether there would be possibilities for gender disaggregation of data already collected.

3.4.1 Sectors

Of the 20 sectors, 70 per cent, representing 13 institutions, administered varied forms either print or electronic for compilation of gender statistics. Some of the institutions used other methods to collect the information. For instance, NDPC does not administer forms or receipts as part of their duties. However, a visitor's logbook is placed for visitors to log in their details and the purpose of their visits at the entrance of the Commission. The Volta Regional Coordinating Council as part of its function does not administer any form in print or electronic but rather has a note book in which they record the information of their Tenders. The information collected is not disaggregated by sex, age or other social parameters.

The table on Operations and Practice indicates that though some of the institutions generated gender statistics, compilation and dissemination of such information were limited. About 80 per cent of the institutions visited said that they do produce gender statistics. From the table, it indicates that 75 per cent of the institutions visited said that these statistics are used for compilation and dissemination. 15 per cent said that there were possibilities to collect this information, while 70 per cent said there were avenues for disaggregation.

Table 3.5: Potentials for Generating Statistics within MDAs

Questions	Number	Percentage
Institutions that administer any forms either in print or electronic, as part of its functions	13	65
Institutions that generate statistics from forms	16	80
• Data used in the compilation and dissemination of statistics.	15	75
• Institutions with possibilities to collect information	3	15
Institutions with avenues for disaggregation of statistics for gender analysis.	14	70
Institutions use available avenues for collection of sex disaggregated data.	13	65
Institutions that have all above features	1	5
Institutions with none of the features	2	10
Institutions surveyed in this category (Total)	27	100.0

The Ghana Health Service Regional Directorate per the mandate of the Health Service, are already collecting sex-disaggregated statistics, with some socio-economic background as well. Examples of administrative forms used for such purposes are the Out-Patient Department forms, NHIS registration, referral forms, vaccination, admissions, discharges and personnel forms which are updated regularly.

The Greater Accra Regional Directorate of Education also performs administrative functions, generates data and maintains database to support their operations. The office has a regular programme for producing gender statistics, which has been integrated into their work, but there are no mechanisms in place to systematically collate and compile the information unto the EMIS. The main components of the gender statistics programme border on enrolment, age, sex ratio, attendance, pregnancy, absenteeism, and abuse.

The District Directorate of Agriculture does normal reporting from treks to the districts. During monitoring, data is collected on gender and sex in order to know the number of males/females on a particular crop plantation. This data aids them on Farmers Day celebration in the selection of best farmers and also for initiating new programmes and projects. They also run HIV/AIDS programmes for the farmers.

The Public Services Commission for the purpose of preparation of Annual Progress Reports (APR), generates gender statistics in order to explain the rationale behind the figures. The components of the gender statistics programme are the same as the traditional field of statistics. There is a Human Resource Management policy framework and a manual that has been developed and which gives clear indications on gender and disability mainstreaming in the 8th chapter. Some of the emerging topics with respect to gender statistics that users expect to get but are not generated, are on productivity of public servants and this was a request made by the National Development Planning Commission (NDPC) which they could not provide. The Commission normally takes reports from the Office of the Head of Civil Service (OHCS), Office of the President, Ministry of Finance and office of government machineries.

The Ministry of Water Resources, Works and Housing has intentions to promote research and innovation within the water, works and housing sub-sector. The Ministry has a programme that can be used for producing gender statistics at its implementation level. The component for the gender statistics programme are rent, water and housing issues, construction works and these were analysed to find where the issues are, and how it can affect a particular sex and its concentration in the catchment area.

The Ministry of Justice does not have any regular programme for producing gender statistics but some of its departments like Registrar General's Department administer forms for registration of businesses, marriages and divorces disaggregated by sex.

According to the officers interviewed from the Planning, Budgeting, Monitoring and Evaluation Directorate (PPMED) of the Ministry of Justice, some effort is being made to generate sex disaggregated data at the newly created Research Statistics and Information

Management (RSIM) Unit which is barely six months old. However, they reported that gender statistics is yet to be fully made an integral part of the unit.

Information generated within the Justice Ministry is disseminated through its quarterly newsletter, *The Legal Digest*. Some information is also shared with the general public during 'Meet the Press' series and Policy shows, among others.

Statistics of the Health Service is disseminated widely during outreach clinics and forums. The Service (headquarters) has a website where information is posted. There are flyers and publications that contain statistics on the information generated. There are also bulletins and abstracts that have been developed and shared among staff at meetings. The information generated is used to guide policy formulation and to create themes, which serve as guidelines for programming purposes and decision-making. Some are also used to generate further research.

The Ghana Education Service disseminates data generated through workshops, conferences, official letters, and its publications on teacher's conduct and government interventions such as policies on girl child education. There is a handbook on *Resource on Girls Education, TukoPamoja* on adolescent reproductive health and life skills produced by Action Aid, an NGO.

The mandate of the Ministry of Water Resources, Works and Housing is to initiate and formulate policies, undertake development planning and coordinate, monitor and evaluate the efficiency and effectiveness of the performance of the sector. The products of the Ministry include borehole drilling for water, water treatment plant, affordable housing, sea defence, and education, among others. Some of their publications include the Service Charter, PDC, leaflet, public education through radio sensitization, which is on-going, and annual reports. Reports are distributed within the Ministry and its departments.

Table 3.5 indicates that only 20 per cent of the institutions that generate gender statistics does not compile and disseminate the information. The Ghana Police Service Headquarters, Ministry of Employment and Labour Relations and Ministry of Communication were the institutions that do not compile and disseminate gender statistics.

3.4.2 Regions

Of the 27 offices visited in the regions, 93 per cent said that they administer forms either printed or electronic as part of their function while 2 institutions which are the Northern Regional Coordinating Council and Bolgatanga Regional Coordinating Council said they do not administer any form either printed or electronic as part of their functions. The Northern Regional Coordinating Council is a coordinating body and so does not provide direct service to the people in the community. The NRCC generates statistic that are used in planning for the districts within the region. For example, market shops, tenant registration forms (demand notice for rent), district assembly business operating forms, Ordinance Marriage Registration Application Form, Customary Marriage and Divorce Registration, among others. The forms have not been disaggregated by sex (the reason being the fee fixing

is for everyone). Of the 27 regional offices visited, 85 per cent said that statistics were being generated, 77 per cent confirmed that these were being used in compilation and dissemination of statistics. Of those that were not collecting information, 26 per cent said that there were possibilities to collect this information, and 85 per cent said that there were avenues for sex disaggregation of statistics. (See Table 3.6: Potentials for Generating Statistics within RCCs and

Decentralized Sector Departments).

Table 3.6: Potentials for Generating Statistics within RCCs and Decentralized Sector Departments

Question	Number	Percentage
Institutions that administer any forms either in print or electronic, as part of their functions.	25	92.5
Institution that generated statistics.	23	85
Data used in the compilation and dissemination of statistics.	21	77.7
Institutions with possibilities to collect information.	6	22
Institutions with avenues for disaggregation of statistics for gender analysis.	23	85
Institutions which use available avenues for collection of sex disaggregated data.	18	66.6
Institutions that have all above features	-	-
Institutions with none of the features	-	-
Institutions surveyed in this category (Total)	27	100

3.4.3 Districts

Over all, 23 districts were visited. Out of this, 96 per cent collect information by forms, 100 per cent said that they generate statistics, and 96 per cent of these use statistics for compilation and dissemination. 70 per cent said that there were avenues for gender disaggregation of statistics.

Out of the twenty-three district offices that were visited, twenty-two of them administer forms as part of their functions. The various types of forms that are administered by these districts include marriage registration and divorce forms, birth and death forms, fee fixing forms, demand notice forms and immovable property rate forms. Data collected through these forms help the districts in planning and reviewing levies. Unlike the rest of the districts,

Tamale Metropolitan District does not administer any form as part of its functions, though in reporting issues, disaggregation is used.

Table 3.6 shows that all the twenty-three (23) districts generate statistics. As already mentioned, twenty-two districts generate their statistics from the various forms they administer. Apart from Amenfi Central District Assembly, which does not use the data it generates in compiling and disseminating statistics, the rest of the districts use the data they generate in compilation and dissemination of statistics. Though the Amenfi Central District Assembly administers demand notice forms and market allocation forms for data collection purposes, the Assembly does not compile the data collected but only accounts for the revenue generated. They, however, did not state any reason for not compiling the data. Sixteen out of the twenty-three district offices visited have avenues for disaggregation of statistics for gender analysis. Some of these Districts Assemblies have a regular programme for producing gender statistics through their departments and agencies who collect the gender statistics and report to them quarterly, while others generate theirs through the various forms they administer. (See Table 3.7: Potentials for Generating Statistics within MMDAs)

Table 3.7: Potentials for Generating Statistics within MMDAs

Questions	Number	Percentage
Institutions that administer any forms either in print or electronic, as part of their functions.	22	95.6
Institutions that generate statistics.	23	100
Data used in the compilation and dissemination of statistics.	22	95.6
Institutions with possibilities to collect information.	-	-
Institutions with avenues for disaggregation of statistics for gender analysis.	16	69.5
Institutions that use available avenues for collection of sex disaggregated data.	12	52
Institutions that have all above features	-	-
Institutions with none of the features	-	-
Institutions surveyed in this category (Total)	23	100

For instance, the Yendi Municipal Assembly, which administers forms as part of its functions, uses the existing forms to generate gender statistics directly. The remaining seven do not have any means to conduct gender analysis and therefore do not generate gender statistics. These include: Tamale Municipal Assembly, Kraboa Coaltar District Assembly, Sekyere Afram Plains Districts Assembly, New Juaben Municipal Assembly, Cape Coast Metropolitan, Ekumfi District Assembly and Amenfi Central District Assembly. Out of the sixteen districts which have administrative forms used to collect information for gender analysis and production of gender statistics, the table reveals that Wa East District Assembly, Upper West Municipal Assembly, Sekondi-Takoradi Metropolitan Assembly do not use their forms for collection of sex disaggregated data.

3.4.4 Traditional Councils

Due to the cultural values upheld by the Queens and Chiefs, they have their way of dealing with gender issues that conforms to their traditional beliefs/norms and cultural practices. Four out of ten (40%) of the traditional councils visited, (Sawla Traditional Council, Asante Bekwai Traditional Council, Drobonso Palace and Ayensuano Chiefs Palace traditional area) have gender desk officers. The Drobonsu Traditional Council administers land registration forms and issues receipts to land buyers and payment of levies by community members, visitors and government. The council is considerate towards women because of perception that men are the heads of the family. Ayensuano Traditional Council administers registration forms for customary marriages, client service charter, business registration, demand notice form and notice to pay immovable properties. Asante Bekwai Traditional Council also administers forms as part of its functions.

Table 3.8: Potentials for Generating Statistics in Traditional Councils

Questions	Number	Percentage
Institutions that administer any forms either in print or electronic, as part of their functions.	4	33
Institution that generate statistics.	3	25
Data used in the compilation and dissemination of statistics.	2	16
Institutions with possibilities to collect information.	-	-
Institutions with avenues for disaggregation of statistics for gender analysis.	2	16
Institutions that use available avenues for collection of sex disaggregated data.	1	8
Institutions that have all above features	-	-
Institutions with none of the features	5	41
Institutions surveyed in this category (Total)	12	100

When further asked whether statistics are being generated by institutions, out of eleven (11) institutions in the traditional council, only three institutions (Sawla Traditional Council, Drobonso Palace and Ayensuano Chiefs Palaces generate statistics during their operations. According to the queen mother of the Sawla Traditional Council, she had some knowledge about the Beijing Platform for Action through some workshops she attended as part of her role as the secretary of queen mothers association, and was able to generate records of what transpired at the meeting. The Drobonsu Traditional Council is able to keep records of all documents they administer to indigenes of the Drobonsu traditional area. The Ayensuano Traditional Council also keeps records of all documents (registration forms for customary marriages, business registration, client service charter etc.) they administer to indigenes of Ayensuano Traditional area.

With regards to whether information/statistics generated within the Traditional Council were actually compiled and disseminated, only two out of eleven (11) institutions that were questioned answered that they use the data in the compilation and dissemination of statistics.

For Drobonsu Traditional Council, statistics are being generated but compilation and dissemination is limited to an extent.

Out of eleven institutions interviewed, only Sawla Traditional Council, Drobonso Palace and Manhean Traditional Council had other avenues for disaggregation of gender statistics. The Drobosu traditional council is able to disaggregate gender statistics after compilation and dissemination of statistics. During this process, family heads are mandated to know every member of their household. This information can be disaggregated into male and female and records can be taken after disaggregation.

Two (2) out of twelve (12) institutions said that there are avenues available for collection of sex disaggregated data. These institutions include the Sawla Traditional Council and the Drobonsu Traditional Council. Drobonsu traditional area for instance is able to administer the data derived from the disaggregation of gender into male and female.

3.5 Data Collection and Production of Gender Statistics

Data collection on gender statistics has a vital role in gender mainstreaming towards policies tailored on development and poverty reduction. As stressed on by Birgitta Hedman, Francesca Perucci and Pehr Sundström (1996), ‘Policies and measures tend to perpetuate and exacerbate inequalities when not adequately tailored to existing gender differentials’. Hence all institutions should make the deliberate effort to generate data for gender statistics.

The different types of institutions assessed for data production include: – (i) the institutions whose core mandate is to produce data, (Ghana Statistical Service, Ministry of Gender, Children and Social Protection, Births and Deaths Registry, National Population Council, etc.); (ii) those whose administrative functions require that they collect and maintain database to support their operations (such as the Ministry of Health, Ministry of Education, Ministry of Employment and Labour Relations, Ghana Police Service etc.); (iii) those institutions that also generate data but have no mechanism in place to systematically collate and compile the information (as such Ministry of Youth and Sports, Local Government Service Secretariat); and (iv) others that have the potential for generating data but there is no data dissemination activity, or processes are of highly limited scope (Ministry of Justice, Ministry of Communication, Ministry of Food and Agriculture etc.). This section of the report seeks to determine whether the institutions: (i) collect any data; (ii) whether the data meets the requirements for gender statistics; and (iii) the extent to which the forms used by the institution influence the basis of data collection. On the types of data generated, the interest of this report is to see if the institutions are generating the routine data that it is known for, or some specific steps have been taken to expand the topics on which data are being collected, and/or expanded the issues covered in its regular data collection. The questions asked address the issue of the flow of data collected as there is the need to determine: (i) what form the data are transmitted; (ii) at what stage data are shared within the institution at the operational level; and (iii) the length of the data production cycle. Data collection and production on Gender statistics are crucial in advancing data-based gender analysis and research.

As part of assessment, the following questions were asked:

- 1) Does the MDA/MMDA have a regular programme for producing gender statistics?
- 2) What are the main components of the gender statistics programme? (*Integrated programme in (i). the traditional fields of statistics (education, labour, health, etc.) (ii)in new areas required for gender statistics (time use, violence against women, etc.)Any checklists?*)
- 3) What work is being done to improve data collection and measuring the full contribution of women and men to the economy?
- 4) What are emerging topics with respect to gender statistics that users request information on?
- 5) How does the information collected at the sub-district/district/regional level get transmitted to the national level?
- 6) How long does it take to transmit the information from the district level to the regional level?

3.5.1 Sector Level

Of the 20 MDAs interviewed, fifteen ministries have a regular programme for producing gender statistics, making 75 per cent of the total. The remaining 25 per cent that have no specific gender programme in their sector institutions include the Ministry of Youth and Sports, Ministry of Employment and Labour Relations, Ministry of Communications, Local Government Service Secretariat and Ministry of Justice. The main components of the gender statistics programme that the institutions have integrated include the traditional fields of statistics (education, health etc.) and new areas required for gender statistics like time use and violence against women.

LGSS, MOE, NDPC and MWRWH integrate the traditional field of statistics component (20%) whiles Ministry of Justice and PSC employ new areas for gender statistics. The Ministry of Employment and Labour Relations does not have a regular programme for producing gender statistics but the departments and agencies under it collect data for the harmonization of the annual reports.

The Ministry of Communications also does not have a direct regular programme for producing gender statistics but has sex disaggregated information on participation in training programmes offered by the Ministry.

The Ministry of Justice does not have any regular programmes for producing gender statistics but some of its departments like Registrar General's Department administers forms for registration of businesses, marriages and divorce that incorporates disaggregation by sex.

The Ghana Statistical Service incorporates gender in all its surveys and censuses. The surveys include the Ghana Living Standard Survey (GLSS), Ghana Demographic and

Health Survey (GDHS), Labour Force Survey and many others. Gender statistics are compiled from these survey data. New areas that are required for gender statistics have been added on to the list of surveys. These are Time Use Surveys, Family Life Survey and the Domestic Violence modules added to the GDHS. The GSS has also integrated the Sustainable Development Goals (SDGs) especially the ones relating to women and children in survey and data collection.

The Ministry of Gender, Children and Social (MoGCSP) has regular programmes for producing gender statistics. The MoGCSP believes that the MDAs have a regular programme for producing gender statistics. The main components of these gender statistics are: gender based violence, women participation, women time burden, LEAP program, P.W.Ds program, BAC (Rural Enterprises Program), Orphanage and education. At the MMDAs, data is collected but are not gender disaggregated and they do not have a regular programme for gender statistics. Though the National Population Council has no specific programme for producing gender statistics, reports are prepared using the following variables: (i) Gender-based violence; (ii) Female enrolment in schools; (iii) Poverty levels based on gender.

As per the mandate of the Health Service, the Ghana Health Service Regional Directorates disaggregated their data by sex and also provide background information. Examples are the Out-Patient Department forms, NHIS registration, referral forms, vaccination, admissions, discharges and personnel forms which are updated regularly. The Ministry of Education has a programme for producing gender statistics in various areas. Enrolment in the Ministry with respect to education cuts across gender, as far as school-going age is concerned. The Ministry also reports by indicators with respect to gender, e.g. GER, NER, etc. The main indicator that covers this is the Gender Parity Index.

On the mode of transmission of information collected at the sub-district/district/regional level to the national level and the duration of transmission, most MDAs and MMDAs (60%) acknowledge that data is transmitted both electronically and in hard copy and that it takes a few seconds to transmit electronic data while it takes about 14 days for data in hard copy to move from the community level through the district to the regional, then finally to the national level.

The GSS has now adopted the electronic data collection system. Information particularly at the BDR is collected in both hard and soft copies at the community, district and regional levels. With the current electronic system used by the BDR, it takes only a few minutes to transmit data from the regional to the national level when the Internet is stable. In the case of MoGCSP, it takes about a month for the National headquarters to receive data coming from the regional offices, while data from NPC takes approximately 24 hours to be transmitted. (See Table)

Table 3.9: Gender Statistics Programming Focus and Content in MDAs

Questions	Number (total = 20)	Percentage
MDAs/MMDAs with a regular programme for producing gender statistics.	15	75
Main components of the gender statistics programme.		
1= the traditional fields of statistics (education, labour, health, etc.)		
2=in new areas required for gender statistics (time use, violence against women)	2	10
3 = Both integration	14	70
4=disaggregated by sex and age	1	5
Combinations⁴ – 1 & 4		
Institutions with framework to improve data collection and measure the full contribution of women and men to the economy.	16	80
Emerging topics in gender statistics often requested from the institution.		
1=Data from census and survey		
2 = Legal identification documents	2	10
3 =vital statistics	4	20
4=Children from adoption		
5=domestic violence/teenage pregnancy		
6= Gender and climate change, governance, energy, water stress	1	5
7= More data on gender stats	4	20
8= rent , water , and housing issues,		
9=boys and girls on scholarship/leap	1	5
Combinations 1,3,9 - 1,3,8,9 - 6,7 - 1,3,7 - 7,9 - 1,5,9 - 5,8	7	35
5A) Mode of transmission of data from sub-district/district/regional level to the national level.		
1=Electronic		
2=Hard copy		
3= Both	12	60
4=Other (specify)		
5= N/A	4	20
5b) Length of transmission of information from the district level to the regional level.		
1=instantly for soft copy		
2= 1-2 weeks or more hard copy		
3= less than a week for hard copy	1	5
4= N/A	4	20
Combinations 1,2	8	40

Although answers from respondents show uneven response regarding the emerging topics on gender statistics, emerging topics that clients request for from the resource and data centre (RDC) of the GSS include requests for data on women and children's issues. Child

⁴Multiple responses for answers that have more than one option.

abandonment, mechanisation on women in agriculture, women and climate change, among others, are some of the emerging issues users request for from MoGCSP.

The Birth and Death Registry has a regular programme for producing gender statistics. The main component of their gender statistics programme is the production of data on vital statistics. The BDR has vital information on all births and deaths that are registered. The courts sometimes request for some vital data to enable them pursue abuse or violence cases. The NPC is also involved in advocacy, sensitization, monitoring and evaluation, and the use of radio programmes as part of measuring the full contribution of women and men to the economy

For the purpose of preparation of Annual Progress Reports (APR), the Public Services Commission generates gender statistics in order to give explanations on the rationale behind the figures. The components of the gender statistics programme is the traditional field of statistics. There is a Human Resource Management policy framework and a manual that has been developed which gives clear indications on gender and disability mainstreaming. An emerging topic with respect to gender statistics that users expect to get but is not generated, is productivity of public servants; this was a request made to the National Development Planning Commission (NDPC) which they could not provide. The Commission normally takes reports from the Office of the Head of Civil Service (OHCS), Office of the President, Ministry of Finance and office of government machineries. At the RCCs, gender statistics are produced from integrated programmes in education, which is the school feeding program, enrolment in schools, and the girl-child education promotion programmes across the region. In health, there are trainings and awareness creation in reproductive health and sexually transmitted diseases including the HIV/AIDS awareness and preventive programmes. The components of the gender statistics are embedded in gender and statistics related programmes and projects of the RCC. Therefore the RCC does not have gender statistics as part of its reporting system.

3.5.2 Regional Level

At the regional level, the questions were administered to 27 government institutions. Out of this, 59.9 per cent responded to having a regular programme for producing gender statistics, whilst 66.7 per cent answered YES to institutional progress on improving data collection and measuring of the full contribution of women and men to the economy. At MASLOC in Brong Ahafo, the Regional office has instituted a regular programme for production of gender statistics. The main components of the gender statistics programme are provision of funding support to women in food processing and counselling on the technology for their businesses. The institution also gives incentives to the economically active women and also encourages them to venture into paid jobs. On how information concerning data is collected and transmitted to the national level, 66.7 per cent responded to both hard copy and electronic mode of transmission whilst 22.2 per cent responded to other modes of transmission and 7.4 per cent recorded no response. As to what the main components of the gender statistics programme are in each institution, 37.7 per cent responded to an integrated system whilst an alarming response of 40.7 per cent recorded no answer. Government

institutions were asked what the emerging topics with respect to gender statistics were that users requested information on, 29.6 per cent recorded no answer to the question. Also on the duration of transmission of information from district level to the regional level, there was a mixed response with 37 per cent giving no answer. (See Table 3.10: Gender Statistics Programming Focus and Content in RCCs and

Decentralised Sector Departments)

Table 3.10: Gender Statistics Programming Focus and Content in RCCs and Decentralised Sector Departments

Questions	Number (total = 27)	Percentage
MDAs/MMDAs with a regular programme for producing gender statistics.	16	59
Main components of the gender statistics programme		
1= the traditional fields of statistics (education, labour, health, etc.)	4	14.8
2=in new areas required for gender statistics (time use, violence against women)		
3 = Both integration	10	37
4=Disaggregation of data by sex and age	11	40
Institutions with framework to improve data collection and measure the full contribution of women and men to the economy.	18	66.6
Topics often requested for with respect to gender statistics.		
1=Data from census and survey	4	14.8
9=boys and girls on scholarship/leap	8	29.6
10= N/A	8	29.6
Combinations ⁵ 5,7 - 3,5,7 - 5,9 - 8,9 - 8,9 - 7,9 - 7,9	7	25.9
5A) Mode of transmission of data from sub-district/district/regional level to the national level.		
1=Electronic		
2=Hard copy		
3= Both	14	51.8
4=Other	6	22
5= N/A	2	7
5b) Length of transmission of information from the district level to the regional level.		
1=instantly for soft copy		
2= 1-2 weeks or more hard copy		
3= less than a week for hard copy	2	7
4= N/A	10	37
Combinations 1,3	14	51.8

⁵ Multiple responses for answers that have more than one option.

3.5.3 District Level Institutions

The questionnaire at the district level was administered to 23 MMDAs. Of these 52.1 per cent confirmed that their districts have regular programmes for producing gender statistics. The district directorate of agriculture for instance collects data on gender and sex in order to know the number of males/females on a particular crop plantation during monitoring. These data aids them on Farmers Day celebration in the selection of best farmers and also for initiating new programmes and projects. They also run HIV/AIDS programmes for the farmers too.

The Kadjebi District Assembly generates sex disaggregated data. The Team Metropolitan Assembly is not directly into data collation, but depends on extracts of data from Ghana Statistical Service (GSS) as well as other units and departments of the Assembly such as education, to provide data on the number of boys and girls who need help, and the Department of Social Development to know disability status, among others. Data from these sources are used to generate the Assembly statistics on gender and other development issues.

Ada West District Assembly is involved in data collection and this is on a quarterly basis. The Dormaa East District Assembly has instituted a regular programme for gender statistics. Also, the Asante Akyem North District and the Social Welfare Department have a regular programme for producing gender statistics. The composition of the gender statistics programme of the District Assembly has the number of clients being trained and number of women trained. There is an integrated programme for improving upon the poverty level of women and the other vulnerable groups in the area. The Social Welfare Department, which forms part of the Assembly, has these components of the gender statistics programme: Child and Youth care programmes, child labour, sexual abuse of women, and domestic violence. The Municipal and District Assemblies in most cases do not go beyond the collection of data disaggregated by sex to analyse and determine the role and differences between the men and the women. The Head office of MASLOC has a regular programme for producing gender statistics with emphasis on poverty eradication and economic empowerment of both men and women. Concerning what are the main components of the gender statistics programme that institutions have, 39.1 per cent indicated they employ both the traditional fields of statistics and new areas required for gender statistics.

Wa East District Assembly, Funi, Ada West, Sege and Kadjebi District Assemblies responded to collecting data in the traditional way (30%) while there was an alarming percentage of 39.1 per cent with no response. 69.5 per cent of most district institutions conform to strategic plans being put in place to improve data collection and the measuring of the full contribution of women and men to the economy as opposed to 26.1 per cent who do not. Strategies to improve data collection and measuring the full contribution of women and men to the economy are mainly sensitization and training at the District Directorate for Agriculture. KMA advocated a focus on gender mainstreaming into the local government sector through education and sensitization programmes to improve awareness among key stakeholders.

At the district level, most issues that seem to be emerging are on: (i) domestic violence and child labour; (ii) child marriage; (iii) enrolment and drop out; and (iv) rent, water, and housing issues, with little focus on gender statistics. Transmission of collected data is also confirmed to be 69.5 per cent both electronically and in hard copy with 17.3 per cent district institutions using other means. The duration for transmission from regional level to national level is not fixed but rather depends on a number of conditions as 65.2 per cent of respondents recorded quick soft copy transmissions to less than a week transmission for hard copy. (See Table)

Table 3.11: Gender Statistics Programming Focus and Content in MMDAs

Questions	Number (total = 23)	Percentage
MMDAs with a regular programme for producing gender statistics	12	52.1
Main components of the gender statistics programme.		
1= the traditional fields of statistics (education, labour, health, etc.)	13	56.5
2=in new areas required for gender statistics (time use, violence against women)	4	17
3 = Both integration	3	13
4=disaggregated by sex and age	2	8
Institutions with framework to improve data collection and measure the full contribution of women and men to the economy.	16	69.5
Topics often requested for with respect to gender statistics.		
8= rent , water , and housing issues,	4	17
9=boys and girls on scholarship/leap	1	4
10= N/A	1	4
Combinations ⁶ 7,8,9 – 7,8 (2) – 5,9 - 3,5,8 – 6,7 – 7,9 – 5,6 – 5,7 – 4,6,7 – 5,6,7 – 2,3,5(4)	15	65
5A) Mode of transmission of data from sub-district/district/regional level to the national level.		
1=Electronic		
2=Hard copy		
3= Both	16	69.5
4=Other	4	17
5= N/A	2	8
5b) Length of transmission of information from the district level to the regional level.		
4= N/A	6	26
Combinations 1,3(16) – 1,2(1)	17	73.9

⁶Multiple responses for answers that have more than one option.

3.5.4 Traditional Councils

The Traditional Councils like some MDAs and MMDAs do not have a regular programme for producing gender statistics but most of their traditional structures legitimize queen mothers to serve as gender officers for their councils. They advice kings and traditional leadership on gender issues, settle disputes among women's groups, promote girl-child education and assist aged women and the vulnerable in the traditional area. The Traditional Area monitors activities through its development committees and gives progress reports at meetings

In summary, the 10 institutions visited do not have specific means of generating statistics on the activities of men and women but generate statistics from organized programmes and activities without focusing on how to generate and analyse the sex data to reflect the actual role, opportunities and responsibilities of the women and men in their catchment areas. The Traditional Councils generating statistics and data on gender such as the Ayensuano Chiefs Palace are revising their data collection instruments to ensure that issues of gender are addressed in their data collection tools. There is the need for support to be extended to them to enable them establish a desk for gender.

Table 3.12: Gender Statistics Programming Focus and Content in Traditional Councils

Questions	Number (total = 12)	Percentage
MDAs/MMDAs with a regular programme for producing gender statistics	-	-
Main components of the gender statistics programme.		
1= the traditional fields of statistics (education, labour, health, etc.)		
2=in new areas required for gender statistics (time use, violence against women)		
3 = Both integration		
4=disaggregated by sex and age	12	100
Institutions with framework to improve data collection and measure the full contribution of women and men to the economy.	1	7.6
Topics often requested for with respect to gender statistics.		
9=N/A	12	100
5A) Mode of transmission of data from sub-district/district/regional level to the national level.		
1=Electronic		
2=Hard copy	1	7.6
3= Both		
4=Other		
5= N/A	6	46
5b) Length of transmission of information from the district level to the regional level.		
3= less than a week for hard copy	1	7.6
4= N/A	6	46

3.6 Dissemination of Gender Statistics

Statistically, gender disaggregated data provides policy makers and national stakeholders factual support to determine the needs of society and the nation at large. This is reiterated in the UNECA manual for gender statistics that, ‘in parallel to policy-makers, the role of the NSO (National Statistical Offices) is to inform other actors that the new data exists and is readily available. Researchers, analysts, NGOs and the media represent fundamental users, who will contribute, in different ways, to informing the general public...’ (2010, p.10). Hence, the availability and dissemination of gender statistics is as important as its production. The minimum requirements suggested by the Platform include the organization of staff dedicated to the work on gender statistics; the coordination, monitoring and linkages with all fields of statistics,(i.e., within and reaching across to other sectors and, producing output covering statistics from various subject areas).

This section of the report highlights the existence of policies or frameworks that promote the availability and dissemination of statistics crucial to policy formulation and development. This is accomplished by a comprehensive analysis of requirements from the sectoral, regional, district, and traditional levels. The Beijing declaration requires nations that have ratified the convention to, ‘designate or appoint staff to strengthen gender statistics programmes and ensure coordination, monitoring and linkages to all fields of statistical work, and prepare outputs that integrates statistics from various subject areas. (Para. 206 (d)).

A total of 20 MDAs are covered, in addition to the metropolitan, municipal and district assemblies. For the decentralized institutions, the data collection targeted offices at the headquarters, regional capitals and district capitals.

The focus of this section is on the output and products of the institutions and how they are disseminated; the publications produced on gender; the periodicity and regularity of publication(s); the success of gender focused publications in spite of other standard publications; relevance of gender statistics data in policy, programming, and evaluation stages of the total number of MDA’s covered; and tracking of statistical data.

3.6.1 Sector Level

Of the 20 MDAs interviewed, 30 per cent produced annual progress reports, 10 per cent (representing 2) produced publications, 15 per cent produced both annual reports and publications and 45 per cent said they used a combination of all outputs of data from census through to data from prosecution of offenders.

Table 3.13: Type of Services and Mode of Dissemination of Publications by MDAs

Questions	Number (Total=20)	Percentage
Institution's main outputs/products and services.		
1= data from census/ surveys		
2= publications	2	10
3= legal ID documents		
4= vital statistics		
5= Annual /Progress Reports	8	40
6= Data on Domestic violence		
7= All of the above		
8= Prosecution of offenders/Prevention of Crime /Detection and apprehension of criminals/Maintenance of law and order/Protection of life and property.		
Combinations ⁷ 2,5(3) – 2,5,6,8 – 5,6(3) – 1,5 – 3,5 -5,6,7	10	50
Institution's mode of dissemination.		
1= workshop		
2= forums		
3= websites		
4= publishing		
5= all of the above	20	100
Combinations		
Gender specific publications produced and disseminated by institutions.		
1= Compendium of concepts and definition of gender statistics		
2= GDHS		
3= Family Health survey/Gender based programmes		
4= IBES		
5= Teenage pregnancy reports		
6= Gender Policy/data	16	20
7= N/A	1	5
Combinations 2,5 – 1,6 – 2,3,5	3	15
Periodicity of publication.		
1= Monthly	2	10
2= Quarterly	18	90
3= Yearly		
4= Other		

⁷ Multiple responses for answers that have more than one option.

Secondly, on how data is disseminated, 100 per cent of the interviewees responded yes to using all the outlets available including workshops, forums, the web, and publishing. The National Population Council prepares databanks, quarterly and annual reports, fact sheets, coordination programme reports, minutes of meetings, and state of the nation reports as part of its products. The main outputs of the GSS are statistical reports, publications, bulletins and archived data sets from censuses and surveys which are disseminated through workshops, fora and the GSS website. Publications produced and disseminated specifically on gender statistics is the “Women and Men in Ghana – a Statistical Compendium” which is produced every two years. The first ever gender monograph, “Women and Men in Ghana” was produced from the 2010 Population and Housing census. MoGCSP produces Annual Progress Reports, State of the Nation Address (SONA), reports on Domestic Violence in Ghana, reports to the UN and AU etc. (on the MoGCSP website and through social media).

With respect to publications being produced specifically on gender, 70 per cent of respondents, representing 14 out of the 20 MDAs, responded that information disseminated centre on gender policy data while 5 per cent centre on the GDHS, 20 per cent of publications representing IBES, Family Health Surveys, Policy reports, and Teenage Pregnancy reports disseminate gender specific information. 5 per cent responded not applicable to the question. Most MDAs rely on the statistics produced by the BDR for planning purposes at the community and district levels. The Ministry of Local Government, Social Security and National Insurance Trust, (SSNIT), National Identification Authority, passport office and various embassies rely on the data produced by the BDR for planning, policy formulation and other useful purposes. There is the absence of any tracking mechanism by the BDR. However, per the mandate of the Ghana Health Service, they are already collecting statistics which is sex disaggregated with some background information on age and social issues. Example is the Out-Patient Department forms, NHIS registration, referral forms, vaccination, discharges and personnel forms which are updated regularly. There is however the need for regular sensitization of staff to enable them understand gender issues well and integrate it into their work. The main services of the GHS are preventive and curative services, and family planning reports. GHS/MOH Tamale reports have publications being produced and disseminated specifically under gender. Some indications of success in gender statistics publications are on comprehensive abortion care, increases in skilled deliveries and family planning services.

The gender specific statistics generated has been used to inform the region on skilled delivery to initiate a strategy of using Traditional Birth Attendants to serve as link agents to Ghana Health Service in Tamale. The aim is to sustain and improve upon the gains made in skilled delivery

Within the GHS, a lot of data validation is done to ensure that whatever information is collected is accurate, and this is done through regular monitoring. There is therefore a monitoring team in place that does that. District Directors of Health Service are required to authenticate data by signing off before submission to the Regional level to avoid and rectify inconsistencies.

Moreover, 85 per cent answered that the periodicity of publication was done quarterly, 10 per cent stated monthly, and 5 per cent stated yearly. 100 per cent of reviews were conducted between 1-5 years within the sectoral level. On the successful indication of gender publication in the sector, 95 per cent indicated the availability of success markers while 5 per cent alluded to their absence.

On how gender specific statistics generated for policy formulation have been utilized by the institution itself, 95 per cent agreed all options helped in the utilization. However, 5 per cent said none of the options available to them were applicable. With regards to how statistics are utilized by parent institutions, 80 per cent responded that all options (answer 5) helped in the utilization of data by parent institutions; 15 per cent agreed that more funding was needed to acquire statistical infrastructure and 5 per cent stated all options were not applicable to their parent institutions. With regards to the relevance of generated statistics to MDAs and MMDAs, 80 per cent selected that all options were beneficial, 15 per cent agreed that statistics improved concepts and methods as well as increased collaboration with other data producers. Finally, out of the 20 MDAs, 19, representing 95 per cent, stated that their institutions had tracking mechanisms while the other 5 per cent stated they did not.

3.6.2 Regional Level

At the regional level, the questions were administered to 21 institutions. 19 institutions representing 91.5 per cent interviewed on what the main outputs and /products and services of their institutions were, stated that annual reports and data on domestic violence were the main outputs produced. 8.5 per cent stated that they produced publications, vital statistics and data on domestic violence. On how outputs are disseminated, all institutions representing a 100 per cent answered that all the options presented, such as, workshops, forums, and websites were their preferred outlets.

Table 3.14: Type of Services and Mode of Dissemination of Publications by RCCs and Decentralised Sector Department

Questions	Number (Total=21)	Percentage
Institution's main outputs/products and services.		
1= data from census/ surveys		
2= publications		
3= legal ID documents		
4= vital statistics		
5= Annual /Progress Reports		
6= Data on Domestic violence		
7= All of the above		
8= Prosecution of offenders/Prevention of Crime /Detection and apprehension of criminals/Maintenance of law and order/Protection of life and property.		
Combinations ⁸ 2,5, 6 – 1,2,5,6 – 5,6(19)	19	90

⁸ Multiple responses for answers that have more than one option.

Questions	Number (Total=21)	Percentage
Institution's mode of dissemination.		
1= workshop		
2= forums		
3= websites		
4= publishing		
5= all of the above	21	100
Combinations:		
Gender specific publications produced and disseminated by institutions.		
1= Compendium of concepts and definition of gender statistics		
2= GDHS		
3= Family Health survey/Gender based programmes		
4= IBES		
5= Teenage pregnancy reports		
6= Gender Policy/data	1	4.7
7= N/A		
Combinations 2,5 – 1,6 – 2,3,5		
Periodicity of publication		
1= Monthly		
2= Quarterly		
3= Yearly	1	4.7
4= Other		

On whether publications being produced are specifically on gender, only the Bolgatanga Regional Coordinating Council affirmed to depending on teenage pregnancy and marriage reports while none of the other institutions answered. The same applied to the follow up questions on periodicity, regularity of reviews, success indicators, and tracking mechanism to which BRCC answered yearly, between 1-5 years, yes to success indicators, and yes to tracking. Moreover, the Ashanti and Brong-Ahafo Regional Coordinating Councils answered affirmative on the availability of mechanisms for tracking the use of data from their institutions.

3.6.3 District Level

Table 3.15: Type of Services and Mode of Dissemination of Publications by MMDAs

Questions	Number (Total=27)	Percentage
Institution's main outputs/products and services.		
1= data from census/ surveys		
2= publications		
3= legal ID documents		
4= vital statistics		
5= Annual /Progress Reports	26	96
6= Data on Domestic violence		
7= All of the above		

Questions	Number (Total=27)	Percentage
8= Prosecution of offenders/Prevention of Crime /Detection and apprehension of criminals/Maintenance of law and order/Protection of life and property.		
Combinations ⁹ 2,5	1	3.7
Institution's mode of dissemination.		
1= workshop		
2= forums		
3= websites		
4= publishing		
5= all of the above	1	3.7
Combinations 1,2	26	96
Gender specific publications produced and disseminated by institutions.		
1= Compendium of concepts and definition of gender statistics		
2= GDHS		
3= Family Health survey/Gender based programmes		
4= IBES		
5= Teenage pregnancy reports		
6= Gender Policy/data	1	3.7
7= N/A	26	96
Periodicity of publication.		
1= Monthly		
2= Quarterly	1	3.7
3= Yearly		
4= Other (specify)	26	96

At the district level, 96.5 per cent were found to produce annual reports and data on domestic violence, whilst 3.5 per cent stated that they produced annual reports and publications as their institutional outputs. The Ekumfi District Assembly produce annual and quarterly reports, which it submits to the NDPC and the Local Government Ministry. The Assembly organises stakeholders meeting to inform people about activities and work that are on-going in the District. The information is also shared on the Assembly's website. The Assembly has no gender publication, but CAMFED, an NGO, has annual district publications on female issues from the district.

On how outputs are disseminated, 96.5 per cent indicated it was done through workshops and fora whilst 3.5 per cent indicated that they utilized all outlets including publishing and through websites. On whether publications being produced are specifically on gender, only the Municipal Department of Labour, Wa (MDLW) was found to have reports on teenage pregnancy and marriage. They were carried out periodically (1-5 yearly) within the same region with success indicators (this represents 3.5 per cent in total among all regional

⁹Multiple responses for answers that have more than one option.

institutions interviewed). Three institutions, representing 14 per cent, stated they had mechanisms in place for tracking progress of their outputs.

3.6.4 Traditional Councils

Table 3.16: Type of Services and Mode of Dissemination of Publications of Traditional Councils

Questions	Number (Total=12)	Percentage
Institution's main outputs/products and services.		
1= data from census/ surveys		
2= publications		
3= legal ID documents		
4= vital statistics		
5= Annual /Progress Reports	12	100
6= Data on Domestic violence		
7= All of the above		
8= Prosecution of offenders/Prevention of Crime /Detection and apprehension of criminals/Maintenance of law and order/Protection of life and property.		
Combinations ¹⁰		
Institution's mode of dissemination.		
1= workshop		
2= forums		
3= websites		
4= publishing		
5= all of the above	12	100
Combinations		
Gender specific publications produced and disseminated by institutions.		
1= Compendium of concepts and definition of gender statistics		
2= GDHS		
3= Family Health survey/Gender based programmes		
4= IBES		
5= Teenage pregnancy reports		
6= Gender Policy/data		
7= N/A	12	100
Periodicity of publication.		
1= Monthly		
2= Quarterly		
3= Yearly		
4= Other	4	100

At the traditional level, a total of 12 institutions were visited. All the institutions indicated that they produce annual reports that were well disseminated to stakeholders. All institutions disseminated outputs through workshops, fora, websites, and through publishing. However, they could not confirm whether gender concerns were adequately integrated in these reports.

¹⁰ Multiple responses for answers that have more than one option.

The Sawla Traditional Authority was found to be collaborating with the Assembly in the collection of data for planning activities and programmes for the Traditional Authority. All institutions were not able to give accounts on the periodicity of outputs, reviews, success indicators, how gender statistics generated are integrated in policy by institutions themselves, by parent institutions and by MDAs and MMDAs. Lastly, there are no tracking mechanisms in place to monitor outputs by all institutions.

3.7 Areas for Potential Accomplishments in Gender Statistics

3.7.1 Sector Level

The GSS through the Ghana Statistics Development Project (GSDP) provides support to other Ministries. The implementing Ministries under the GSDP have been provided with funds to acquire statistical infrastructure such as ICT, office equipment and vehicles to strengthen their statistical units. The GSS has also compiled a compendium of concepts and definitions, which serves as a guide for all departments for use in their operations. The development of the compendium aims to facilitate harmonisation of data collected by all MDAs.

The GSS has also improved in the area of concepts and methods as it collects specific data on issues raised in the critical areas outlined in the Beijing Platform for Action such as education, health, poverty, and agriculture, among others. There has been collaboration between the GSS and other Ministries to undertake some surveys. The GSS collaborated with Ghana Health Service to conduct the Ghana Demographic and Health Survey; it has collaborated with the MoGCSP to conduct the Family Life Survey and with the Ministry of Trade to conduct the first and second phases of the Integrated Business Establishment Surveys. Some key staff of the service have undergone training in gender issues such as gender budgeting and gender statistics.

The following improvements have been made in gender statistics:

- i. Women's involvement has increased
 - ii. Provision of gender sensitive projects
 - iii. Women's improvement and empowerment
- a) The institution has provided support to other ministries, departments and agencies through the following;
- i. Statistical literacy programmes
 - ii. Training a lot of MMDAs through workshops and seminars.
- b) With regards to the collection of data on specific gender related topics (including the "critical Areas" in the Beijing Platform for Action) data on the following have been gathered:

- i. Health fertility determinants
 - ii. Childhood mortality
 - iii. Maternal health
- c) The institution trained MMDAs on gender issues and also ensured that all facilities are gender sensitive.
 - d) An annual review of the statistical compendium is being done.

Gender sensitive data have been used in formulating policies and implementing programmes and projects such as recruitments for some surveys. An example is that the GDHS recruits more females than males due to the questions involved.

The BDR has changed from the manual system of collecting records to the use of electronic devices. The data capturing instruments have been revised to accommodate gender. Again the BDR collects total information on every birth and death from which data can be mined to feed the critical areas outlined in the Beijing Platform for Action. Users will soon be able to access the Community Population Registration programmes of the BDR. In the areas of developing and testing appropriate indicators, community programmes are assessed to review the coverage areas annually and have new variables introduced to capture and accommodate gender related issues such as getting more background information from mothers. For the BDR, every information taken is accepted as general and total. Holistic information on every birth and every death is captured to feed specific areas.

The level of collaboration between the BDR and MDAs such as the GSS, GHS, NIA, SNNIT, PASSPORT OFFICE and the District Assemblies is very high. The BDR however has funding challenges and this has affected the training of staff in gender related issues. They have not also conducted any review on gender statistics or focused on gender statistics.

The MoGCSP has organised capacity building programmes for staff of other MDAs on gender budgeting to equip them with the necessary skills to integrate gender budgeting into their work. The MoGCSP also conducted training on gender issues for staff from other MDAs and has made progress in the collection of age-disaggregated and sex-disaggregated data. The Annual Progress Reports (APR) of the MoGCSP have statistics that other MDAs use for their work. The Ministry collaborated with the GSS to conduct the GDHS and the Domestic Violence survey.

The Ministry of Health has helped to improve the delivery of programme design and implementation; this has increased consistencies in the Ghana Statistical Service (GSS) and the national statistical system as a whole. Substantive support the Ministry has offered other MDAs are:

- Opened up new areas for investigation, for example, domestic violence.
- Provision of data.
- Provision of staff.

In the area of data collection on gender related topics, there have been improvements which helped to give a true picture of what exists on the ground and also push gender mainstreaming efforts further. Improvements have also occurred in the area of developing and testing appropriate indicators and research methodologies. These improvements have helped to establish guidelines for their operations. The Ministry has also had good collaboration with other institutions such as:

- The Ghana Education Service- SHEP.
- National Service Scheme – human resource.

There has been improvement in the area of training for staff on gender issues; some of the staff used this training as a stepping-stone to acquire higher knowledge. The review of the adequacy of the official statistical system and its coverage of gender issues has seen great success just like the other areas; it has opened up new areas for investigations such as human rights and violence. The Ministry has also had good success in the use of gender sensitive data in the formulation and implementation of their policies.

Ministry of Education(MoE) is currently being supported by the GSS through the Ghana Statistics Development Project. The Ministry is also being supported by USAID to upgrade the EMIS application to web-based data processing, which provides a friendlier environment and tools for data use and processing. The Harvard University and UNICEF have also provided technical support to the EMIS office to develop an application for data processing.

EMIS at MOE supports its subsidiary offices in the districts and regions. The EMIS office also developed an application to help the non-formal level of education to identify classes. For other MDAs and MMDAs, MoE serves as a hub for data on education. It does not provide any specific technical support. The EMIS office has also received various support from USAID. Collection of data on issues such as teenage pregnancy has been reviewed to cover critical populations. Efforts are being made to promote web-based data processing.

MoE collaborates with institutions such as the Department for Social Development, MoGCSP, GSS, Development Partners (including UN organizations), Academic/Research Institutions, Parliament and the Ministry of Health. There has been no training in gender statistics due to lack of funds.

The National Development Planning Commission's (NDPC's) preparation of development frameworks, planning and monitoring and evaluation guidelines, which integrate gender issues, steers sector agencies and district assemblies on the right path to addressing gender issues.

NDPC's ability to issue certificates to sectors and districts that have followed the planning guidelines (to be used to access GOG funding allocations) ensures that sectors and districts address gender issues in their development agenda.

The addition of gender indicators to the core national indicators helps to assess whether gender issues have been implemented by the sectors and districts.

Since GSS does not monitor or evaluate development, the feedback and statistics that NDPC generates through the APR inform GSS's work.

NDPC provides technical support for gender mainstreaming to all sector agencies and districts. New areas that should be considered is gender monitoring and evaluation and gender reporting; Gender Budgeting; social protection delivery; and gender mainstreaming.

The Annual Progress reports collect data on many of the critical areas outlined in the Beijing Platform for action. Examples of core national indicators on which data is being collected include:

- a) Women and Poverty: Incidence of poverty, monitors progress in poverty reduction. The indicators on poverty, however, are not specific to women.
- b) Education and Training of Women: Gender parity index in kindergarten, primary, JHS, SHS, tertiary, measures progress towards achieving gender parity in enrolment at the various levels of education. The balance of parity is 1.00.
- c) Women and health: Obesity in adult population (women aged 15-49 years), indicator of the risk of non-communicable diseases. Another indicator is the proportion of pregnant women who received skilled assistance during childbirth from a trained health professional
- d) Women and the Economy: Proportion of women with access to institutional credit, measures the extent of women's access to microfinance, as well as the empowerment of women in the lower income bracket
- e) Women in Power and Decision-making: Percentage change in women in public life (i.e. administration and political leadership), measures gender equality and women's empowerment, as well as women's participation in decision making.
- f) Institutional Mechanisms for the Advancement of Women Diagnosis: Number of MDAs and MMDAs implementing gender-responsive budgets, measures the extent of mainstreaming of gender issues in policy planning implementation, monitoring and evaluation.
- g) Women in armed conflict: Police-citizen ratio, measures improvement in public safety in terms of crime detection rate and physical security of the Ghanaian populace.
- h) Violence Against Women: Reported cases of domestic violence, measures efforts at reducing domestic violence and protecting the vulnerable.
- i) Human Rights of women: Number of lawyers called to the Bar, determines the capacity of the judicial system to administer justice.

- j) **Women and the Media:** Level of press freedom (Press Freedom Index – PFI), measures the state of press freedom and reflects the degree of freedom that journalists and news organizations enjoy, and the effort made by authorities to respect and ensure respect for this freedom.
- k) **Women and the Environment:** Percentage of population with sustainable access to safe drinking water sources, measures improvements in socio-economic conditions of the population, availability of water for economic activities, as well as reduction in potential sources of water-borne diseases. This is important as it has been found that women and children are often the worst affected during water stress.
- l) **The Girl Child:** Incidence of child abuse (Number of children who become victims of violence and abuse (defilement, assault) in a given year), important for monitoring progress towards child protection.

The core national indicators, sector and district indicators have been tested and are being reported on during monitoring and evaluation. The indicators are reviewed, when necessary, to incorporate emerging issues. Some sectors have their own statistical systems such as the health Sector's District and Health Information Management Survey (DHIMS) and the education sector's Education Management Information Systems (EMIS). NDPC relies on these statistics in making decisions in particular sector areas.

NDPC hosts Cross-Sectoral Planning Groups (CSPG) on various development areas. The CSPG is a multi-sector coordination platform, which is established under the NDPC Act, 1994 (NDPC Act 479). The group is composed of stakeholders from government, CSOs, private sector, development partners, regional representatives, district assemblies and technical experts. The CSPG is the platform used to prepare the APRs. The process involves collection, reporting and aggregation of data, analysis and report writing.

The Commission also engages sector ministries and agencies in deliberations and decision-making on all development issues.

A majority of technical staff have had some form of training in gender issues, gender statistics, and gender budgeting.

Ministry of Trade and Industry is providing support to certain Departments and Agencies producing statistics in the following ways:

- Production of standardized services and standard data or statistical data delivery
- Technical and standard performance training programmes are being delivered to other institutions through the TRAQUE project of the Ministry of Trade and Industry, which is being sponsored by the European Union.

The NBSSI, an agency under the Ministry of Trade, collaborates with GSS in surveys and statistical assessment; provides data on women in SMEs; make inputs into reports of RCCs, other Institutions and Agencies, and produces data for policy planning, monitoring and

development. It also provides reports on SMEs for use by other institutions, industries, research organizations and the academia. The NBSSI has developed templates for collecting data and for reporting and have also improved in terms of gender statistics collection. There is a database system in place for compiling and storing data. It has increased access to available data and helped in the identification of women and the women groups in SMEs. It has enhanced standardization of concept and methods of producing statistical data. In all, the NBSSI has made improvement in questionnaire and other statistical forms, improvement in reporting templates and improvement in gender reporting with emphasis on women and men.

The MOTI has a lot of potential that has been harnessed to accomplish credible gender statistics. As a sector with oversight responsibility over export and import, a lot of gender statistics can be generated to inform policy. Some of the areas for potential accomplishment in gender statistics are:

- Existing sex disaggregated data
- The mechanism for recruiting new staff is responsive to gender concerns in that women are given priority

There is enough data to inform GSS on the number of industries and women in industrial establishments. GSS is able to report on the activities of women in the various markets and the commodity prices on the market where these women trade. In addition, data from NBSSI is collected, disaggregated and analysed to reflect gender issues. Other areas of improvement on specific gender-related issues by the Ministry include Report on women and the economy. There is also the promotion of women into leadership and decision making positions. The number of women into export trade and industrial activities are on the rise due to the availability of training and education of the women groups. Additionally, the NBSSI has achieved success in the following areas:

- (a) Improvement in the number of new businesses created by women
- (b) Number of women accessing the services of NBSSI improved
- (c) Incomes of women supported have increased
- (d) Number of women managing their own businesses has increased
- (e) There has been available data on Women' participation in the economy
- (f) Women and leadership i.e. women's participation in leadership positions have been addressed.

Ministry of Food and Agriculture has improved on data collection tools and has embarked on gender-disaggregated data. The methods of collecting, compiling, processing, storing and disseminating data has now become very simple, efficient, credible and fast due to the use of ICT and software programmes. Most of the information gathered during field services are collected and tabulated by size of holdings, and by Regional or District administrative

units. This enables basic data needed for forecasting and for testing/research to be captured at a higher accuracy level.

Data collected are to emphasize women' contributions and engagement in the agricultural sector.

As enshrined in the Medium Term Agricultural Sector Investment Plan (METASIP) objective two (2) , increased growth in income and training programmes are periodically undertaken by women agro processors to improve their livelihood.

- (a) The Ministry provides technical and statistical support to other Departments and Agencies through activities of its Regional and District extension officers. These include:
- (b) Monitoring and evaluation of agricultural activities of men and women in agro-processing.
- (c) Providing technical backstopping to Regional and District Offices.
- (d) Providing data and collaborating with the Ghana Statistical Service.
- (e) Extension services reports are now gender disaggregated and reflects gender issues and gender statistics.

A number of staff have been trained in gender budgeting. Most of the staff in WIAD are trained to address issues of gender in agriculture. There has also been an improvement in data production and compilation due to the use of the Human Resource Management Information System in the sector.

Micro-Finance and Small Loans Centre: The Ghana Statistical Service, Ministry of Fisheries and Aquaculture and the Ministry of Agriculture (MOFA) utilize reports and programmes of MASLOC for their operations or extension/interventional programmes. The Regional office of MASLOC collaborates with the Regional Coordinating Council and the Office of the President.

Sensitive gender disaggregated data are taken as very important for decision-making. More gender sensitive data are used in the area of credit disbursement. However, it depends on the product.

New Statistical Systems have been developed and gender disaggregated data is collected or ensured in all administrative templates for data collection. There is a review of assessment forms every two years

Staff are trained in gender issues and gender disaggregation during internal orientations. Staff are therefore sensitive to gender issues. Gender statistics and budgeting skills of staff have also improved.

3.7.2 Regional and District Levels

Some notable findings include:

The Department of Agriculture under the CCRCC has improved ways of collecting, and analysis, and has also improved the reporting format they use in their work. The gender department has collaborated with GHS to develop a template that is being used to collect data on teenage pregnant girls and their partners. This is supported by UNFPA and it was conducted in the first quarter of 2016. The CCRCC gave administrative support to GSS during the 2010 Population and Housing Census and the coordinating officer was the head of the census in the region. The CCRCC supported the Department of Social Welfare with some computers. The CCRCC organises policy dialogue programmes in the region, which is an advocacy programme where they use available data that departments have. The CCRCC supports traditional authorities, assembly members, sexual and gender based violence cases and six media houses in the region.

The CCMA does not have any accomplishment in gender statistics. The street naming exercise has helped the Assembly to estimate the number of houses and also brought improvement in the collection of property rates thereby boosting revenue performance. The Assembly also collaborated with GSS to prepare the district census report. Key staff have taken part in gender budgeting programmes at the CCRCC.

The GSS has been giving statistical support to the TRCC in collating regional data. Capacity of staff have been built in simple data collection and analysis. The TRCC also collaborates with GSS in writing census report.

The STMA does not generate or produce gender statistics, but they have statistics that are used in planning their activities. These statistics are from the departments under the Assembly. They have accurate data from the agriculture department on women and men in agriculture. The Assembly collaborates with other stakeholders. Since the Assembly is the planning body of the metro every department needs their opinion in whatever activities they plan to undertake. The assembly needs a lot of capacity building on gender budgeting and other gender issues.

Amenfi Central does not have any coordinated gender statistics. They collaborate with NGOs in the districts like GLORI to eliminate all forms of child labour in the cocoa areas. No staff has been trained in gender budgeting and on gender issues. The Assembly does not have any gender sensitive data and they do not use gender sensitive data.

The GSS has been giving statistical support to the TRCC in collating regional data. Capacity of staff has been built in simple data collection and analysis. The TRCC also collaborates with GSS in writing census report of areas of improvement.

At the Department of Gender in Tamale, the key areas of improvements under gender statistics are:

- (a) Institutions now adhere to generating gender-disaggregated data.
- (b) Women's participation is recognized.
- (c) Enhanced gender integration.

Some substantive and technical support the institution gives to other MMDAs/MDAs cover such areas as:

- (a) Training on gender mainstreaming.
- (b) Gender sensitive budgeting.
- (c) Provision of materials on gender.
- (d) Violence against women.
- (e) Women in politics.
- (f) Women in leadership.
- (g) Girl child education.
- (h) Women economic empowerment.

They have also enjoyed great success in collaborating with other gender statistics producing institutions such as:

- (a) Ghana Statistical Service.
- (b) Educational institutions.
- (c) Ghana Health Service.
- (d) DOVVSU.
- (e) CHRAJ.
- (f) And other MMDAs.

In terms of training of staff in gender issues, gender statistics, and gender budgeting, the institution has successfully ensured that all their facilities are gender sensitive. Also their review of the official statistical system is done quarterly. The institution has also had some success in their ability to use gender sensitive data in the formulation of their policy and the implementation of programmes and projects.

In the Department of Agriculture- Mion, some of the improvements of gender-related statistics are that women now know that they are more than men in number and can also take part in decision-making, and the ratio of men to women is now known. The use of tablets in data collection and analysis instead of the traditional pen and paper is one of the improvements in the methods of collecting data. The institution has also seen some success in the collection of data on specific gender-related topics like the total number of farmers groups and the production and processing of agricultural crops and the ratio between the sexes of farmers. Reports from the field officers and reports compiled by the MIS officer

show some amount of success in the indicators and methodologies in developing and testing gender statistics. The institution has experienced some success in their collaboration with other data producing institutions such as:

- CSIR
- SARI
- IITA
- NGOs in agriculture.

Even though the institution is experiencing some success in some areas, when it comes to training of staff in gender issues, gender statistics and gender budgeting, they are lacking. The Department of Agriculture has also succeeded in using gender sensitive data in the formulation of policy and implementation of programmes and projects such as farming, training, processing, marketing of agricultural commodities, allocation of credit facilities and linkages to some credit.

The Department of Agriculture- Yendi offers substantive support to other MDAs that deal with gender statistics through data generation via SRID and World Food Programme. No improvements have taken place in the area of concept and methods. With respect to collection of data on specific gender-related topics, the low level of education of staff has caused a lot of limitation there and this affects the quality of data generated, the institution's collaboration with other data producing institutions is poor but the training they are giving their own staff members with regard to gender issues, gender statistics and gender budgeting is improving. There has also been about 20 per cent improvements in the implementation of programmes with gender sensitive data.

The Greater Accra Regional Directorate of Agriculture mentioned three key improvements in terms of gender statistics namely helping in planning, serving as a guide and also reference point that have had bearing on the National Statistical System. The GADS II and FASDEP II have also helped in formulating of the institution's gender sensitive data and in the implementation of programmes and project.

The staff of Ministry of Food and Agriculture (MOFA) have received training in gender but not statistics and budgeting at the regional level. No review had been done on adequacy of official statistical system and its coverage of gender issues.

In Department of Social Welfare – Mion, some of the ways the institution has successfully contributed to gender statistics are:

- Women involvement.
- Women empowerment.
- Women improvement.
- Provision of gender sensitive projects

Some substantive and technical support the institution has provided to other ministries, departments and agencies dealing with statistics are outlined below:

- Information provided at the regional level serves as an input in the national statistical system. This is also true at the district level.

In the area of concepts and methods, lots of improvements have occurred because the institution gets better results and it helps them to be consistent in their reporting. Some specific gender related topics that data has been collected on are:

- LEAP programme
- The aged
- Persons with Disability (PWDs)
- BAC

Interviews, questionnaires, primary and secondary data are some of the indicators and research methodologies that have been improved. Their office has also had improvement in collaborating with sector ministries and other data producing institutions in the collection, reporting or aggregation of data, analysis and report writing such as:

- Report to UNICEF
- Ghana Statistical Services
- Existing Development Partners
- Decentralised departments

The institution has also had success in training their staff in gender issues, gender statistics, and gender budgeting; this is related to the fact that all their facilities are gender sensitive. In the area of reviewing the adequacy of official statistical system and its coverage of gender issues, they review the MTDP and the budget annually.

Ghana Health Service – Mion, said improvements in gender statistics has occurred in the following areas:

- Improvement in maternal health
- Creation of adolescent corners
- Reduction in malnutrition among pregnant women

Some of the institution's substantive and technical supports to other MDAs are:

- Submission of annual reports.
- Submission of monthly reports.
- Entry into DHIMS.

The district has also seen some success in the collection of data on specific gender-related topics such as:

- Maternal health.
- Malaria in children under 5 years
- Family planning
- HIV/AIDS

The institution has also had some good collaboration with the following institutions:

- District Assembly
- NGOs
- GSS
- Other departments

As a result of using gender sensitive data in policy formulation and implementation, women now accept family planning without fear of their husbands.

The Regional office of MASLOC by its testing of the indicators available has increased women's access to loan and improved upon its research methodologies by the administering of bio-data forms. The Ashanti Regional office of MASLOC has developed an interview questionnaire to assess the viability of their products. Other improvements are:

- i. Priorities are given to women data
 - ii. Involvement of the group leaders of the women in the institution's activities and decisions.
- a. Some successes chalked in Micro-Finance and Small Loans Centres in developing and testing appropriate indicators and research methodology include:
- The improvement in record keeping and documentation.
 - improvement in registration forms through periodic review.
 - reporting methods and the addition of tricycles to its system of operations.

The MASLOC collaborates with the following Institutions:

- i. Supports the Fish Mongers in the Brong Ahafo and Northern Regions
- ii. Tuber and Grains Improvement support\Programme with the Ministry of Food and Agriculture
- iii. Agro-Marketing Support for MOFA
- iv. Cassava Processing with MoFA farmers along the value chain

- v. Granting of both substantive and financial support to fishmongers and the School Feeding Programme Service Providers.

Some improvements have been made in data disaggregation with MASLOC for producing gender statistics in the following areas:

- i. Palm oil processing data
- ii. Data on fishmongers at Yeji
- iii. Data on gari processing at Kintampo

At DOVVSU in Yendi in the Northern Region, indications of improvement in gender statistics lie in data collated on the reduction in violence against women. This gives the indication of some predictability in behaviours and appropriate measures taken to sensitize women on potential causes of violent activities.

The Ministry of Health, Tatale district, has been using gender sensitive data in its policy formulation and the implementation of programmes and projects such as fistula repair for women and appropriate referral.

At the Regional health directorate in Tamale, the following improvements have been made in different aspects of the institution:

- Improved family planning acceptance rate.
- Skilled delivery has improved.
- Access to health care services has generally improved.

The directorate has also offered the following supports to other MDAs:

- They shared data with other MDAs.
- Submission of reports to districts.
- Sharing data with development partners.

The Directorate uses the following concepts and methods:

- Creation of an adolescent corner.
- Points of distributing condoms.
- Creating ARV centres in all districts.
- Has improved data through the change from DHIMS 1 to DHIMS 2 software.

In the area of collecting data on specific gender-related topics:

- There has been improvement in comprehensive abortion care.
- There has been improvement in family planning.

The directorate has also had a good relationship with Ghana AIDS Commission, Ghana Statistical Service and Development partners. The directorate has also had success in training their staff on basic gender concepts under the CHPS policy and nurses and midwifery training institutions are now mindful of gender equity during admission of students. The institution has also succeeded in the quarterly, mid-year and annual review of performance and has also succeeded in using gender sensitive data in the formulation and implementation of their programmes.

In Yendi Municipal Health Directorate-Tamale, the key improvements in gender statistics are:

- Family planning acceptance rate.
- Access to health care services has improved.
- Skilled delivery has also improved.

Some substantive and technical support provided to other MDAs are:

- Submission of reports to district assembly.
- Data for MOFA and GES.

Improvements that have taken place in the area of concepts and methods are:

- Creation of adolescent corner.
- Creation of ARV corner.
- Point distribution of condoms.

Improvements that have taken place in the area of data collection on specific gender- related topics are:

- Family planning.
- Comprehensive abortion care.
- Maternal and infant mortality.

Improvements that have taken place in the area of developing and testing appropriate indicators and research methodologies are:

- Community durbars.
- Integrated monitoring.
- Checklist.

There have also been improvements in the collaboration between the institution and other institutions such as:

- UNICEF.
- Ghana Statistical Service.

- Municipal Assembly.
- GES.

Improvements that have taken place in the area of training of staff in gender issues, statistics and budgeting are satisfactory. Additionally, staff have received training on:

- Family planning services.
- Comprehensive abortion care.
- Maternal and reproduction.
- Other health issues.

There have also been improvements in the review of adequacy of official statistical system and its coverage over gender issues, these reflect in the quarter and annual review of performance. And lastly, there have been improvements in the use of gender sensitive data in the formulation of policies and the implementation of programmes and projects such as the family planning and adolescent reproductive care.

The NRCC produces sex-disaggregated data and not gender statistics, which it gives to the GSS as primary data. It also provides the following support to other MDAs:

- Collaboration of reports
- Monitoring and evaluation
- Human resource assistance
- Generation of primary data

The NRCC has organized trainings on gender budgeting, key concepts in gender and gender mainstreaming. There was however room for improvement in relation to the adequacy of statistical systems and its coverage of gender issues. The NRCC also makes use of gender statistics in planning of programmes and activities.

The TMA collaborates with the metropolitan Education, Health and Agricultural Departments in preparing reports submitted to the regional level. These data are sex disaggregated to indicate just the numbers involved and not the reasoning.

Major changes arising out of the use of gender statistics at the TMA include:

- Higher participation of women in development and decision-making
- Gender mainstreaming of the Assembly's activities
- Increased gender awareness in the municipality
- Sharpened monitoring and evaluation indicators

With regards to education, the data collected has influenced the creation of girl child clubs and providing changing rooms in schools, which has increased enrolment of the girl-child, especially in schools. Most of the data used in the action plan are as a result of collaborative efforts with decentralized departments in the municipal assemblies.

The Greater Accra Regional Coordinating Council is of the view that the use of data from the assemblies can help with the monitoring and implementation of gender statistics at the grassroots level. The Planning Unit can therefore be used to help mainstream activities into programmes as well as allocate resources. However, they were not able to indicate key improvements that gender statistics has brought about in activities and work of MDAs/MMDAs. Respondents complained of a weak linkage of the Regional Coordinating Council with the Gender Ministry, that is, though their mandate requires that they monitor all activities of government, they are not fully involved in the work of gender and hence making it difficult for them to appreciate the issues. They therefore recommended training and closer collaboration as a way forward.

At the Greater Accra Regional Health Directorate, effective collaboration with the GSS has resulted in a holistic approach to data collection for improved policy decisions. For instance, there is now inclusion of Malaria in the Ghana Demographic and Health Survey. The Health Sector has always provided support to other sectors in terms of providing them with data. They have also given technical backstopping to the Education Sector under the School Health Education Programme.

Through the Community Health Planning Service (CHPS) compounds, it has been realized that there is need for support to be given to the lower levels as well as calls to also train more midwives. The development of the District Health Information Management System is still being discussed and added on in order to have the best of systems to operate with.

The Regional Health Directorate of Education has three key improvements in gender statistics, namely, gender parity, women's involvement in decision making, and females involved in male-dominated jobs. The directorate indicated that there is generally substantive and technical support given to other MDAs. That intention should be replicated through collaboration with G.S.S. to improve information sharing and methodology. It is imperative that parents understand roles of their children, and infant mortality rate, among others. The Service collects data on specific gender-related topics, which revolves around the Beijing Critical Areas of Concern. Through the Campaign for Female Education (CAMFED) appropriate indicators and research methodologies have been developed and tested. They collaborate with sector ministries and other data producing institutions in the area of data collection, data aggregation, analysis and report writing but no specific training on gender issues and gender budgeting.

The key improvements in gender statistics mentioned by the Ghana Police Administration were as follows:

- i. The appointment of two female commissioners
- ii. Establishment of Police Ladies Association (POLA)

The Ministry of Employment and Labour Relations (MELR) provided technical support to other ministries, departments and agencies dealing with statistics and also provided them with some logistics support with funding support from GIFEC.

The Ministry of Employment and Labour Relations collaborated with GSS in the design of the Labour Market Information System instrument used for conducting the labour market survey and also the Institutional Business Establishment Survey (IBES).

- There were plans in place for the training of staff on gender issues, gender statistics and gender budgeting in collaboration with the Ministry of Gender, Children and Social Protection.

The Volta Region Coordinating Council does not have anything gender in their programmes and activities and therefore organizing programmes and activities in that respect and also speaking to issues related to gender is a problem. It would therefore require support to enable them come out of their situation. At the Kadjebi District Assembly, there have been a lot of collaborative efforts by all departments within the assembly that have helped the assembly achieve its current success and accomplishments through information sharing and data collected. Among the departments, that of Health collaborated and supported Education under School Health Education Programme through providing Technical support, defining concepts and methodology.

Joint Accomplishments: Regional Coordinating Councils, Municipal and District Assemblies

Improvement in gender statistics in the RCCs and the District offices are as follows:

- a) Gender disaggregated data generated or produced for policy and decision making
- b) Availability of templates to collect and consolidate data on gender
- c) Availability of checklists and bio-data capturing forms or templates
- d) Improvement in girl education in mathematics and science
- e) Women involvement in the District Assembly's activities and top-level management and decision-making.
- f) Improvement in girls participation in mathematics and science courses
- g) Celebration of the girl-child education (A programme to sensitize the girl-child in schools).
- h) At the Social Welfare Department, there has been an appreciable increase in child protection and also frequent/regular release of funds to the people living with disability.

Activities of Regional Coordinating Council, Municipal and District Assemblies

The various RCC and Municipal and District Assemblies do the following:

- (a) Coordinate the provision of training to manage the teenagers in the various Districts to prevent teenage pregnancy and HIV/AIDS.
- (b) Provide NDPC and GSS with consolidated annual reports
- (c) Implement and coordinate the Adolescent Corner programmed for the adolescent girls in the Dormaa East District.
- (d) Reports on disabilities and poverty to the RCC and other NGO for necessary actions
- (e) Reports on girl-child education.
- (f) Settlement of domestic violence and other litigation between the various cultural groups in the District
- (g) Awareness creation to community members periodically on gender-related issues
- (h) Documentation of reports on social issues, which include gender, concerns to the District Assembly, the RCC and other stakeholders/establishments.

The RCC, Municipal and District Assemblies have improved on their concept and methods. The under listed indicate some of the progress that has been made:

- i. Availability of forms and template to gather data on teenage pregnancy and HIV/AIDS prevalence in the District.
- ii. Community members made aware of the concept of reporting cases of domestic violence and sexual abuse in the community to the officers of the Social Welfare.

On the successes of data collection on specific gender-related topics (including the “Critical Areas of Concern” outlined in the Beijing Platform for Action) the following was outlined by respondents:

The RCC, Municipal and District Assemblies have achieved success in the following areas:

- (a) Women’ participation in decision making
- (b) Assembly women appointed and elected
- (c) Data on maternal health and other health issues.
- (d) Available data on school enrolments
- (e) Increase in interest of girls to be educated to the highest academic level
- (f) Women participation in policy and decision making

- (g) Girl-child education
- (h) Gender statistics is now available for analysis, decision making and for supplying other institutions for use by their office.
- (i) Data is collected on child abuse, sexual abuse and child rights. Based on the findings, staff undertake community sensitization.
- (j) There is available data on Women and poverty alleviation
- (k) Improvement in education and other skills of women
- (l) Women are identified to be on the marginalized side in the society

Ministry of Trade and Industry

Research methodologies and indicators have proven to be effectively enough to capture accurate statistical data for forecasting and prediction. For example, research has revealed that, there has been about 15 per cent increase in women's participation in skills development for the past two years.

At the NBSSI Head office:

- i. All the Business advisory centres have database of women in SME's and these indicators have also revealed that women pay back their loans more regularly than men.

The Regional office of NBSSI has developed a database system and a laid down mechanism to access loans.

Ministry of Food and Agriculture

Field monitoring and assessment to report the prevalence and reoccurrences and spread/outbreak of disease and pest have been improved due to the use of accurate and definite gender sensitive indicators and research methods.

3.7.3 Regional Coordinating Council, Municipal and District Assemblies

The Brong Ahafo Regional Coordinating Council collaborates with the Action Aid, Ghana Health Service, WIAD, Ghana Statistical Service, UNFPA and GIZ on national statistical data and gender subject related data and on gender inequality issues. When the Brong Ahafo Region was found to have the third highest prevalence of HIV/AIDS, the RCC acted on this information and has achieved a measure of success. At the B/A RCC, staff are now aware and conscious of formulation and implementation of gender policies and the MMDAs are to provide desk officers for gender-related issues. The B/A RCC conducted some reviews of the Family and Child Welfare Policy and National Gender Policy.

At Dormaa East District Assembly, some gender-related training have been given to some selected staff in addition to a 2013 gender budgeting training that was organized by the B/A RCC for budget officers. The Dormaa East District Assembly office reports on LEAP programme, household activities and women empowerment. The Assembly undertakes Mid-year review and review of annual report. The Assembly are gender sensitive and gender inequalities have been identified as general concerns to be addressed with a shared responsibility. The School Feeding Programme uses gender data generated by the office. In addition, the LEAP project also uses data from the Assembly to undertake its exercise.

Again, the Dormaa District Assemblies, acting upon available indicators concerning the challenges of the youth/adolescents in the District developed an intervention programme called “The Adolescent Corner” where issues of the adolescent are being attended to in the form of advisory and counselling sessions. This is accessed by both the adolescent girls and boys in the District.

The Ashanti Regional Coordinating Planning Unit meets on quarterly basis to share ideas and prepare harmonized consolidated report. The Ashanti RCC has Research methods that identify some specific needs in areas where required and support is solicited from donor Agencies and others like the UNFPA. It coordinates, assesses and monitors the District offices and this has enhanced the effectiveness in delivery of periodic reports from the various Districts and Metropolis. Staff of the Ashanti RCC has been trained in gender issues, and gender-related subjects at the District levels. However, with ARCC, gender sensitive issues are not incorporated in their programmes and projects.

The Asante Akyem North District Assembly has improved on its reports to NDPC, the RCC and the Ministry of Local Government and Rural Development. In addition to this, the Social Welfare Department office collaborates with Sector Ministries like the MOFA (Extension Services), World Vision for child protection programmes, conducts education on Sexually Transmitted Diseases with churches and other religious groups, as well as collaborate with Ghana Education Service to undertake child education programmes. The B/A RCC with support from DFID, UKAid and Palladium have trained its stakeholders on Adolescent Reproductive Health and teenage pregnancy. The Asante Akyem North District Assembly has made improvement in its data collection tools and other templates for research. The district has also made some remarkable performance improvement in promoting gender issues generally.

The Social Welfare Department of Asante Akyem North District Assembly has a well-organized organizational template for monitoring progress of projects being undertaken by its officers.

The gender desk officers of the Assembly have been trained in gender mainstreaming. In addition to staff being trained in gender issues, gender statistics, and gender budgeting, top management staff has had some forms of training on gender budgeting and other gender-related subjects. As a result of these trainings, gender budgeting is employed in the Assembly’s budgeting method and systems. With respect to Asokore Mampong Municipal

Assembly, which is in a relatively new District, there has not been enough training for staff on gender-related issues.

However, the Municipal Assembly has undertaken recent review of its official statistical system and this informed their production of gender statistics. The District has witnessed reduction in marginalization of women and the vulnerable in the decision making process of the Assembly. Projects are effectively planned with consideration of gender mainstreaming. Some programmes are being implemented by observing gender sensitive data gathered from the community.

The Asokore Mampong Municipal Assembly collaborates with the Ghana Education Service on enrolment at schools, School Feeding Programme and building of new schools in the Assembly. It also collaborates with Ghana Statistical Service on national statistical data, gender subject related data and on gender inequality issues. The Assembly also provides reports on school enrolments, economic activities of the people and other activities of the District to the RCC and this accounts for inclusiveness in planning and policymaking. It also undertakes settlement of domestic violence and other litigation between the various cultural groups in the district. It has identified Fulanis as those destroying people's farms and causing other atrocious acts in the hinterlands and taken necessary steps to address the situation. The Municipal Assembly ensures that, the implementation of programmes like the Ghana School Feeding and school enrolment programmes and other projects are not inhibited by unavailability of data on gender inequalities.

The three key improvements recorded as a result of gender statistics are:

- a. Binduri District Assembly recorded zero maternal mortality.
- b. Girls model schools to be built to encourage girl-child-education.
- c. The savings and loans scheme adopted in the District (V-savings) has helped men and women alike to develop the habit of savings.

Binduri District Assembly collects data on the number of households in their various communities, which is sent to Ministry of Gender, Children and Social Protection.

- a. They have also assisted the GSS with information to map out enumeration areas (District maps)
- b. MMDAs have had some success in their collaboration with the GSS, NDPC, MoGCSP, GHS, MOH, MoE, and MoA in the collection, reporting or aggregation of data, analysis and report writing.
- c. MMDAs have recorded some successes in the use of gender statistics to aid them in programme planning and implementation.
- d. The RCC reported that they had seen improvement in the areas of health and education and this is reflected in the quarterly reports of activities of the Assemblies.
- e. Similarly, it has led to remedial measures in bridging the equity gap in various sectors

- i. i.e. health, education and agriculture.
- f. It has also led to the establishment of female model schools.
- g. There is also improvement in infrastructure facilities for girls and boys. Now the urinal facilities for boys and girls are separated.
- h. In addition to the substantive and technical support provided to other MDAs, RCC in connection with statistics:
 - i. Provide logistics such as conference halls, vehicles, drivers etc. needed for their activities and programmes.
- i. The RCCs collaborate with sector ministries and other data producing institutions in the collection, reporting or aggregation of data, analysis and report writing.

3.7.4 Traditional Councils

For Bekwai, queen mothers and the Social Welfare are spearheading poverty eradication programmes within the Districts and the villages. The Bekwai Traditional Council have had 30 queen mothers trained in Adolescent Reproductive Health to enable them produce gender statistics and undertake their role as gender officers for the communities. The Bekwai Traditional Council collaborates with the Ministry of Gender, Children and Social Protection (MOGCSP) and other NGOs operating within the Traditional Council to undertake gender-related programmes.

The Manhean Traditional Council on the other hand recognizes the Ghana Statistical Service as the agency responsible for data collection and dissemination. However, they were not happy with the manner in which information is disseminated. They recommend that it should be disseminated in simple, clear and unambiguous language to enable the less privileged in the society understand the issues affecting them.

3.8 Impact of Regional and Global Programmes

3.8.1 Sector Level

GSS

GSS has received technical and financial support from international bodies such as the World Bank, African Development Bank (AfDB), ECOWAS, IMF, UNSD, etc. Staff have been trained in Official Statistics and other key areas in statistics. The GSS has benefited from some training programmes sponsored by JICA, UNIDEP, and WAIFEM, among others. The GSS requires adequate infrastructure, personnel and logistics to work with.

MoGCSP

The MoGCSP has received support from DANIDA, AfDB, World Bank. The gender responsive programme was sponsored by DANIDA. The Ministry makes use of reports

such as GLSS, MICS Human Development report, State of the Children's Report, Concluding report from the AU and CRC. The World Bank supports the MOGCSP to organise capacity building programmes on Gender Statistics for relevant ministries departments and agencies. Other support is in the following areas:

- a) Technical publications; Training and capacity building: for the generation and use of gender statistics.
- b) Technical assistance: Capacity to understand emerging issues of gender in relation to development areas such as mining, climate change, energy, demographic dividend, etc.
- c) Awareness of emerging gender issues in relation to policies such as the SDGs, Agenda 2063, CEDAW, Beijing Platform for Action.
- d) Mainstreaming gender into economic policy.

The MoGCSP however needs staff that has the capacity to produce gender statistics and also office space to operate effectively.

NDPC

With respect to the NDPC, some support was received from UNECA for a gender statistics programme at the regional level. At the global level, institutions like the Department for International Development, UK, supported the mainstreaming of gender into the Growth and Poverty Reduction Strategy (GPRS II). The United Nations Children's Fund (UNICEF) also provided financial and technical support in the form of funding meetings to deliberate on scaling up nutrition to cover the first 1000 days of a child's life (this period also covers the pregnant mother). The United Nations Population Fund provided support for auditing of district and sector development plans and the development of gender checklist. UNIFEM, now UN Women, also supported the NDPC with the mainstreaming of gender into the Growth and Poverty Reduction Strategy II while, the World Bank provided support on gender statistics for the GPRS II as well as the development of gender indicators for monitoring and evaluating the progress of GPRS II. CDM also supported NDPC with developing a workplace gender policy.

BDR

The BDR received support from UNICEF for the introduction of ICT use in the system, education and sensitisation programmes and also for the review of the BDR Act. Outstanding issues that have not been addressed are inadequate and secured infrastructure, personnel and training, especially in the rural areas.

MOFA

The Ministry of Food and Agriculture (MOFA), received technical support from Global Alliance and CIDA. Aside the two, they have not benefitted from any training or support

from any other international or regional gender statistics programme. The areas that have not been adequately met were training and capacity building, availability of financial resource and logistics. The institution has published newsletters that are specifically on gender statistics.

LGSS

DANIDA-sponsored training on gender.

- a) The District Assembly Common Fund (DACF) provides financial support for LGS and MMDAs to implement action plans.

The District Development Fund etc.

- a) Training on gender budgeting

3.8.2 RCC and District levels

The UNFPA has supported the regional MoGCSP on gender equality and gender based violence projects. GIZ supported the Gender Department to embark on gender responsive budgeting and gender mainstreaming programmes. DSW received support from UNICEF for LEAP monitoring, social enquiry reports and monitoring of orphanages. JICA also supported NBSSI on SMEs training on expansion of business. Areas that have not been adequately met are capacity building of gender officers in gender statistics and other gender issues, logistics and adequate office space.

The TRCC has EU and French support, which is used for the Accountability Programme in the Western Region. The Gender Department has not taken part in any international gender statistics programme. The RCC use GSS's GLSS reports in their operations. Inadequate capacity of staff on gender statistics, regular funding for gender programmes, and lack of logistics are areas that have not been adequately met.

The STMA has received technical support from Oakland in California, and Global Community. Three areas that have not been adequately met are, capacity building, succession planning, a unit to handle gender issues and regular publications.

The Regional Directorate of health as at the time of the interview, had received support from Development Partners and International Non-Governmental Organizations such as UNICEF, Systems for Health, Marie Stoppes, IPAS, Novartis, Grameen Foundation, GIZ and JICA. Support received is usually technical and financial in nature. All the support received is to enable them deliver on their mandate such as handling mothers and new born babies, and blood transfusion services, among others. There has not been any support received in the area of gender. The training on gender was done by the Ghana Health Service over ten years ago.

The Volta Regional Coordinating Council as a whole stated that they had not received any regional and global support that would enable them undertake gender programmes and

activities. However, the Kadjebi District Assembly received some technical and financial support from development partners for a few gender-related activities.

The Ministry of Water Resource, Works and Housing received support from UNICEF, EU, and JICA. At the regional level, support has mainly been received from ECOWAS and African Union. The support was both financial and technical. The only support from a multi-lateral institution on gender statistics that the office has benefited from is the Ghana Statistics Development Programme (GSDP), which is being sponsored by the World Bank.

The Tema Metropolitan Assembly (TMA) received assistance from the Harvard Development Grant, the World Bank and JICA. GHACEM, ALUWORKS, GPHA and Ideal Finance.

There still remains more to be done to build on what has been achieved. The issue is mainly about funding, training, logistics, bureaucracy and the fact that gender is not totally mainstreamed.

At the Ada West District Assembly, no training had been received from any international organization with respect to gender and gender statistics.

The National Population Council at the regional level benefitted from programmes by the UNFPA, USAID and rated these programmes as satisfactory. The programmes include: technical publications, training and capacity building and technical assistance.

The NPC stated it has challenges with regards to collation and analysis of GSS data, inadequate staff, standardized indicator and training and budgeting, which need to be met urgently.

For the Department of Agriculture, Mion district, training and logistics are the support that have been provided by the regional institutions. The department has also benefited from international and regional gender statistics programmes with support from SPRING and USAID in the area of training of women groups in groundnut production. Training, capacity building and technical assistance are some areas where these programmes have been most beneficial. One very beneficial gender statistics publication produced in the last ten years is the Gender in Agricultural Development Strategy published by AGRA and MOFA.

These improvements notwithstanding, there are still some areas that should be adequately addressed. The areas include:

- More Capacity building.
- Staff accommodation.
- The recruit's stations.
- Means of transportation.

The Department of Agriculture Yendi district, has also benefited from external support in the area of Technical training, provision of equipment, production of publications and economic empowerment of Gender Desk Officers by Australian-aid, UNFPA and USAID. The Feed the Future and Agriculture Policy Support Project has also supported the production of a number of regional and international publications on specific areas of collecting gender statistics, which has been quite helpful in the formulation of programmes.

Despite these interventions, the department still has areas that have not be adequately developed. These areas include:

- Capacity building.
- Human resource.
- Office equipment.
- Funds to implement activities.

Some specific gender statistic publications for which support was provided are:

- MDGs.
- Beijing Platform for Action.
- SDGs.
- National Gender Policy.

Similarly, the Department of Social Welfare, Mion, has also benefitted from Gender Mainstreaming Programmes in Communities as well as in the production of publications and capacity building activities from development partners. However, they also cited capacity building, office accommodation and equipment as areas needing further support .

Again, the Ghana Health Service, Mion, has benefitted from maternal health training, family planning and adolescent health programmes from the regional and global development partners; these have positively impacted the work of the MDA at the district level.

(a) The Ghana Statistical Service in the Northern Region has also received support from development partners like the UNFPA, DFID, UNICEF, USAID and the WORLD BANK in the area of :

- i. Logistical support, including production of publications
- ii. Financial support
- iii. Training and capacity building of staff

(b) Gender statistics publications produced in the last ten years with external support include:

- i. GDHS
- ii. GLSS
- iii. Compendium for men and women

iv.MICS

v.Maternal Mortality

vi.User satisfaction survey

Gaps for support however still exist in the areas of office accommodation, capacity building and logistics.

The type of support that has been provided by the regional and national institutions is mainly in the area of capacity building. The Ghana Statistics Development Programme (GSDP) is an international gender statistics programme that the MoGCSP has benefitted from. The areas where these aids have been most beneficial are:

- Technical publications, which is ranked as very satisfactory.
- Training and capacity building, another very satisfactory area.
- Technical assistance, also ranked as very satisfactory.

Some areas that need further attention are:

- Data collection and dissemination.
- Project management.
- Monitoring and evaluation.
- Training in statistics.

Gender statistic publications that have been beneficial to the GSS at the district level are:

- UNICEF (2014) state of the world's children.
- GLSS (2014) Ghana Living Standard Survey and,
- WHO et al (2012, 2014): trends in maternal mortality

The Northern Regional Coordinating Council has received technical and financial support from the UNFP and USAID. The organization rated satisfactory in all areas (technical publications, training and capacity building, and technical assistance) in which it had benefitted from programmes from these global institutions. It has also found the Operational Research by USAID to be a useful document in its operations. There are, however, challenges in areas of capacity building in gender statistics, reliable data software and advanced M&E, which need to be urgently addressed.

The Yendi Municipal Assembly's gender desk has benefitted from technical and financial support from the DISCAP and the Northern Region Small Towns (NORST) water and sanitation projects. The support include publications (satisfactory), training and capacity building (satisfactory) and technical assistance (satisfactory).

Despite the above, the Assembly requires more training and capacity building, technical assistance and publications in its gender roles.

The MoGCSP and the World Bank through the Gender Unit of the LAP provided technical support to the Gender Unit especially in the area of capacity building. The programmes can be seen as satisfactory (technical publications), very satisfactory (training and capacity building) and satisfactory (technical assistance).

Nonetheless, the Ministry of Lands and Natural Resources still requires logistics in running an efficient gender programme.

The Ministry of Trade and Industry (MOTI) is supported at the Regional level by GCNet that provides office furniture, computer and accessories as well as training in Trade Data generation/Management software called Cognus Impromptu. The World Bank through the Ghana Statistical Service also supports the RSIM of MOTI. Global institutions that support MOTI include; JICA, which has provided a programme for Women Development in Business and entrepreneurship, as well as the TRAQUE project by the European Union which is supporting the Ministry, its Agencies and other government and private establishment with technical and standard development/complains support. The project also entails capacity building and distribution of tools and technical equipment.

The Brong Ahafo Regional Office of National Board for Small Scale Industries has not received any Regional support but has benefited from global institutions in the form of training support from JICA and business development training through the Cocoa Life Project by Care International –Ghana for the prospective clients or beneficiaries.

Institutions that are supporting Institutions at the Regional and global levels include West African Agriculture Productivity Programme (WAAPP) by the World Bank, GIZ, DFID, UKAid, Care International, World Vision, EU, UNFPA and UNDP.

At the Regional level the B/A RCC has received support from global institutions such as DFID, UKAid and a Palladium sponsored training on Adolescent Reproductive Health and teenage pregnancy. There has been other financial, training and other support from UNFPA, EU, GAPHP and GIZ.

The Binduri District Assembly received some support from UN Habitat, to handle disaster programmes targeting mostly women. UNICEF also provided entrepreneurship opportunities for both men and women in the District and also initiated the V-Savings scheme for women. The DA had not benefitted from any support for gender statistics programmes.

The Bolgatanga Municipal Assembly has received support in different areas from Trade Aid, JICA, Action Aid and PRONET International.

The Wa Municipal Assembly has received some support from global institutions. They received funds from African Development Bank to construct facilities in their technical

schools. The AfDB also trained people who are into small scale businesses through their Rural Enterprise Development Programme.

The Wa East District Assembly benefitted from a Canadian programme called District Wide Assistance Programme (DWAP), which is a capacity building programme, called DISCAP.

3.8.2 Traditional Councils

Ayensuano :- Globally, The World Vision has been very supportive with the provision of financial and technical support for development projects such as schools, skills development, economic empowerment of women, girl- child development, and awareness creation on HIV/AIDS.

Drobonso:- Has also received support at the global level from institutions like World Vision in the area of gender programmes covering soap making, tie and dye fabric making, etc.

The Queen mother of the Sawla Traditional Authority has received support and acknowledgement from the USAID, Ghana Health Service and other institutions for her gender work. She has received financial support from group of friends to build her clinic in the Sawla community area. She said there is however more room for improvement especially in the area of finance and gender sensitization.

The Wamfie Traditional Council receives support from the District Assembly and the Ghana Canadian Citizens. The global institution that supports the Traditional Area is the Habitat for Humanity. Three common areas of need identified that had not been adequately met for all the institutions at this level were:

- (a) Guidelines from the National level
- (b) Adequate staff (gender officers)
- (c) Adequate funds and logistics

Specific gender statistics publications were hardly found in all the institutions visited.

CHAPTER FOUR: INSTITUTIONAL CHALLENGES

In terms of the institutional challenges of the various institutions, the following were indicated with regards to establishing and maintaining a gender statistics programme:

- (a) Inadequate staffing; training for personnel; qualified statistician at the MMDAs; gender assessment, monitoring and evaluation
- (b) Unwillingness of some females to give required information without their husband's approval
- (c) Inadequate technical expertise/resources, and capacity to generate gender statistics
- (d) Poor private sector participation
- (e) Limited government support and government budgetary support during the allocation of national annual budgets
- (f) Limited resources and logistical support for data collection and gender statistics activities; office accommodation for officers; proper storage facility; transport
- (g) Negative perceptions and attitude towards women in top positions
- (h) Traditional practices or customs and problems during gathering gender data from some religious women groups for statistical analysis
- (i) Lack of funds for sensitization and workshops on gender
- (j) Limited capacity/skills and lack of coordination between the national gender office and the District Assemblies
- (k) Lack of resources and materials for generating statistical data
- (l) Most organisations produce sex disaggregated data but not gender statistics
- (m) Low level of staff capacity in gender statistics production
- (n) Limited logistics and funds for data collection in the Regions by the Trade and Industry Regional officers
- (o) Lack of the required knowledge to conduct gender-related assignments
- (p) Inadequate awareness of National Gender Policy and action plan

With regards to coordination, monitoring and linkages with other fields (within the NSO, and system-wide, among producers of statistics), these challenges were specified:

- a. Lack of gender monitoring and evaluation experts

- i. Limited logistics and other training materials
- ii. Low budget for gender activities and programmes
- iii. Lack of understanding of some women groups on gender issues and concerns
- iv. Some religious women not willing to share equality and inequality treatments at their various households.
- v. Lack of funds and collaborations by the various stakeholders in generating statistical data and information.
- vi. The public's /families unwillingness to report gender inequality and sexual violence
- vii. No provision for gender desk officers at post to operate
- viii. Inadequate support from government for monitoring gender issue and concerns
- ix. Inadequate logistics, resources and materials for producing statistical data
- x. Lack of financial support for monitoring and evaluation
- xi. No feedback from stakeholders and clients after giving them data and reports
- xii. Lack of adequate staff for monitoring activities.
- xiii. Unclear indicators for monitoring and other field assessment

CHAPTER FIVE: RECOMMENDATIONS

5.1 Overview of Findings

Gender Statistics are statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life (United Nations, 2006). Similarly, Gender statistics constitute an area that cuts across traditional fields of statistics to identify, produce and disseminate data reflecting the realities of the lives of women and men, and policy issues relating to gender equality (Developing Gender Statistics: A Practical Tool, UNECA, 2010).

As gender issues move forward in national and global agendas, new demands are created for statistics. The quest for the assessment of the status of gender statistics in the country stems from the fact that though statistical publications and survey reports abound in Ghana, none of these is devoted solely to gender statistics and gender issues. This gap was identified in the analysis of the situation of Ghana with respect to gender equality.

Overall, the assessment shows that there is no national policy for the production of gender statistics. The assessment found out that while the MDAs have strategic plans, most MMDAs were guided in their work by their respective MTDPs. Of the 20 MDAs, 13 institutions (70 per cent) administer various forms either in print or electronic for compilation of gender statistics.

The assessment indicated that though some of the institutions generated gender statistics, compilation and dissemination of such information were limited; and that not all the institutions assessed have the possibility of disaggregating their data by sex and other social characteristics.

The main components of the gender statistics programme in these institutions include the traditional fields of statistics (education, health, employment, etc.) and new areas required for gender statistics like time use and violence against women.

In spite of the significant stakeholders' support, substantial challenges remain in terms of institutional capacity and programming. The absence of a gender focus in many of the policies and acts has limited the need for institutions to compile gender statistics as a way to monitor their performance in the areas of their mandates.

5.2 Strengths, Weaknesses, Opportunities and Threats in the production of Gender Statistics in Ghana

The production of gender statistics at all levels in the country is characterised by a number of strengths, which should facilitate the improvements that are to be undertaken. There are also weaknesses, which if not addressed, could offset likely achievements from efforts being made to close the gaps identified towards improving the status of gender statistics.

CHAPTER SIX: SWOT ANALYSIS IN THE PRODUCTION OF GENDER STATISTICS

6.1 Strengths and Weaknesses

STRENGTHS	WEAKNESSES
<i>Legal Framework:</i> There is a strong legal framework that mandates the GSS to collect and compile socio-economic data on the country and disseminate it to the relevant government agencies. The new Statistics Bill has already been presented to Cabinet. The existence of the Civil Service Law of 1993 which establishes the formation of Research, Statistics, and Information Management (RSIM)	<i>Legal Framework:</i> No legal statements or documents on the generation and production of gender statistics
<i>Stand-alone Gender Policy:</i> The National Gender Policy developed by MoGCSP and the gender policy of the NDPC to support the production and implementation of gender statistics	<i>Inadequate staffing in sub-national offices:</i> Inadequate permanent staffing in all MDAs and MMDAs to produce gender statistics and lack of staff capacity on gender issues as well as the Beijing Platform for Action. There is an absence of well-structured capacity building programmes for staff in the various institutions
<i>Well-established system:</i> The existence of the MoGCSP and WIAD under the Ministry of Food and Agriculture to handle gender issues and the integration of gender statistics. The Ministry of Education has a programme for producing gender statistics in various areas: The Ministry reports by indicators with respect to gender. E.g. GER, NER, etc. the main indicator that covers this is the Gender Parity Index. Presence of the Gender Statistics Working Group.	<i>Inadequacy of resources:</i> The MDAs and the MMDAs are under-resourced and lack qualified personnel, infrastructure, logistics and finance, severely obstructing the production of gender statistics. Inadequate financial resources
<i>Established Gender Desks:</i> The Existence of Gender Desk Officers (GDOs) or gender focal persons in all MDAs and MMDAs.	<i>Lack of clear direction in the production of Gender Statistics:</i> There are no regular programmes for producing Gender Statistics and no comprehensive strategic plan that will push its production.
<i>Collaboration:</i> the manifestation of Improved collaboration within the National Statistical System (NSS) currently in the production of statistics due to Ghana Statistics Development Project	<i>Low public awareness:</i> There is the limited use of gender statistics by the public in decision-making and planning for socio-economic development and poor appreciation of the need for gender statistics.
<i>Tools:</i> The development of the Compendium of Statistical Standards, Variables and Concepts by GSS to facilitate data collection in order to have standardized data produced by all MMDAs and MDAs.	<i>Weak coordination:</i> Poor coordination between the various MDAs, MMDAs and stakeholders as well as weak collaboration and coordination in the wider National Statistical System (NSS).

6.2 Opportunities and Threats in the Production Gender Statistics

OPPORTUNITIES	THREATS
The production of Gender Statistics spelt out in the current development policy framework GSGDA II 2014-2017.	Limited number of Statistical Units in Metropolitan, Municipal and District Assemblies
<i>The existence of the district MTDP 2014-2017:</i> One of the planned objectives is to improve availability of quality data for policy formulation, analysis and decision-making	No stand alone Gender Policy for the various MDAs and MMDAs
<i>Increasing demand for Gender Statistics</i> to inform policy and also for gender budgeting	Low appreciation of the importance of statistics in general and gender statistics in the process of policy- and decision-making
<i>Existence of community based systems</i> such as chieftaincy, and political governance structures at sub-national levels, including Unit Committees/assembly men and women, to help gender statistic data production at the community and local levels.	Low remuneration and poor conditions of service of personnel resulting in high poor service delivery
<i>Advances in Information Communication Technology (ICT) devices</i> (computers, software, and data management) to facilitate the production of gender statistics by Ghana Statistical Service and other agencies	Poor appreciation of gender budgeting.
Existing good will between various MDAs, MMDAs, NGOs and other agencies to enhance collaboration, cooperation, and support for data production and generation.	New Statistics Bill not yet passed into law by Parliament.
Availability of local, regional and international training programmes and opportunities on gender statistics for staff of MDAs and MMDAs	

6.3 The following are some key recommendations

6.3.1 Policy and Legal Framework

The need for a national policy on gender statistics: In Ghana, there has been an increasing demand for gender statistics for informed decision-making, monitoring and evaluation of development plans including social protection initiatives; however, Gender statistics and indicators are still absent from the national policymaking agenda and macro-economic policies. The absence of a national policy that provides conducive environment for collecting gender statistics reinforces gender inequities in resource allocation, participation in decision-making and other socio-economic activities, which impacts negatively on national development. There is the need to design and implement a national policy that truly reflects the cross-cutting nature of gender to guide the manner in which gender statistics are collected and utilized in the country towards enhancing sustainable development.

Such a policy should :

- (a) Emphasise the legal mandate for collecting and using gender statistics across all sectors and at all levels- (MDAs, MMDAs, Traditional councils etc.)
- (b) Specify the division of roles and responsibilities in respect of the collection, analysis and utilization of statistics from a gender perspective at all levels of the decentralized system in Ghana

Strengthening legislative requirements for collecting gender statistics by all public institutions: It is imperative to ensure the review of legislative requirements to promote the collection, compilation and dissemination of socio-economic data on the country to relevant government agencies and other users. The current review of the Statistical Service Act to include gender statistics under section 32 involving obtaining information and access to records is welcome news.

6.3.2 Strategic Plans

In accordance with the decentralized planning system operated in Ghana, the National Development Planning Commission (NDPC) in consultation with the sectors through the cross-sectoral planning groups (CSPGs), formulates the medium term development policy framework, which serves as a guide to the MDAs and MMDAs for preparing their respective plans, as well as their monitoring and evaluation plan. In principle therefore, all public sector entities, including MMDAs should have a sector- or district-specific medium term plan guiding their day to day activities.

6.3.3 Institutional Arrangements

- The Beijing Platform for Action calls for a focal point to be designated for gender statistics. It is necessary to assess the arrangement of public sector institutions to designate staff for this area of work. The Ghana Statistical Service and the Ministry of Gender, Children and Social Protection in collaboration with the NDPC should to play a lead role in this through:
- Resourcing The Gender Statistics Working Group and equipping them well to champion the course of gender statistics.
- Gender desk officers or gender Units should be created within every institution (MDA, MMDAs etc.).
- Support posting of gender desk officers/experts for institutional gender compliance assessment and monitoring.
- Resourcing the statistics departments of the various institutions to enable them collect data and gender statistics data.
- Develop and carry out intensive training on gender statistics for all gender desk officers of the various departments.
- Establish a national budget for gender statistics programmes
- Involving concerned departments in policy formulation.
- Monitoring the implementation of policy.

- Disseminating gender policies

At the operational levels, the following recommendations are proposed:

6.3.3.1 National Level

- (a) Policy dissemination/designing of national indicators for easier and uniform data collection.
- (b) Policy dissemination (National Gender Policy)/designing of national indicators for easier and uniform data collection.

6.3.3.2 Regional Level

- (a) Sharpened or improved monitoring and evaluation checklist for easier coordination to ensure the districts are collating the appropriate data.
- (b) Coordination between regional and district offices for better collaboration and monitoring.
- (c) Monitoring and evaluation of projects to ensure gender equity.

6.3.3.3 District Level

- (a) Capacity building of officers especially gender desk officers as they are better placed to provide accurate primary data for analysis.
- (b) Resourcing regions for follow ups to districts on gender statistics.
- (c) Frequent training and sensitization workshops.
- (d) Dissemination of gender reports from the national level.
- (e) More concentration at the District to feed into the Regional and the National Statistics database.

6.3.3.4 Traditional Councils

For the Traditional Institutions to be encouraged to participate in gender establishment and maintaining of gender statistics, there should be in place the following:

- a) Additional grants given to the Traditional Council since the Internally Generated Funds (IGF) by the National and Regional House of Chiefs are not enough to support and promote gender within the administration of the local traditional council.
- b) Capacity building mechanisms must be instituted in the traditional area for training on gender subjects.

- c) The National Chieftaincy Act must be amended to ensure women's participation in the administration of chiefs and the traditional council as a whole and women/gender disaggregated data must be collected in the local and urban communities.
- d) Queen mothers must be given the percentage of royalties they are entitled to since they are left out during financial accountability meetings. This will enable them to coordinate, monitor and link all gender-related issues and gender Statistics that are available in the community.

6.4 Organisation and Management

- (a) There should be training for staff of MDAs, MMDAs, and other institutions on gender issues, gender statistics, as well as undertake sensitization/awareness programmes.
- (b) The gender Ministry should incorporate gender statistics in its policy to generate more employment for women.
- (c) Train staff in standard gender data collection, analysis and dissemination.
- (d) Train staff in standard gender data collection, analysis and dissemination.

6.5 Specific Programming

- (a) The GSS in their reporting method should do individual community reporting instead of the whole.
- (b) Training is needed to understand some of the indicators used by GSS.
- (c) GSS reports should be made available to all Districts in addition to the publishing on the internet.
- (d) Standardize formats for reporting on gender issues and gender statistics.
- (e) GSS and MoGCSP to jointly create awareness about gender statistics and organize more gender based workshops at the District level.
- (f) To be abreast with issues since not all issues were reported.
- (g) Make gender statistical data available on platforms like the GSS websites and in other GSS and MoGCSP publications.
- (h) The manner in which information is disseminated should be such that simple, clear and unambiguous language is used to enable the less privileged in our society understand.

6.6 Concepts and Methods

- (a) Standardize concepts and methods of data collection and for producing gender/statistical data.
- (b) Develop new concepts and methods of generating national gender responsive statistical data.
- (c) Train more staff on statistical concepts and methods for proper statistical/gender statistics report formulation.
- (d) The concepts and methods should be published in an understandable format to the public.

- (e) Promote the diversification and development of new/standard concepts and methods for service delivery.

6.7 Products and Outputs

- (a) Reports from each District must show male/female bio-data and must conform to GSS statistical report format.
- (b) GSS should make gender data and status reports easily accessible to the public and institutions.
- (c) Make gender statistical data available on platforms like the GSS websites and in other GSS and MoGCSP publications.
- (d) Update available gender/national statistics database with new and current data/information.
- (e) Gender disaggregated data must be captured, analysed and disseminated.
- (f) GSS should report on disaggregated data from the District level.
- (g) GSS should make available information on gender issues.

6.8 Programming by GSS and MoGCSP

6.8.1 Joint Programming

- (a) MoGCSP and GSS should intensify training and build capacity of more desk officers of the various institutions in gender statistics.
- (b) There must be technical support and education of the traditional councils on gender issues and gender statistics especially during meetings of the Traditional/Regional/National House of Chiefs.
- (c) GSS and the MoGCSP should sensitize MMDAs to support the district offices.

6.8.2 MoGCSP Specific

- (a) Encourage and support women to improve their knowledge in gender and gender-related issues.
- (b) MoGCSP should pay attention to children in hazardous jobs or activities.
- (c) There should be a programme to monitor and ensure gender equality and equity at the workplace.
- (d) Activities of the queen mothers must be recognized, recorded and reported.
- (e) Activities of the traditional councils, chiefs and queen mothers must be streamlined into the national agenda.
- (f) Successful women must serve as mentors for the young ones. They must tell their success stories to encourage the young entrepreneurs.
- (g) More support for implementation of gender statistics/data gathering and compilation (standardized templates).

6.9 Statistics and Indicators

- (a) Monitor and promote production/use of sex and age disaggregated data.
- (b) Clearly define statistical indicators with guidelines to facilitate data collection and compilation of statistics and indicators.

- (c) Uniform statistical indicator for gender data assessment and monitoring must be developed.
- (d) Institute measures to monitor gender equality and equal participation of men and women in active economic activities and their contribution to the economy.

6.10 Materials and Technical resources

- (a) Provide sensitization and training materials, and statistics resources for workshops and other educational activities; collection of gender statistics statistical analysis and reporting.
- (b) GSS/MoGCSP should intensify regular supply of resources and logistics for desk officers in the Districts.
- (c) Design, develop and distribute flyers and posters to staff and institutions on the twelve (12) critical areas of the Beijing Platform for Action.

6.11 Technical Assistance

- (a) GSS/MoGCSP should provide regular technical backstopping.
- (b) Train and technically support MDAs, RCCs, MMDAs and the like in gender statistics.
 - Formats of forms for gender data gathering.
 - Gender research and statistics
- (c) GSS/MoGCSP must give more training and capacity building on gender statistics to gender desk officers.
- (d) Develop regular mechanism for supporting statistics producing departments or units in all government institutions.
- (e) Give technical training to staff on gender issues and gender statistics in all government institutions and also provide adequate technical assistance to their research Units/Departments.

6.12 General (summary) Recommendations on Improving Gender Statistics

- (a) Awareness creation on gender statistics.
- (b) Capacity building of regional and district gender desk officers.
- (c) Resourcing regions for follow ups to districts on gender statistics.
- (d) Frequent training and sensitization workshops.
- (e) Dissemination of gender reports from the national level.
- (f) Support for monitoring gender activities.
- (g) Gender mainstream all plans and projects and update monitoring and evaluation indicators to include gender.
- (h) Sensitization workshops on gender statistics.
- (i) Uniform data collection and analysis tools.
- (j) Disaggregate their reports to facilitate gender mainstreaming.

CHAPTER SEVEN: CONCLUSION

There is no national policy guiding the production of gender statistics in Ghana. Six MDAs out of 20 covered in the study, however have either specific stand-alone gender policy or provisions within their institutional mandates prescribing some gender issues to be addressed. These MDAs are MoGCSP, MoH, MoE, MoFA, NDPC, and NBSSI.

The Ministry of Gender, Children and Social Protection (MoGCSP), the national machinery for Gender, Children and Social Protection, has a Gender Policy that also specifies indicators for monitoring and evaluation of the Policy implementation.

The overarching goal of this policy is to mainstream gender concerns into the national development processes and stakeholders in the sector are expected to take strategic policy actions to tackle the challenges and critical gender issues existing within the system.

The National Gender Policy also makes it mandatory for the ministry to produce and compile data on their activities to track gender equality at all levels of national development. Yet the National Gender Policy tends to be used by only the MoGCSP.

The public sector institutions, MDAs and MMDAs, are governed by many legislations, both specific to the institutions and common to all. With the exception of the MoGCSP, no role has been assigned by law that specifies the production of gender statistics within any institution in the country. With no specific provisions on either gender equality or gender statistics, most institutions are under no obligation to compile, analyse and disseminate gender statistics to monitor achievements in gender equality and women's empowerment.

The national medium term development policy framework that guides sector and district development efforts, currently the Ghana Shared Growth and Development Agenda 2014-2017 (GSGDA II), has specific provisions for gender equality. Specifically for gender statistics, the policy objective to “promote the effective integration of gender considerations at all stages, and in all dimensions of data production and creation of statistical knowledge” has as one of four strategies to “institutionalize gender statistics production across sectors and at all levels of data”. Yet no definite steps were being taken towards its implementation across the institutions.

While at all operational levels, most of the institutions have at the minimum a focal point designated for gender statistics, too many have no specific gender programmes. Yet there are significant capacity gaps and sharp differentials in training and experience among the levels; with limited effort made to introduce district staff level to gender issues through workshops and other courses.

A potential source of gender statistics, administrative forms, is administered either in print or electronic; but not all of these sector, regional and district institutions compile and disseminate the information. Transmission of information from the sub-district/district/regional level to the national level is both electronically and in hard copy,

which could take as many as 14 days to move from the community level through the district to the region then finally to the national level.

A substantial number of MDAs have a regular programme for producing gender statistics, yet there is no systematic dissemination of the information to the various stakeholders. Some have gender statistics in their annual progress reports, or some publications or both.

Various outlets are being used, including workshops, forums, the web, and publishing. A most relevant publication of the Ghana Statistical Service “*Women and Men in Ghana*” is to be produced every two years, but there are challenges keeping up to this schedule.

The GSS through the Ghana Statistics Development Project (GSDP) is providing support to a number of Ministries, and has also compiled a compendium of concepts and definitions which serves as a guide for all departments for use in their operations. Yet substantially, more is needed to enhance capacity across the national statistical system at all levels to fulfill the requirements of the Beijing Platform for Action.

APPENDICES

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Appendix 2: Glossary of Selected Terms

Data analysis

The process of transforming raw data into usable information, often presented in the form of a published analytical article, in order to add value to the statistical output (OECD)

Data collection

The systematic approach to gathering and measuring information from a variety of sources to get a complete and accurate picture of an area of interest.

Data compilation

Compilation of data is a process of condensing information by classifying and tabulating statistical data into various categories or groups with the object of producing vital statistics (OECD)

Data presentation

The method by which people summarize, organize and communicate information using a variety of tools, such as diagrams, distribution charts, histograms and graphs. (www.reference.com)

Equal opportunity

A situation in which people have the same opportunities in life as other people, without being treated in an unfair way because of their race, sex, sexuality, religion, or age. (<http://www.macmillandictionary.com/>)

Gender

Gender refers to the socially constructed roles, behaviours, activities, and attributes that a given society considers appropriate for men and women. Gender relationship relates to a range of institutional and social issues rather than a specific relationship between certain male and female individuals. Gender characteristics are not natural or biological. We are not born with them. Societies create and assign gender attributes to girls and boys, men and women, and there is often considerable social pressure to conform to these ideas about their behaviour.

Gender Analysis

The systematic generation and breaking down of information (number, age, sex, social relations) to reveal the conditions and positions of females and males, It means being more accurate in disaggregating the forces that create and sustain poverty asking: Who does what? Who has what? Who decides? Which men/boys? Which women/girls? It addresses inequalities that arise from the different roles of men and women, the unequal power

relations between them and other contextual factors like ethnicity, sexual orientation, employment and citizenship.

Gender Equality

This is the absence of discrimination on the basis of a person's sex in authority, opportunities, allocation of resources or benefits or access to services.

Gender Equity

This is the process of being fair to women and men. It calls for measures to be available to compensate for historical & social disadvantages that prevent women & men from otherwise operating on a 'level playing field'.

Gender Mainstreaming

The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetrated. The ultimate goal is to achieve gender equality.

Gender stereotypes

Actions which rigidly confirm and conform to the belief that women, men, girls or boys must perform specific roles. It takes away the individual's personal choices in determining their own interests and skills. It discourages men from participating in "women's work" (such as cooking and flower arranging) and restricts women from choosing roles that are traditionally "male" (such as engineering and football).

Gender statistics

Statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life (United Nations)

Gender budgeting

A gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality. (OECD)

Qualitative

Information based on people's judgements, perceptions and opinions about a subject. It is obtained through attitude surveys, focus group discussions, public hearings and consultations, participatory appraisals etc. It is essential that qualitative information be

collected in a manner that is sensitive to gender issues and shows a representative view of both male and female stakeholders.

Sex as individual biological characteristic

Sex is the Biological difference between men and women; sex differences are the same across the world.

Sex disaggregated statistics

This is the quantitative statistical information on the differences between men and women, boys and girls, for a particular issue or in a specific area.

Statistical products

Information dissemination products that are published or otherwise made available for public use that describe, estimate, forecast, or analyse the characteristics of groups, customarily without identifying the persons, organisations, or individual data observations that comprise such groups. (OECD)

**Appendix 3: Interview Teams and Proposed Areas for Data Collection –
Accra/Headquarters, Regions and Districts**

	TEAMS MEMBERS	INSTITUTIONS	MDAS/ HQ	REGIONS AND DISTRICTS
1.	Joseph Attigah Josephine Owusu Ernestina Hope Turkson Dzifa Ayimey Driver (1)	MoGCSP/DSD MOH GSS Ministry of Lands	MoH, MLNR, NPC	+ Northern Region - Tamale,+ Tatale Sangule) Northern Region – Yendi + Mion
2.	Margaret Blankson Adwoa N.Assan Cynthia Mettle Nunoo Isaac Tetteh Driver (1)	MoGCSP Ministry of Communication MoELR GSS	MoC, MoELR, Ghana Police Service	Upper East - Bolga, Binduri + Upper West - Wa+ Dafiana +
3.	Emmanuel Badu Abena Appiah Angel Mafliik Ayarick Daniel Asiedu Driver (1)	MOTI MOC WIAD/Ministry of Agric MoELR	MoFA, MOTI, Micro-Finance and Small Loans Centre(MASLO C)	BrongAhafo Sunyani + (Dorma East), and Ashanti (Asokore Mampong + Asante Akim North))
4.	Salam Faris Suleman Rahmat Tahiru Samuel Kaku Lila –Karen Amponsah Driver (1)	MOE Ministry of Lands MoGSCP/DOG NDPC	MoE, NDPC, MLGRD	Eastern Region – Koforidua + Ayensuano and Ashanti(Metro Kumasi + Sekyere Afram Plains)
5.	*Mabel Cudjoe Leticia Turkson Comfort Andoh Priscilla Netey Driver (1)	MoH MOTI MoGCSP Law Reform Commission	MoWRWH, MoJ/Judicial Services, PSC/Head of the Civil Service	Greater Accra – Tema + Ada West & Volta Region – Ho + Krachi Nchumuru
6.	Ama Akoto Bamfo Patience Hayford Daniel Fiawotror Christiana Nafrah Driver	GSS MOGCSP/DOC Birth and Death Registry Ministry of Agric	MoGCSP, GSS, B&D/MLGRD	Central – Cape Coast + Ekumfi District and Western Region- Sekondi-Takoradi + Amenfi Central

Appendix 4: List of persons interviewed/contacted

List of persons contacted	Designation	Name of Institution	Locality/District/Region
Anthony Amuzu	Deputy Government Statistician (Operations)	GSS – Head Office	Greater Accra
Sylvester Gyamfi	Chief Statistician	Ghana Statistical Service (Head Office)	Greater Accra
Omar Seidu	Principal Statistician	Ghana Statistical Service (Head Office)	Greater Accra
Reverend Kingsley Addo	Principal Assistant Registrar	Births and Deaths Registry (Head Office)	Greater Accra
Emmanuel Nortey Botchway	Principal Registration Officer	Births and Deaths Registry (Head Office)	Greater Accra
Comfort Asare	Director	Department Of Gender	Greater Accra
Comfort Andoh	Assistant programme Officer	Ministry of Gender Children and Social Protection	Greater Accra
Gilbert Nuuriteg	Planning Officer	Cape Coast municipal Assembly	Cape Coast
Benjamin Livingbird	Human Resource Manager	Cape Coast Municipal Assembly	Cape Coast
Daniel W. Akyeampong	Social Welfare Officer	Cape Coast Municipal Assembly	Cape Coast
Amenu Mac CF.	Planning Officer	Cape Coast Municipal Assembly	Cape Coast
Florence Ayisi Quartey	Senior Programmes Officer	Ministry of Gender Children and Social Protection	Greater Accra
Lucy Owusu Ansah	Chief Economic Planning Officer	Regional Coordinating Council	Cape Coast
Thywill Eyra Kpe	Ag. Regional Director	Ministry of Gender Children and Social Protection	Cape Coast
Dr. Peter Kofi Omega	Regional Agriculture Ext. Officer	Regional Coordinating Council	Cape Coast
Gilbert Nuuriteg	Planning Officer	Cape Coast Municipal Assembly	Cape Coast
Richard Ansah Amofo	Assiatant Director	Ekumfi District Assembly	Ekumfi Assakyir
Samuel Aikins	Planning Officer	Ekumfi District Assembly	Ekumfi Assakyir
Corazon Amissah	Social Development Officer	Ekumfi District Assembly	Ekumfi Assakyir

List of persons contacted	Designation	Name of Institution	Locality/District/Region
Gifty Osei	Acting Gender Desk Officer	Ekumfi District Assembly	Ekumfi Assakyir
Elizabeth Arthur	Planning Officer	Sekondi/Takoradi Metropolitan Ass.	Sekondi/Takoradi
Rexford Arthur	Assistant Planning Officer	Sekondi/Takoradi Metropolitan Ass.	Sekondi/Takoradi
Stephen Blighton	Planning Officer	Regional Coordinating Council	Takoradi
Sumani Hauruna	Director	Amenfi Central District Assembly	Amenfi Central
Dominic Kwesi Nyanzu	Head of Department (Agriculture)	Amenfi Central District Assembly	Amenfi Central
Franklin Nyarko Boateng	District Budget Officer	Amenfi Central District Assembly	Amenfi Central
Micheal K. Oppong	District Planning Officer	Amenfi Central District Assembly	Amenfi Central
Charlotte Essuman	Human Resource Manager	Amenfi Central District Assembly	Amenfi Central
Samuel A. Okang	Director, EMIS SRIMPR	MOE	Greater Accra
Mr. Ernest Wesley-Otoo		MOE	Greater Accra
Mr. Benjamin Afful	Director, Finance and Administration	MOE	Greater Accra
Mrs. Dora Darkwah Mensah	Director, Human Resource Management	MOE	Greater Accra
Dr. Charles Kesse	Director, Research Statistics and Information Management (RSIM)	LGSS	
Mr. Asante	Deputy Director (RSIM)	LGSS	
Albert Amoah	Research Assistant	LGSS	
Dr. Grace Bediako	Senior Technical Adviser	NDPC	Greater Accra
Ms. Mary Mpereh	Deputy Director (Development Policy Division)	NDPC	Greater Accra
Mr. Kwaku Adjei-Fosu	Deputy Director (Plan Coordination Division)	NDPC	Greater Accra
Mr. William Dokyi Asare	Principal Planning Analyst (Development Policy Division)	NDPC	Greater Accra
Mr. Ebenezer Dwira	Principal Planning Analyst (Monitoring and Evaluation)	NDPC	Greater Accra
Mrs. Sandra Amankwa	Principal Planning Analyst (Development Policy Division)	NDPC	Greater Accra
Mr. Richard Tweneboah-Kodua	Principal Planning Analyst (Development Policy Division)	NDPC	Greater Accra

List of persons contacted	Designation	Name of Institution	Locality/District/Region
Mr. I. K. Asiamah	Deputy Director (Head of Admin)	NDPC	Greater Accra
Mrs. Brenda Laryea Adjapawn	Deputy Director (Human Resource)	NDPC	Greater Accra
Mr. Peter Owusu-Afriyie	Accountant	NDPC	Greater Accra
Abigail Magti,	Gender Officer	KMA	Ashanti Region
Lois Ohene-Ayisi	Gender Desk Officer	KMA	Ashanti Region
Patrick Adu Poku	Metro Solicitor	KMA	Ashanti Region
Vida E	Lawyer	KMA	Ashanti Region
Christopher Ofosu	Director, PPMED	KMA	Ashanti Region
Richard Kwasi Bemping	Assistant Director IIB	Ayensuano District Assembly	Eastern Region
Atitso Jerry John	District Development Planning Officer	Ayensuano District Assembly	Eastern Region
Rafiu Kipo	Senior Executive Officer	Ayensuano District Assembly	Eastern Region
Mawah Monica	District Director Social Development	Ayensuano District Assembly	Eastern Region
Priscilla Akado	Community Development Officer (Gender Desk Officer)	Ayensuano District Assembly	Eastern Region
Eric Tweneboa	Assistant HR	Ayensuano District Assembly	Eastern Region
Reverend Emmanuel	Traditional Council Secretary	Ayensuano District Assembly	Eastern Region
Johnson Nyarko	District Coordinating Director,	Sekyere Afram Plains District Assembly	Eastern Region
Eric Adomako	District Budget Analyst	Sekyere Afram Plains District Assembly	Eastern Region
Tamimu Abdul Rashid	Planning Officer	Sekyere Afram Plains District Assembly	Eastern Region
Stella Panwum	Gender Focal Person	New Juabeng Municipal Assembly	Eastern Region
Nana Obrempong Dwamena Dankwa Dwebisaw	Divisional Chief	Drobonso	Asante Region
Ebenezer Addo	Dir. PPMED	Ministry of Justice	Greater Accra
Faisal Mohammed	Gender Desk Officer	Ministry of Justice	Greater Accra
George Owoo	Principal Budget Analyst	Public Services Commission	Greater Accra
Isaac Akrofi	Principal Admin. Officer	Public Services Commission	Greater Accra
Rev. Steven Yaw Osei	Dir. –in-charge of Gender and Deputy to Dir. PPMED	Ministry of Water Resources, Works and Housing	Greater Accra

List of persons contacted	Designation	Name of Institution	Locality/District/Region
George Gyapani Ackah	Regional Planning Officer	GARCC	Greater Accra
DR. Linda A. Vanotoo	Regional Director of Health Services	GARCC	Greater Accra
Christiana Azure Ayimzoya	Regional Girls' Education Officer	GARCC	Greater Accra
Matilda Odonkor	Regional officer for WIAD	GARCC	Greater Accra
Emmanuel Nortey	GDO Planning Officer	TMA	Greater Accra
S.S Agbeve	Chief Planning Officer	Ada West District Assembly	Greater Accra
Lydia O. Ocansey	Girls' Education Officer	Ada West District Assembly	Greater Accra
Eric Bessah	Health Information Officer	Ada West District Assembly	Greater Accra
Divine A.K. Exorgbe		Ada West District Assembly	Greater Accra
Abigail Teye	GDO/SW/COM. Development	Ada West District Assembly	Greater Accra
Sampson S. Agbeve	District PLG Officer	Ada West District Assembly	Greater Accra
Reuben Adese	District Director Agric.	Ada West District Assembly	Greater Accra
Philip Dotse	COM DEVT/DSW	Ada West District Assembly	Greater Accra
Nii Armah Sompono II	Paramount Chief of Tema	Manhean Traditional Council	Greater Accra
Jeffrey N.A. Lomo	Administrator	Manhean Traditional Council	Greater Accra
Alhaji Ibrahim Al-Hassan	Reg. Coordinating Director	Volta Regional Coordinating Council	Volta Region
Frederick Appiah	Assistant Director IIB	Volta Regional Coordinating Council	Volta Region
Nat-Khing Tackie	Director – Social Welfare	Volta Regional Coordinating Council	Volta Region
Elma Halm	Asst. Director IIB	Volta Regional Coordinating Council	Volta Region
Eugene O. Boakye	Regional Director Comm. Development	Volta Regional Coordinating Council	Volta Region
Comfort Ablometi	Regional Director - Gender	Volta Regional Coordinating Council	Volta Region

List of persons contacted	Designation	Name of Institution	Locality/District/Region
Agnes D.A. Nyamalu	Regional Director Agriculture	Volta Regional Coordinating Council	Volta Region
Reuben K. Azilaku	District Coordinating officer	Kadjebi District Assembly	Volta Region
Gabriel M. Kuleke	Internal Auditor	Kadjebi District Assembly	Volta Region
Samuel Blessed Passover	Accountant	Kadjebi District Assembly	Volta Region
Daniel Tamakloe	Admin. Officer	Kadjebi District Assembly	Volta Region
Anokye Wisdom		GES	Volta Region
Grace Lolor Abla Bonuedi	District Director	GES	Volta Region
Esther Apau	Gender Desk Officer	Kadjebi District Assembly	Volta Region
Emmanuel Doe	Admin. Officer	Kadjebi District Assembly	Volta Region
Albert Henyo	Community Development Officer	Kadjebi District Assembly	Volta Region
Francis Aagbottah	Admin Officer	Kadjebi District Assembly	Volta Region
Martin Orison Agordzo	Internal Auditor	Kadjebi District Assembly	Volta Region
Felix Mawuli Samah	Chief Production Officer	MOFA	Greater Accra
Samuel Kyere	Transport Officer	Kadjebi District Assembly	Volta Region
Dennus Gbedry	District Director of Health Service	Kadjebi District Assembly	Volta Region
Mr. Acheampong	Regional Coordinator	Regional Coordinating Councils (RCC)	Brong Ahafo
Mr. Peter Owusu Sekyere	Human Resource Director	MOTI	Greater Accra
Rose Tsorhey	Director	MOTI	Greater Accra
Dr. Cyril T. Quist	Regional Director	MOFA / WIAD	Brong Ahafo
Mr. Philip Kennedy Sam	Acting Director	MOFA	Brong Ahafo
Mr. Joseph Yeng Faalong	Ashanti Regional Director	MOFA / WIAD	Asante Region
Mr. Stephen Amankwa	District Director	MOFA	Asante Akyem Agogo District
Mr. Bashir Manu	Regional Manager	NBSSI	Ashanti Region
Mr. Akolbire A. Anthony	Regional Manager	NBSSI	Brong Ahafo
Mr. Lukman Abdul-Rahim	Executive Director	NBSSI	Greater Accra
Mr. Jeffery Amo-Asare	Social Development Officer	CDSW	
Mr. Richard Antwi – Owusu	Human Resource Director	Asante Akyem North District Assemble	Asante Region

List of persons contacted	Designation	Name of Institution	Locality/District/Region
Mr. Adam Mohammed Baba	Municipal Coordinator	Asokore Mampong Municipal Assembly	Asante Region
Mr. Yakubu. A. Rahman	District Coordinating Director	Dormaa East District Assembly	Brong Ahafo
Nana Kwame Nti	Kontihene of Agogo	Asante Akyem North Traditional council - Agogo	Asante Region
Nana Asante Samuel Wilhams	Kontihene	Traditional Councils --- Brong Ahafo - Wamfie Traditional Area	Brong Ahafo
Mr. Abdulai Issah Kavinang	Regional Manager - MASLOC	MASLOC	Brong Ahafo
Mrs. Margaret Kwabia	Regional Manager	MASLOC	Asante Region
Mrs. Sedina Tamakloe Christie Affian	Chief Executive Officer	MASLOC	Greater Accra
Naan Nubala Naang Seidu Braimah	-	Regional House of Chiefs	Wa / Upper West Region
Haruna Amadu Zure	-	District Assembly (Fundi)	Wa East / Upper West Region
Mary Asumpta Mwinsigten	-	Regional Coordinating Council	Upper West Region
Sayibu Inusah	-	Municipal Assembly	Wa / Upper West Region
Adams Adris	-	Department of Labour,	Wa / Upper West Region
Chief Inspector Alfred Darkwah	-	DOVVSU	Wa / Upper West Region
Yusif Akudugu	-	Regional House of Chiefs	Upper East Region
Malsungu Tum-Pale Ayamga I, Pog Naaba	Queen mother	Regional House of Chiefs	Upper East Region
Detective Corporal James Oduro	-	DOVVSU	Upper East Region / Bolgatanga
Yvonne W. Wonchua	-	Regional Coordinating Council	Upper East Region
Sabogmoore Victor	-	Binduri District Assembly.	Upper East Region

Appendix 5: Extended tabulated data: Institutional Arrangement, Operations and Practice, Data Collection and Production of Gender Statistics, Dissemination of Gender Statistics

1. INSTITUTIONAL ARRANGEMENT

Sector

Table A1.0 : Sector institutional Arrangements				
Institution visited	Does the institution have a person(s) or unit/office responsible for gender programme? 1=Yes 0=No	Has there been any resource allocation in your institution for gender issues or gender statistics? 1=Yes 0=No	Is gender budgeting being used in the institution? 1=Yes 0=No	Did any staff receive training or orientation in this? 1=Yes 0=No
Sector				
Ministry of Health	0	1	1	1
Ministry of Youth and Sports	0	0	0	0
National Population Council	0	0	0	0
Min. of Lands and Natural Res	1	1	1	1
Ghana Police Service HQ	1	0	0	0
Min of Employ and Lab. Relation	1	0	0	0
Ministry of Communications	1	0	0	0
MOTI Head Office	1	0	1	1
MOFA/WIAD Head Office	1	1	1	1
MASLOC Head Office	0	0	0	1
NBSSI Head Office	1	0	0	1
Ministry of Education	0	1	1	1
Local Gov't Service Secretariat	0	1	0	1
N D P C	1	1	1	1
Ministry of Justice	1	0	0	1
Public Service Commission	0	0	0	0
Min of Water Res, Work and Housing	1	0	0	0
MoGCSP	1	1	1	1
Ghana Statistical Service	1	1	0	1
Births and Deaths Registry	1	0	0	1
Total	13 (65%)	8 (40%)	7 (35%)	13 (65%)

Regional

Table A1.1: Regional Institutional Arrangements				
Institution visited	Does the institution have a person(s) or unit/office responsible for gender programme? 1=Yes 0=No	Has there been any resource allocation in your institution for gender issues or gender statistics? 1=Yes 0=No	Is gender budgeting being used in the institution? 1=Yes 0=No	Did any staff receive training or orientation in this? 1=Yes 0=No
Regional				
North. Reg. coord. Council	1	1	1	1
North. Reg. Directorate of Health	1	1	1	1
North. Reg. Directorate of Education.	1	1	1	1
North. Reg. Directorate of Agric	1	1	1	1
Upper West R CC	1	0	0	0
Municipal Department of Labour, Wa	0	0	0	0
Upper West Region, DOVVSU	0	0	0	0
DOVVSU Upper East	0	0	0	0
Bolga Regional Coord. Council	1	0	0	0
Bolga Municipal Labour Office	0	0	0	0
MOFA/WIAD Ashanti	1	1	1	1
MOFA/WIAD BA	1	1	1	1
MASLOC BA	0	0	0	1
MASLOC Ashanti	0	0	0	1
NBSSI Ashanti	1	0	0	1
NBSSI BA	1	0	0	1
BACDSW	1	0	0	0
ACDSW	1	0	0	0
RCC Ashanti	1	0	0	0
RCC Brong Ahafo	1	1	1	1
GT. Accra Reg. Coord. Council	0	0	0	0
GT. Reg. Directorate Of Health	1	0	0	1
GT. Reg. Directorate Of Education	1	1	0	0
GT. Reg. Directorate Of Agric	1	0	0	0
Volta Reg. Coord. Council	1	0	0	0
Central Regional Coord. Council	1	0	0	1
Western Regional Coord. Council	1	0	0	1
Total	20	8	7	14

District

Table A1.2: District institutional Arrangements				
Institution visited	Does the institution have a person(s) or unit/office responsible for gender programme? 1=Yes 0=No	Has there been any resource allocation in your institution for gender issues or gender statistics? 1=Yes 0=No	Is gender budgeting being used in the institution? 1=Yes 0=No	Did any staff receive training or orientation in this? 1=Yes 0=No
District				
Tamale Metro. Assembly	1	1	0	0
Yendi Municipal Assembly	1	1	1	1
Mion District Assembly	1	0	1	0
Tatale District Assembly	1	1	1	1
Wa East District Assembly, Funsi	1	0	0	0
Upper West Municipal. Assembly	1	0	0	0
Binduri District Assembly, Upper East	1	0	0	0
Asokere Mampong Municipal	1	1	0	1
Asante Akyem North District	1	1	0	1
Dormaa East District Assembly	1	1	1	1
BACDSW	1	0	0	1
ACDSW	1	0	0	1
Kumasi Metro Assembly	1	0	1	0
Kraboia Coaltar District Assembly	1	1	1	0
Sekyere Afram Plains D.A	0	0	1	0
New Juaben Municipal. Assembly	0	1	1	0
Tema Metropolitan Assembly	1	1	1	1
Ada West – Sege	1	0	0	1
Kadjebi Dist. Assembly	1	0	0	0
Cape Coast Metro. Assembly	1	0	1	1
Ekumfi District Assembly	1	1	0	0
Sekondi Takoradi Metro. Assembly	1	0	1	1
Amenfi Central District Assembly	1	0	0	1
Total	21	10	11	12

Traditional

Traditional Council visited	Does the institution have a person(s) or unit/office responsible for gender programme? 1=Yes 0=No	Has there been any resource allocation in your institution for gender issues or gender statistics? 1=Yes 0=No	Is gender budgeting being used in the institution? 1=Yes 0=No	Did any staff receive training or orientation in this? 1=Yes 0=No
Traditional				
Sawla Tradition Council	1	0	0	1
Reg House of Chiefs, Wa	0	0	0	0
Asante Akyem North Trad.Council	1	0	0	0
Asante Bekwai Traditional Council	1	0	0	0
Wamfie Traditional Council	1	0	0	0
Drobonso Palace	1	1	0	0
Ayensuano Chiefs Palace	1	1	0	0
Manhean Trad. Council	0	0	0	0
Nana Atta Gyeabour, Ankobeahene of Amenfi Traditional Area	0	0	0	0
Elmina Trad. Authority	0	0	0	0
Total	6	2	0	1

OPERATIONS AND PRACTICE

Sector

Institution visited	Does the institution administer any forms either in print or electronic, as part of its functions, i.e., in registration, service delivery, collection of revenue, etc.? 1=Yes 0=No	Are statistics being generated by the institution? 1=Yes 0=No	If YES, are these used in the compilation and dissemination of statistics? 1=Yes 0=No	If NO, what possibilities are there to collect this information? 1=Yes 0=No	Is there any avenue for disaggregation of statistics for gender analysis? 1=Yes 0=No	If yes, are these being used for collection of sex disaggregated data administered? 1=Yes 0=No
Sector						
Ministry of Health	1	1	1	0	1	1
Ministry of Youth and Sports	0	0	0	0	0	0
National Population Council	0	1	0	0	0	0
Ministry of Lands and Natural Resource	0	1	1	0	1	1
Ghana Police Service HQ	1	1	1	1	1	1
Ministry of Employment and Labour Relation	0	0	0	1	0	0
Ministry of Communications	0	0	0	1	0	0
MOTI Head Office	1	1	1	0	1	1
MOFA/WIAD Head Office	1	1	1	0	1	1
MASLOC Head Office	1	1	1	0	1	1
NBSSI Head Office	1	1	1	0	1	1
Ministry of Education	0	1	1	0	0	0
Local Gov't Service Secretariat	0	0	0	0	0	0
N D P C	1	1	1	0	1	1
Ministry of Justice	1	1	1	0	1	1
Public Service Commission	1	1	1	0	1	0
Min of Water Resource, Work and Housing	1	1	1	0	1	1
MOGCSP	1	1	1	0	1	1
Ghana Statistical Service	1	1	1	0	1	1
Births and Deaths Registry	1	1	1	0	1	1
Total	13	16	15	3	14	13

Regional

Institution visited	Does the institution administer any forms either in print or electronic, as part of its functions, i.e., in registration, service delivery, collection of revenue, etc.? 1=Yes 0=No	Are statistics being generated by the institution? 1=Yes 0=No	If YES, are these used in the compilation and dissemination of statistics? 1=Yes 0=No	If NO, what possibilities are there to collect this information? 1=Yes 0=No	Is there any avenue for disaggregation of statistics for gender analysis? 1=Yes 0=No	If yes, are these being used for collection of sex disaggregated data administered? 1=Yes 0=No
Regional						
North. Reg. coord. Council	0	1	1	0	0	0
North. Reg. Directorate of Health	1	1	1	0	1	1
North. Reg. Directorate of Education	1	1	1	0	1	1
North. Reg. Directorate of Agric	1	1	1	0	1	1
Upper West R CC	1	1	1	0	1	0
Municipal Department of Labour, Wa	1	1	1	0	1	0
Upper West Region, DOVVSU	1	1	1	0	1	1
DOVVSU Upper East	1	1	0	1	1	0
Bolga Regional Coord Council	0	0	0	1	0	0
Bolga Municipal Labour Office	1	1	0	1	1	0
MOFA/WIAD Ashanti	1	1	1	0	1	1
MOFA/WIAD BA	1	1	1	0	1	1
MASLOC BA	1	1	1	0	1	1
MASLOC Ashanti	1	1	1	0	1	1
NBSSI Ashanti	1	1	1	0	1	1
NBSSI BA	1	1	1	0	1	1
BACDSW	1	1	1	0	1	1
ACDSW	1	1	1	0	1	1
RCC Ashanti	1	1	1	0	0	0
RCC Brong Ahafo	1	1	1	0	0	0
GT. Accra Reg. Coord. Council	1	1	1	0	1	1
GT. Reg. Directorate of Health	1	1	1	0	1	1
GT. Reg. Directorate of Education	1	1	1	0	1	1
GT. Reg. Directorate of Agric	1	1	1	0	1	1
Volta Reg. Coord. Council	1	0	0	1	1	0
Central Regional Coord Council	1	0	0	1	1	1
Western Regional Coord Council	1	0	0	1	1	1
Total	25	23	21	6	23	18

District

Institution visited	Does the institution administer any forms either in print or electronic, as part of its functions, i.e., in registration, service delivery, collection of revenue, etc.? 1=Yes 0=No	Are statistics being generated by the institution? 1=Yes 0=No	If YES, are these used in the compilation and dissemination of statistics? 1=Yes 0=No	If NO, what possibilities are there to collect this information? 1=Yes 0=No	Is there any avenue for disaggregation of statistics for gender analysis? 1=Yes 0=No	If yes, are these being used for collection of sex disaggregated data administered? 1=Yes 0=No
District						
Tamale Metro. Assembly	0	1	1	0	0	0
Yendi Municipal Assembly	1	1	1	0	1	1
Mion District Assembly	1	1	1	0	1	1
Tatale District Assembly	1	1	1	0	1	1
Wa East District Assembly, Funi	1	1	1	0	1	0
Upper West Municipal. Assembly	1	1	1	0	1	0
Binduri District Assembly, Upper East	1	1	1	0	1	0
Asokere Mampong Municipal	1	1	1	0	1	1
Asante Akyem North District	1	1	1	0	1	1
Dormaa East District Assembly	1	1	1	0	1	1
BACDSW	1	1	1	0	1	1
ACDSW	1	1	1	0	1	1
Kumasi Metro Assembly	1	1	1	0	1	1
Kraboia Coal Tar District Assembly	1	1	1	0	0	0
Sekyeri Afram Plains D.A	1	1	1	0	0	0
New Juaben Municipal. Assembly	1	1	1	0	0	0
Tema Metropolitan Assembly	1	1	1	0	1	1
Ada West – Sege	1	1	1	0	1	1
Kadjebi Dist. Assembly	1	1	1	0	1	1
Cape Coast Metro Assembly	1	1	1	0	0	0
Ekumfi District Assembly	1	1	1	0	0	0
Sekondi Takoradi Metro Assembly	1	1	1	0	1	0
Amenfi Central District Assembly	1	1	0	0	0	0
Total	22	23	22	0	16	12

Traditional

Institution visited	Does the institution administer any forms either in print or electronic, as part of its functions, i.e., in registration, service delivery, collection of revenue, etc.? 1=Yes 0=No	Are statistics being generated by the institution? 1=Yes 0=No	If YES, are these used in the compilation and dissemination of statistics? 1=Yes 0=No	If NO, what possibilities are there to collect this information? 1=Yes 0=No	Is there any avenue for disaggregation of statistics for gender analysis? 1=Yes 0=No	If yes, are these being used for collection of sex disaggregated data administered? 1=Yes 0=No
Traditional Council						
Sawla Traditional Council	1	1	1	0	1	1
Regional House of Chiefs, Wa	0	0		0	0	0
Upper East Queen Mother	0	0	0	0	0	0
Asante Akyem North Trad.Council	0	0	0	0	0	0
Asante Bekwai Traditional Council	1	0	0	0	0	0
Wamfie Traditional Council	0	0	0	0	0	0
Drobonso Palace	1	1	1	0	1	1
Ayensuano Chiefs Palace	1	1	0	0	0	0
Manhean Traditional Council	0	0		0	1	0
Nana Atta Gyeabour, Ankobeahene of Amenfi Traditional Area	0	0	0	0	0	0
Elmina Traditional Authority	0	0		0	0	0
Total	4	3	2	0	2	1

DATA COLLECTION AND PRODUCTION OF GENDER STATISTICS

Sector

Institution visited /NAME	Does the MDA/MMDA have a regular programme for producing gender statistics? 1=Yes 0=No	What are the main components of the gender statistics programme? 1= the traditional fields of statistics (education, labour, health, etc.) 2=in new areas required for gender statistics (time use, violence against women, 3 = Both integration 4=disaggregated by sex and age 5=N/A	Is anything being done to improve data collection and measuring the full contribution of women and men to the economy? 1= Yes 2=No	What are emerging topics with respect to gender statistics that users request information on? 1=Data from census and survey 2 = Legal identification documents 3 =vital statistics 4=Children from adoption 5=domestic violence/teenage pregnancy 6= Gender and climate change, governance, energy, water stress 7= More data on gender stats 8= rent , water , and housing issues, 9=boys and girls on scholarship/leap 10=N/A	5A) How does the information collected at the sub-district/district/regional level get transmitted to the national level? 1=Electronic 2=Hard copy 3= Both 4=Other (specify 5=N/A	5b) How long does it take to transmit the information from the district level to the regional level 1=instantly for soft copy 2= 1-2 weeks or more hard copy 3= less than a week for hard copy 4=N/A
Ministry of Health	1	3	1	3,	3	3
Ministry of Youth and Sports	0	3	2	10	5	4
National Population Council	1	3	1	1,3,9	3	
Ministry of Lands and Natural Resource	1	3	1	1,3,8,9,	3	
Ghana Police Service HQ	1	3	2	3	5	4
Ministry of Employment and Labour Relations	0	3	1	3	5	4
Ministry of Communications	0	3	1	3	5	4
MOTI HEAD OFFICE	1	3	1	6,7		
MOFA/WIAD HEAD OFFICE	1	3	1	1,3,7		
MASLOC HEAD OFFICE	1	3	1	7,9		
NBSSI HEAD OFFICE	1	3	1	7		
Ministry of Education	1	1,4	2	1,5,9	3	1,2
Local Government Service Secretariat	0	1		9	3	2
National Development Planning Commission	1	1	1	6	3	1,2

Institution visited /NAME	Does the MDA/MMDA have a regular programme for producing gender statistics? 1=Yes 0=No	What are the main components of the gender statistics programme? 1= the traditional fields of statistics (education, labour, health, etc.) 2=in new areas required for gender statistics (time use, violence against women, 3 = Both integration 4=disaggregated by sex and age 5=N/A	Is anything being done to improve data collection and measuring the full contribution of women and men to the economy? 1= Yes 2=No	What are emerging topics with respect to gender statistics that users request information on? 1=Data from census and survey 2 = Legal identification documents 3 =vital statistics 4=Children from adoption 5=domestic violence/teenage pregnancy 6= Gender and climate change, governance, energy, water stress 7= More data on gender stats 8= rent , water , and housing issues, 9=boys and girls on scholarship/leap 10=N/A	5A) How does the information collected at the sub-district/district/regional level get transmitted to the national level? 1=Electronic 2=Hard copy 3= Both 4=Other (specify 5=N/A	5b) How long does it take to transmit the information from the district level to the regional level 1=instantly for soft copy 2= 1-2 weeks or more hard copy 3= less than a week for hard copy 4=N/A
MINISTRY OF JUSTICE	0	2	1	2	3	1,2
PUBLIC SERVICE COMMISSION	1	2	1	2	3	1,2
MINISTRY OF WATER RESOURCES, WORK AND HOUSING	1	1	1	5,8	3	1,2
Ministry of Gender Children and Social Protection	1	3	1	7	3	1,2
Ghana Statistical Service	1	3	1	7	3	1,2
Births and Deaths Registry	1	3	1	7	3	1,2
Total	15(75%)	14(70%)	16(80%)		12(60%)	(45%)

Regional

Institution visited /NAME	Does the MDA/MMDA have a regular programme for producing gender statistics? 1=Yes 0=No	What are the main components of the gender statistics programme? 1= the traditional fields of statistics (education, labour, health, etc.) 2=in new areas required for gender statistics (time use, violence against women, 3 = Both integration 4=N/A	Is anything being done to improve data collection and measuring the full contribution of women and men to the economy? 1= Yes 2=No	What are emerging topics with respect to gender statistics that users request information on? 1=Data from census and survey 2 = Legal identification documents 3 =vital statistics 4=Children from adoption 5=domestic violence 6= same sex/ surrogate parents 7= school enrolment. 8= rent , water , and housing issues of gender statistics 9=more focus on gender statistics 10=N/A	5A) How does the information collected at the sub-district/district/regional level get transmitted to the national level? 1=Electronic 2=Hard copy 3= Both 4=Other (specify 5=N/A	5b) How long does it take to transmit the information from the district level to the regional level 1=instantly for soft copy 2= 1-2 weeks for hard copy 3= less than a week for hard copy 4=N/A
Northern Regional coordinating Council	1	1	1	9	3	1,3
Upper West Regional Coordinating Council	0	4	2	10	3	1,3
Regional House of Chiefs, Wa	0	4	2	10	4	4
Upper West Municipal Assembly	0	4		10	4	4
Municipal Department of Labour, Wa	0	4	1	10	4	4
Upper West Region, DOVVSU	1	3	1	5,7	3	3
Upper East Region, DOVVSU	1	3	1	3,5,7	3	1,3
Bolgatanga Municipal Labour Office	0	4	2	10	4	4
Bolgatanga Regional Coordinating Council	0	4	2	10	4	4
MOFA/WIAD HEAD OFFICE	1	3	1	9	3	1,3
MOFA/WIAD ASHANTI	1	3	1	9	3	1,3
MOFA/WIAD BA	1	3	1	9	3	1,3
MASLOC BA	1	1	1	5,9	3	1,3
MASLOC ASHANTI	1	1		9	3	1,3
NBSSI ASHANTI	1	1	1	9	3	1,3
NBSSI BA	1	3	1	8,9	3	3

Institution visited /NAME	Does the MDA/MMDA have a regular programme for producing gender statistics? 1=Yes 0=No	What are the main components of the gender statistics programme? 1= the traditional fields of statistics (education, labour, health, etc.) 2=in new areas required for gender statistics (time use, violence against women, 3 = Both integration 4=N/A	Is anything being done to improve data collection and measuring the full contribution of women and men to the economy? 1= Yes 2=No	What are emerging topics with respect to gender statistics that users request information on? 1=Data from census and survey 2 = Legal identification documents 3 =vital statistics 4=Children from adoption 5=domestic violence 6= same sex/ surrogate parents 7= school enrolment. 8= rent , water , and housing issues of gender statistics 9=more focus on gender statistics 10=N/A	5A) How does the information collected at the sub-district/district/regional level get transmitted to the national level? 1=Electronic 2=Hard copy 3= Both 4=Other (specify 5=N/A	5b) How long does it take to transmit the information from the district level to the regional level 1=instantly for soft copy 2= 1-2 weeks for hard copy 3= less than a week for hard copy 4=N/A
BACDSW	1	2	1	9	3	1,3
ACDSW	1	2	1	9	3	1,3
RCC ASHANTI	1	3	1	8,9		
RCC BRONG AHAFO	0	4	2	10	4	4
GREATER ACCRA REG. COORD. COUNCIL	0	4	1	1	3	1,3
REG. DIRECTORATE OF HEALTH	1	3	1	1	3	1,3
REG. DIRECTORATE OF EDUCATION	1	3	1	1	3	1,3
REG. DIRECTORATE OF AGRIC	1	3	1	1	3	4
VOLTA REG. COORD. COUNCIL	0	4	1	10	3	4
Central Regional Coordinating Council	0	4	2	7,9	5	4
Western Regional Coordinating Council	0	4	2	7,9	5	4
Total	16(59.9%)		66.7%	48.1%	66.7%	51.8%

District

Institution visited /NAME	Does the MDA/MMDA have a regular programme for producing gender statistics? 1=Yes 0=No	What are the main components of the gender statistics program? 1= the traditional fields of statistics (education, labour, health, etc.) 2=in new areas required for gender statistics (time use, violence against women, 3 = Both integration 4=N/A	Is anything being done to improve data collection and measuring the full contribution of women and men to the economy? 1= Yes 2=No	What are emerging topics with respect to gender statistics that users request information on? 1=Data from census and survey 2 = Legal identification documents 3 =vital statistics 4=Teenage pregnancy 5=domestic violence/child labour 6= child marriage 7= enrolment drop out 8= rent , water , and housing issues on gender statistics, 9= more focus on gender statistics 10=N/A	5A) How does the information collected at the sub-district/district/regional level get transmitted to the national level? 1=Electronic 2=Hard copy 3= Both 4=Other (specify 5=N/A	5b) How long does it take to transmit the information from the district level to the regional level 1=instantly for soft copy 2= 1-2 weeks for hard copy 3= less than a week for hard copy 4=N/A
Tamale Metropolitan Assembly	0	4	2	9	5	4
Yendi Municipal Assembly	1	3	1	7,8,9	3	1,3
Mion District Assembly	1	3	1	7,8	3	1,3
Tatale District Assembly	0	4	2	10	5	4
Wa East District Assembly, Funi	1	1	1	5,9	3	1,3
Binduri District Assembly, Upper East	1	3	1	3,5,8	3	1,3
ASOKERE MAMPONG MUNICIPAL	1	3	1	6,7	3	1,3
ASANTE AKYEM NORTH DISTRICT	1	3	1	8	3	1,3
DORMAA EAST DISTRICT ASSEMBLY	1	3	1	7,8	3	1,3
BACDSW	1	3	1	7,9	3	1,3
ACDSW	1	3	1	7,9	3	1,3
Kumasi Metropolitan Assembly (KMA)	0	4	1	5,6	3	1,3
Kraboia Coalta District Assembly	0	4	1	5,7	3	1,2

Institution visited /NAME	Does the MDA/MMDA have a regular programme for producing gender statistics? 1=Yes 0=No	What are the main components of the gender statistics program? 1= the traditional fields of statistics (education, labour, health, etc.) 2=in new areas required for gender statistics (time use, violence against women, 3 = Both integration 4=N/A	Is anything being done to improve data collection and measuring the full contribution of women and men to the economy? 1= Yes 2=No	What are emerging topics with respect to gender statistics that users request information on? 1=Data from census and survey 2 = Legal identification documents 3 =vital statistics 4=Teenage pregnancy 5=domestic violence/child labour 6= child marriage 7= enrolment drop out 8= rent , water , and housing issues on gender statistics, 9= more focus on gender statistics 10=N/A	5A) How does the information collected at the sub-district/district/regional level get transmitted to the national level? 1=Electronic 2=Hard copy 3= Both 4=Other (specify 5=N/A	5b) How long does it take to transmit the information from the district level to the regional level 1=instantly for soft copy 2= 1-2 weeks for hard copy 3= less than a week for hard copy 4=N/A
Sekyere Afram Plains District Assembly	0	4	1	4,6,7	3	1,3
New Juaben Municipal Assembly	0	4	1	5,6,7	3	1,3
TEMA METROPOLITAN ASSEMBLY	1	3	1	8	3	1,3
ADA WEST - SEGE	1	1	1	8	3	1,3
KADJEBI DIST. ASSEMBLY	1	1	1	8	3	1,3
Cape Coast Metropolitan Assembly	0	4	2	2,3,5	4	4
Ekumfi District Assembly	0	4	2	2,3,5	4	4
Sekondi Takoradi Metropolitan Assembly	0	4	2	2,3,5	4	4
Amenfi Central District Assembly	0	4	2	2,3,5	4	4
Total	12(52.1%)	39.1%	16(69.5%)		16(69.5%)	65.2%

Traditional

Institution visited /NAME	Does the MDA/MMDA have a regular programme for producing gender statistics? 1=Yes 0=No	What are the main components of the gender statistics program? 1= the traditional fields of statistics (education, labour, health, etc.) 2=in new areas required for gender statistics (time use, violence against women, 3 = Both integration 4=N/A	Is anything being done to improve data collection and measuring the full contribution of women and men to the economy? 1= Yes 2=No	What are emerging topics with respect to gender statistics that users request information on? 1=Data from census and survey 2 = Legal identification documents 3 =vital statistics 4=Children from adoption 5=domestic violence 6= request from the public 8= 7= All of the above rent , water , and housing 9=N/A	5A) How does the information collected at the sub-district/district/regional level get transmitted to the national level? 1=Electronic 2=Hard copy 3= Both 4=Other (specify 5=N/A	5b) How long does it take to transmit the information from the district level to the regional level 1=instantly for soft copy 2= 1-2 weeks for hard copy 3= less than a week for hard copy 4=N/A
Sawla Traditional Council	0	4	2	9	5	4
Regional House of Chiefs, Wa	0	4	2	9	5	4
ASANTE AKYEM NORTH TRADITIONAL COUNCIL	0	4	2	9	5	4
ASANTE BEKWAI TRADITIONAL COUNCIL	0	4	2	9	5	4
WAMFIE TRADITIONAL COUNCIL	0	4	2	9	5	4
Drobonso Palace	0	4	2	9	5	4
Ayensuano Chiefs Palace	0	4	1	9	2	3
MANHEAN TRADITIONAL COUNCIL	0	4	2	9		
Nana Atta Gyeabour, Ankobeahene of Amenfi Traditional Area	0	4	2	9		
Elmina Traditional Authority	0	4	2	9		

2. DISSEMINATION OF GENDER STATISTICS

Sector

Institution	(A) What are the main outputs and /products and services of the institution?	(B) How are they disseminated? Through	(C) What publications are being produced and disseminated specifically on gender?	(D) What is the periodicity?	(E) Have any regular publications been reviewed to reflect gender concern in the last:	(F) Could you provide any three (3) indications of success of such statistical (gender) publications relative to other standard publications?	(G) How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation, by the institution itself?	(H) How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation by the parent institution?	(I) How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation by other MDAs/MMDAs?	(J) Is there a mechanism for tracking the use of data from your institution?
Ministry of Health	2	5	2,5	1	1	1	5	5	5	1
Ministry of Youth and Sports	5	5	6	2	1	2	6	6	6	2
National Population Council	2,5	5	7	2	1	1	5	5	5	1
Ministry of Lands and Natural Resource	2	5	6	2	1	1	5	5	5	1
Ghana Police Service HQ	2,5,6,8	5	1,6	2	1	1	5	5	5	1
Ministry of Employment and Labour Relations	2,5	5	6	2	1	1	5	5	5	1
Ministry of Communications	2,5	5	6	2	1	1	5	5	5	1
MOTI HEAD OFFICE	5	5	6	2	1	1	5	5	5	1
MASLOC HEAD OFFICE	5	5	6	2	1	1	5	5	5	1
NBSSI HEAD OFFICE	5	5	6	2	1	1	5	5	5	1
NBSSI HEAD OFFICE	5,6	5	6	2	1	1	5	5	5	1
MASLOC HEAD OFFICE	5,6	5	6	2	1	1	5	5	5	1
MOFA/WIAD HEAD OFFICE	5,6	5	6	2	1	1	5	5	5	1
Ministry of Education	1,5	5	6	2	1	1	5	5	5	1
Local Government Service Secretariat	5	5	6	2	1	1	5	5	5	1
National Development Planning Commission	5	5	6	2	1	1	5	5	5	1

Institution	(A) What are the main outputs and /products and services of the institution?	(B) How are they disseminated? Through	(C) What publications are being produced and disseminated specifically on gender?	(D) What is the periodicity?	(E) Have any regular publications been reviewed to reflect gender concern in the last:	(F) Could you provide any three (3) indications of success of such statistical (gender) publications relative to other standard publications?	(G) How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation, by the institution itself?	(H) How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation by the parent institution?	(I)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation by other MDAs/MMDAs?	(J)Is there a mechanism for tracking the use of data from your institution?
MINISTRY OF JUSTICE	3,5	5	6	2	1	1	5	5	5	1
PUBLIC SERVICE COMM.	5	5	6	2	1	1	5	5	5	1
MINISTRY OF WATER RESOURCES, WORK AND HOUSING	5	5	6	2	1	1	5	5	5	1
Ministry of Gender Children and Social Protection	5,6,7	5	2,3,5	1	1	1	5	2	1,2	1

ANSWERS¹¹

- A.** 1= data from census/ surveys 2= publications 3= legal ID documents 4= vital statistics 5= Annual /Progress Reports 6= Data on Domestic violence 7= All of the above 8= Prosecution of offenders/Prevention of Crime /Detection and apprehension of criminals/Maintenance of law and order/Protection of life and property.
- B.** 1= workshop, 2= forums, 3= websites, 4= publishing, 5= all of the above
- C.** 1= Compendium of concepts and definition of gender statistics, 2= GDHS, 3= Family Health survey/Gender based programmes, 4= IBES, 5= Teenage pregnancy reports, 6= Gender Policy/data 7= N/A
- D.** 1= Monthly 2= Quarterly 3= Yearly 4= Other (specify)
- E.** 1= Five years 2= Ten years
- F.** 1= Yes 2= No
- G.** 1= improvement of concepts and methods 2= increased collaboration with other data producers 3=more funds to acquire statistical infrastructure 4= more harmonization in data collection 5=All of the above 6=N/A
- H.** 1= improvement of concepts and methods 2= increased collaboration with other data producers 3=more funds to acquire statistical infrastructure 4= more harmonization in data collection 5=All of the above 6=N/A
- I.** 1= improvement of concepts and methods 2= increased collaboration with other data producers 3=more funds to acquire statistical infrastructure 4= more harmonization in data collection 5=All of the above 6=N/A
- J.** 1= Yes 2= No

¹¹ The same questionnaires were administered in the sector, regional, district, and traditional levels

Regional

Institution	(A)What are the main outputs and /products and services of the institution?	(B)How are they disseminated? Through	(C)What publications are being produced and disseminated specifically on gender?	(D)What is the periodicity?	(E)Have any regular publications been reviewed to reflect gender concern in the last:	(F)Could you provide any three (3) indications of success of such statistical (gender) publications relative to other standard publications?	(G)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation, by the institution itself?	(H)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation by the parent institution?	(I)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation by other MDAs/MMDAs?	(J)Is there a mechanism for tracking the use of data from your institution?
Northern Regional coordinating Council	5,6	5								
MOFA/WIAD ASHANTI	5,6	5								
MOFA/WIAD BA	5,6	5								
MASLOC BA	5,6	5								
MASLOC ASHANTI	5,6	5								
NBSSI ASHANTI	5,6	5								
NBSSI BA	5,6	5								
BACDSW	5,6	5								
ACDSW	5,6	5								
RCC ASHANTI	5,6	5								
RCC BRONG AHAFO	5,6	5								
GREATER ACCRA REG. COORD. COUNCIL	5,6	5								
REG. DIRECTORATE OF HEALTH	5,6	5								
REG. DIRECTORATE OF EDUCATION	1,2,5,6	5								
REG. DIRECTORATE OF AGRIC	2,5,6	5								
VOLTA REG. COORD. COUNCIL	5,6	5								

Institution	(A)What are the main outputs and /products and services of the institution?	(B)How are they disseminated? Through	(C)What publications are being produced and disseminated specifically on gender?	(D)What is the periodicity?	(E)Have any regular publications been reviewed to reflect gender concern in the last:	(F)Could you provide any three (3) indications of success of such statistical (gender) publications relative to other standard publications?	(G)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation, by the institution itself?	(H)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation by the parent institution?	(I)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation by other MDAs/MMDAs?	(J)Is there a mechanism for tracking the use of data from your institution?
Central Regional Coordinating Council	5,6	5								
Western Regional Coordinating Council	5,6	5								
Bolgatanga Regional Coordinating Council	5,6	5	6	3	1	1				1
RCC ASHANTI	5,6	5								1
RCC BRONG AHAFO	5,6	5								1

District

Institution	(A)What are the main outputs and /products and services of the institution?	(B)How are they disseminated? Through	(C)What publications are being produced and disseminated specifically on gender?	(D)What is the periodicity?	(E)Have any regular publications been reviewed to reflect gender concern in the last:	(F)Could you provide any three (3) indications of success of such statistical (gender) publications relative to other standard publications?	(G)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation, by the institution itself?	(H)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation by the parent institution?	(I)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation by other MDAs/MMDAs?	(J)Is there a mechanism for tracking the use of data from your institution?
Tamale Metropolitan Assembly	5	1,2	7	4	3	2	6	6	6	2
Yendi Municipal Assembly	5	1,2	7	4	3	2	6	6	6	2
Mion District Assembly	5	1,2	7	4	3	2	6	6	6	2
Tatale District Assembly	5	1,2	7	4	3	2	6	6	6	2
Regional House of Chiefs, Wa	5	1,2	7	4	3	2	6	6	6	2
Wa East District Assembly, Funsi	5	1,2	7	4	3	2	6	6	6	2
Upper West Regional Coordinating Council	5	1,2	7	4	3	2	6	6	6	2
Upper West Municipal Assembly	5	1,2	7	4	3	2	6	6	6	2
Municipal Department of Labour, Wa	2,5	5	6	2	1	1	5	5	5	1

Institution	(A)What are the main outputs and /products and services of the institution?	(B)How are they disseminated? Through	(C)What publications are being produced and disseminated specifically on gender?	(D)What is the periodicity?	(E)Have any regular publications been reviewed to reflect gender concern in the last:	(F)Could you provide any three (3) indications of success of such statistical (gender) publications relative to other standard publications?	(G)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation, by the institution itself?	(H)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation by the parent institution?	(I)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation by other MDAs/MMDAs?	(J)Is there a mechanism for tracking the use of data from your institution?
ASOKERE MAMPONG MUNICIPAL	5	1,2	7	4	3	2	6	6	6	2
ASANTE AKYEM NORTH DISTRICT	5	1,2	7	4	3	2	6	6	6	2
DORMAA EAST DISTRICT ASSEMBLY	5	1,2	7	4	3	2	6	6	6	2
BACDSW	5	1,2	7	4	3	2	6	6	6	2
ACDSW	5	1,2	7	4	3	2	6	6	6	2
Kumasi Metropolitan Assembly (KMA)	5	1,2	7	4	3	2	6	6	6	2
Kraboia Coaltar District Assembly	5	1,2	7	4	3	2	6	6	6	2
Sekyere Afram Plains District Assembly	5	1,2	7	4	3	2	6	6	6	2
New Juaben Municipal Assembly	5	1,2	7	4	3	2	6	6	6	2
TEMA METROPOLITAN ASSEMBLY	5	1,2	7	4	3	2	6	6	6	2
ADA WEST - SEGE	5	1,2	7	4	3	2	6	6	6	2

Institution	(A)What are the main outputs and /products and services of the institution?	(B)How are they disseminated? Through	(C)What publications are being produced and disseminated specifically on gender?	(D)What is the periodicity?	(E)Have any regular publications been reviewed to reflect gender concern in the last:	(F)Could you provide any three (3) indications of success of such statistical (gender) publications relative to other standard publications?	(G)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation, by the institution itself?	(H)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation by the parent institution?	(I)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation by other MDAs/MMDAs?	(J)Is there a mechanism for tracking the use of data from your institution?
KADJEBI DIST. ASSEMBLY	5	1,2	7	4	3	2	6	6	6	2
Cape Coast Metropolitan Assembly	5	1,2	7	4	3	2	6	6	6	2
Ekumfi District Assembly	5	1,2	7	4	3	2	6	6	6	2
Sekondi Takoradi Metropolitan Assembly	5	1,2	7	4	3	2	6	6	6	2
Amenfi Central District Assembly	5	1,2	7	4	3	2	6	6	6	2
Binduri District Assembly, Upper East	5	1,2	7	4	3	2	6	6	6	2

Traditional

Institution	(A)What are the main outputs and /products and services of the institution?	(B)How are they disseminated? Through	(C)What publications are being produced and disseminated specifically on gender?	(D)What is the periodicity?	(E)Have any regular publications been reviewed to reflect gender concern in the last:	(F)Could you provide any three (3) indications of success of such statistical (gender) publications relative to other standard publications?	(G)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation, by the institution itself?	(H)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation by the parent institution?	(I)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation by other MDAs/MMDAs?	(J)Is there a mechanism for tracking the use of data from your institution?
Sawla Traditional Council	5	5	7	4	3	2	6	6	6	2
ASANTE AKYEM NORTH TRADITIONAL COUNCIL	5	5	7	4	3	2	6	6	6	2
ASANTE BEKWAI TRADITIONAL COUNCIL	5	5	7	4	3	2	6	6	6	2
WAMFIE TRADITIONAL COUNCIL	5	5	7	4	3	2	6	6	6	2
Drobonso Palace	5	5	7	4	3	2	6	6	6	2
Ayensuano Chiefs Palace	5	5	7	4	3	2	6	6	6	2
MANHEAN TRADITIONAL COUNCIL	5	5		4		2	6	6	6	2

Institution	(A)What are the main outputs and /products and services of the institution?	(B)How are they disseminated? Through	(C)What publications are being produced and disseminated specifically on gender?	(D)What is the periodicity?	(E)Have any regular publications been reviewed to reflect gender concern in the last:	(F)Could you provide any three (3) indications of success of such statistical (gender) publications relative to other standard publications?	(G)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation, by the institution itself?	(H)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation by the parent institution?	(I)How have the gender specific statistics generated by the entity been used in the policy formulation, planning and programming, monitoring and evaluation by other MDAs/MMDAs?	(J)Is there a mechanism for tracking the use of data from your institution?
			7		3					
Nana Atta Gyeabour, Ankobeahene of Amenfi Traditional Area	5	5	7	4	3	2	6	6	6	2
Elmina Traditional Authority	5	5	7	4	3	2	6	6	6	2
Upper East House of Chiefs	5	5	7	4	3	2	6	6	6	2
Upper East Queen Mother	5	5	7	4	3	2	6	6	6	2