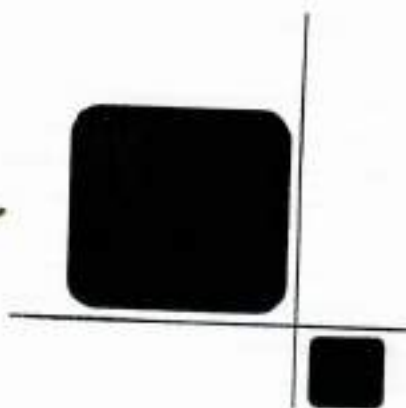


National DOMESTIC VIOLENCE Policy

**and the Plan of Action to Implement
Domestic Violence Act, 2007 (Act732)**

2009 - 2019



GOVERNMENT OF THE REPUBLIC OF GHANA
Ministry of Women and Children Affairs (MOWAC)

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LIST OF ABBREVIATIONS

ACT	-	Act of Parliament
ADR	-	Alternative Dispute Resolution
AGs	-	Attorney Generals
AIDS	-	Acquired Immune Deficiency Syndrome
CBO	-	Community Based Organization
CEDAW	-	Convention on the Elimination of All Forms of Discrimination Against Women
CHRAJ	-	Commission on Human Rights and Administrative Justice
CSO	-	Civil Society Organization
DoC	-	Department of Children
DOVVSU	-	Domestic Violence Victims Support Unit
DoW	-	Department of Women
DPs	-	Development Partners
DSW	-	Department of Social Welfare
DV	-	Domestic Violence
FBO	-	Faith Based Organization
FIDA	-	International Federation of Women Lawyers
GACMA	-	Ghana Association of Chartered Mediators and Arbitrators
GES	-	Ghana Education Service
GMA	-	Ghana Medical Association
GBA	-	Ghana Bar Association
GJA	-	Ghana Journalists Association
GNAT	-	Ghana National Association of Teachers
GRNA	-	Ghana Registered Nurses Association
GVSSN	-	Gender Violence Survivors Support Network
HIV	-	Human Immunodeficiency Virus
ICPD	-	International Conference on Population and Development
LAWA	-	Leadership and Advocacy for Women in Africa
MB	-	Management Board
MDAs	-	Ministries Department and Agencies
MDGs	-	Millennium Development Goals
MOWAC	-	Ministry of Women and Children's Affairs
MLGRD	-	Ministry of Local Government Rural Development and Environment
MMYE	-	Ministry of Manpower Youth and Employment
MOJ	-	Ministry of Justice
MOI	-	Ministry of Information
NCCE	-	National Commission for Civic Education
NCWD	-	National Council on Women and Development
NETRIGHT	-	Network for Women's Rights
NGO	-	Non Governmental Organization
NHIS	-	National Health Insurance Scheme
NYEP	-	National Youth Employment Programme
UN	-	United Nations
TUC	-	Trade Union Congress
WILDAF	-	Women in Law and Development in Africa
WIB	-	Women in Broadcasting
WISE	-	Women Initiative for Self Empowerment

FOREWORD BY THE MINISTER

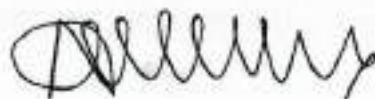
The Domestic Violence Act, 2007 (Act 732) passed by Parliament and signed by H.E. John Agyekum Kuffour, President of the Republic of Ghana, came into force in January 2007 to provide protection from Domestic Violence particularly for Women, Children and for connected purposes.

Prior to the enactment of the Act, civil society advocacy and service provision for victims of Domestic Violence heightened awareness and improved the visibility of Domestic Violence at both National and Community levels. Though, State Agencies' response to victims improved and increasing numbers of Civil Society Organizations (CSOs) intervened in various ways to protect and provide for victims and survivors of Domestic Violence, these services were largely un-coordinated.

The enactment of the Domestic Violence Act 2007, (Act 732) provides an enabling environment and the necessary mandate for a more coordinated response to Domestic Violence in Ghana. The Ministry of Women and Children's Affairs, the Central Managerial Agency charged with policy formulation and the lead oversight responsibility for coordinating implementation of the Domestic Violence Act, 2007 (Act 732) provides the framework for such coordinated response through this National Domestic Violence Policy and National Plan of Action which is to guide the implementation of the Domestic Violence Act by all stakeholders.

The Policy sets out a problem statement, identifies goals, objectives and outcomes. It includes a legal context, and guiding principles by which programs, protocols and procedures can be measured in relation to stated goals. It has a section on specific responses required from Ministries, Departments and Agencies (MDAs), CSOs and Communities. A final section on Monitoring and Evaluation is provided to ensure maximum impact of an integrated approach towards eradicating Domestic Violence in Ghana. The Plan of Action provides a description of the stated goals, objectives, outputs, activities, targets and institutional roles. It also provides for the cost and resource mobilization, as well as the implementation plan.

It is our hope that all Service Providers and Agencies will utilize the framework provided here to contribute their quota towards an effective response to the problem of Domestic Violence in Ghana.



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This document entitled, "The National Domestic Violence Policy and National Plan of Action to implement Domestic Violence Legislation was made feasible through the contributions and support of many individuals

Gratitude and thanks first go to the President of the Republic, his Cabinet and the Parliament of Ghana, who passed the DV Act (Act 732) on 21st February, 2007. It is further noted with appreciation that H.E. the President of the Republic appended his signature to it to make it operational on 3rd May, 2007 on the very day that the final print was sent to his office.

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- The Domestic Violence Coalition
- The Attorney General's Department
- The Judicial Service
- The Ministry of Health
- The Domestic Violence Victims Support Unit (DOVVSU)
- Other Ministries Departments and Agencies
- The Media

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PART ONE

NATIONAL DOMESTIC VIOLENCE POLICY

1.0 INTRODUCTION

Violence against women and children continues to be a problem globally and in each country. In Ghana, as in most African countries, violence tends to be condoned under certain cultural practices and religious beliefs, particularly when the violence takes place within the home. Domestic Violence thus remains the most hidden form of violence in Ghana and elsewhere.

Prior to 1998, data on Domestic Violence was very scanty and State response to reported cases was limited to the general application of the Criminal Code, 1960 (Act 29)'s provisions on assault and other offences against the person. Civil response was equally weak and constrained by the informal system of redress that was the most applied or accessible.

As silence got broken, women rights focused Non Governmental Organizations (NGOs) stepped up advocacy against domestic violence, citing in particular human rights violations, psychological and emotional harm on women. The need to establish the facts for more effective advocacy led to a research by the National Council on Women and Development (NCWD), then national machinery for women, in 1998. Another piece of research was undertaken by Civil Society Organizations (CSOs) in partnership with the Gender Studies and Human Rights Documentation Centre.

The findings of these studies established that there was a high degree of tolerance of violence against women in Ghana largely due to perceptions that domestic violence was a private matter and not a crime that would attract sanctions. Poor State response to violence and patterns of victim-blaming and generally trivializing violence were also established.

It also emerged that there was some ignorance about the causes and consequences of violence, and some were not even sure of what constitutes violence. An important finding was the isolation rural women suffer and its disempowering effects on victims of domestic violence. The finding that women expressed dissatisfaction with support and assistance received when they report was equally instructive. The results of these studies urged Non Governmental Organizations (NGOs) and the public to step up advocacy for Law and Police reforms to deal with the problem of Domestic Violence. The Domestic Violence Coalition (DVC), which embraced many of these NGOs and individual professionals, played a major role in sensitizing the public and state actors on the problem of domestic violence. A number of NGOs began intervening with services such as counseling, shelters and direct medical assistance to victims. NGOs set up a network, the Gender Violence Survivors' Support Network (GVSSN) to give support to victim-survivors.

Through the work of Civil Society, in particular the Domestic Violence Coalition and women-led NGOs, Domestic Violence gained visibility as a problem nationally and in the communities.

It led to an increase in the number of NGOs who provided services to victims/survivors, and also induced improved State Agencies' response to reports of domestic violence. The Police Service for instance set up the Women and Juveniles' Unit (WAJU) to facilitate the handling of cases of Domestic Violence and Juveniles. The Law Reform Commission examined the problem of Domestic Violence in 1999 and made proposals for legislation. Following this there were initiatives by the International Federation of Women Lawyers (FIDA) with other NGO partners to prepare a private members Bill in year 2000. With improved State response and Civil Society Advocacy, inadequacy of the law in dealing with domestic violence was acknowledged and Government took over the enactment of legislation to proscribe domestic violence. A draft Domestic Violence Bill was therefore prepared by the Executive for discussion before enacting it as law.

The Ministry of Women and Children's Affairs (MOWAC) led the National Consultations on the Domestic Violence Bill and with support of CSOs a consensus was reached on the content bill law. The Ministry's Memorandum to Cabinet was approved and sent to Parliament for the Bill to be considered and passed.

The Domestic Violence Act, 2007 (Act 732) was passed by Parliament on 21st February 2007 and enacted as law on 3rd May 2007 with Presidential assent. The Domestic Violence Act provides the long awaited legal environment to empower various actors and Professionals to deal more effectively with the problem of domestic violence.

MOWAC recognizing the value of participatory approaches in the development of Action Plans convened a technical meeting of various stakeholder organizations to contribute inputs towards a draft Plan of Action for implementing the Domestic Violence Act. The two day Workshop held from the 28-29 of May 2007 made useful proposals for the Action Plan and agreed that the Plan of Action should derive from a policy on domestic violence as the framework for an integrated and coordinated approach to dealing with the problem.

This National Policy and Plan of Action is the outcome of consultations and interactions at and after the May 2007 technical meeting, the final one being the Stakeholders' Consultation on the Draft National Domestic Violence Policy and Plan of Action held on 16th November 2007.

2.0 PROBLEM STATEMENT

2.1 SCOPE OF THE PROBLEM

Violence is a global epidemic that kills tortures and maims. Domestic Violence is a pattern of coercive tactics which include physical, psychological, sexual, economic and emotional abuse, perpetrated by a person against another within an existing or previous domestic relationship, with the intention of establishing and maintaining power and control over the victim. It includes physical harm, bodily injury, sexual activity compelled by force, assault or the infliction of fear or imminent physical harm, bodily injury, not committed in self defence on the complaining person, is the most prevalent yet relatively hidden form of violence and tends to be gender based.

In Ghana, previous studies estimate that three (3) out of five (5) women suffer some form of domestic violence, and one (1) out of every three (3) women have experienced some form of assault at one time or the other. The family which is often equated with sanctuary is also a place where the worst forms of domestic violence against women and children take place. In most cases it is men who perpetrate violence in a domestic setting. Violent actions of women amount to an insignificant proportion of domestic violence.

Domestic Violence in Ghana is rooted in a history of social, cultural and legal traditions that have permitted men's abuse of women and children in family relationships. Violence within the family is considered a 'private matter' insulated from public scrutiny. The unequal power relations within the family are buttressed by women's lack of economic resources thereby increasing their vulnerability. Isolation of women in their families and communities also increases their propensity to suffer domestic violence. The participation of women in social networks, be they formal or informal, reduces their vulnerability to domestic violence.

An analysis of domestic violence cases reported to the police over a five year period (2000-2006) showed that the forms of violence included physical, sexual, emotional and socio-economic abuse. Harmful traditional practices were also cited. For adults, the most frequently reported cases were assault, rape, threats and offensive conduct in descending order. For children, non-maintenance, defilement, abduction and indecent assault predominated the cases. The perpetrators were usually men, most of them aged between 21 and 30 years, followed by those aged 31-40 years. The age of abusers confirms the need to target the youth in dealing with the problem of domestic violence.

2.1.2 Challenges

During the five year period, the response of State institutions to domestic violence was hampered by inadequate legislation, lack of protocols, dismissal of cases due to lack of evidence and referrals to the informal/traditional systems. The discretionary powers of police officers and the insensitivity of staff of State institutions was also a factor. Obstacles to seeking redress at the Courts included delays, inappropriate sentencing, high cost of medical reports and care. Trivialization of abuse, disempowering advice and stigmatization were some of the constraints cited by communities.

The major challenges faced by CSOs and other bodies were lack of co-ordination, follow-up and influence peddling. Inadequate funding, logistical constraints and human resource problems further minimized the effects of interventions by the various actors. The many practical needs of victims/survivors were hardly met. At the time of passing the DV Act, only two shelters were functional in Ghana. Counselling services were limited and access to health facilities difficult. Few hotlines were also in operation. With the passage of the Act, new opportunities for dealing effectively with the problem of DV are now available. Prior to the DV Act, there were in existence criminal as well as civil laws which could be resorted to by victims, but these were not adequate.

The lack of effective and comprehensive legal protection which was previously a contributor

factor to the incidence of domestic violence in Ghana is now not an issue if the Domestic Violence Act is implemented effectively.

2.2 PATTERN OF ABUSE

While a single act may constitute domestic violence, domestic violence is best understood as a pattern of coercive behavior that establishes control over family and other household members. The tactics employed include physical assault, psychological, sexual, economic and emotional abuse.

The perpetrator's tactics progress slowly such that initially, they are not perceived as abusive. Isolation of victims from family and friends and control over financial resources are difficult to recognize as domestic violence by the victim as well as family members or friends. Although these tactics may not warrant a criminal justice intervention, they can cause serious psychological and emotional harm and should therefore be taken seriously.

Coercive tactics are often forerunners to physical abuse and escalate in frequency and severity overtime. Once assaults are intensified, they increase the victim's risk of harm and injury. Not all perpetrators use physical violence to instill fear in their victims. Some use threats and intimidation to control their victims, such tactics may be as harmful as physical violence. The more skilled professionals and family members become at recognizing the pattern of the perpetrator's tactics in the early stages, the more effective early interventions will be in preventing harm and improving safety.

2.3 DIVERSITY OF VICTIMS' EXPERIENCES

Generally, perpetrators coercive tactics are similar in pattern across all populations, however socio-economic status, rural urban differences, education and employment status can affect the identification and response to Domestic Violence and therefore the experience of victims, mostly women will be different across these populations.

Women in rural communities lack access to public transportation and therefore have special needs arising from the isolation in which they find themselves. Family members of both victims and perpetrators in these close communities tend to be additional barriers for victims. In some situations however, family and religious groups in such communities are sources of better support to victims than external service providers.

Experiences of the urban poor also vary from those of the core urbanized and elite societies where amenities are sophisticated and can lead to more concealed forms of perpetration of Domestic Violence thereby making identification and response more difficult.

2.3.1 Consequences of Domestic Violence

The diverse experiences of victims of domestic violence in the Ghanaian society require that systems develop individualized responses to meet victim's needs while conforming to good practices.

Civil Society Organizations and the Private Sector shall also adopt best practices and procedures in their various responses to domestic violence, and in co-operation with the communities, in which they operate, promote an attitude of zero tolerance for domestic violence.

3.3 THE STRATEGIC POLICY OBJECTIVES

The specific strategic policy objectives are as follows:

1. To reduce the incidence of Domestic Violence in Ghana
2. To ensure victim/survivor safety and enhance their empowerment
3. To ensure protection of victims/survivors of Domestic Violence
4. To improve the quality of service provision for victims/survivors and enhance their access to it
5. To ensure perpetrator accountability through formal and informal redress systems.
6. To ensure systems' responsiveness and accountability through the use of protocols, guidelines and regulations
7. To promote Community Involvement/Participation in addressing issues of Domestic Violence
8. To foster effective partnership/co-ordination among stakeholders to address Domestic Violence

3.4 EXPECTED OUTCOMES

The expected outcomes of adopting the policy are the following:

1. Incidence of domestic violence reduced
2. Victim/survivor safety ensured and their empowerment enhanced
3. Protection for victims/survivors improved
4. Quality of service provision available to domestic violence survivors/victims improved and access enhanced
5. Perpetrator accountability ensured
6. Systems' responsiveness and accountability ensured
7. Community Involvement/Participation strengthened
8. Effective partnership/co-ordination among stakeholders to address Domestic Violence strengthened.

The diverse experiences of victims of domestic violence require that systems develop individualized responses to meet victim needs while conforming to best practice.

4.0 POLICY/LEGALCONTEXT

The goals and objectives of the policy are based on the principles enunciated in our National Laws, Regional and International Conventions and Instruments.

4.1 NATIONAL LAWS

The 1992 Constitution of the Republic of Ghana, has entrenched provisions on Fundamental Human Rights (Articles 12-33). These include: "every person has the right to be treated with dignity and respect under all conditions. No one shall be held in slavery or illegally forced to work against his will. Customary practices which dehumanize or are injurious are prohibited".

- "Every person is entitled to freedom of thought and conscience, and freedom of association. All these rights in the Ghanaian Constitution go to prohibit domestic violence. Furthermore, the Directive Principles of State Policy enjoin the State to promote respect for International Law. The principles also require citizens to respect the rights and legitimate interests of others and to refrain from acts detrimental to their welfare.

The Domestic Violence Act criminalizes domestic violence and advocates prosecution of abusers and protection of, and provision of services, for victims. The Children's Act, 1998 (Act 560) also prohibits child labour and non-maintenance of children.

The Ministry of Education's philosophy of education as captured in its policy and the White Paper on Educational Reforms in Ghana provide clear guidance for promoting zero tolerance for domestic violence.

The National Population Policy's provisions, especially on Reproductive Health, also recognize protection for the welfare of women and children. The National Reproductive Health Policy of the Ministry of Health similarly provides ample basis for combating domestic violence.

Last but not least, the National Gender Policy seeks to promote the survival, development and protection of women and children in order to achieve equal status for them in society.

4.2 REGIONAL INSTRUMENTS

At the Regional level, the Economic Community of West African States (ECOWAS) Gender Policy, the African Platform for Action, the African Charter on Human and People's Rights including its Additional Protocol on Women's Rights are reference points. Also the African Union's Solemn Declaration on Gender Equality (SDGE) mentions the prohibition of violence against women under Commitment 4.

4.3. INTERNATIONAL INSTRUMENTS AND CONVENTIONS

The United Nations (UN) Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) which Ghana has acceded to, defines violence to include "physical, sexual and psychological violence occurring in the family".

In 1989 the Committee on the Elimination of all Forms of Discrimination against Women (CEDAW Committee) adopted General Recommendation 12, which requires State Parties to include information on violence against women in their reports under CEDAW.

Again in 1992 the CEDAW Committee adopted General Recommendation 19, in which it confirmed that violence against women is a Human Rights violation. Measures recommended to be taken by states to prevent violence against women include "effective legal measures to protect women against all kinds of violence including violence and abuse in the family".

The UN Declaration on the Elimination of Violence Against Women (1993) calls on states to "pursue by all appropriate means and without delay a policy of eliminating violence against women" and to exercise due diligence to prevent, investigate and in accordance with national legislation, punish acts of violence against women.

The Beijing Platform for Action's (BPfA) critical area on Violence Against Women calls for the adoption of temporary and long term measures to eliminate all forms of violence against women. UN General Assembly Resolution 1325 on Conflict, Refugees and Displaced Persons and the UN Convention on the Rights of the Child call for human treatment for Refugee women, and children.

The 1994 Cairo International Conference on Population and Development (ICPD) Convention provides extensive scope for fighting against domestic violence towards achieving the ICPD goals.

The Millennium Development Goals (MDGs) and the targets set to be achieved by 2015 provide yet another important context for seeking to eradicate domestic violence in Ghana.

5.0. GUIDING PRINCIPLES

This Policy is based on the principles of Prevention, Protection, Safety and Provision of Services.

5.1. PREVENTION

The principle is anchored on the premise that domestic violence should be prevented in the first place. Where it has occurred, steps should be taken to prevent it recurring, and offenders re-offending. Community level coordinated response should be promoted as the most effective means of achieving zero tolerance for domestic violence. All stakeholders should be actively involved in programmes aimed at the prevention of domestic violence.

5.2. PROTECTION

Ensuring effective response to protection from the Police when domestic violence is reported is critical. Improving prosecution of cases and appropriate sentencing are also important to effective protection; and the criminal and civil law must also offer sufficient protection to prevent recurrence of domestic violence. Where abusers have to contact their children in the custody of victim/survivor, this principle of protection requires that the safety of both are guaranteed.

5.3. SAFETY

Safety from physical, financial, emotional and psychological harm is a very important principle in responses to domestic violence. Victims/survivors face many risks in seeking help. Choice of interventions must be informed by an evaluation of various options to minimize risks to victims/survivors. Service providers should receive training on danger assessment and safety planning. Where such training is absent victims must be referred to trained providers. All screening must be done in separate sessions for victims and abusers with confidentiality assured.

5.4. PROVISION OF SERVICES

This involves providing a range of services to victims/survivors to rebuild their lives. These include outreach and medical services, information and financial services. For those victims who have left their home provision will include the provision of shelter. In all cases of domestic violence support to children affected is an important component of provision of services. Service providers should ensure that information collected on victims is stored securely and that there are sanctions for violation of confidentiality. Protocols should be developed by all providers and shared with the public and other providers. Providers with interrelated services should promote inter-agency cross-training. This will enhance understanding between and among the agencies and promote efficient and effective service delivery.

6.0 STRATEGIES

Domestic Violence is a multi-dimensional problem and requires strategies designed to address a broad range of issues. The main strategies to deal with domestic violence in Ghana include the following areas:

1. Intensifying advocacy and awareness raising on domestic violence at all levels
2. Incorporation of domestic violence programmes in the curricula of educational institutions at all levels of schooling..
3. Ensuring appropriate training for all service providers (judiciary, law enforcement agencies, the health care system etc) to enable effective and efficient responses to domestic violence
4. Development of protocols and regulations to enhance response within all relevant institutions
5. Promotion of wealth creation programmes to help reduce poverty and dependence
6. Provision of services to meet victims/survivors immediate and strategic needs.
7. Promotion of counseling and rehabilitation as an important option in responses to domestic violence
8. Intensifying resource mobilization for the implementation of domestic violence programmes to ensure effective response.
9. Provision of shelters for victims/survivors
10. Monitoring and evaluation of programmes, and responses to domestic violence
11. Ensuring effective co-ordination of responses to domestic violence at the national and all other levels

7.0 STAKEHOLDERS

In designing the various strategies for implementation, various stakeholders at different levels have to be involved to ensure successful implementation.

The key stakeholders at the level of the family are women, men, children and adolescents. At the community level, the role of the traditional rulers, religious leaders, Community Based Organizations is vital. Regarding Civil Society, the key stakeholders are the NGOs, professional groupings, academicians, the media, the private sector and trade unions.

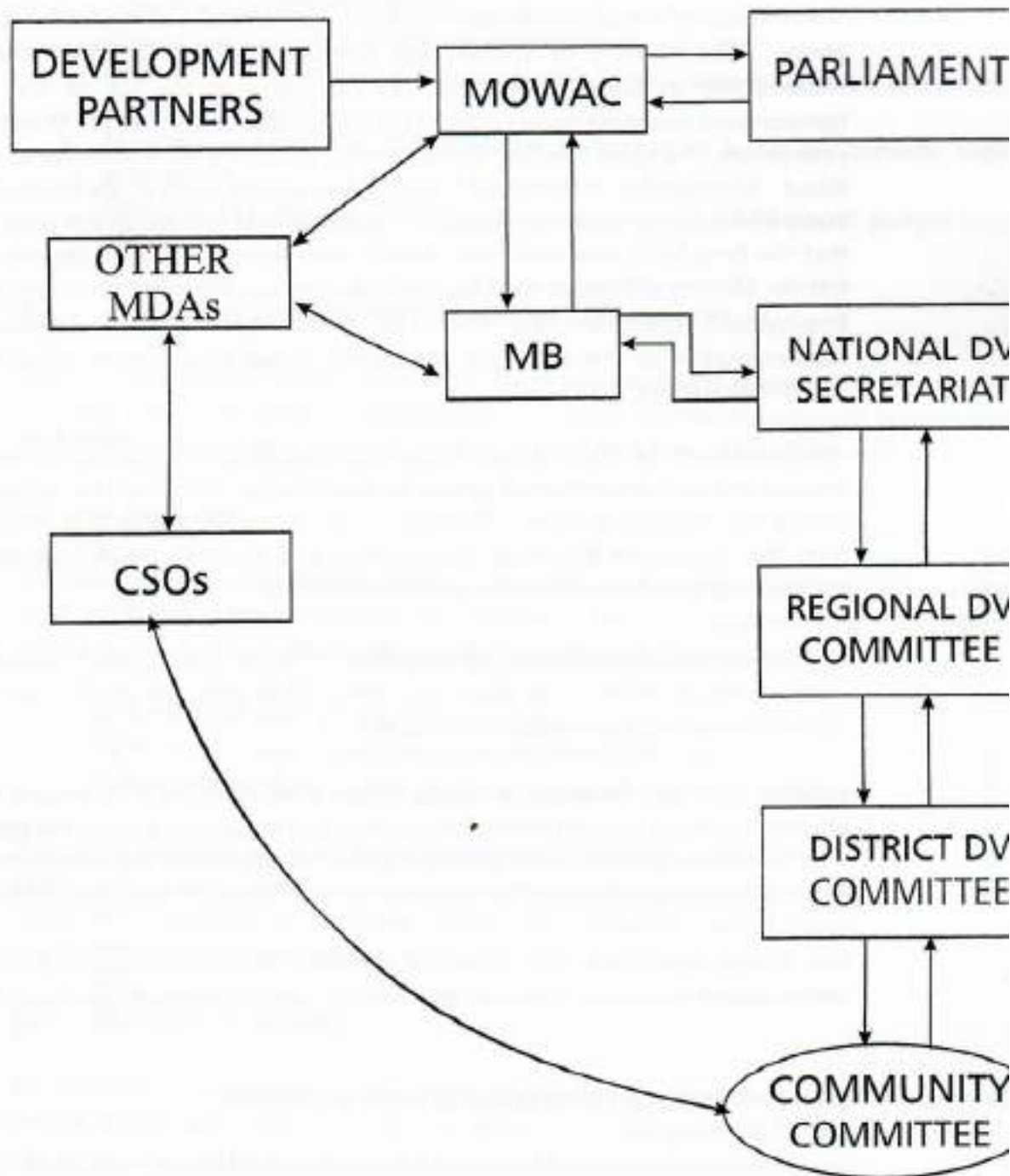
At the level of state institutions, the Ministry of Women and Children's Affairs, National Development Planning Commission (NDPC), Ministry of Interior, Ministry of Education, Ministry of Justice and Attorney General's Department, Ministry of Manpower, Youth and Employment, Ministry of Local Government Rural Development and the Environment, and the Ministry of Finance and Economic Planning are key stakeholders. The other important stakeholders are Parliament, Regional Coordinating Councils and the District Assemblies. All the above stakeholders must be involved in the designing and implementation of an effective and efficient domestic violence response strategy.

Stakeholders at the international level include development partners. Domestic Violence is not just a social problem; it is a legal, health, educational, economic and a human rights problem. To effectively respond to it, all stakeholders must be brought on board to ensure that strategies have the desired impact through a coordinated approach.

8.0 INSTITUTIONAL FRAMEWORK

The implementation of the Domestic Violence Policy requires an Institutional Framework with defined responsibilities in consonance with the Domestic Violence Act, to ensure effective and efficient programme coordination, implementation and provision of services to victims. The following arrangements will be in place.

FIGURE 1: STRUCTURE FOR OVER ALL COORDINATION



8.1. STRUCTURE FOR OVERALL COORDINATION

The structure of overall coordination for the implementation of the Act is depicted in Figure 1 above. The Ministry of Women and Children's Affairs (MOWAC) charged with the responsibility of overall coordination by the Act is at the top of the structure. The Management Board the nerve centre of the coordination effort has the Minister of MOWAC as chairperson, the Chief Director of the Ministry or her/his representative as secretary to the Board. Membership of the Board is specified in section 36(1) of the Domestic Violence Act. Stakeholders in the several consultations meetings held to develop this policy recommended that the President's four nominees should come from the Judicial Service, the Ministry of Interior, Ministry of Finance and Economic Planning and the Ministry of Manpower, Youth and Employment, given the key roles that these Ministries and Agencies play in the implementation of the Act. This if achieved it will ensure more effective and efficient coordination effort.

The Secretariat, the Management Board's operational arm will set up committees at various levels to ensure a decentralized system for coordination. These will be set up at the regional, district and community levels. Members of the Board are responsible for coordinating the roles their respective Ministries, Departments and Agencies (MDAs) are expected to play. MOWAC will therefore collaborate with all such MDAs.

Civil Society Organizations who are key actors in the domestic violence domain are important collaborators of MOWAC, the Board and other MDAs. They will also link up with the various Committees at the regional and district levels.

MOWAC shall also maintain a strong liaison with Parliament to ensure that Parliament provides advocacy support for implementation and resource allocation for domestic violence. The Development partners will also be engaged to strengthen the current collaboration and increase support and funding for implementation of domestic violence programmes.

The diverse experiences of victims of domestic violence require that systems develop individualized responses to meet victim needs while conforming to good practices.

8.2 MINISTRY OF WOMEN AND CHILDREN'S AFFAIRS

The Ministry of Women and Children's Affairs is the lead Ministry responsible for coordinating nationally all matters on domestic violence. Its roles include:

- Facilitated the setting up of the Management Board and the establishment of the National Secretariat.
- Facilitated the process of drawing up a draft National Policy and NPA.
- Establishment of a domestic violence data management system.
- Data collection and information sharing on domestic violence
- Hosting the Domestic Violence Management Board and chairing it
- Mobilizing resources from the budget and donors for implementing the Domestic Violence Act.

- Collaborating with the Ministry of Justice to have required Legislative Instrument on the Domestic Violence Act in place.
- Collaborating with other MDAs.
- Ensuring safety and support for victims/survivors of DV.
- Ensuring protection for individuals who prevent the occurrence of DV, and protect victims/survivors of DV.
- Maintain a liaison with CSOs and the private sector actors on Domestic Violence programmes.
- Advocate for domestic violence as a trigger in the Multi-Donor Budget support (MDBs).

8.3 NATIONAL DEVELOPMENT PLANNING COMMISSION

Due to their strategic role they play as the body responsible for coordinating development planning there is the need for collaboration with MOWAC and Management Board to ensure that all the relevant stakeholders implement the NPA to achieve its goal/objective.

8.4 THE JUDICIARY

The courts are to handle all cases of domestic violence referred to them. This includes dealing with the criminal aspects of domestic violence and also the application for civil protection orders whether interim, permanent or occupation orders. They are also required to:

- Refer cases of children to Family Tribunals
- Refer cases for Alternative Dispute Resolution (ADR), and
- Refer victims and abusers for counseling or psychological profiling.

The courts would be expected to dedicate specific court dates to deal with domestic violence cases. Judges would be expected to use international human rights instruments to guide judgments in domestic violence and related cases. Maximum use of complementary services in providing redress is envisaged.

8.5 MINISTRY OF INTERIOR

This Ministry is responsible for the Police Service, the Prison Service and the Immigration Service. As the state institution responsible for policy development for these institutions has to be involved in the processes relating to implementation of the law to ensure an effective response to the needs of victims of domestic violence.

8.5.1 The Police

The Police undertake several roles for victims including the following:

- The Police receive, document and respond to domestic violence reports
- They assist victims to get to medical facilities
- They assist bailiffs to enforce protection orders
- The Police play a role in the determination of when cases are filed.

The Domestic Violence and Victim Support Unit (DOVVSU) may have, in the long run, to be mainstreamed and provided with protocols and regulations on operations and relationships with other service providers.

8.5.2 The Prison Service

The Prison Service is responsible for:

- Rehabilitating persons imprisoned for domestic violence offences.
- Reformation of persons imprisoned for domestic violence offences.

8.5.3 The Immigration Service

The Service is responsible for handling immigration and welfare issues relating to domestic violence perpetrators and victims.

8.6 MINISTRY OF HEALTH

The Ministry of Health is well placed to identify victims of domestic violence and refer them to other service providers;

- Cases of domestic violence are to be reported to the police
- Provide a Policy and regulations on free medical care for victims.
- Ensure and provide free medical care for victims
- Display victims' charter on free medical care
- Health professional may also be required to carry out psychological profiling of abusers.

The Ministry of Health should strengthen collaboration with social welfare services at the hospitals, develop the necessary guidelines for free medical care for victims and provide appropriate training for health personnel in the early detection of victims of domestic violence.

8.7 MINISTRY OF JUSTICE AND ATTORNEY GENERAL'S DEPARTMENT

The Ministry of Justice has to collaborate with the Ministry of Women and Children's Affairs in coordinating relevant matters relating to the implementation of the Domestic Violence Act. Specifically, the Ministry is to:

- Provide proposals on the Legislative Instruments necessary for the implementation of the Domestic Violence Act
- Make proposals on other legislative issues on further law reforms in support of domestic violence legislation.
- Develop protocols for implementing the DV Act.
- Advise the Police on prosecution of DV cases.
- Assist victims to apply for protection orders.

8.8. THE MINISTRY OF MANPOWER YOUTH AND EMPLOYMENT

The Ministry being responsible for manpower and youth development has key roles to play. A sizeable proportion of abusers tend to be young people, bringing to the fore a need for special attention to the youth in programmes to combat domestic violence.

8.8.1. The Department of Social Welfare

Staff of the Department of Social Welfare (DSW), which is under this Ministry are already providing services with regard to conducting and preparing social enquiry reports on cases before the courts in family cases and for the Juvenile Courts and therefore have a lot of experience in this respect. They will be responsible for the following:

- Ensuring that professionals working for the Department of Social Welfare provide counseling services to domestic violence victims.
- Reporting on cases to the police and referring victims to health facilities where necessary.
- Ensure social and clinical psychologists provide profiling reports on victims and abusers to inform counselors and sentencing.
- Ensure reports from social workers facilitate the processing of protection orders.
- Ensure social workers stationed at health facilities provide invaluable service to victims on referral.
- Draw up protocols for the establishment of Shelters

The capacities of Social Welfare officers/Probation officers will be strengthened to enable them cope with the demands of the domestic violence Act and collaboration with other professionals and service providers.

8.9. MINISTRY OF LOCAL GOVERNMENT, RURAL DEVELOPMENT AND ENVIRONMENT

The Ministry of Local Government, Rural Development and Environment is to ensure through budgetary allocation guidelines the following:

- Regional Co-coordinating Councils (RCCs) shall provide budgetary allocation for running the Regional DV Committees and the implementation, monitoring and evaluation of the DV programmes on in the region and districts
- Effective inter-departmental collaboration and co-ordination at the District level to combat domestic violence.
- District Assemblies give adequate attention to the problem of DV in programming and resource allocation through the District DV Committee.

8.9.1. The District Assemblies

The District Assemblies are to:

- Develop and implement programmes to eliminate domestic violence in their districts
- Provide at least one Shelter for victims/survivors of domestic violence.
- In collaboration with other actors in the field maintain a data base on domestic violence in the district.

8.10. MINISTRY OF EDUCATION, SCIENCE AND SPORTS

The Ministry has key roles to play in forming and changing attitudes of young people with a view to preventing violence in the first place. School curricula should provide ample scope for teaching non violent behaviour, and provide opportunities for the development of skills and values for positive relationships.

8.11. MINISTRY OF FINANCE AND ECONOMIC PLANNING

The Ministry of Finance and Economic Planning will ensure:

- Resource mobilization and adequate budgetary allocations for DV programmes
- Actively engage with Development Partners to mobilize extra budgetary resources in support of DV programmes.
- Facilitate the re-allocation of resources to support programmes on domestic violence.

8.12. SPECIALIZED INSTITUTIONS

Other Ministries, Departments and Agencies (MDAs) not specified but who have roles to play during implementation will be contacted appropriately for the necessary collaboration to be put in place. They include the Ministries of Agriculture, Science and Technology, Works and Housing, Roads and Transport, Trade, Industry and President's Special Initiative (PSI).

8.13. PARLIAMENT

Parliament through its oversight role will:

- Hold the Executive accountable for effective implementation of programmes on domestic violence
- Encourage individual Members to play leadership roles in their constituencies to prevent domestic violence

8.14. CIVIL SOCIETY ORGANIZATIONS

Apart from the formal institutions indicated above, Civil Society Organizations (CSOs) including NGOs, Professional Associations and Faith Based Organizations (FBOs) have roles to play to ensure the successful implementation of the Domestic Violence Act.

- Women-led Civil Society Organizations have provided leadership in putting domestic violence onto the national agenda in Ghana. These organizations will continue to play key roles in the national response to domestic violence especially in the areas of sensitization, training and service provision.
- Organizations like the Ark Foundation and Women Initiative for Self Empowerment (WISE) will continue to lead the way in the area of provision of shelters for battered women. The International Federation of Women Lawyers (FIDA) will continue in the pioneering role of providing Legal Aid to women victims of domestic violence, and legal literacy for women generally. NETRIGHT will also remain an important partner for advocacy and sensitization on domestic violence.

- The National Domestic Violence Coalition will continue to play key advocacy role
- The State will work out modalities for collaboration with Civil Society Organizations (CSOs) which provide shelters and other services for victims of domestic violence
- Professional Organizations like the Ghana Journalists Association, (GJA), the Bar Association (GBA), the Ghana Medical Association, (GMA), the Ghana Registered Nurses Association (GRNA), will all be brought on board to play their roles effectively in collaboration with other service providers.
- Faith Based Organizations will play roles in their areas of comparative advantage

8.15 THE PRIVATE SECTOR

This sector is a leader in wealth creation for growth and poverty reduction. The private sector will therefore be engaged to play a key role in mobilizing and releasing resources to support programmes aimed at domestic violence victims/survivors. Corporate bodies as well as individual philanthropists should avail themselves for the collaborative engagement to deal with the problem of domestic violence in Ghana.

8.16 ACADEMIA AND RESEARCH ORGANIZATIONS

Adequate data on domestic violence is lacking at all levels thus not portraying the magnitude of the problem. To generate reliable data on all aspects of domestic violence, academic and research organizations should collaborate with the state, women's NGOs and other service providers to conduct action oriented research on domestic violence.

8.17. TRADITIONAL AUTHORITIES

Their institution plays a vital role in curbing domestic violence in their respective communities. It is expected that they will collaborate with District Assemblies and relevant Civil Society Organizations in organizing sensitization and advocacy programmes for their communities.

The Management Board will work with them to codify negative cultural practices and customs that infringe upon the rights of women and children as well as work with them to mediate DV cases within the ambit of the law. They will also be required to among other things place stringent measures and sanctions within their jurisdiction to serve as a deterrent to potential perpetrators. It is anticipated that they will work with local communities to facilitate the provision of structures to be used as temporary shelters for victims of DV and report all DV cases promptly to the Police.

8.18. LOCAL COMMUNITIES

Community-based support mechanisms are important in resolving conflict in the domestic setting in most localities in Ghana. The Gender Centre's "Nkyinkyim" project shows that such mechanisms can work well for domestic violence too. Local communities properly mobilized can provide a good tool for promoting zero tolerance for domestic violence. They can be assisted to develop their own educational programmes and support for victims/survivors of domestic violence. The 'Combat Teams' concept should be studied with a view to replicating it in other localities.

8.19 DEVELOPMENT PARTNERS

Development Partners are critical to the success of programme development and implementation on domestic violence. Much as the role of local institutions is key to International Organizations can use their expertise to facilitate resource mobilization and allocation in support of eliminating domestic violence in Ghana. Many of these partners are already working with the state and NGOs alike in various areas of their endeavor. Our expectation is for them to broaden their coverage to include programmes put forth in this policy.

9.0. MONITORING AND EVALUATION

A Policy Planning Monitoring and Evaluation Unit within the Domestic Violence Management Board Secretariat will be responsible for overall monitoring and evaluation of the Policy implementation. Periodic and special reports on programme implementation will be produced and shared with all stakeholders.

Other Institutions and Local communities are expected to set up their own monitoring and evaluation systems which will feed into the national system. Various service providers are to establish feedback systems that can track impact and outcomes of service provision.

A national study will be conducted at the inception of this policy to provide benchmark information for policy evaluation.

¹The Gender Centre is an NGO that set up a project, "Nkyinkyim" in 2002. This is a community based support mechanism which resolves conflict in domestic setting in most localities in Ghana.

²Combat Teams act as community "watch-dog" committees to prevent domestic violence in their respective communities as part of the "Nkyinkyim" project.

PART TWO**NATIONAL PLAN OF ACTION TO IMPLEMENT
DOMESTIC VIOLENCE ACT, 2007 (ACT 732)****FROM 2009 TO 2019****1.0 LOGICAL FRAMEWORK****TITLE:** National Action Plan to Implement the Domestic Violence Act, 2007 (Act 732)**PROGRAMME PERIOD:** 2009-2019

Overall goal	The overall goal of the National Plan of Action is to ensure the effective implementation of the Domestic Violence Act.
Purpose	The purpose is to facilitate the implementation of the Domestic Violence Act to enable it to achieve its objective.
Specific objectives	<ol style="list-style-type: none"> 1. To ensure the effective coordination of activities under the Domestic Violence Act. 2. To ensure the provision of services for those affected by domestic violence. 3. To prevent the occurrence of domestic violence. 4. To protect people from the incidence of domestic violence and to reduce its prevalence.
Outputs/Results <ol style="list-style-type: none"> 1. Structures put in place to ensure the effective coordination of activities under the Domestic Violence Act. 2. Effective services provided for victims of domestic violence. 3. The incidence of domestic violence is prevented. 4. People are effectively protected from the incidence of domestic violence and the prevalence of domestic violence is reduced. 	

National Action Plan to Implement the Domestic Violence Act, 2007 (Act 732).

Summary of objectives/activities	Objectively verifiable indicators	Means of verification	Risks and Assumptions
Outputs/Results <ol style="list-style-type: none"> 1. Structures put in place to ensure the effective coordination of activities under the Domestic Violence Act. 2. Effective services provided for victims of domestic violence. 3. The incidence of domestic violence is prevented. 4. People are effectively protected from the incidence of domestic violence and the prevalence of domestic violence is reduced. 			
Summary of objectives/activities	Objectively verifiable indicators	Means of verification	Risks and Assumptions
To ensure the effective coordination of activities under the Domestic Violence Act <ol style="list-style-type: none"> 1. Setting up and inauguration of Management Board and outline its key activities 2. Setting up of Secretariat for Management Board 	<ul style="list-style-type: none"> • Management Board (MB) set up and inaugurated • Key activities of Management Board outlined • Secretariat set up for Management Board • Functions of Secretariat outlined including development of indicators for monitoring and evaluation 	<ul style="list-style-type: none"> • Names of members of MB • Report of inauguration of the MB • Key activities outlined for MB • Office space and other facilities available at the Secretariat • Personnel available at secretariat • Functions outlined for secretariat including indicators for monitoring and evaluation 	Impact of absence of key stakeholders like Judicial Service and Ministry of Interior on the MB
<ol style="list-style-type: none"> 3. Drafting of Regulations under Act 732 by Ministry of Justice based on proposal from MOWAC. 	<ul style="list-style-type: none"> • Members of drafting team identified and recruited • Inauguration of drafting committee • Drafting of Regulations 	<ul style="list-style-type: none"> • Names of drafting teams members • Reports of meetings of team • Draft of Regulations 	

<p>To ensure the provision of services for those affected by domestic violence.</p> <ol style="list-style-type: none"> 1. Setting up of effective system to coordinate response to domestic violence 2. Law enforcement agencies and legal services response 	<ul style="list-style-type: none"> • Effective response system to coordinate response to domestic violence set up • The Police: Police sensitized on Act 732; role of Domestic Violence Victims Support Unit (DOVVSU) enhanced; Review of policy on handling of domestic violence cases; Protocols developed for the handling and referral of domestic violence cases. • The courts: Court officials including judges sensitized on Act 732; Policy formulated by Judicial Service on the best way of handling domestic violence cases by courts; Simplified form developed for 	<ul style="list-style-type: none"> • System set up to coordinate response to domestic violence • Report of sensitization programmes • Additional facilities provided for DOVVSU • Reviewed policy on the handling of domestic violence cases • Content of protocols developed • Policy developed on approach to handling of domestic violence cases by courts • Form for applying for protection orders • Rules of evidence for child victims of domestic violence • Modalities 	<p>Willingness of key stakeholders like Health Delivery Service and Courts to collaborate in meeting needs of victims and effectiveness of coordinative activities</p>
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<p>3. Health delivery system response</p>	<p>applying for protection orders; rules of evidence outlined for child victims of domestic violence; agreement on modalities for referral of cases for ADR.</p> <ul style="list-style-type: none"> • Lawyers and mediators: Lawyers sensitized on Act 732; Public service lawyers work out procedure for assisting Police in managing interface between Act 732 and Criminal Code; lawyers in private practice involved in providing legal aid services; mediators sensitized on handling of domestic violence cases referred to them. • Department of Social Welfare: Social workers sensitized on Act 732; training to enhance preparation of social enquiry reports and the provision of rehabilitation and reintegration services for victims; provision of assistance in the setting up of state run shelters and standards outlined for running shelters • Police Medical 	<p>agreed on the referral of cases for ADR</p> <ul style="list-style-type: none"> • Report of sensitization programmes for court officials • Report of sensitization for lawyers • Procedure outlined for managing interface between Act 732 and Criminal Code • Legal aid services provided for victims of domestic violence • Report of sensitization of mediators • Report on sensitization of social workers • Report on training of social workers • Number of State run shelters set up and running • Standards outlined for the running of shelters • Reviewed Police medical report
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4. Civil society/social services response	<p>Forms reviewed;</p> <ul style="list-style-type: none"> • Protocols developed for the handling and referral of domestic violence cases to other service providers; • Procedure for accessing free legal services developed; • More social workers recruited to assist with domestic violence cases in medical facilities; • Rehabilitation and counselling services provided for victims; • Private shelter services provided for victims; • Other services including hotlines, skills development and soft loans provided for victims. 	<p>form</p> <ul style="list-style-type: none"> • Protocols developed for health personnel • Procedure developed for accessing free services • Additional social workers recruited at hospitals to assist with domestic violence cases • Rehabilitation and counselling services provided • Private shelter services provided • Other services provided for victims 	
<p>To prevent the occurrence of domestic violence</p> <ol style="list-style-type: none"> 1. Development of training manuals for training of key stakeholders 2. Training of stakeholders 3. Sensitization of groups and the general public 	<ul style="list-style-type: none"> • Training manuals developed for training of key stakeholders on Act 732 • Stakeholders trained/sensitized on domestic violence and Act 732 • Groups and the general public sensitised on Act 732 	<ul style="list-style-type: none"> • Number of training manuals developed • Report of training of various stakeholders • Report of training of various stakeholders 	Effectiveness monitoring training activities

National Domestic Violence Policy and National Plan of Action

<p>To protect people from the incidence of domestic violence and to reduce its prevalence</p> <ol style="list-style-type: none"> 1. Enhancement of the role of the Police in providing protection from domestic violence 2. Enhancement of the role of the courts in protecting victims from domestic violence 3. Enhancement of the role of civil society in protecting victims from violence 4. Undertaking of periodic studies to measure prevalence of domestic violence 5. Periodic assessment of data on the incidence domestic violence cases 	<ul style="list-style-type: none"> • The role of the Police in protecting people from domestic violence enhanced • The role of the courts in protecting people from domestic violence enhanced • The role of civil society in protecting people from violence enhanced • Data on the prevalence of domestic violence cases assessed • Data on incidence of domestic violence cases analysed 	<ul style="list-style-type: none"> • Processes adopted to enhance police protective role • Processes adopted to enhance the courts protective role • Processes put in place to enhance the protective role of civil society • Prevalence of domestic violence assessed and measures put in place to address it • Analysed data on domestic violence cases reported in all 10 Regions 	<p>Willingness of key stakeholders to collaborate with each other and with MOWAC</p>
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2.0 INTRODUCTION

The 13-member Victims of Domestic Violence Management Board (the Board) established under the Domestic Violence (DV) Act, 2007 (Act 732) is responsible for preparing a National Plan of Action to address domestic violence and to monitor and report on the progress of the National Plan of Action through the Minister of the Ministry of Women and Children Affairs (MOWAC). The Board is chaired by the Minister for the MOWAC.

The National Plan of Action (NPA) outlined in this section is aimed at ensuring that effective structures are put in place for the implementation of the Domestic Violence Act, as well as other related laws like the Criminal Code, 1960 (Act 29) as amended, can effectively address the needs of victims of domestic violence.

3.0 DESCRIPTION OF THE GOAL, PURPOSE, SPECIFIC OBJECTIVES, EXPECTED OUTPUTS, ACTIVITIES & INPUTS OF THE DV NPA

3.1 OVERALL GOAL

The overall goal of the National Plan of Action is to ensure the effective implementation of the Domestic Violence Act.

3.2 PURPOSE

The purpose is to facilitate the implementation of the Domestic Violence Act to enable it achieve its objectives.

3.3 SPECIFIC OBJECTIVES

The specific objectives are as follows:

- i. To ensure the effective coordination of activities under the Domestic Violence Act;
- ii. To ensure the provision of services for those affected by domestic violence;
- iii. To prevent the occurrence of domestic violence;
- iv. To protect people from the incidence of domestic violence and reduce its prevalence.

3.4 EXPECTED OUTPUTS

The expected outputs are as follows:

- i. Structures to effectively coordinate activities under the Domestic Violence Act put in place;
- ii. Effective services for victims of domestic violence be provided;
- iii. Prevalence and incidence of domestic violence reduced;
- iv. People effectively be protected from domestic violence

3.5 SUMMARY OF ACTIVITIES

Based on the objectives indicated above, implementation activities are summarised in this part with appendices giving further details. The activities are based on the following timelines:

- Immediate - up to six months (01/01/09 – 31/06/09)
- Short term - up to two years (2009 – 2011)
- Medium term - up to five years (2011 – 2016)
- Long term - up to ten years (2016 – 2026)

3.5.1 Coordination of Activities under the Domestic Violence Act

Effective structures will be put in place for coordination of activities by MOWAC under the Domestic Violence Act and other related laws. Furthermore structures will be put in place for the coordination of work between state institutions, and other stakeholders which have a role to play in the implementation of the Domestic Violence Act, for the benefit of ultimate beneficiaries. There are a number of key activities to be undertaken to facilitate the implementation of the Domestic Violence Act. APPENDIX 2 presents a table outlining detailed activities to be undertaken under this objective together with time lines. Activities relating to coordination are immediate and are expected to commence within six months of the commencement of implementation of the National Plan of Action. Activities to be undertaken are listed below.

(i) Setting Up of Management Board and Drafting of Regulations

- a. **Set Up Management Board** – As a preliminary matter, the Management Board will be set up under the Domestic Violence Act and apart from the categories of persons listed in the Act who will be on the Management Board, the President of the Republic of Ghana will be lobbied for the following key government Ministries/institutions to be represented on the Management Board to ensure an effective response:
 - From the Judicial Service, not below rank of Deputy Director;
 - From the Ministry of Interior, not below rank of Deputy Director;
 - From the Ministry of Finance, not below Deputy Director;
 - From the Ministry of Manpower, Youth and Employment, not below Deputy Director.
- b. **Inauguration of Management Board** – The 13-Member Management Board will be inaugurated to enable it to start work and the MOWAC will facilitate this process.
- c. **Capacity Building for Members** - Once the Management Board is inaugurated, the capacity of its members will be built to sensitise them on issues relating to domestic violence and their role under the Domestic Violence Act. They will also be expected

develop a Board Charter, specifying guidelines for its operations including relating to tenure, ethics, and code of conduct among others.

- d. **Setting Up Sub-Committees** – The Management Board will set up sub-committees to facilitate its work and these committees will be expected to focus on the following issues:
 - i. **Medical issues:** This will include negotiation with the Ghana Health Service and medical associations on the provision of medical services for victims.
 - ii. **Community issues:** This will focus on customary practices and community violence as well as community/rural response;
 - iii. **Judicial issues:** This includes issues relating to the prosecution and referral of cases for Alternative Dispute Resolution (ADR), establishment of courts and reform of rules of evidence;
 - iv. **Perpetrator programmes:** This will include working with the Court Services and others in the provision of psychological care and rehabilitation programmes for perpetrators.
 - v. **Safety issues:** This will include working with the Police and with community leaders.
 - vi. **Vulnerability issues:** Issues relating to disability and HIV/AIDS among others;
- e. **Key Activities for the Management Board** – Apart from the functions of the Management Board set out in section 37 of the Domestic Violence Act, the Board will be expected to ensure the following:
 - (1) **Setting up Victims of Domestic Violence Support Fund (the Fund)** – The Board will be taken under Sections 29 to 33 of the Domestic Violence Act, to set up the Fund as early as possible. Guidelines will be established for fund utilisation and management of the Funds. An annual resource allocation criteria based on priorities/needs will be established to facilitate disbursement.
 - (2) **Capacity Building for Relevant institutions** – The Management Board will focus on capacity building for relevant institutions. Training programme will be planned for all relevant institutions including: the Police, Judges, Prosecutors, Officers and Social Workers. Furthermore, there will be negotiations with relevant institutions to incorporate domestic violence training into curricula for the Police, Judges including Career Magistrates, Lawyers, Health Personnel, Youth and Children among others. Refresher courses will be planned and implemented where necessary.
 - (3) **Facilitating the Setting Up and Monitoring of Shelters** – The Board will work with District Assemblies and NGOs to facilitate the setting up and operation of shelters for abused persons and their dependants.
 - (4) **Promotion of the Development of Protocols** – The development of inter-agency and intra-agency protocols for key institutions to ensure an effective response to domestic violence will be promoted with the support of experts.

(ii) Setting Up of the Secretariat for Management Board

- a. Secretariat – A Secretariat will be established for the Management Board in accordance with section 40 of the Domestic Violence Act. The Secretariat will be located at the MOWAC and personnel and facilities provided to ensure that it is able to operate independently. A full complement of staff will be recruited for the Secretariat. The competencies required to be recruited for the Secretariat are as follows:

- Executive Secretary/Coordinator,
- Planning Officer (1)
- Research/Statistician, Monitoring and Evaluation Officers (3)
- Training Officer
- Counselling Officers,
- Finance, Accounts, Auditing Officers
- Other Administrative staff (7).

It is expected that the National Secretariat will have Regional, District and Community coordinating teams working to ensure effective coordination of the NPA.

b. Functions of the Secretariat include the following:

- i. Set standards of practice, which inform intra-agency and inter-agency protocols;
- ii. Lead coordination effort at three levels: policy institutions level; at the national/regional/district among service providers; and community level response;
- iii. Organise inter-agency meetings for referrals;
- iv. Act as clearing house for data collection, analysis and storage;
- v. Coordinate a circular feedback system from Ministries, Departments and Agencies (MDAs) and other actors "to catch problems in response";
- vi. Act as the central depository for information on domestic violence, violence against women cases and sexual and gender-based violence;
- vii. Coordinate mass sensitization activities;
- viii. Coordinate research and studies on domestic violence;
- ix. Undertake pilot projects for lessons to be learnt to promote good practices;
- x. Set up complaints mechanisms for survivors and the general public;
- xi. Source and reporting on funds to operationalise the implementation plan;
- xii. Establish indicators to track the implementation of the Act;
- xiii. Set up an effective monitoring and evaluation system and implement it;
- xiv. Lead/coordinate media standards for reporting and capacity building;
- xv. Coordinate curriculum development for agencies and capacity building initiatives including: coordinating the tools and materials available, reviewing, updating and adopting; monitoring performance and effectiveness of programmes;
- xvi. Promote networking among key stakeholders by the creation of a nationwide network of assistance services;
- xvii. Facilitate the setting up of state run shelters and develop standards for the operation of private shelters;
- xviii. Establishment of a circular feedback system for problems with a response and complaints mechanism for victims.

And any other functions that the Board might consider relevant.

(iii) Regulations under the Domestic Violence Act

Section 41 of the Domestic Violence Act makes it the responsibility of the Minister responsible for Justice on the advice of the Minister for the MOWAC to, by legislative instrument, make Regulations under the Act. The Regulations should include the following among others: process for free medical treatment for victims; cost elements for the provision of rape kits; age determination; establish forensic laboratories and witness protection mechanisms. The following steps will be taken into consideration to facilitate this process:

- a. Setting up multi-agency discussion and draft team including an officer from the Legislative Drafting Section of the Attorney General's Department with a Reference and time frame to undertake their work;
- b. Draft proposals when completed will be forwarded to the Attorney General's Department for further advice;
- c. Following up on the draft proposals with the Attorney General;
- d. Following up with the Subsidiary Legislation Committee and other Committees of Parliament for the speedy adoption of the Regulations.

(iv) Inputs

This includes office premises for Secretariat together with logistics; consultancy services for various assignments; conference packages for meetings, consultations and workshops; transportation; development and costing for the construction of a prototype shelter; estimation of the running cost.

Sources of Funding :	i.	Budgetary allocation to MOWAC and other MDAs
	ii.	Donor support
	iii.	Support from Civil Society

Budget: The budget for these activities are attached as APPENDIX 7A.

3.5.2 Provision of Services for Victims of Domestic Violence

It is important to set up a coordinated response system for domestic violence. Furthermore, it is important to ensure the effective provision of services by various institutions under the Domestic Violence Act to enhance the effective implementation of the Act. Institutions that are key for effective implementation are: law enforcement agencies including the Police Service, the Judicial Service and lawyers; Medical personnel; Social services including the Department of Social Welfare and Civil Society. Furthermore there is the need to facilitate the development of inter-agency and intra-agency protocols for key institutions. Activities to promote these services are summarised below.

(i) Setting Up of a Coordinated Response System

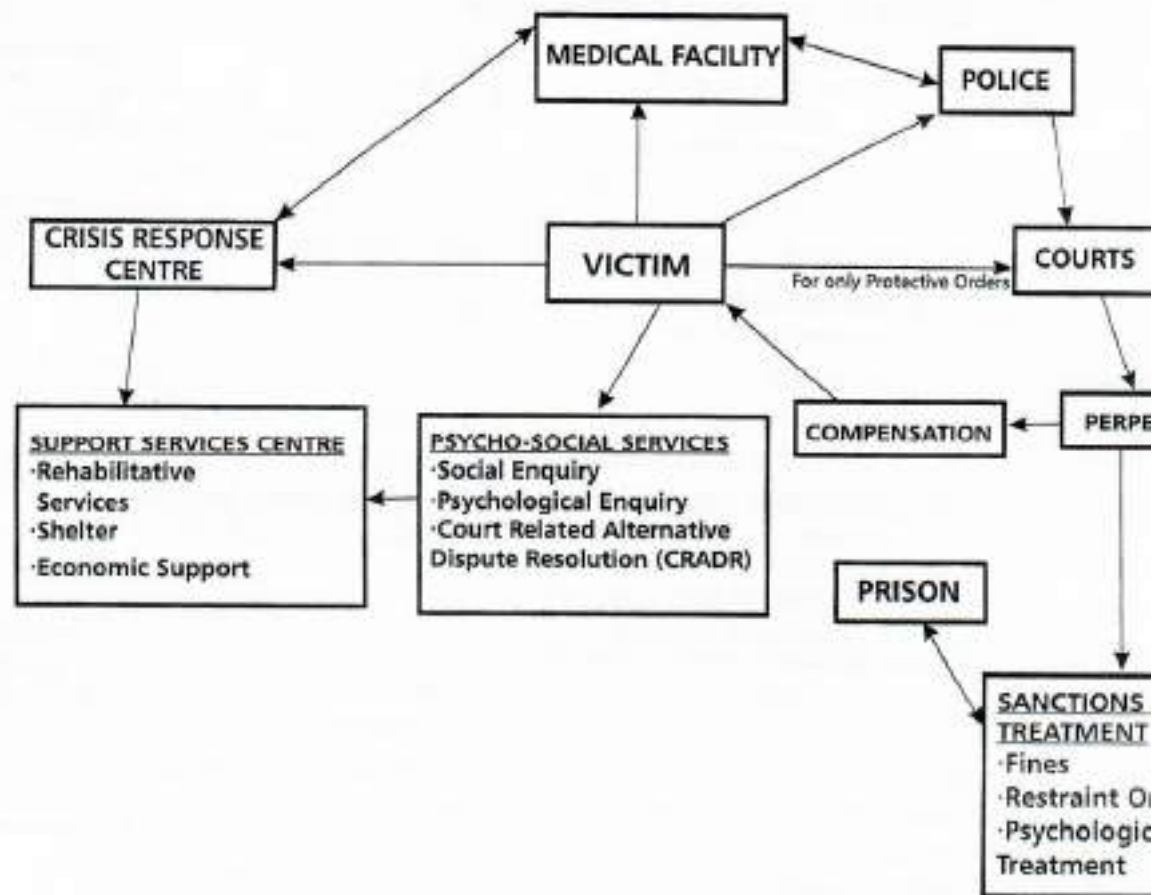
A coordinated response system will be developed to ensure that all actors know the steps to be undertaken when an incidence of domestic violence occurs. The system to be followed will depend on whether the incidence occurs in an urban or rural setting. Below are diagrams demonstrating the urban and rural response system.

FIGURE 2: THE REPORTING SYSTEM



This diagram above buttresses the reporting system. The Community Co-ordinating Team reports to the District Team which also reports to the Regional Co-ordinating team (also referred to in figure 1 page 17). These are then forwarded to the National Secretariat to be presented to the Domestic Violence Management Board at an agreed reporting time. This system, when properly designed, will ensure an effective and prompt reporting system to enable the Board to be abreast of whatever is happening at every point in time and make recommendations to the government.

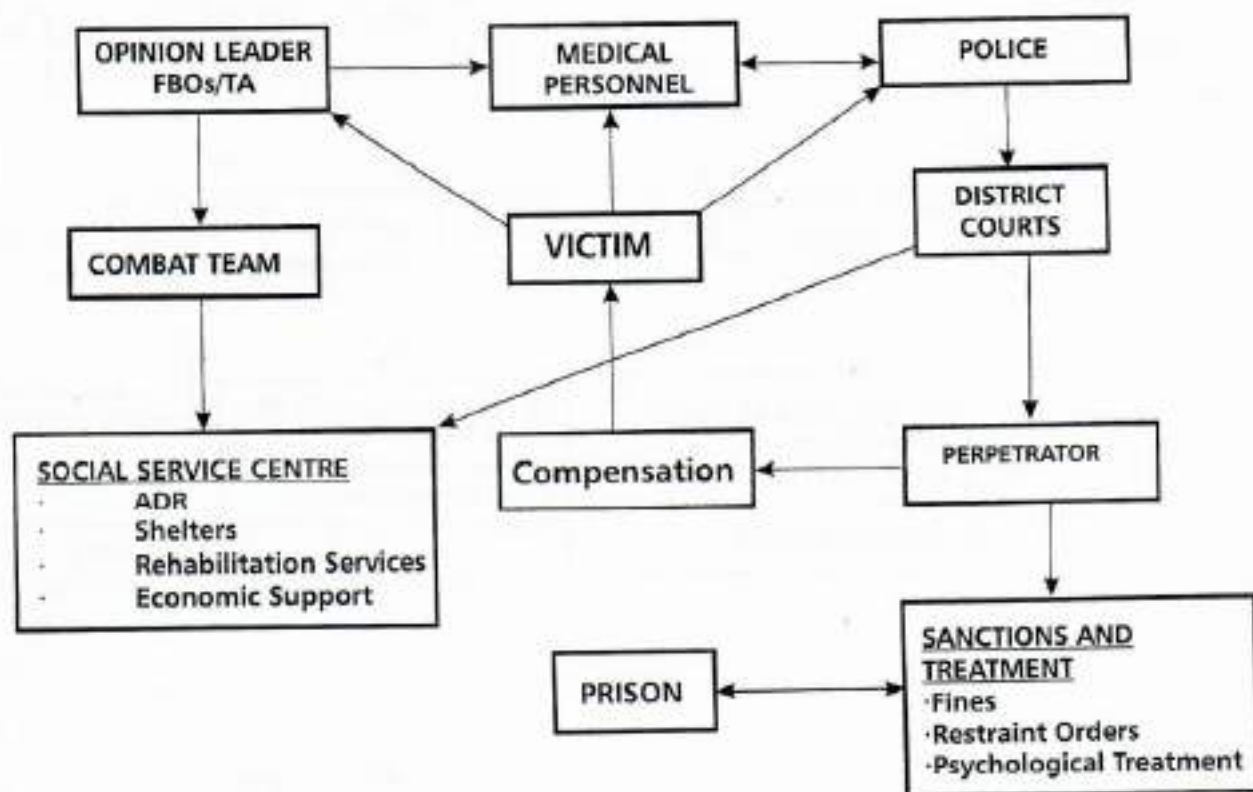
FIGURE 3: RESPONSE MECHANISM (URBAN)



Urban Response System

With the Urban Response System as shown in the diagram, the victim is at the center. Regional or District level, the victim can report to the Police, at the Medical Facility, at the Centre or can report directly to the Courts but that will only be in the case of seeking protective orders, which can be granted only by the courts according to the Domestic Violence Act. Police should refer all cases to the courts which will either order a social or psychological enquiry into the matter or make referrals to Alternative Dispute Resolution (ADR) panel case may determine. If need be, the victim will be referred to the Support Services Centre either rehabilitative services, shelter or economic support depending on the nature of trauma suffered or the needs of the victim. It is expected that at each stage of service provision the crisis centre, medical facility, police station or at the courts, the service provider will ensure that when referrals are made they follow up victims and feedback are followed through to provide them redress and protect their rights. The courts may also sanction perpetrator with either fines or restraint orders or incarceration. It may also recommend he/she pays compensation to the survivor. The courts will also have to ensure the perpetrator also undergoes specified hours of psychological treatment.

FIGURE 4: RESPONSE SYSTEM (RURAL)



Rural Response System

As shown in the diagram above, with the Rural Response System, the victim is still at the centre and can report a case of abuse to the Police, the medical personnel, the opinion leader (Faith Based Organizations or/Traditional Authority) or the Combat Team.

The Police are required to refer the victim to medical personnel for medical examination and treatment and their report will be tendered in Court as evidence especially in sexual or physical offences. From the District Court the victim is either referred to the social Support Services Centre for rehabilitation services or ADR settlement, which will involve counselling. It is also expected that these service providers will also follow up on referrals and ensure the next service provider gives feedback to provide redress and protection to victims. In the case of the perpetrator, as shown in the diagram above, he/she may be jailed, fined, referred for psychological counselling/treatment or given restraint orders. The perpetrator could be fined and may also be asked to compensate the victim.

(ii) Law Enforcement Agencies/Legal Services Response

Law enforcement agencies including the Police Service, Judicial Service, Department for Social Welfare and lawyers have a key role to play in the implementation of the Domestic Violence Act with regard to the provision of services for victims of domestic violence. Details of the

activities together with timelines are set out in APPENDIX 3. Activities expected to be undertaken are listed below.

a. The Police Service

The Police are the first point of call for most victims of domestic violence. They will be well equipped to respond effectively and this will be done by ensuring the following:

- (1) **Education and Sensitisation** – The Police will be educated and sensitized on what is expected of them under the Domestic Violence Act. In particular the Police have a key role to play in the filing of complaints and providing direct assistants to victims and Sections 6, 7, 8, 9 of the Act outlines the procedures to be followed to receive complaints, assist victims and to arrest perpetrators. Being the first point of call for most victims and they are also required to process and prosecute domestic violence cases in court. The Police will be made aware of their responsibilities.
- (2) **Addressing the Linkage between the Domestic Violence Act and Criminal Code** - One of the key challenges the Police will face is how to effectively manage the linkage between the Domestic Violence Act and the Criminal Code to promote the interest of victims. This is due to the fact that Section 23 of the Domestic Violence Act indicates that the punishment provided for in Section 3(2) of Domestic Violence Act, applies only to offences which under the Criminal Code are misdemeanors, carrying a maximum sentence of three years. Protocols will have to be developed for the Police on this issue to ensure that they play their role effectively. Furthermore, with regard to the grant of Protection Orders under the Act, the Police will be expected to assist court bailiffs in serving court orders on respondents and enforcing court orders and this has to be effectively coordinated to ensure that the interest of victims are protected.
- (3) **Review of and Formulation of Internal Policy in Addressing Domestic Violence** – The current internal policy of the Police in handling domestic violence is the setting up of the Domestic Violence and Victim Support Unit (DOVVSU). There is the need to facilitate an evaluation of this policy and for decisions to be taken on its future including: how to address its challenges; ascertaining further support needed to enhance the work of DOVVSU to make it more effective; to consider the possibility of mainstreaming of domestic violence cases in all Police stations. Protocols will also be developed for the receipt and handling of domestic violence cases as well as for referrals to other institutions.

b. Judicial Service Response

Under the Domestic Violence Act, the Judicial Service will play a key role in the prosecution of cases and in the issuing of Protection Orders. As key stakeholders, it is important to involve and equip them to ensure the effective implementation of the law.

- (1) Ensuring the Rights of Victims - A consultative meeting will be scheduled with the Judicial Service to discuss the best approaches to be adopted to promote the rights of victims of domestic violence. Prior to the meeting, the MOWAC will commission a study to ascertain the trends in the handling of domestic violence cases in courts to guide the discussions on the best approach on the following issues:
 - i. Prosecution of Cases of Domestic Violence - The Judicial Service has a key role to play in the prosecution of cases under the Domestic Violence Act. Cases that have to be prosecuted under the Act are to be referred to the courts by the Police. Issues to be considered in considering the best approaches in the handling of domestic violence cases by the courts include: whether to set up special courts to handle such cases; whether designated courts will set up special days for the hearing of such cases; or whether all courts with original jurisdiction will have power to hear such cases at any time.
 - ii. Application for and Grant of Protection Orders - Under the Domestic Violence Act, a victim can file a complaint with the police or apply for a Protection Order. Furthermore, a victim has an option to apply for a Protection Order, file a complaint with the Police or do both. Contravention of interim orders attracts criminal sanctions in accordance with Section 22 of Act 732. The issue is how to make this procedure accessible to people. MOWAC will work with the Judicial Service to develop simple forms to facilitate access to the courts to obtain a Protection Order.
 - iii. Reform of Rules of Evidence - Rules of evidence particularly for child victims of domestic violence will be reformed to make it easier for them to give evidence in cases involving them. MOWAC will refer this matter to the Rules of Court Committee of the Judiciary for their action.
 - iv. Promotion of Reconciliation - The courts also have a role to play in promoting reconciliation of parties and in referring cases to be settled by ADR. To prevent the abuse of this system, MOWAC will work with the Judicial Service to set out guidelines on how this would be done.
 - v. Referral to other Courts - Procedures will be laid down to enable courts handling cases which relate to the custody of a child, to refer it to the Family Tribunal and also to refer child perpetrators to the Juvenile Court.
- (2) Education and Sensitization - Judges and other officials of the Judicial Service will be educated and sensitized on their responsibilities under the Domestic Violence Act. MOWAC will work with the Judicial Training Institute under the Judicial Service on this issue. Relevant staff of the Judicial Service will be furnished with copies of the Domestic Violence Act.

c. Legal Practitioners/Mediator's Response

Lawyers working in the public as well as the private sector and ADR Mediators have a key role to play in the implementation of the Domestic Violence Act. They will be educated and sensitized on their responsibilities under the Act and on how they will be required to assist in ensuring its effective implementation.

- (i) Lawyers at the Attorney Generals Department – Lawyers working at the Attorney General's Department will have to assist the Police Service in undertaking their responsibilities under the Domestic Violence Act particularly in managing the interface between the Act and the Criminal Code. Lawyers working with the Legal Aid Board also will be sensitized on the need to provide free legal services for victims of domestic violence.
- (ii) Other Lawyers – Lawyers will be sensitized through educational programmes organised in collaboration with the Ghana Bar Association. The provision of legal aid services by private institutions and lawyers with regard to domestic violence cases will be streamlined. Brief watching of domestic violence cases being handled by the Police will be promoted and made part of the system.
- (iii) Mediators – Trained Mediators will also play a key role in participating in the court mandated mediation under the Act. Mediators working with the courts and with CSOs will be identified and sensitized on the Domestic Violence Act to equip them to effectively mediate in domestic violence cases.

d. Department of Social Welfare's Response

The Department for Social Welfare (DSW) will be responsible for the preparation of social enquiry reports with regard to domestic violence cases in court. They will also play a role in the rehabilitation and reintegration of victims of domestic violence back into their families.

- a. Sensitization - It is important that officials of the DSW are sensitised on the dynamics of domestic violence to enhance their abilities in assisting the courts and in the rehabilitation and reintegration of victims.
- b. Shelters - Furthermore with the experience DSW officials have in the running of homes for children and youth in need of care and protection, they will be expected to play a role in the operation of state run domestic violence shelters in collaboration with MOWAC and District Assemblies. They will also assist in the development of standards for the running of private shelters as well.

Inputs

This includes: Conference packages for meetings, consultations and workshops; consultancy services for the development of protocols; stationery; transportation and the cost of setting up special courts to handle domestic violence cases.

- Sources of Funding:
- i. Development Partners
 - ii. Budgetary allocation to MOWAC, Ministry of Justice and Attorney Generals Department, DSW, Police Service and other MDAs and the Judicial Service for domestic violence cases
 - iii. District Assemblies
 - iv. Private sector including the Ghana Bar Association

Budget: The budget for this activity is attached as APPENDIX 7B.

e. Health Delivery Services' Response

Health delivery services also have a key role to play in the implementation of the Domestic Violence Act. Health workers can file complaints of domestic violence on behalf of victims under Section 6(3) of the Domestic Violence Act. Section 8(1)(c), Section 8(2), 8(3) and 8(4) refer to the provision of free medical care for victims. There are a number of activities to be undertaken with regard to health delivery services, details of which are set out in APPENDIX 4. Activities expected to be undertaken are listed below.

- a) Review Police Medical Report Forms – Current forms are not user friendly since they do not set out the relevant information needed for the effective prosecution of cases. The following will be followed up:
 - Revisiting the work done by a previous committee on the modification of the Police Medical Report Form;
 - Developing guidelines to standardize the information on the form;
 - Training both Police and Health Personnel on the best way to handle the Police Medical Report Form.
- b) Provision of Services and Medical Reports – Health delivery services will be expected to provide services for victims of domestic violence free of charge in accordance with section 8(3) of the Domestic Violence Act, if they are assisted by the Police to the medical facility. Issues relating to free medical services under the Domestic Violence Act would be addressed as follows:
 - i. The Management Board will clarify the free medical treatment from the state under section 8(3) of the Domestic Violence Act;
 - ii. Medical fees to be charged by Medical Officers in the provision of services will be standardised by the Management Board and negotiation will be entered into with relevant authorities to ensure that such services are covered by the National Health Insurance Scheme (NHIS);
 - iii. People will be encouraged to register under the NHIS to benefit from services under the scheme;
 - iv. Health services/care to be provided will include: Medical, Surgical, and Rehabilitative services;
 - v. Relevant institutions will be encouraged to formulate policies to make section 8(4) of the Act enforceable.

- c) Recruitment of more Social Workers – Health delivery services will have to recruit more social workers, to facilitate the making of complaints of abuse on behalf of victims of domestic violence and to handle complaints at health delivery points. Due to problem with the recruitment of more staff by the DSW for placement at healthcare institutions, MOWAC will initiate discussion with the Office of the Head of the Civil Service (OHCS) and MOFEP to recruit more social workers to be placed at healthcare facilities as a short-term measure to address the gap. As a long-term measure, healthcare providers will be encouraged to consider recruiting permanent social workers at their facilities. There is also the need to resource social workers to facilitate their work by providing them with transport facilities.
- d) Protocols for Profiling – There is the need for the development of inter-agency and intra-agency protocols to help profile victims and perpetrators:
 - i. Victims: Police Officers will be making referrals to Medical Personnel for medical reports to be filled out. Where the individual visits the health facility first and the Health Personnel has reason to suspect abuse they will also make referrals to their social workers to conduct further investigations and to report the matter to the Police where necessary. The institutions involved will be assisted to develop protocols. In both scenarios psychological assessment will be done, investigations undertaken and the individual is treated.
 - ii. Perpetrators: Medical Professionals, Clinical Psychologists and Social Workers will be expected to treat perpetrators, especially when it is part of the court's sentence. In such cases, a profile of perpetrators has to be prepared. There may be the need to discuss issues around perpetrators rehabilitation with Courts, the Police or Prison Officials and this could be facilitated by the development of protocols to facilitate this process as well.

Inputs

Inputs include: Conference packages for meetings, consultations and workshops; consultancy services for the development of protocols and to review Police Medical Reports; printing of forms; stationery and transportation.

- Sources of Funding:
- i. National Health Insurance Scheme (NHIS)
 - ii. Victims of Domestic Violence Support Fund
 - iii. District Assemblies
 - iv. Corporate Entities
 - v. Faith Based Organisations (FBO)
 - vi. Budgetary allocations to Ministry of Interior, Health and Women and Children's Affairs
 - vii. Development Partners

Budget: The budget for this activity is attached as APPENDIX 7C.

f. Social Services / Civil Society Response

The role of social services and civil society is key to the effective implementation of the law. They will be involved in rehabilitation and counselling of victims, providing shelters for victims as well as hotlines. Details of the activities listed below with timelines are attached as APPENDIX 5.

a) Provision of Rehabilitation and Counselling Services

There is the need for counselling and rehabilitation services to be provided for survivors of domestic violence as well as offenders. Rehabilitation programmes would include economic empowerment programmes for victims who need to learn to support themselves. It would also include the provision of education, literacy programmes and programmes to improve the lives of victims. These would be one by state institutions as well as by members of civil society. The following state institutions have a role to play in rehabilitation and counselling:

- i. Department of Social Welfare – Provide counselling, rehabilitation and reintegration services and also play a role in the provision of shelters by the State.
- ii. Police Service including DoVVSU – They provide legal counselling and other related services.
- iii. Commission on Human Rights and Administrative Justice (CHRAJ) – Provide legal counselling from a human rights perspective.
- iv. Prisons/Borstal homes – Prisons could provide counselling for perpetrators and Borstal homes for young persons in conflict with the law.
- v. Hospitals – Clinical Psychologists and Social Workers in hospitals can provide counselling for survivors.
- vi. Legal Aid Board – Provides legal counselling services.
- vii. MOWAC – Coordinate counselling and rehabilitation services for victims.

Other institutions include:

- i. NGOs/CBOs – They provide shelters, counselling, rehabilitation and other services for survivors.
- ii. Faith Based Organisations (e.g. Churches) – They provide counselling and rehabilitation services to survivors.

b) Facilitating the Setting up of Shelters at the District Level

Shelters will also be provided for victims in every region and ultimately in every district and the MOWAC, with the assistance of the DSW and District Assemblies, will facilitate this process. Civil society groups, including Faith Based Groups would also support shelter building by the private sector.

c) Community Based Response to Domestic Violence

In areas where there are no police stations or courts, the community based approach adopted by the Nkyinkyim Project piloted by the Gender and Human Rights

Documentation Centre, a non-governmental organisation in collaboration with other organisations, should be studied and replicated in other rural areas to promote access to justice with regard to domestic violence for rural dwellers.

d) Other Services

Other services would also be provided including the following:

- i. Extensive hotline services in every region through the use of mobile phone numbers.
- ii. Skill development (capacity) for survivors of domestic violence;
- iii. Funds to support survivors through the provision of soft loans.

Inputs

Inputs includes: Conference packages for meetings, consultations and workshops; funds for the setting up and running of shelters for victims of domestic violence; consultancy fees/allowances for counselling and rehabilitation services; stationery and transportation.

Sources of Funding:

- i. Budgetary allocations to MOWAC, DSW, CHRAJ, Ministry of Interior
- ii. District Assemblies
- iii. Development Partners
- iv. Private sectors (corporate bodies)
- v. NGO's/CBO's/FBO's
- vi. International foundations
- vii. Individuals
- viii. Embassies/High Commissions

Budget: The budget for this activity is attached as APPENDIX 7D.

3.5.3 Prevention of Domestic Violence

Awareness building measures and training programmes would be organised for various stakeholders including key institutions, professional groups and the general public. Details of the activities listed below with timelines are attached as APPENDIX 6. Activities expected to be undertaken are listed below.

(i) Development of Training Manuals

Training manuals will be developed to train key stakeholders. The manuals will include training components on Gender, Human Rights and Domestic Violence. Those connected with the courts will also be trained on Case Management to ensure that cases are handled effectively. The Police, Staff of the Judicial Service and Attorney Generals Department and other relevant stakeholders will be given training on documentation and tracking of cases. An electronic data base will be created for each key institution and officials trained to man it.

(ii) Training of Stakeholders

Training on domestic violence and the requirements of the Domestic Violence Act will be provided at all levels to all personnel of key institutions and agencies including: Judges, Magistrates, court officials like Registrars and Bailiffs, Court Mediators, Social Workers, Medical Personnel, Police, officers of National Commission for Civic Education (NCCE), Ministry of Information etc. In the long term, training on domestic violence will be included in the curriculum for the training of various professional. Those already on the field will be given further training and guidelines.

Other groups to be targeted for training include professional associations and specialized groups like: Ghana Bar Association; Ghana Journalist Association and other Media groups (Print and Electronic); Ghana Medical Association; Musicians Union of Ghana (MUSIGA); Faith Based Organisations; Traditional Authorities; Local Government officials.

(iii) Sensitization of Groups and the Public at large

Sensitization will be targeted at different categories of stakeholders. Civic education on violence prevention will be incorporated into the Basic School Curriculum to inculcate an attitude of zero tolerance to domestic violence in children. Educational Institutions will be sensitized to eliminate perpetuating gender stereotyping in the schools. Furthermore parents will be sensitized and encouraged to change stereotyped gender roles between girls and boys in the home. Workshops and seminars will be organised for religious leaders, associations and youth groups.

Other identified groups like those listed below will be targeted for sensitization:

Other Ministries Departments and Agencies:

- a. Ministry of Chieftaincy Affairs
- b. Ministry of Education
- c. Ministry of Local Government Rural Development and the Environment including: District Assembly and Unit Committees members as well as District Chief Executives
- d. Ministry of Information including staff of Information Services Department (ISD)
- e. Ministry of Agriculture including extension services staff

Non-State Actors:

- a. Ministry of Chieftaincy Affairs
- b. Civil Society/Mass Based Organizations Trades Union Congress (TUC), Traders Association etc.)
- c. Professional associations (including Ghana Medical Association (GMA), Ghana National Association of Teachers (GNAT), Musicians Union of Ghana, Ghana Journalists Associations etc.)
- d. Educational institutions (schools/colleges/universities etc.)
- e. NGOs/CBOs
- f. Traditional Authorities including Chiefs and Queenmothers as well as those at the Regional and National House of Chiefs

- h. Faith Based Organisations including Traditionalists and fetish priests
- i. Traditional Birth Attendants (TBA)
- j. Opinion leaders (men and women)

Associations of Persons with Disabilities:

- a. Visually impaired
- b. Hearing and Speech impaired
- c. Physically challenged
- d. Mentally/ Emotionally challenged

Youth:

- a. Street children
- b. Children in difficult situations (OVC)
- c. Unemployed youth
- d. Youth based NGOs/CBOs
- e. In school youth

Others:

- a. Persons Living With HIV/AIDs (PLWHAs)/Persons affected by HIV/AIDs.

The general public will be targeted by the use of available multimedia including: audio visual (talk shows, radio programmes, jingles, music, TV documentaries) and the print media (leaflets, posters, newspaper articles etc).

Inputs

Inputs includes: Conference packages for meetings, consultations and workshops; funds for public outreaches and publicity; stationery and transportation.

Sources:

- i. Government (Financial/Human Resource)
- ii. Development Partners
- iii. Private sectors (corporate bodies)
- iv. NGO's/CBO's/FBO's
- v. International foundations
- vi. Individuals

Budget: The budget for this activity is attached as APPENDIX 7E.

3.5.4 Protection from the Incidence of Domestic Violence and Reduction of its Prevalence

Under the Domestic Violence Act, the Police and the Courts are expected to play key roles in protecting people in domestic relationships, their relations and agents from violence. Civil

society also plays a key role in protecting people from violence. Studies will be undertaken on the incidence of domestic violence in Ghana. Furthermore, the prevalence of domestic violence in the country will be ascertained periodically for strategies to be put in place to reduce the prevalence. Details of the activities listed below with timelines are attached as part of APPENDIX 6. Activities expected to be undertaken are listed below.

(i) **The Role of the Police in providing Protection from Domestic Violence**
As already indicated, reports of acts of violence or threatening acts have to be made to the Police for immediate protection to be given to victims. The Police can ensure the protection of victims by the immediate arrest and incarceration of perpetrators. To enhance this role the following measures will be put in place:

- Sensitization of Police and Judges to understand that all cases are serious and deserve equal attention so as not to unduly endanger life.
- Development of protocols on the steps to be taken when a case is reported.
- Establishment of hotlines to access the Police in times of danger.
- Measures to ensure Police safety when protecting people from violence.

(ii) **The Role of the Courts in providing Protection from Domestic Violence**
Under the Domestic Violence Act, the Courts have the power to issue Protection Orders as well as Occupation Orders, all of which are aimed at giving protection to victims and those related or connected to them. Negotiations will be held with the Judicial Service for simple application forms to be developed in applying for Protection Orders and making access to the courts easier. Judges will be sensitized to give equal attention to all cases and not pick and choose cases. Social workers from the Department of Social Welfare who work at the courts and play a key role in the preparation of social enquiry reports to facilitate the grant of Protection Orders will be sensitized about their role under the Domestic Violence Act.

(iii) **The Role of Civil Society in providing Protection from Domestic Violence**
Civil society groups provide various services to protect people from violence. This includes the provision of hotline services, temporary shelters and facilities where people can report threatened abuse. Support will be provided to enhance this role.

(iv) **Undertaking of Studies to Measure Prevalence of Domestic Violence**
A baseline study will be undertaken in all ten regions of the country to ascertain the prevalence rate of domestic violence in the early stages of the implementation of the DV NPA. This will provide baseline information to be used to measure the impact of interventions and to review prevalence rates. As part of the coordination of activities under the Domestic Violence Act, periodic studies will be undertaken to measure the prevalence rate in different parts of the country and strategies will be put in place to reduce its prevalence, if it is found to increased.

(v) **Periodic Assessment of Incidence of Reported Cases on Domestic Violence**
Data on the incidence of reported cases on domestic violence and how they are handled by service providers will be assessed periodically and analysed. This will include the development

of a mechanism for tracking domestic violence cases reported each year in all districts as well as regions in the country, and a process for analysing the data collected developed. The information generated will be used in developing strategies aimed at reducing its incidence in all parts of the country.

Input

Inputs include: Conference packages for meetings, consultations and workshops; telephone lines or hotline services; stationery and transportation.

- Sources of Funding:
- i. Government (Financial/Human Resource)
 - ii. Development Partners
 - iii. Private sector (corporate bodies)
 - iv. NGO's/CBO's

Budget: The budget for activities under this objective are set out as
APPENDIX 7E.

4.0 IMPLEMENTATION PLAN

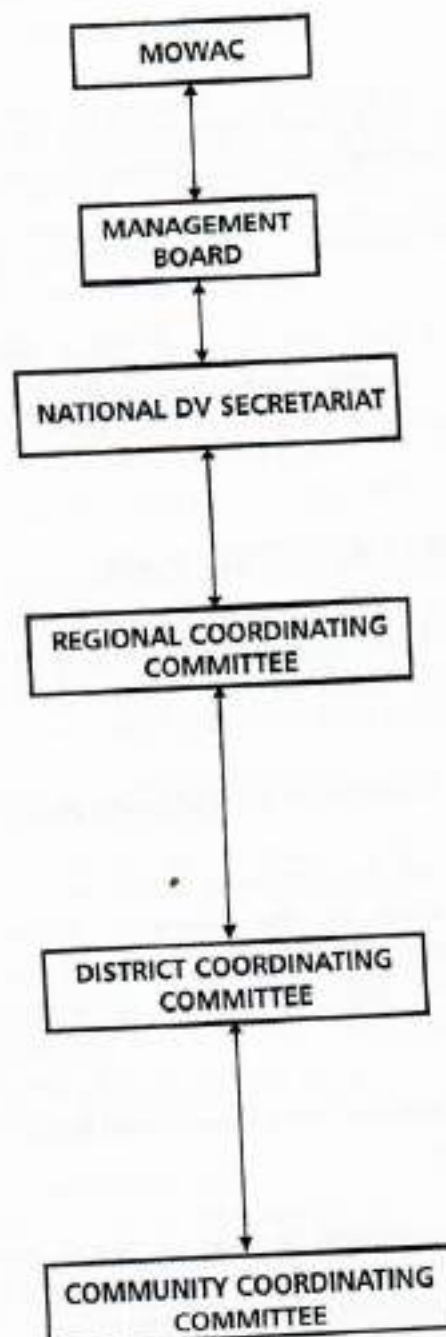
As has already been established that several stakeholders have a role to play in the implementation of the Domestic Violence Act, it is important to involve as many of these stakeholders as possible in the implementation plan.

4.1 MANAGEMENT OF NATIONAL PLAN OF ACTION

Section 37 of the Domestic Violence Act gives overall responsibility for managing the implementation of the Domestic Violence Act, including the development and implementation of the NPA to the Victims of Domestic Violence Management Board (Management Board). MOWAC is responsible for providing the Secretariat for the Management Board. Section 36 of the Domestic Violence Act, sets out the composition of the Management Board for the Act. To ensure that the Plan of Action is effectively implemented between meetings of the Management Board, the Secretariat will set up internal structures to guide its work.

As previously indicated on page 17, overall coordination will be at the National level and will be decentralised to the Regional, District and Community levels to ensure effectiveness. The chart for management of the NPA is as follows:

FIGURE 5: CHART FOR COORDINATING COMMITTEES



4.1.1 Composition and Role of Management Team

A. National Secretariat

The National Secretariat will be located in Accra and will have overall responsibility for facilitating the work of the Management Board and implementation of the NPA. Apart from other responsibilities outlined in paragraph 3.5.1(ii) of this NPA for the Secretariat, it will also be responsible for the following:

- Facilitate meetings and the work of the Management Board;
- Prepare of Annual Activity Plans (including timing and use of consultancy inputs) and Budgets within the framework of the NPA, for approval by the Management Board;
- Facilitate the preparation and submission of quarterly progress and financial reports on the planned activities to the Management Board;
- Facilitate the preparation of accounts for submission to the Management Board;
- Monitor the overall progress of the NPA against the specific targets and milestones agreed under the monitoring and evaluation (M&E) system;
- Approve of the Terms of Reference for the semi-annual audits, taking note of the audit reports and ensuring follow-up on recommendations;
- Supervise the coordination of the NPA at all levels and organise periodic meetings to discuss the progress of work at the community, district and regional levels.

B. Regional Level

At the Regional level there will be a Thirteen (13) member co-ordinating committee to co-ordinate activities there. The Regional Committee will be composed as follows: the Regional Co-ordinating Director, the Regional Director of the Department of Women, the Regional Director of the Department of Children, the Police through the Regional head of the Domestic Violence Victims Support Unit (DOVVSU), the Attorney General's Office, Legal Aid Board, two Civil Society Organizations, Regional head of the Department of Social Welfare(DOW), National Commission for Civic Education(NCCE), Commission on Human Rights and Administrative Justice(CHRAJ), Ministry of Health and the Information Services Department. The Committee will be chaired by the Regional Coordinating Director with the Regional Director for the Department of Women acting as Secretary to the committee and report to the National Secretariat.

C. District Level

At the District level there will be a Nine (9) member committee to co-ordinate affairs headed by the District Coordinating Director who will report to the Regional co-ordinating team. The team will be made up of, the District head of the Department of Social Welfare, the District Head of the Ministry of Health, District head of DOVVSU, District head of CHRAJ, District Girls Education Officer, the Chair of the Social Services Committee at the District Assembly, a Gender Desk officer and one Civil Society Organization member. The Gender Desk officer will be the secretary to the Committee,

D. Community Level

At the community level there will be a nine (9) member co-ordinating committee to co-ordinate activities in the various communities. The team will be expected to elect a Chairperson (possibly a Traditional Leader) and a Secretary for a period of two years with a possibility of re-election. They will report to the District co-ordinating Team. The composition of the nine-member Team is as follows: two (2) Traditional Leaders (one female and one male), two (2) Religious leaders (where applicable), one Unit Committee/Area Council member, a Teacher, a Health Personnel, one Civil Society Organization Member, and a Police Officer.

4.1.2 Roles, Responsibilities and Meetings

The Regional Coordinating Councils and District Assemblies will be expected to make financial provisions to facilitate the operations of the Committees at all levels and meet regularly to ensure the implementation of the NPA as well as policies from the Management Board, at their respective levels. At all these levels, periodic reports will be written, collated by the Regional Coordinating Teams, and forwarded to the National Secretariat. Quarterly regional reports will be submitted to the National Secretariat. There will be annual meetings at which the coordinating teams from the Community to Regional levels will meet with the National Secretariat and Management Board as well as other stakeholders, to discuss the progress of the NPA, challenges and to strategize for the way forward. The National Secretariat will make resources available to the other teams to facilitate their work. Information flow is expected to be two way and not unidirectional. The National Secretariat will put in place systems to ensure that participatory and process approaches are adopted at all levels of coordination.

4.2 ESTABLISHMENT OF SECRETARIAT

The Secretariat is to be set up to facilitate the implementation of the Plan of Action.

4.3 CONTRACTING AND PROCUREMENT

Equipment and services will be contracted or procured following the procedures of the Procurement Act, 2003 (Act 633). The Procurement Unit of MOWAC will assist with the procurement of services with the approval of the Management Board.

4.4 ACCOUNTING AND AUDIT

Accounts and audit will follow standard rules for programme and project financing by MDAs. The Secretariat will be responsible for the preparation of accounts for the programme, which will be submitted to the Management Board for approval and onward transmission to the Ghana Audit Service and thereafter to Parliament.

4.5 REPORTING, MONITORING AND EVALUATION

4.5.1 Reporting

There will be a sequence of comprehensive progress reports during the implementation period, at three-monthly (quarterly) intervals, prepared by the Secretariat for submission to

the Management Board. These will cover the work programme, achievements, challenges, and propose modifications to the NPA as a way forward.

4.5.2 Monitoring and Evaluation

Monitoring and evaluation of programme activities will be at two levels:

(i) Internal Monitoring

The NPA will be critically evaluated and monitored on an ongoing basis to enable best practice to emerge, for its objectives to be met.

Efficient project monitoring itself relies on effective project monitoring systems, which may be formal (through reporting systems) and/or informal (through personal relationships) channels of communication among all personnel engaged in various aspects of the project.

MOWAC will adopt an internal monitoring system to ensure that the NPA is implemented and project deliverables are met on schedule. The monitoring system that MOWAC will employ will ensure that

- (a) the NPA is on schedule;
- (b) all NPA goals and targets are met on time;
- (c) necessary functions are being performed;
- (d) Secretariat staff perform their assigned tasks efficiently;
- (e) resources for the NPA are allocated in a manner responsive to needs and within budgetary limits;
- (f) expenditure remains within the budget.

Proper records of all aspects of the NPA will be kept. At the end of the first two years the NPA will be reviewed and a Mid-term evaluation conducted at the end of fifth year. The review and evaluation reports will be implemented and used for the improvement of the other phases of the NPA.

(ii) External Monitoring

With regard to external monitoring, the Secretariat will be responsible for designing appropriate forms of contract to enable a review team to be contracted to undertake biennial monitoring missions. The monitoring system would be structured to focus on the operational levels to examine the specific and overall impact of the various activities within the programme implementation. The monitoring system should generate the relevant feedback to enable the Secretariat as well as other stakeholders to adjust activities and processes.

5.0 COSTS AND RESOURCE MOBILISATION

This section presents the costs and resource mobilisation for various activities aimed at ensuring the full implementation of the Domestic Violence Act. The budget items for key institutions are presented with an emphasis on the role they are expected to play under each objective.

5.1 BUDGETARY SUPPORT AND VICTIMS OF DOMESTIC VIOLENCE SUPPORT FUND

As the main implementer of the law, budgetary support will be provided for MOWAC to facilitate its coordination role. Furthermore, monies will be accrued to the Victims of Domestic Violence Support Fund (the Fund) from various sources as set out in section 31 of Domestic Violence Act as follows:

- (i) Voluntary contributions to the Fund from individuals, organisations and the private sector;
- (ii) Monies approved by Parliament for payment into the Fund, and
- (iii) Monies from any other source approved by the Minister responsible for Finance.

The Secretariat for the Management Board will develop a fund raising strategy to mobilise funds from individuals, organisations and Development Partners to facilitate the implementation of the Domestic Violence Act. MOWAC will engage in intensive lobbying for increased budgetary allocation for the implementation of the NPA covering e.g.; activities of the Management Board; running of the Secretariat; operations at the decentralised coordinating levels and other related matters.

5.2 BUDGETS FOR OTHER KEY STAKEHOLDERS

The Secretariat to the Management Board will periodically ascertain the budgets for other key stakeholders who would be involved in the implementation of the Domestic Violence Act. The key institutions are as follows:

- (i) the Police Service
- (ii) Health Delivery Services
- (iii) the Judicial Service
- (iv) the Department for Social Welfare
- (v) other government Ministries, Departments and Agencies
- (vi) District Assemblies
- (vii) support from civil society organizations for the implementation of the NPA

The Secretariat will use the budget lines from these institutions and organisations to source for additional funds for their activities related to domestic violence and disburse funds to these organisations to ensure the implementation of the Domestic Violence Act.

5.3 INPUTS FOR MANAGEMENT OF NPA

There is the need for resources to be allocated to support the roll out of the NPA at all levels. The support to be provided will cover the following:

- § Resources for the operations of the DV Management and Co-ordinating Committees at all levels.
- § Two cross country vehicles for trips to implement and follow-up on activities related to the NPA. The amount budgeted includes travel and transport as well as servicing expenses for the vehicle during the programme implementation period;
- § Resources for the engagement of the Coordinator and other staff of the Secretariat at Accra;
- § Resources for coordination at the Regional, District and Community levels;
- § Resources to meet running costs and provision of logistics including communication facilities;
- § Resources to facilitate meetings of the Secretariat with regional and district representatives, implementing partners and stakeholders at the national level; and this will cover the cost of convening periodic meetings.

6.0 CONCLUSION

This document has presented the State Policy on Domestic Violence and the National Plan of Action for the implementation of the Domestic Violence Act. The Ministry of Women and Children's Affairs (MOWAC) will lead the effort to get commitment at the highest levels of the relevant Policy Institutions and get Cabinet to adopt the Policy and National Plan of Action.

It is imperative that all stakeholders work together to ensure the full implementation of the Domestic Violence Act as set out in the National Plan of Action.

PART THREE

APPENDICES

APPENDIX 1: DEFINITIONS

ABUSER: The person who perpetrates coercive tactics on another person, the victim.

COERCION: Restriction of another's freedom of action by threatening to commit a criminal act against the person, threatening to accuse that person of having committed a criminal act, threatening to expose a secret that would subject the victim to hatred, contempt, ridicule or impair credit or goodwill, taking or withholding official action. It includes improper use of economic power to compel the victim to submit to the wishes of the abuser (Black's Law Dictionary 2000).

DOMESTIC VIOLENCE: A pattern of coercive tactics which include physical, psychological, sexual, economic and emotional abuse, perpetrated by a person against another within an existing or previous domestic relationship, with the intention of establishing and maintaining power and control over the victim.
It includes physical harm, bodily injury, sexual activity compelled by force, assault or the infliction of fear or imminent physical harm, bodily injury, not committed in self defence on the complaining person.

MANAGEMENT BOARD: Victims of Domestic Violence Management Board established under section 35 of the Act.

NKYINKYIM PROJECT: A community based project undertaken by the Gender and Human Rights Documentation Centre in collaboration with other NGOs.

PROVIDER: Any person in a position to offer assistance to the victim, survivors of domestic violence or intervene with abusers.
Refer to section 1 of the Domestic Violence Act, 2007(Act 732) for a fuller definition.

SURVIVOR: A victim of Domestic Violence who has been freed from the abusive environment and must integrate elsewhere.

VICTIM: The person against whom an abuser directs his coercive acts within the domestic setting.

APPENDIX 2: PLAN OF ACTION FOR COORDINATING IMPLEMENTATION OF DOMESTIC VIOLENCE LAW

INTERVENTION	EXPECTED OUTCOME	ACTIVITY	INPUTS	TIME FRAME	LEAD AGENCIES/ COLLABORATORS
Setting up of Management Board	Management Board set up	Refurbish Premises	Stationery Allowance for MB	Immediate	L: MOWAC (Hon. Minister) C: Office of President, CSOs
		Lobby President about 4 nominees		-do-	
		Write a Letter to the office of the President for nominees		-do-	
		Write a Letter to the DV Coalition for nominees			
		Set in motion process for selection.		Immediate	L: MOWAC, C: President Office & CSOs
		Inaugurate Board	Stationery Media coverage Refreshment T&T	Immediate	L: MOWAC C: President's Office
		Develop and adopt Board charter Establish Sub-committees	Sitting allowance & refreshment -do-	Ongoing process	L: MOWAC/Consultant s: C: Management Board
Setting up of Secretariat	Secretariat set up	Build Capacity for Management Board members (MB) Organize Orientation and training for MB	Consultancy fee Accommodation Conference package Resource persons T&T Refreshment for 5 days	Short term:	L: MOWAC C: Relevant CSO trainers
		Provide logistics for secretariat Secure premises for Secretariat.	Office equipment- computers, fridges, projectors, air-conditions, vehicles, running cost, Utilities services Recruitment – office of the Public service Consultancy fee Stationery Salaries, interview, refreshment, allowance for panel members, Refurbishment, equipment, office furniture	Short term: Immediate	L: MOWAC, C: Development Partners, GES

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INTERVENTION	EXPECTED OUTCOME	ACTIVITY	INPUTS	TIME FRAME	LEAD AGENCIES/ COLLABORATORS
	TORs developed	Develop TOR for staff selection and Executive secretary	Consultancy fee, salary for 2 years	Short term	L: MOWAC C: Consultants/Tech. Assistants
	Staff identified and posted to secretariat	Select staff	Salaries for 2 years Allowances	Immediate	L MOWAC C: Relevant, MDAs, Public Service Commission (PSC), Office of Head of Civil Service (OHC)
		Identify Relevant technical staff for Secretariat			
		Develop TOR or specific Job description for them.			
		Board endorses Executive Secretary and staff	T&T, Salary, refreshment	Short term:	Management Board
		Appoint Executive Secretary	Salary for 2 years, Logistics, Accommodation, Advertisement	Immediate	L: MOWAC, C: PSC, OHCS
		Organize orientation for Secretariat staff	Conference package, stationery for 5 days	Immediate	L: MOWAC C: Relevant CSO trainers
		Define annual priorities for secretariat		Immediate	L: Management Board C: Sec.
	Communication strategy prepared	Prepare communication strategy document for communication with partners/collaborators	Consultancy fees Stationery Allowances	Short term:	L: MOWAC C: Secretariat Management Board & consultant
		Coordinate mass sensitization system			
Establishment of priority areas of work for Management Board and Secretariat	Priority areas of work for Management Board and Secretariat established	Develop tasks of secretariat (work plan).	Stationery, Sitting allowances, T&T	Short term	L: Secretariat, Management Board
		Set Standards for various service areas for Management Board & Secretariat	Consultancy fee Publicity, Meetings, Dissemination of information	Short term:	L: Management Board C: CSOs/MDAs/DPs
		Develop Protocols (Inter & Intra service institutions)	Consultancy fees Stationery	Short term:	L: Management Board, Secretariat C: Consultants & CSOs
		Adopt communication strategy and Media Reporting Standards	Sitting allowance Publicity logistics	Short term:	L: MB&DVSEC. C: MDAs, CSOs, Min. of Information

INTERVENTION	EXPECTED OUTCOME	ACTIVITY	INPUTS	TIME FRAME	LEAD AGENCY COLLABORATORS
	DV Policy and Plan of Action Developed	Complete Policy and Plan of Action Adopt Policy and Plan of Action	Publicity, Information dissemination, Refreshment, Printing, Stationery and Venue	Short term -do- -do-	L: MOWAC & Management Board C: Min. Of Information, Media, CSOs -do-
Setting up of system for data collection, storage and use.	System of data collection, storage and use in place	Identify, acquire and operate soft and hard ware for data	Consultancy fees, Equipment, Conference package, Stationery, Sitting allowances.	Short term	L: Management Board/Secretariat C: DP's, Tech. Assistants
		Hire a Consult to develop System			
		Organize orientation on operations for staff	Consultancy fees Conference packages T&T Allowances	Short term	L: Secretariat/ Management Board C: Tech. Assistant Consultant
		Establish system for collection of data from all necessary points (MDA's/CSO's etc)	Stationery, Honorarium Vehicle maintenance & Running costs	Short term	L: Secretariat, Management Board C: MDAs, CSOs, MMDAs
		Put together guidelines and disseminate for data collection and use by relevant agencies	Consultant fees Stationery T&T and allowances	Short term	L: Secretariat/Mag Board C: Tech. Assistant
		Establish central depository for information on Domestic violence	Consultancy fee Sitting allowances	On-going process	L: Management Board, Secretariat
Drafting of Subsidiary Legislation	Subsidiary Legislation in place	Team set up for drafting proposals for Regulations.	Consultancy fees Allowance Conference package	Long term	L: MOWAC/AG's Secretariat, CSOs, MDAs C: AGs, Consultant
		Complete draft and, Liaise with AG's office for actual draft	Conference packages	Short term	=do=
		Cabinet processes and approves and	Stationery	Short term	L: MOWAC (Hon. Minister)
		Submits to Sub Legislation committee in Parliament	Stationery	Short term	C: Cabinet, Parliament
Establishment of the Circular feedback system for problems with response and complaints Mechanisms for victims	Functioning feedback system in place	Set up systems	Sitting allowance	Short term	L: MOWAC, Management Board Secretariat C: CSOs, DSW, Police, MoH, MDAs
Establishment of resource directory	Functioning resource directory in	Set up directory on all stakeholders on DV	Stationery Allowances	Short term	MOWAC, Management Board secretariat

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INTERVENTION	EXPECTED OUTCOME	ACTIVITY	INPUTS	TIME FRAME	LEAD AGENCIES/ COLLABORATORS
(Expertise and Specialization)	use				
Establishment of Hotlines	Functioning hotlines in place	Set up hotlines	Telephone bills	Short term	L: MOWAC C: CSOs, DOVVSU, Min. of Communication, Min. of Information, Telecom Groups
Establishment of system for coordinating mass sensitization system	Functioning coordination system in place	Set up systems	Honorarium T&T, Maintenance & Running cost of vehicles	Short term:	L: MOWAC, Management Board, Secretariat C: Information Service Dept
Establishment of Victim of Domestic Violence Support Fund	Victim of Domestic Violence Support Fund established	Set up Fund (Guidelines for Raising and Utilization of funds and Reporting)	Consultancy fees Conference packages	Short term	L: MOWAC, Management Board, Secretariat, C: Consultant, DPs, CSOs
Establishment of system to coordinate research	Research coordination system in place	Set up systems		Medium to long term	L: MOWAC, Management board & secretariat C: CSOs
Coordination of curriculum development and Training modules	Systems for coordination of curriculum development in place	Set up systems for coordination of curriculum development	Conference packages Consultancy fees stationery	Short term	L: MOWAC, Management Board Secretariat C: MDAs, CSOs, Consultants
Coordination of capacity building	System for coordinating capacity building put in place	Set up system for coordinating capacity building	Telephones, vehicle maintenance and running cost, stationery	Short term	L: MOWAC, Management secretariat C: CSOs
Setting up of Monitoring and Evaluation system	Functioning Monitoring and Evaluation system in place	Set up systems Develop indicators/benchmarks ▪ Monitor & evaluate DV interventions	Consultant fees Conference packages Vehicles, T&T Maintenance & Running cost of vehicles	Short term	L: MOWAC, Management Board Secretariat C: Consultant/Tech. Assistant DPs

APPENDIX 3: PLAN OF ACTION FOR LAW ENFORCEMENT AGENCIES AND LEGAL SERVICES RESPONSE

INTERVENTION	EXPECTED OUTPUT	ACTIVITY	INPUTS	TIME FRAME	LEAD AGENCIES/ COLLABORATORS
General awareness, Public education on the DV Act, its provisions and procedure	Both potential and actual victims, empowered to deter perpetrators.	Create general awareness and conduct public education on the DV Act	Resource allowance T&T Venue	Immediate and ongoing	L: MOWAC C: NCCE, Media, Information Services, District Assemblies, Select FBOs, AGs, DSW, Dept. of Community Dev.
General and Selective Capacity Building/ Training of Police, Judicial Officers, Medical officers, Prison Officers – on Gender Human rights and DV.	A selected no. of Police, Medical and Prison officers trained on Gender, Human Rights and DV issues for a week.	Train 12 Police Instructors in DV for a week. Train 12 Prison Instructors	Accommodation on Training material Resource allowance T&T	Immediate and ongoing =do= =do=	L: MOWAC C: Judicial Training Institute =do=
	100 Judicial officers trained in proper handling of DV cases	Train 100 Judicial officers	Accommodation on Training material Resource allowance T&T		
	5000 Police officers at post sensitized on DV	Sensitize 5000 Police officers at post on DV	Accommodation on Training material Resource allowance T&T		
Establishment of special court/including screening facilities, fixing court days for DV cases.	Special Courts including screening facilities established and functioning.	Restructure existing courts to introduce screening facilities.	Screening facilities	Short term =do= =do=	L: MOWAC C: Chief Justice/Judicial Service
	Special Court days fixed to hear DV cases	Fix special court days to hear DV cases	=do=		
	Security of victim provided during court proceedings	Provide security for victims during court proceedings	=do=		
Making of regulations for DV Act	Regulations in place for implementation of DVA.	Hire consultant to make regulations for DV Act implementation Hold stakeholders	Hotel accommodation, training material, resource allowance, participants honorarium, refreshment,	Short term	L: MOWAC C: AG's Dept., Parliament

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INTERVENTION	EXPECTED OUTPUT	ACTIVITY	INPUTS	TIME FRAME	LEAD AGENCIES/ COLLABORATORS
		meeting to review and adopt regulations	consultancy fee		
Incorporation of DV Act into all training curriculum of law enforcement agencies	DVAct incorporated into all Training curriculum of Law Enforcement Agencies (LEAs)	Incorporate DV Act into training curriculum of LEAs	training material,	Medium term	L: MOWAC C: Judicial & Police Training Institutes, GES
Development of guidelines for case management.	Guidelines developed for proper case management.	Develop guidelines for proper case management	Consultancy fee	Short term	L: Police, Judicial Service, AG's Dept. C: MOWAC
	Electronic data base developed for easy tracking of cases.	Develop electronic data base to track cases			
Mobilisation of Resources	Enough resources mobilized and available for effective and efficient implementation of DV Act.	Prepare budget to GoG and proposal to donors. Organize fundraising activities	Consultancy fee	Medium term	L: MOWAC C: Dev't. Partners, Individuals, Parliament, District Assemblies, AG's Dept., Legal Aid Scheme
Distribution of Domestic Violence Act to all courts For easy reference by Judicial officers	10,000 copies of DVAct distributed to courts nationwide and used by judges as reference material	Distribute 10,000 copies of DVAct to courts nationwide	Transportation cost Copies of DVAct	Medium term	L: MOWAC C: Judicial Service

APPENDIX 4: PLAN OF ACTION FOR HEALTH DELIVERY SERVICES RESPONSE

INTERVENTION	EXPECTED OUTPUT	ACTIVITY	INPUT	TIME FRAME	LEAD AGENCIES/ COLLABORATORS
Review of Medical Report Form and development of guidelines.	Revised Medical Report Form and guidelines developed.	Conduct follow-up on the use of medical report form from prosecutors AG's/Policy) Organize a day's forum with all stakeholders to review and redesign medical form. Develop a special form for sexual abuse cases.	T&T, Venue Conference package for a day's forum Consultancy fee	Short term: =do= =do=	L: MOWAC C: Police, MOH, AG's Dept., Medical and dental council, nurses and mid-wives council and Ghana Medical Association, Ghana Health Service
Development and Incorporation of Training manual into Curriculum	Curriculum revised for all relevant institutions	Hold a stakeholders meeting to revise curriculum for relevant institutions Develop a training manual for incorporation into curriculum	Venue, refreshment T&T Consultant fees	Short term:	L: MOWAC C: MOH, MMYE, MOI GES, MLGRD, Ghana Health Service Quasi - Gov't. Health Institutions
Training of Personnel	Curriculum incorporated by all institutions Personnel trained	Train medical officers (dental officers, nurses, mid-wives, pharmacist)	T&T, resource allowance, accommodation, venue, training materials, refreshment, IE&C materials	Short term & continuing	L: MOWAC C: MOH, MMYE, MOI GES, MLGRD
Determination of fee for medical reports	Fee for medical report determined.	Organize a Day's workshop for Medical personnel	Accommodation, venue, refreshment, conference facilities, T&T.	Short term:	L: Management Board C: MOWAC, MOH, GMA Ghana Health Service
Determination of free medical treatment under section 8(3).	Free medical treatment determined	Hold management board consultation meeting with the Health sector	Accommodation, venue, refreshment, conference facilities.	Short term	L: Management Board C: MOWAC, MOH, GMA
Development of a policy to Operationalise section 8(4) of DV Act.	Policy Developed	Hire a consultant to develop policy Hold a One- day stakeholders meeting to review Policy.	T&T, resource allowance, accommodation, venue, training materials,	Short term =do=	L: MOWAC C: MOH, & other Health Facilities, AG's Dept.

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INTERVENTION	EXPECTED OUTPUT	ACTIVITY	INPUT	TIME FRAME	LEAD AGENCIES/ COLLABORATORS
			refreshment, consultant fees		
Recruitment of more social workers to handle complaints.	More social workers recruited	Hold a dialogue meeting for DSW and MOH.	Venue, refreshment, T&T	Short term	L: MOH C: MMYE, CSOs, OHCS, Min. of Finance, GASOW
Advocating for increased budgetary allocation to Dept. of Social Welfare.	Increased budgetary allocation for Department of Social Welfare	Hold consultation meeting with appropriate ministry –	Venue T&T	Short term	L: BOARD MEMBERS C: MMYE, MOWAC
Developing format for profiling perpetrators.	Profiling format developed and disseminated	Hire a consultant to develop format Organize a day's forum with relevant bodies to review and finalize document Disseminate profile to relevant bodies	Consultancy fee, T&T cost Venue T&T Conference Material Copies of document	Short term	L: MOWAC C: Police, Ghana Psychological Assoc., DSW
Recruitment of Clinical Psychologists.	Clinical Psychologists recruited	Recruit at least 1 psychologist for each regional hospital.	Copies of NPoA Letters to Head of Civil Service	Short term	L: MOH, CHCS
Resource Mobilization.	Resources mobilized	Prepare budget for GoG and proposals for donors.	Copies of NPoA Proposals	Short term	L: MOWAC C: MOH, Devt. Partners, AG's Dept.

APPENDIX 5: PLAN OF ACTION FOR CIVIL SOCIETY/SOCIAL SERVICES RESPONSE

INTERVENTION	EXPECTED OUTPUT	ACTIVITY	INPUTS	TIME FRAME	LEAD AGENCY/ COLLABORATORS
Advocacy, Sensitization, Capacity Building for all identifiable groups	Public well informed on DV issues and the Act	Hold sensitization fora for market women groups, farmers groups, FBOs, traditional authorities, CBOs, youth groups, professional associations	Venue, refreshment, media coverage, T&T, conference package	Short term/ Ongoing	L: MOWAC C: DV Coalitie NGOs
	Capacity of identifiable groups built	Organize Trainer of Trainers workshop for identified groups	Accommodation, resource allowance, Consultancy fee, Training Materials T&T	Medium term	
	Training Manuals developed	Develop standards training manual		=do=	
	Review meeting held	Hold stakeholder meeting to review training manual			
Media Campaign	Informed publics	Train 50 media personnel each in 10 regions		Short to medium term	L: Media Commission MOWAC C: GJA, Private Publishers Association of Ghana
	Awareness created	Hold sensitization workshops on the DV in 10 regions		=do=	
	Wider coverage	Hold adult education programmes on TV(Adult Education)		=do=	
	Better portrayal of gender roles	Erect Billboards		=do=	
		Produce documentary and jingles		=do=	
		Produce IE&C materials		=do=	
Establishment of protocols for shelter and development of policy and standards for	Safety and protection of victims	Develop policy and standards document	Consultancy fee	Medium term	L: MOWAC C: DSW, GPS, AG's Department, CSC
	Legal framework for	Develop framework for the	Consultancy fee	=do=	

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INTERVENTION	EXPECTED OUTPUT	ACTIVITY	INPUTS	TIME FRAME	LEAD AGENCIES/ COLLABORATORS
shelter (security and protection) Construction of shelters across the Regions	the operation of shelters secured Shelters built in all Districts	operation of Shelters <ul style="list-style-type: none"> Build 50 capacity shelters in 10 regions. Hire personnel to man them Provide sustenance, legal and educational aid 	Land Consultancy fee, building materials /furnishing, equipment personnel: - (shelter manager, case workers/counselor, nurse, security officers/consulting psychologist, consulting medical officer, Catering officers). Services: - feeding cost, subsistence aid, legal aid, capital support. Skill training:- apprenticeship, educational support	Medium/Long term =do= =do=	L:MOWAC C: Min. of Local Government, CSOs
Provision of other Supporting Services	Fast/prompt response to DV cases practised	Purchase phones and secure telephone numbers. Hire dedicated staff	Proposals sent to Ministry of Finance for funds Letters to Head of Civil Service	Short term	L:MOWAC C: Ministry of Communication
Institution of hotline Services		Acquire telephone lines. Hire dedicated staff to handle 24 hours hotline	=do= =do=		
Building of Capacity for Social workers/Police survivors and managers of hotlines	Capacity of Social workers/Police survivors and managers of hotlines built	Organize quarterly training for 100 managers who handle hotline	Conference facilities, training materials, Resource persons allowance, T&T for participants.	Long term	L:MOWAC C:CSOs
Simplifying DV Act	Simplified version of DVAct in use	Hire consultant to simplify DVAct	Consultancy fee	Short Term	L:MOWAC C:consultant
Reconciliation and training on A.D.R. for select group	Skills on A.D.R. acquired	Train Queen mothers, religious leaders, FBOs, opinion leaders and youth peer counsellors on ADR	Training materials, conference facilities, T&T, resource allowance	Medium term	L:MOWAC C:Ministry of Justice GHACMA, Social Welfare
		Establish 10 member ADR team in each district	Training materials, conference		

INTERVENTION	EXPECTED OUTPUT	ACTIVITY	INPUTS	TIME FRAME	LEAD AGENCY COLLABORATORS
			package, T&T, resource person allowance		
Training of counsellors	Skills on handling victims of violence. Acquired by Counsellors	Organize Training workshop for 200 counsellors	Training materials, conference facilities	Medium term	L: MOWAC C: Social Welfare NGOs
Training of volunteers	Skills on proper handling of DV Survivors acquired by Volunteers	Organize training workshop for 200 volunteers on proper handling of DV Survivors	Training materials, conference facilities T&T for participants	Medium term	WILDAF, NGOs Social Welfare
Resource Mobilization and socio-economic support to victims	Micro-finance schemes established	Preparing budget for GoG	Proposal letters to donor organizations	Long term	L: MOWAC/Ministry of Finance C: Donors, MDAs
		Prepare proposals for donors	Budget Estimates to Ministry of Finance (MoF)		
		Organize fund raising activities/events	Fund raising dinners, raffle		
		Organise fund development event, consultation with cooperate bodies			
Skills training on vocation.	DV Survivors Empowered	Build capacity of DV Survivors	Resource fee Venue Conference package T&T for participants Workshop Material	Medium term	L: MOWAC C: CSOs
Education/literacy activities on DV Act promoted	Awareness Created	Organize Literacy activities on DV Act	Resource person's fee T&T for participants Copies of DV Act	Short term	L: MOWAC C: CSOs

APPENDIX 6: PLAN OF ACTION FOR PREVENTION AND PROTECTION

INTERVENTION	EXPECTED OUTCOME	ACTIVITY	INPUTS	TIME FRAME	LEAD AGENCIES/ COLLABORATOR:
Development of training manual	Training manuals developed for training of key stakeholders on Act 732	Develop Training manuals for relevant stakeholders	Consultant to develop training manual	Immediate	L:MOWAC C:Legal Experts DPs
		Hold a one-day review meeting for 50 stakeholders	Venue (conference facilities, Stationery/ Workshop materials (copies – Draft manual), Fuel, T&T, Media coverage/ Pictures.	Immediate	
		Print and disseminate Training manuals.	Printing of 1000 copies of Training manual	Immediate	
Training of stakeholders	Stakeholders trained/sensitized on domestic violence and Act 732	Hold 3-day Training workshop for 40 stakeholders on DVA in each of the 10 regions.	Venue (conference facilities), 3 Resource persons, Accommodation, Fuel, Stationery/ Training materials, Meals (supper), Media coverage/Pictures, T&T.	Short term	L:MOWAC C:CSOs
Sensitization of groups and the general public on the DVAct and the role of the Police in providing protection from DV	Groups and the general public sensitised on DVAct (Act 732) Role of the Police in protecting people from domestic violence enhanced	Organize three Seminars/ dialogue sessions in each of the 169 districts to sensitize Groups (FBOs, TAs, Students, TUs etc.)	Venue – canopies, chairs, PA system etc., Refreshment, Hon. for 2 Resource persons, Fuel, Stationery,	Short term	L:MOWAC C:CSOs

INTERVENTION	EXPECTED OUTCOME	ACTIVITY	INPUTS	TIME FRAME	LEAD AGENCY/ COLLABORATION
Sensitization of groups and the general public on the DV Act and the role of the Police in providing protection from DV	Groups and the general public sensitised on DV Act (Act 732)	Police Provide protection by::	T&T, Media coverage/ Pictures.	Short term & on-going	L: MOWAC C: CSOs, GPS
		(a) Receiving, documenting and responding to DV reports. (b) Assist victims to get medical facilities (c) Assist bailiffs to enforce Police Orders. File Cases.	Production cost, Air time, T&T for Resource persons, Consultant to develop messages, Redevelopment and Mounting of Bill Boards, Printing of IE&Cs materials, Logistics - vehicles (for all DOVVSU offices), Telephone		
		Police Provide protection by::		Short term & on-going	L: MOWAC C: CSOs, GPS
		(d) Receiving, documenting and responding to DV reports. (e) Assist victims to get medical facilities (f) Assist bailiffs to enforce Police to File Cases.	- Do - - Do -		
=do=	=do=	=do=	lines (hotlines),	Short term & on-going	L: MOWAC C: Police Service

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INTERVENTION	EXPECTED OUTCOME	ACTIVITY	INPUTS	TIME FRAME	LEAD AGENCIES/ COLLABORATORS
			Equipment, Furniture, Office space, 11 temporary shelters, Accountable Imprest, ICT training, Development of documentaries.		(DOVVSU)
Enhancing the skills of the Police and the role of the courts in protecting victims of DV	Role of the courts in protecting people from domestic violence enhanced	Provide protection from DV by court:- (a) Handle cases of DV referred to them. (b) Refer Cases of children to Family Tribunal. (c) Refer Cases for ADR, and victims and abusers for counselling or psychiatric Profiling (d) Develop simple Protection Order Forms.	Office Space for 138 districts courts, Logistics:- Office equipment, Stationery, Furniture, Vehicles, Development and Printing of simple protection Order Form.	Short term & on-going	L:MOWAC C:Judicial Service