

MINISTRY OF GENDER CHILDREN AND SOCIAL
PROTECTION

IN COLLABORATION WITH THE GHANA STATISTICAL
SERVICES

FIVE YEAR STRATEGIC PLAN FOR GENDER STATISTICS (2018- 2022)

SUBMITTED TO

MINISTRY OF GENDER CHILDREN AND SOCIAL
PROTECTION.

P O. BOX MBO 186

MINISTRIES, ACCRA.

CONSULTANT

MRS MARIAN A. TACKIE

PRIVATE/ INDEPENDENT CONSULTANT

AUGUST

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The Five-year Strategic Plan on Gender Statistics provides some guidelines for the production of good quality and credible statistical data which is all-inclusive of the necessary requirements critical to filling existing gender data gaps identified in a nation-wide assessment into gender statistics in Ghana in 2017. The plan aims, among others, to improve gender statistical data production and promote gender equality and sustainable development for all persons. A lot of efforts and hard work have gone into the development of a strategic plan of this scope and details. This has been made possible with financial support provided by the Ghana Statistics Development Project (GSDP) under the World Bank funding support.

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ACRONYMS AND ABBREVIATIONS

GoG	-	Government of Ghana
GSDP	-	Ghana Statistical Development Project.
GSS	-	Ghana Statistical Service.
NSS	-	National Statistical Systems.
NSO	-	National Statistics Office.
MDAs	-	Ministries Departments and Agencies.
MoGCSP	-	Ministry of Gender Children and Social Protection.
MMDAs	-	Municipal and Metropolitan Assemblies.
RSIMD	-	Research, Statistics and Information Management Directorate.
CSOs	-	Civil Society Organizations
TOR	-	Term of Reference.
MDGs	-	Millennium Development Goals.
SDGs	-	Sustainable Development Goals.
NSDS	-	National Strategy for Development of Statistics.
MAPs	-	Marrakesh Action Plan for Statistics.
BPfA	-	Beijing Platform for Action.
SHD	-	Sustainable Human Development.
UNDP	-	United Nations Development Programme
FDI	-	Foreign Direct Investment.
GBA	-	Gender Budget Analysis.
ODA	-	Official Development Assistance.
CPIA	-	Country Policy and Institutional Assessment.
WB	-	World Bank.
NDPD	-	National Development Planning Data.

NDPC	-	National Development Planning Commission.
NBSSI	-	National Board for Small Scale Industry.
UNW	-	United Nations Women.
MEWGC	-	Making Every Women and Girls Count.
FGM	-	Female Genital Mutilation
GSGDA. 11	-	Ghana Shared Growth Development Agenda 11.
SIMD	-	Statistical Information Management Directorate
NDF	-	National Development Framework
PHC	-	Population Housing Census.
NDRF	-	National Data Road Map Forum.
ASDI	-	Africa Statistical Development Index.
GDDS	-	General Data Dissemination System.
SDDS	-	Special Data Dissemination Standards.
DQAF	-	Data Quality Assessment Framework.
RSRFS	-	Regional Statistics Reference Frameworks for Africa.
STAT.COM Africa	-	Statistics Commission for Africa, established in 2007.
ACOS	-	African Charter on Statistics.
IMF	-	International Monetary Fund.
NACPUS	-	National Advisory Committee of Producers and Users of Statistics
CPMD	-	Coordination and Programme Management Directorate.

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EXECUTIVE SUMMARY

The Ministry of Gender, Children and Social Protection (MoGCSP) like many MDAs, have some responsibility for the generation of statistics as outcome of their functions and they do compile and analyze this and other relevant data critical for socio-economic development of the country. The need to ensure uniformity in statistical data collection which is in line with national priorities and global statistical standards to stakeholders cannot be over emphasized. The development of a five-year strategic plan on gender statistics to guide data collection techniques, methodologies, statistical data analysis, reporting and communication has become very imperative. Findings of a 2017 assessment of gender statistics at national and districts levels identified gaps and challenges in most of the operational areas across institutions and sectors in relation to unclear methodologies, and lack of mainstreaming of gender considerations into statistical data production (Assessment of Gender Statistics at National and District levels. 2017). The work stream data and statistics team formed after the National Road Map Forum on Statistics organized by the GSS in 2017, has also recommended among others, strengthening of the data eco-system and improvement in the production of gender statistics, dissemination and utilization (Draft Terms of Reference, Work streams on National Data Road Map, June, 2017) These developments made it imperative to develop a five-year strategic plan on gender statistics to capture the diverse characteristics of women and men, inequalities between them and specificities of different groups of women and girls essential for the attainment of sustainable development goals, monitoring and evaluation.

The five-year strategic plan on gender statistics is divided into six chapters. Chapter One, the introduction provides some background to the plan, rationale and justification—stating the importance of statistics in general and gender statistics in particular, in the attainment of sustainable development. The strategic plan on gender statistics’ objectives are among others (1) to address challenges identified in the nation-wide assessment of gender inequalities and inequities in government ministries, departments and agencies with focus on their policy formulation, institutional designs and implementation strategies; (2) to generate and disseminate reliable gender data and statistics critical for policy formulation for sustainable development; (3) to generate more gender-specific indicators that would produce results in the disaggregation by sex and or refer to gender equality as the underlying objective; (4) to address issues of low capacities in the production of gender statistics at all levels of planning and decision-making; (5) to enhance production of a comprehensive and periodic statistics on the status of

women, men, boys and girls, including data disaggregated by sex, and other socio-economic characteristics; (6) to fill existing gender data gaps identified in order to address the needs of all citizens; (7) to fulfill Ghana's national, regional and international obligations through the generation of gender statistical data to promote gender equality and sustainable development for all persons.

Chapter Two looks at, the objectives and scope of work, of the strategic plan in line with the terms of reference governing the development of the strategic plan and highlights focus areas and issues, strategic goals and outcomes of the strategic plan.

Chapter Three focuses on gender statistics, covers an analytical review of gender issues in Ghana in relation to national, legal, policy and institutional frameworks and commitments Ghana has signed, adopted and ratified in the areas of gender equality and women's empowerment, human rights and sustainable development in all spheres of life (see page 20 & 21 of this report) Some of these legal frameworks referred to included, the 1992 Constitution of Ghana, the UN Convention on the Elimination of all forms of Discrimination against Women (CEDAW), the Beijing Platform for Action, and the Sustainable Development Goals (SDGs). In addition, other documents such as the UN Women's flagship report on the SDGs and its commitment on gender inclusiveness and the principle of not leaving anyone behind. The report of the Ghana Road map forum, and institutional frameworks for the production of statistical products within the NSS statistical development Eco-system, were referred to in line with national, regional and international principles governing statistical production. Initiatives in the production of gender statistical data at national regional and international levels were also referred to. The findings of the comprehensive assessment of gender inequalities and inequities in government institutions mentioned earlier provided the basis for the development of the five-year strategic plan on gender statistics. This chapter was also dedicated to an analytical review of gender issues in Ghana (political, social-cultural and economic) at various levels and in line with policy and legal frameworks at national, regional, and international levels. It also analyzes a set of 67 SDGs gender indicators based on ratings in terms of priority, periodicity, accessibility and recommendations made by stakeholders during a nation -wide consultations with relevant stakeholder MDAs including MMDAs and traditional authorities, micro-credit organizations, at district and regional levels across the ten regions of Ghana.

Chapter Four dives deep into the strategic plan frameworks, the vision, mission and objectives, guiding principles and values, broad strategies for improving gender statistics production, strategic goals and objectives. This chapter outlines the six strategic goals of the plan, these are: (a) improve/enhance legal frameworks and policy environment and institutional frameworks; (b) improve and accelerate the production and utilization of gender statistics; (c) enhance gender disaggregated data production, quality, dissemination and use; (d) update sustainable

infrastructure for production of gender statistics; (e) improve human and technical resources development and management for gender statistics production; (f) establish a sustainable source of funding for gender statistics production.

The strategic plan also outlines operational strategies, objectives, results/ expected outcomes, performance indicators, priority interventions and actions/ activities, time lines, responsible institutions and partners and estimated cost of activities. The chapter has also provided an activity matrix with identified responsible agencies/Implementers and timelines covering the five-year period of the plan with estimated cost.

Chapter Five covers a monitoring and evaluation plan which spells out key steps in the development of a monitoring and evaluation system and proposed M&E System which indicates purpose, identifiable questions and activities among other variables. The M&E Plan has also provided tools and methodologies for the M&E such as participatory monitoring and evaluation, interviews, report cards, report reviews, research and case studies. These tools will be used in addition to accurate quantitative and qualitative gender data such as the African Gender Development Index (AGDI), the Gender and Human Development Index (GSI) and the African Women's Score Boards (AWPS) among other tools with diagrams.

Chapter Six contains an implementation plan, with recommendations for improvement of gender statistic production and for addressing gender related issues impeding balanced and sustainable development, a proposed coordinating mechanism for overseeing the strategic plan implementation and conclusion.

The strategic plan on gender statistics also has attached a glossary of gender terms and definitions, acronyms, abbreviations and references.

CHAPTER ONE: INTRODUCTION TO THE FIVE-YEAR STRATEGIC PLAN ON GENDER STATISTICS

1.0 BACKGROUND

Credible and reliable data and information is crucial to sustainable development and for addressing inequalities and social biases in society. Information is power and is needed for planning, decision making, and for the monitoring and evaluation of development outcomes.

Governments, international and regional bodies, the private sector, non-governmental organizations and every individual rely on data and or information to function effectively and efficiently. Credible data and information are used to set priorities, design programmes and to guide policy and decisions. Legal frameworks such as national constitutions, international legal and policy frameworks enjoin governments to address the socio-economic, political and other aspirations of its peoples and to ensure balanced and equitable sustainable development.

Given the centrality of data collection, analysis and dissemination, the mainstreaming of gender perspective in statistics is crucial in addressing the needs of all citizens. This implies that all statistics should be produced taking into consideration gender roles, differences and inequalities within society. Gender mainstreaming in statistics can involve the collection of new types of data or expanding data collection in some areas to fill existing knowledge gaps on gender. It also requires paying attention to the basic concepts utilized, methods of data collection and analysis to ensure that gender equality issues are being covered adequately.

Mainstreaming gender perspectives in statistics serves as an instrument for policy change and must be effectively adopted at all levels of development. It requires a deep understanding of the needs and priorities of men and women, boys and girls, in each development setting— their roles and responsibilities, attitudes, knowledge, access to resources, and participation in decision making. Attainment of the sustainable development goals depends on the improvement in the status of women and children and opening of all economic opportunities to them. The call for investment in comprehensive and periodic statistics generation on the status of women, men, boys and girls including data disaggregated by sex and other socio-economic characteristics was made as far back in 1995. The Beijing Declaration and Platform for Action made a strong call “to generate and disseminate gender-disaggregated data” that would inform policy planning and evaluation of progress. The United Nation’s Committee on the Elimination of Discrimination Against Women (UN CEDAW), through its general recommendation, also explicitly called for improvement in the production and use of gender statistics. The United Nations Women’s flagship programme, “making every woman and girl count: supporting the sustainable development goals, monitoring and implementation through the production and use of gender statistics”, launched in 2016, also aims to ensure that challenges impeding the production and use

of gender statistics to monitor the SDGs are addressed in an efficient and cost-effective manner with focus on:

1. Putting in place an enabling environment for gender-responsible localization and effective monitoring of national and international policy commitments.
2. Filling gender data gaps by ensuring that quality and comparable gender statistics are produced regularly
3. Ensuring that data are accessible and used to inform policy and advocacy.

“Making Every Woman and Girl Count” (MEWGC) provides a framework and a road map for all relevant actors, including recipient countries, and donor and implementing partners, to work together through partnerships at the country level, regional technical support, and through global policy support. The UN Women’s report also sets an agenda for strengthening accountability for gender equality commitments at global, regional and national levels. The report has brought to the fore the need to constantly monitor social problems such as domestic violence, force or early marriage, physical, psychological and sexual violence and harmful cultural practices such as female genital mutilation (FGM). It calls on state parties to work towards the localization of global gender equality commitments by integrating them into national development plans, related policies, legislation and frameworks. National Statistical Offices, as well as national gender equality mechanisms are to be centrally involved in gender-responsive processes, policies and programmes. They are to be properly resourced to fulfill their roles of designing effective strategies for reaching the women and girls who are furthest behind (UN women report 2018).

National Statistical Systems (NSS) in Africa were equally challenged to get familiar with and provide adequate support to national, regional and international development processes that focus on achievement of equitable development outcomes. Concerns raised by the then Director of the African Centre for Statistics in 2007, was that these NSS were at different stages of statistical development and using different approaches and innovations to build statistical capacity to meet the ever-increasing demands for statistical data and information (African statistical Newsletter, vol.1:1 December 2007). Africa, including Ghana needs skills and competencies for statistical data production and dissemination to achieve better development outcomes. Statistics are also needed for the formulation of policies, track development, modify development programmes and redirect resources to sectors where they are most needed. Statistics must however be reliable, relevant and timely, and must meet the required standards to be effective. Statistics must be user-friendly and must meet the needs of users and assist policy-makers in addressing socio-economic and financial assessment needs to support decision-making. The nature and sources as well as quality and reliability of these statistical data are therefore very crucial. Developing countries face a number of problems in providing statistics that meet these criteria. They are often caught in the vicious cycle where under-investment in National Statistical System constrain gendered research activities which result, in poor quality data that cannot be used in the policy formulation processes. The lack of demand for data eventually leads to limited allocation of resources for data production and quality control.

The need for generation of gender statistics cannot be over-emphasized. Gender statistics is the collection, collation, processing, presentation and dissemination of data with due attention to gender consideration, variables and indicators. The collection, analysis and dissemination of statistics and information are vital functions for provision of core information for government and other institutions or organizations, to set priorities, design programmes and to guide policy. In view of the centrality of data collection, analysis, and dissemination, the mainstreaming of gender perspectives in statistics is crucial. It implies that all statistics should be produced taking into consideration the roles, differences and inequalities of gender in society. Gender statistics are collected taking into consideration the gender-based factors that influence female and male roles, access to resources, and the way women and men benefit from access to resources, facilities and services.

Findings of the 2016 comprehensive assessment of gender inequalities and inequities in government ministries, departments and agencies (MDAs) and MMDAs with focus on their policy formulation, planning, institutional designs and implementation strategies have re-emphasized the need to generate and produce gender statistics to bridge gender inequality gaps and ensure balanced and sustainable development. The Strategic plan for Gender Statistics is therefore needed among others to:

- Address challenges identified in the nation-wide assessment of gender inequalities and inequities in Government Ministries, Departments and Agencies (MDAs) and MMDAs with focus on their policy formulation, institutional designs and implementation strategies.
- Generate and disseminate reliable and realistic gender data and statistics critical in policy formulation for sustainable development
- Generate more gender-specific indicators that will produce result in the disaggregation by sex and or refer to gender equality as the underlying objectives
- Address issue of low capacities in the production of gender statistics at all levels of planning and decision making
- Enhance production of a comprehensive and periodic statistics on the status of women, men, boys and girls including data disaggregated by sex and other-socio-economic characteristics.
- Fill existing gender data gaps identified to address the needs of all citizens
- Fulfill Ghana's national, regional, international and global obligations through the generation of gender statistical data to promote gender equality and sustainable development for all persons.

1.1 RATIONALE

The MoGCSP, like many MDAs, as well as the Ghana Statistical Service have some responsibility for the production and provision of statistics as outcomes of their regular functions as well as compile and analyze statistical data and other relevant data critical for socio-economic development of the country. To enable the Ministry carry out its mandate effectively, capacities of the Research, Statistics and Information Management Directorate and its units must be built and strengthened. A needs-assessment conducted, identified financial and technical constraints, as such capacities of staff of the RSIMD/unit were built as

part of the processes to strengthen the ministry's capacity to produce gender statistics to compliment statistics produced by the Ghana Statistical Services and those of other producers of statistical data. There is however the need to ensure uniformity in statistical data collection in line with national priorities and global statistical standards to stakeholders (GSS, GoG and World Bank). The development of a five-year strategic plan on gender statistics is very crucial and imperative to guide data collection techniques, methodologies, statistical data analysis, reporting and communication mechanisms. The gender, data revolution has re-emphasized the urgent need to address the deep-seated biases in concepts, definitions, classification and methodologies to ensure that data represent the life reality of women and girls in all their diversity. Innovations developed by merging traditional data with new data are promising and can help to accelerate progress in filling data gaps, but there is need to ensure that quality and integrity are maintained, and privacy assured. Of paramount importance is the adherence to human rights standards as well as fostering collaboration between producers and users of gender data, including national statistical offices, women rights organizations, independent researchers and other partners to improve the quality and effectiveness of data to meet the data needs of diverse stakeholders.

Report on the findings of the 2016 Assessment of Gender Statistics at National and District Levels has identified gaps in most of the operational areas across institutions and sectors. These gaps, both in the production and utilization of gender statistics were attributable to the fact that the National Statistical Systems including the Research, Statistics and Information Management Directorates/ Units of most MDAs do not take into consideration gender in the production and utilization of statistics for development. The current National Development Framework (2017-2021) has no stand-alone policy objective on gender statistics. Although the Population and Housing Census (PHC) of Ghana collected some data on gender statistics, it has become obvious that the methodology and knowhow in producing gender statistics have contributed to the deficits in production and use of gender statistics. Therefore, addressing the lack of understanding and appreciation of gender statistics will require a well-thought-through plan of action. Following the National Data Roadmap Forum organized by the Ghana Statistical Services in April 2017, the Work Stream on Gender Data and Statistics has been formed. Its objectives are to, among others:

The objectives are:

- a. Identify specific gender gaps and propose sustainable solutions.
- b. Review current processes and procedures in the dissemination, communication and use of gender statistics
- c. Make recommendations on aspects of the data ecosystem that could be strengthened with regards to gender statistics
- d. To advance the agenda on planning for improved gender statistics in Ghana
- e. Identify thematic areas or data gaps and suggest which new types of data could be used to bridge those gaps.

These developments have made it necessary for the production of a five-year strategy plan for gender statistics. The five-year plan will guide the production of gender statistics, which will capture the diverse characteristics of women and men, inequalities between them and specificities of different groups of

women and girls essential for sustainable development goals, monitoring and accountability. Thematic areas of focus in the plan development will be in areas of education, health, employment, economy, human rights, power and decision-making, environment, the girl-child, the media and institutional mechanisms for the advance of women.

1.2 METHODOLOGY/PROCESS OF PLAN DEVELOPMENT

The strategic plan development was in four phases. Phase one was as follows:

- Study of the findings of the terms of reference of the consultancy for the drafting of the five-year strategic plan on gender statistics and preparation and submission of an inception report to the Ghana Statistical Services.
- Study of the nation-wide assessment report on production of gender statistics in MDAS and MMDAS and on gender equality and mainstreaming in MDAS and MMDAS.
- Background review and analysis of the Ghana Statistical Services in terms of mandate, main objectives, activities in relation to that of MDAS and MMDAS responsible for production of gender statistics, and users of gender statistics.
- Desk review of existing documentation, policies, strategies, implementation plans and status of implementation using the gender statistics assessment report of 2016 as a reference point.
- Adoption of an interactive and participatory process for preparation of the strategic plan with key stakeholders. Key stakeholders consulted were MDAs, MMDAs, Civil society organizations, micro-finance institutions, and traditional authorities at the district levels, under the auspices of the MoGCSP and the GSS.

Phase two activities comprised:

- Data gathering activities through study and review of documentation, such as policies, reports, national and international legal and policy frameworks, journals and leaflets on gender statistics.
- Meetings, discussions, deliberations, and interviews, with relevant stakeholders, such as the work stream gender statistics group, staff of MoGCSP and GSS, the World Bank coordinator of the Ghana Statistics Development Project, and representatives of the MDAs and MMDAs responsible for research, statistics and information management.
- Three zonal consultations in all nine regions of Ghana were held with participants from district assemblies and coordinating councils, MMDAs and a team of experts from greater Accra region.

Phase three activities comprised desk studies/reviews of relevant documentation provided to the consultant as follows:

- The Ghana Statistical Services: National Strategic for the Development of Statistic. (2017-2021)

- MoGCSP National Gender Policy on Mainstreaming Gender Equality and Women's Empowerment into Ghana's Development Efforts. (May,2015)
- Five-year Strategic Plan of the Ministry of Gender, Children and Social Protection.
- MoGCSP Draft Medium -Term Development Plan 2014-2017, Ghana.
- Review of these reports informed the drafting and submission of the inception report for consideration and approved.

Other policy documents consulted were as followed:

- The National Social Protection Policy, Juvenile justice Act. (653), 2003, national school feeding policy, Nov. 2015, Child feeding policy, Child and family welfare policy, MOGCSP, UNICEF (sponsored) February. 2005.
- Various Legal Documents such as the 1992, Constitution of Ghana, acts and legislative instruments governing operations of public institutions, such as the National Development Planning Commission (NDPC)
- The Report of the National Roadmap forum on Statistics.

Further activities carried out were:

- Comparative reviews, of policies, strategies and research documents, by matching accomplishments against mandate, objectives, and resource allocation for specific activities.
- Review and analysis of data gathered through interviews, and face to face meetings and consultations with relevant officials of NSS and collaborating agencies and MDAs and MMDASs in all the regions and districts, through zonal consultations.
- Findings and recommendations made in the report of the nation-wide assessment on gender statistical development, 2016/2017.

Phase four activities covered the drafting of the strategic plan report, organization of consultative and validation workshops, development of a monitoring and evaluation plan, budgets and submission of first draft of five-year strategic plan to the Ministry of Gender Children and Social protection (MoGCSP) for consideration and comments.

Submission of a second draft report and final five-year strategic plan on gender statistics to the MoGCSP after the incorporation of comments, suggestions of the validation workshop and further comments made by the Director of the RSIM Directorate and the management of MoGCSP.

1.3 ORGANIZATION OF THE FIVE-YEAR STRATEGIC PLAN

The 5 -year Gender Statistics Strategic Plan is divided into six chapters. The plan has six goals and nine broad strategic objective and specific objectives. The chapter one provides background to the plan, stating the rationale and importance of gender statistics. The Chapter two covers the main objectives of the strategic plan which are in line with the terms of reference governing the strategic plan development and highlights focus areas, issues, strategic goals and outcomes of the strategic plan. Chapter three of the strategic plan on gender statistics, cover an analytical review of gender issues in Ghana in relation to the national legal, policy and institutional frameworks and international and regional commitments Ghana has signed, adopted and ratified. The chapter also covers an analytical review of gender issues in Ghana in areas of political, social, and economic spheres of life as well as an analysis of a set of 67 SDGs gender indicators based on ratings in terms of priority, periodicity, accessibility and recommendation for improving gender data quality, accessibility and use. The chapter four of the strategic plan focuses on the strategic plan framework, the vision, mission, objectives of the strategic plan, guiding principles and values, broad goals, strategic objectives, expected outcomes, performance indicators, priority action for improving gender statistics production. This chapter also has an activity matrix with identified responsible implementors and timelines covering the duration of the plan with estimated budget for the plan implementation. Chapter five covers a monitoring and evaluation plan, spelling out key steps in the development of a monitoring and evaluation system, a proposed M&E System, and a monitoring and evaluation methodological tools for assessing impact of plan implementation. Chapter six of the strategic plan, covers an implementation plan, with general recommendations, a coordinating mechanism to oversee plan implementation and conclusion.

CHAPTER TWO: OBJECTIVE AND SCOPE OF WORK

2.0 INTRODUCTION

Chapter two covers the main objectives among which are to improve and enhance gender data production, utilization and dissemination, the importance of mainstreaming gender considerations into statistics, and the scope of work of the strategic plan in line with the terms of reference governing the development of the plan. It also highlights focus areas, and issues, strategic goals of the plan and expected outcomes of prioritized actions. The focus areas cover issues on enabling environment for gender data collection and improvement, innovative methods for gender data collection that will address cultural factors and biases. Other related issues such as innovative data collection methods, data interpretation and the enhancement of new types of data into official statistics are considered in chapter two.

2.1 MAIN OBJECTIVES OF THE SRATEGIC PLAN FOR GENDER STATISTICS

The main objective of the five-year Strategic Plan for Gender Statistics is to improve upon gender statistics and to accelerate its' production and utilization for the formulation of policies, programmes and activities to promote, balance development, gender equality and women's empowerment through the bridging of gender inequality gaps. A systematic data collection and analysis in terms of gender considerations, gender role, relations and gender indicators will bring to light gender differences and disparities, and the effects of these gender issues on, human, socio-economic and political development of Ghana in particular, and on sustainable development in general.

Gender statistics will also facilitate the process of mainstreaming gender concerns into policies, programmes and activities of all MDAs, MMDAs, and those of other institutions including academic institutions as well as private sector institutions to promote gender equality and balance sustainable development for all. Gender mainstreaming as a comprehensive decisions-making framework aims to ensure that important social indicators on different conditions of women and men, boys and girls are considered when conducting day to day work and making policies. It also helps decision-makers balance the needs of both women and men and leads to better governance through better informed decision-making with inputs from relevant groups. The process of mainstreaming also enhances public acceptance of new and revised policies and laws and facilitates their implementation with greater effectiveness and efficiency.

The strategic plan for gender statistics will also constitute the new frame work to guide the generation and production of national and institutional gender statistical data. Under the auspices of the National Statistical Services and its collaborating MDAs and MMDAs as well as other institutions including academic, financial and micro-credit institutions. Significant changes in the socio-economic and political environment have necessitated the need for the Ghana Statistical Services and collaborating bodies to review their position in the light of national and global initiatives, and new directions, as envisaged in the gender data revolution, for the generation of gender statistics to ensure implementation of sustainable development goals which places gender as a central theme in the development process.

The 5-year plan will assist in the generation of gender-specific indicators that explicitly call for disaggregation by sex and or refer to gender equality as the underlying objective. The plan will address questions on what is needed for National Statistical System to measure progress on gender equality across all 17 SDGs, what gender –specific indicators are available and regularly produced and how institutions and organizations could help close gender data gaps. The plan will also assist in addressing issues with data quality and comparability. Good quality statistics is essential for making important policy decisions, and to assess progress and developmental trends. Therefore, if the process of data collection is flawed, policy responses will be similarly flawed.

The plan therefore hopes to address issues of gender biases embedded in concepts, definitions and classifications used in the way questions are asked and in how samples are designed and calculated for population surveys. Also, how data and information are collected may have negative impact on data quality and reliability of information they are meant to convey. The plan will identify challenges to the production of quality gender statistics and come up with strategies to address these challenges to improve data quality. There will be strategies to address issues of low human and technical capacities, gender

mainstreaming, inadequate concepts and methods, budgetary constraint, compliance with ethical guidelines among others. Protocols that aimed at reducing gender biases in data collection and processing will be developed. Quality standards will be promoted, in addition to the use of existing guidelines for production of violence against women statistics and other international standards useful in mitigating some risks and ensuring adherence to common definitions.

2.2 THE SCOPE OF WORK

The 5-year strategic plan for gender statistics (2018-2022) comprise:

- An outline in specific and concrete terms sets of programmes, responsibilities, and activities with corresponding budget lines and timelines to improve gender statistics.
- A Monitoring and Evaluation Plan with targets, indicators and timelines to aid monitoring of implementation and assess impact.
- Reflection of findings of the 2016 Assessment of Gender Statistics at National and District Levels.
- Recommended actions made from meetings and discussions had with the Gender Data and Statistics Work Stream during the process of drafting the Strategic plan, and the World Bank coordinator of the Ghana statistic Development Project, among others. (Ge
- Reflection of various views and recommendations collected during consultations with key stakeholders including MDAs, Traditional Authorities, CSOs, academic research institutions and micro-finance institutions as inputs to draft the Strategic Plan.
- Inputs and constructive comments and recommendations from a one-day stakeholder validation workshop, and comments of senior management of MoGCSP incorporated into the first and second drafts before finalization of the strategic plan.

The plan focuses on strategies to address challenges identified in the MTDF 1 and 2, with respect to gender statistics, sex-disaggregation and gender-sensitive data and indicators, and the use of gender data. It aims at addressing issues of data shortfall for children, persons with disabilities, the aged, women and men, boys and girls as highlighted in the MoGCSP Gender Policy documents and in its medium-term development plans with the view to making every girl and woman count in statistics. Strategies have been developed to address challenges enumerated in the National Roadmap Forum report in the area of production of sex-disaggregated and gender-inclusive data, gender statistical data that reflect the gendered nature of society and different experiences of women and men, boys and girls, for the entire indicator framework. The forum reechoed the need to mainstream gender considerations in every thematic area across all 17 SDGs alongside the goal 5, of achieving gender equality and empowerment of all women and girls in response to the call not to leave any one behind. There is therefore the need to improve quality, availability and use of gender data to make practical differences in the lives of women and girls in Ghana. This may be achieved by dealing with problems associated with gender data including societal norms and values, biases, cultural factors in modes of data collections, incomplete or missing

data. Focus areas, strategies and outcomes of the five-year strategic plan on gender statistics are as outlined in the table 1.

TABLE 1: FOCUS AREAS, STRATEGIES AND OUTCOMES OF THE FIVE-YEAR STRATEGIC PLAN ON GENDER STATISTICS

FOCUS AREAS	STRATEGIC GOALS	OUTCOMES
<p>Enabling environment for gender data production. Unlocking the potentials for gender data for targeted development (motivation for gender statistical- data production) Political will and commitment.</p>	<ul style="list-style-type: none"> • Advocate for the passage of the GSS bill into Law to enhance GSS mandate to produce gender statistics and improvement in use and reliability of administrative -data sources for the generation of gender statistics • Advocate for the passage of the Affirmative Action Bill into law to facilitate promotion of gender equality, equity and balanced development 	<p>Mandate of GSS' broaden to generate and coordinate development of reliable, credible and user- friendly gender statistics from different types of data sources.</p> <p>Mainstreaming of gender concerns into policies, programmes and activities will be enhanced.</p>
<p>Innovative methods for collection of gender data addressing cultural factors and biases, societal norms and values. Disaggregated data and gender – sensitive data production.</p>	<ul style="list-style-type: none"> • Develop protocol, guidelines to reduce gender biases in data collection and data processing. • Train enumerators on gender concepts and gender analysis, gender responsive budgeting to appreciate and address perceptions and norms that perpetuates gender stereotypes. • Evaluate existing concepts, definitions and methods to produce unbiased gender- relevant information. • Develop new concepts, definitions and methods where necessary that adequately reflect the diversities of women and men in society. 	<p>Improvement in data collection method free from gender biases. Improvement in data quality reflecting real situation of men, women, boys and girls</p> <p>Assured.</p>
<p>Innovation in collection and interpretation of new types of data into official statistics.</p>	<ul style="list-style-type: none"> • Merge traditional methods with new data to accelerate progress in filling data gaps. 	<p>Innovation in data collection and interpretation of new data types into official statistics enhanced</p>

TABLE 1: FOCUS AREAS, STRATEGIES AND OUTCOMES OF THE FIVE-YEAR STRATEGIC PLAN ON GENDER STATISTICS

FOCUS AREAS	STRATEGIC GOALS	OUTCOMES
Supplementary/ additional quantitative and qualitative data to get full picture of gendered experiences and to fill gender data gaps	<ul style="list-style-type: none"> • Use in addition to sex and gender sensitive data, data not disaggregated but which reflect specific needs, opportunities and contributions made by women and girls in society 	Comprehensive qualitative and quantitative data on full picture of gendered experiences obtained to inform policy decision.
Accessible, credible and structured gender data to researchers, policy-makers and other users.	<ul style="list-style-type: none"> • Take measures to ensure that gender data are structured, credible and accessible and user friendly to all users. 	Gender data made credible, accessible and user friendly
Collection of more relevant gender data for purposes of national development.	<ul style="list-style-type: none"> • Take steps to mitigate risks factors affecting the collection of relevant gender data through adherence to common definitions, international and quality standards and principles 	Relevant and quality gender statistics production assured for purposes of national development.
Census and survey data regimes strengthening for more gender sensitive data and disaggregation.	<ul style="list-style-type: none"> • Modify and redesign questionnaires, methodologies and template to collect gender inclusive data 	Census and survey data regime strengthened and gender -sensitive data and disaggregation attained.
Standardized format for gender data collection for producers and users.	<ul style="list-style-type: none"> • Improve the quality and effectiveness of gender sensitive data to meet the needs of diverse stakeholders 	Quality and effectiveness of gender data improved to meet needs of varied stakeholders.
Data integration and harmonization.	<ul style="list-style-type: none"> • Collect harmonized data, disaggregated by sex, and the other socio-economic variables to inform policy decision. 	Data collection integrated and harmonized and disaggregated by sex and gender considerations. Sound gender-informed, evidence base data produced for development of policies and programmes to promote gender equality and women's empowerment.
Usage of existing gender data.	<ul style="list-style-type: none"> • Make available and accessible existing gender - data in user-friendly format to increase usage. 	Increase usage of gender data and increase in demand for gender data
Scope of gender data production-mapping gender data gaps.	<ul style="list-style-type: none"> • Undertake mapping exercises on scope of gender data production and to identify existing gender data gaps 	Scope of gender data mapped, and gender gaps identified for needed action.

TABLE 1: FOCUS AREAS, STRATEGIES AND OUTCOMES OF THE FIVE-YEAR STRATEGIC PLAN ON GENDER STATISTICS

FOCUS AREAS	STRATEGIC GOALS	OUTCOMES
Advocacy and partnerships, networks between NSS including CSOs and private sector and bridging of gender data gaps. The data eco-system strengthening for gender statistics.	<ul style="list-style-type: none"> • Foster and strengthen collaboration between producers and users of gender statistical data (including statistical offices, women's right organizations, researchers and other partners) 	Effectiveness and quality of gender data improved
Building expertise and capacities /training for production of gender statistics.	<ul style="list-style-type: none"> • Train statisticians on gender concepts and analysis to enhance capacities for production of gender statistics. 	Expertise in gender statistics development built and or enhanced
Research information and data management.	<ul style="list-style-type: none"> • Promote evidence –based research, information and data management systems to ensure comprehensive timely and reliable information and gender-sensitive and informed data for evidence-based decision-making 	Availability of timely, reliable disaggregated and gender sensitive data for planning, policy-making and implementation of development outcomes esp. SDGs and goal 5.
Presentation, communication and dissemination of gender statistics.	<ul style="list-style-type: none"> • Develop and implement capacity building initiatives to engender transformation of gender statistics required and communication of results. Use other innovative channels to communicate and disseminate gender statistics. • Analyze and present statistical data in an easy to use format and dissemination of gender statistical products to a wide range of users including policy-makers and planners. 	Capacities built for communication and dissemination of gender statistics for use by a wide range of stakeholders.
Performance measurements-monitoring and evaluation.	<ul style="list-style-type: none"> • Ensure that performance monitoring and evaluation systems are in place to attain the goal for the promotion of gender equality outcomes through the generation of gender statistics by NSS. 	Effective and efficient monitoring, evaluation and improvement systems established to track performance of NSS, MDAS, and MMDAS, academia research institutions on credible reliable gender statistics.

TABLE 1: FOCUS AREAS, STRATEGIES AND OUTCOMES OF THE FIVE-YEAR STRATEGIC PLAN ON GENDER STATISTICS

FOCUS AREAS	STRATEGIC GOALS	OUTCOMES
<p>Monitoring and evaluation plan for monitoring implementation of five-year strategic plan for gender statistics.</p> <p>Building a supportive policy and institutional environment for effective management, coordination and monitoring of the five-year strategic plan on gender statistics.</p>	<ul style="list-style-type: none"> • Conduct relevant gender sensitive and informed research/ social surveys for monitoring progress and evaluating progress on social inclusion. • Establish data base of registered potential beneficiaries of social protection and interventions. • Optimize the use of administrative systems for collection, analysis and dissemination of pertinent information on targeted segments of the population. • Build monitoring and evaluation systems with indicators for tracking programmes and sub-programmes outcomes and outputs. • Establish a coordinating mechanism for implementation of the five-year strategy plan on gender statistics. • Develop gender statistics related to each of the Beijing 12 critical areas of concern to serve as a basis for monitoring and evaluating the impact of policies. 	<p>Relevant gender sensitive research / social surveys conducted for monitoring and evaluating process of targeted interventions.</p> <p>Data bases established for registration of potential beneficiaries of social protection and interventions.</p> <p>Gender statistics developed in relation to each of the 12 critical areas of concerns of the Beijing Platform for Action</p> <p>Supportive policy environment built for effective monitoring of the gender related SDG indicators.</p> <p>A coordinating mechanism in place to oversee implementation of the five-year strategic plan on gender statistics.</p>
<p>Financial plan, funding sources for the five- year strategic plan for gender statistics, existing and potential new sources.</p>	<ul style="list-style-type: none"> • Build capacities for gender- responsive budgeting, for fund raising and investment. • Develop sustainable funding arrangement and explore external and internal sources of funding. 	<p>Capacities in gender responsive budgeting and in allocation of resources in a gender sensitive manner built and practiced to effect change.</p> <p>Adequate funding for implementation of the strategic plan on gender statistics built.</p>

Provision of timely reliable and disaggregated data on people with disabilities	<ul style="list-style-type: none"> Develop a reliable system for the collection, compilation and analysis of relevant data on PWDs for planning and for policy-making 	Needs of person with disabilities factored or captured in statistics for redress.
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TABLE 1: FOCUS AREAS, STRATEGIES AND OUTCOMES OF THE FIVE-YEAR STRETEGIC PLAN ON GENDER STATISTICS

FOCUS AREAS	SRATEGIC GOALS	OUTCOMES
Promotion of effective integration of gender consideration at all levels, stages of and in all dimensions of data production and creation of statistical knowledge	<ul style="list-style-type: none"> Institutionalize gender- statistics production across sectors and at all levels of data generation in the context of international guideline, including the Beijing Platform for Action. Standardize the compilation of gender statistics from routine administrative processes 	Effective integration of gender consideration at all levels of data production and statistical knowledge promoted. Standardized compilation of gender statistics from routine data attained.
Provision of timely and reliable child development data for policy- making and planning.	<ul style="list-style-type: none"> Develop a reliable system for the collection, compilation, analysis of relevant data on child development capacity for effective use of data for decision-making. 	Reliable child development data produced on timely basis for policy decision.
Institutional framework for evaluation.	<ul style="list-style-type: none"> Put in place systems that ensure implementation and safeguards the independence, credibility and utility of evaluation within the NSS and other data generation organizations, including a system of peer review, or assurance that the evaluation function is set up to safeguard and implement the principles of independence, credibility and utility. Set up a system to plan, undertake and report evaluation findings in an independent credible, useful way. Secure an independent funding for evaluations at an adequate level to ensure that 	Effective and reliable M & E system set up to monitor and report findings of evaluations, reviews and follow up on implementation of development strategies.

	necessary evaluations are carried out, and that funds are released on timely basis, without exercising undue influence, and control over what is evaluated.	
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TABLE 1: FOCUS AREAS, STRATEGIES AND OUTCOMES OF THE FIVE-YEAR STRETEGIC PLAN ON GENDER STATISTICS

FOCUS AREAS	SRATEGIC GOALS	OUTCOMES
Evaluation capacity development strategy.	<ul style="list-style-type: none"> Build capacities of evaluators. This will strengthen the ability of senior management to strategically plan evaluation, and identify the key evaluation questions, to manage evaluation for independence, and credibility, and to effectively make use of evaluation results (Mackay 2007) 	Capacities of evaluators built to enhance their effectiveness reliability and credibility.
Implementation plan	<ul style="list-style-type: none"> Printing and launching of strategic plan and dissemination to all stakeholders for implementation. Awareness creation, sensitization and circulation of the of the strategic plan on gender statistics through various medium, web sites, printed copies. Etc. 	Five-year strategic plan on gender statistics widely disseminated to, suppliers, producers and users of gender statistics.
Financial plan	<ul style="list-style-type: none"> Develop a financial plan. The financial plan will identify various funding sources to be solicited, including government budgetary, allocations, and corporate responsibility funds, and donor-partner funds. 	Sources of funding identified and solicited

CHAPTER THREE: ANALYTICAL REVIEW OF GENDER ISSUES IN GHANA IN RELATION TO NATIONAL, REGIONAL AND GLOBAL, LEGAL, AND POLICY FRAMEWORKS

3.0 INTRODUCTION

Chapter three covers an analytical review of gender issues in Ghana in relation to national, regional and global, legal and policy frameworks in terms of national strategy for gender statistics, the international agenda, the African regional goals, and key international instruments ratified by Ghana in support of gender equality and women empowerment. The policy environment, sources of data and types generated, list of gender issues and data gaps identified in reports and fora were assessed. The assessment also raised issues to be considered in programme development to ensure gender inclusiveness in all spheres of life. Gender responsive budgeting and critical indicators that should be taken into consideration in development planning to ensure no one is left behind in the process of development were highlighted.

3.1 THE NATIONAL STRATEGY FOR GENDER STATISTICS AND THE INTERNATIONAL/GLOBAL AGENDA

The 1995 Beijing Declaration and Platform of Action affirms that: “Sustainable development and economic growth that is both sustained and sustainable are possible only through improving the economic, social, political, legal and cultural status of women. Equitable social development that recognizes empowerment of the poor, particularly women, to utilize environmental resources sustainably is a necessary foundation for sustainable development” (BPfA Para 40,1995).

The mainstreaming of gender perspective in policies, programmes and activities is the key to ensuring the success of policies and measures aimed at supporting and promoting gender equality and women’s empowerment. Generation of gender statistics, disaggregated data and information for policy planning and evaluation of development outcomes is very crucial. The Beijing Platform for Action therefore, in paragraph 206, called on national, regional and international statistical institutions, and the United Nations in cooperation with research and documentation organizations in their respective areas of responsibility to take actions to:

- Ensure that statistics related to individuals are collected, compiled analyzed and presented by sex and age, and reflect problems, issues and questions related to women and men in society.
- Collect, compile and analyze on a regular basis data disaggregated by age, sex, socio-economic and other relevant indicators, including number of dependents, for utilization in policy, programme planning and implementation.

- Improve data collection on the full contribution of women and men to the economy, including their participation in the informal sectors
- Develop an international classification of activities for time-use statistics that is sensitive to the differences between women and men in remunerated and unremunerated work, and collect data disaggregated by sex.
- Improve concepts and methods of data collection on the measurement of poverty among women and men including their access to resources.
- Improve concepts and method of data collection on the participation of women and men with disabilities, including their access to resources.
- Ensure the regular production of a Statistical Publication on gender that presents and interpret topical data on women and men in the form suitable for wide-range of non- technical users.
- Use more gender –sensitive data in the formulation of policy and implementation of programmes and projects.
- The United Nations was called upon to promote the further development of statistical methods to improve data that related to women in economic, social and cultural and political development.

Similarly, the United Nations Committee on the Elimination of Discrimination Against Women (UN CEDAW) through its general recommendations explicitly called for improvement in the production and use of gender statistics.

The United Nations Women’s flagship programme “Making Every Women and Girl Count: Supporting the Sustainable Development Goals Monitoring and Implementation through the production and use of Gender Statistics” launched in 2016, also aims at ensuring that challenges impeding the production and use of gender statistics to monitor the Sustainable Development Goals (SDGs) are addressed in an efficient and cost-effective manner (UN Women Report, 2018). The UN Women’s programme has therefore focused on putting in place an enabling environment for gender-responsible localization and effective monitoring of national and international commitments, filling gender data-gaps by ensuring that quality and comparable gender statistics are produced regularly, and also ensuring that data is accessible and used to inform policy and advocacy.

“Making every woman and girl count” (MEWGC) provides a framework and a road map for all relevant actors, including recipient countries, donor and implementing partners, to work together through partnerships at the country level, regional technical support, and through global policy support. The UN women’s report sets an agenda for strengthening accountability for gender equality commitments at global, regional and national levels. The report also, brought to the fore the need to constantly monitor social problems such as domestic violence, force or early marriage, physical, psychological and sexual violence, and harmful cultural practices such as female genital mutilation. (FGM) It calls on state parties to work towards the localization of global gender equality commitments by integrating them into national development plans and related policies, legislation and frameworks. National Statistical Offices, as well as national gender equality mechanisms are to be centrally involved in gender- responsive processes, policies and programmes. National Statistical System are to be properly resourced to fulfill their role of

generation of gender statistical data, and design effective strategies for reaching the women and girls who are furthest behind. (UN women report 2018)

The UN Women's report and also the UNICEF and World Bank project, manual on "Developing Gender Statistics: A Practical Tool" have re-emphasized the importance of mainstreaming gender perspectives in all the 17 SDGs, and in statistics in general. The manual for instance has reinforced the fact that a gender focus approach not only provides evidence of gender differences but also strengthens and improves the whole statistical system. Since women and men continue to have different roles in society, different access to and control over resources and different skills and interests, it is crucial that these differences are reflected in official statistics.

An analysis made by the UN Women Report found that the fifty-four (54) gender-specific global indicators framework for sustainable development goals are comprehensive and far-reaching more than those of the Millennium Development Goals (MDGs). The report has further stated that the indicators framework is gender sensitive in six (6) out of the seventeen (17) goals (SDGs, 1, 3, 4, 5, 8, and 16). These are with respect to; ending poverty, ensuring healthy lives and promoting well-being for all ages, ensuring inclusive and equitable quality life-long education, achieving gender equality and women and girls' empowerment, promoting sustainable and inclusive economic growth, productive employment and decent work for all, and promotion of peaceful and inclusive societies for sustainable development, provision of access to justice, and effective institutions for accountability.

However other critical areas of the SDGs with respect to goals 2, 10, 11, 13 and 17 have been found to be gender-sparse or gender-neutral whilst goals 6, 7, 8, 12, 14, and 15 were found to be gender-blind. The report has further indicated that only 10 out of the 54 gender-specific indicators have sufficient and regular data. There is therefore the need to address the missing gender data gaps in trend data to facilitate and address differences in assessing and monitoring direction and pace of progress for women and girls. The report cautioned that gender data scarcity will persist unless efforts are intensified to mainstream gender statistics into National Statistics and prioritized in regular data collection processes. Investment in national statistical capacity was found to be very critical to improving the coverage, quality and timelines of data for monitoring gender equality and the SDGs. (A comprehensive list of the SDGs is attached as appendix 2.)

3.2 NATIONAL STRATEGIC PLAN FOR GENDER STATISTICS AND THE AFRICAN REGIONAL GOALS

African regional instruments have been adopted to drastically address gender inequalities across the continent. The New Partnership for Africa's Development (NEPAD) recognizes women's marginalization as pervasive despite progress made over the years. It therefore considers gender and women's empowerment as a condition sine qua non to poverty eradication and sustainable development. At the African Union's Heads of States Summit held in Maputo in July 2003, the Head of States reiterated their

political will towards gender equality and introduced gender parity in the Union's Council as well as the adoption of the African Charter on Human and People's Right on the Right of Women in African. The Protocol spelt out measures to be taken to effectively fight against all forms of discrimination against women. The Heads of States further reinforced their commitment to gender equality by adopting the Solemn Declaration on Gender Equality in Africa. The African Union 's Agenda 2063 has also increased the demand for statistics to satisfy national and international data needs. The African Plan for improving statistics for food security, sustainable agriculture and rural development and the strategic plan for Agriculture and rural statistics, (SPARS) and the African Charter on Statistics, the African common position on migration in relation to economic statistics, and the Marrakesh Action Plan for Statistics a global plan for improving development of statistics, agreed upon in Morocco in 2004, are some of the policy frameworks for gender equality and gender-sensitive statistics development initiatives in the African continent to which Ghana is committed to implement.

3.3 NATIONAL STRATEGIC PLAN FOR GENDER STATISTICS AND THE NATIONAL DEVELOPMENT AND LEGAL FRAMEWORKS

The legal frameworks for the development of the Strategic Plan for Gender Statistics are:

- The 1992, Constitution of Ghana, Article 17(1 and 2) guarantees the equal rights of persons to be free from any form of discrimination. The Directive Principles of State Policy Article 36(1) and 37(2b) also state that "The state shall take all necessary action to ensure that the national economy is managed in such a way as to maximize the rate of economic development and to secure the maximum welfare, freedom and happiness of every person in Ghana and to provide adequate means of livelihood and suitable employment and public assistance to the needy." Article 37(2b) also" guarantees the protection and promotion of all other basic human rights and freedoms, including the rights of the disabled, aged, children and vulnerable groups in development processes."
- Legislative and key National and International instruments on Gender Equality and Women's Empowerment in place are:
 1. The criminal code Amendment Act, 1998, (Act 554) prohibits female genital mutilation and further makes enforcement more effective.
 2. The Domestic Violence Act, 2007 (Act 732) criminalizes all forms of violence and further establishes the Domestic Violence and Victim Support Units (DOVVSU) to speedily respond to situation of violence against women.
 3. Human Trafficking Act, 2005 (Act 694) address trafficking in person matters. The Act also sets up the Human Trafficking Management Board (HTMB) which provides technical advice to the Ministry to effectively respond to trafficking in person cases.
 4. Repeal of Section 42(g) of the Criminal Offences Act, 1960 (Act 29) which had permitted non-consensual sex within marriage.

5. The Intestate Succession Law of 1985, amended in 1991, provides a uniform intestate law applicable throughout the country especially when a spouse dies intestate.
6. The Labour Act, 2003 (Act 651) with specific provisions including section 68 which reiterates the rights to equal pay for equal work “without distinction of any kind”

3.4 KEY INTERNATIONAL INSTRUMENTS, LEGAL AND POLICY FRAMEWORKS RATIFIED BY GHANA IN SUPPORT OF GENDER EQUALITY AND WOMEN'S EMPOWERMENT

1. The Universal Declaration of Human Rights 1948
2. The Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) 1979 (Signed 17 July 1980 and Ratified on 2nd January 1986)
3. The Optional Protocol to the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW OP) 1999 (signed on 24th February 2000)
4. International Covenant on Economic Social and Cultural Rights (ICESCR) 1966 (Ratified on 7 December 2000)
5. The Convention on Economic Social and Cultural Rights (ECOSOC)
6. The Nairobi Forward Looking Strategies for the Advancement of Women, 1985
7. The Vienna Declaration on Human Rights, 1993
8. The Beijing Declaration and Platform for Action, 1995
9. The International Conference on Population and Declaration (ICPD) 1994
10. The African Charter on Human and Peoples' Rights on the Rights of Women in Africa, 2003 (signed no 31st October 2003, ratified on 13th June 2007)
11. United Nations Security Council Resolution 1325 and 1820 on Women Peace and Security and Violence against Women.
12. The Millennium Development Goals (MDGs) 2000.
13. The International Covenant on Civil and Political Rights (ICCPR) 1966(ratified on 7th December 2000)
14. The Declaration on the Rights of Indigenous Peoples (voted in value as a member on 13th September. 2007)
15. The Convention on Elimination on all Forms of Racial Discrimination (CERD, 14TH January 1969)
16. The Convention on the Rights of the Child (CRC) 1991 (2nd September 1990)
17. The International Convention on the Protection of the Rights of all Migrant Workers and Members of their Families (MWC)1990 (1st July 2003)
18. Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishments- New York, (10th December 1984, ratified on 7th September 2000)

3.5 THE POLICY ENVIRONMENT / FRAMEWORK

The policy environment is conducive for the development of a national strategy for gender statistics. National Gender Policy for mainstreaming Gender Equality and Women's Empowerment into Ghana's Development Efforts (May 2015) and the 5-Year Strategic Plan of MoGCSP (November, 2016) and other strategic documents provide some policy frameworks for the development of a National Strategy for the development of a Gender Statistics. Various sectorial initiatives have been taken, among these were the development of the National Strategy for the Development of Statistics (2009-2013, and 2017-2021) (NSDS), sectorial initiatives and forums organized to sensitize actors and collaborators within the National Statistics System (NSS) as well as mapping and policy alignment of SDGs in Sectorial Medium Term Development Plans of MDAs and MMDAs, and the Ghana Shared Growth and Development Agenda; exercises for the development of SDGs data sets as well as establishment of reporting mechanisms to improve communication between producers, suppliers and users of statistical data. The MoGCSP, for example has aligned SDGs 1, 2, 3, 4, 5, and 8 to the Ghana Shared Growth and Development Agenda and its Five-Year Strategic Plan. (pages 4, 5, 6, and 7) of the Ministry of Gender, Children and Social Protection's Five-year Strategic Plan as replicated in the appendix 1.

3.6 SOURCES OF DATA – TYPES GENERATED

Data sources that could be used for the generation of gender statistics are census data, (population, agricultural, industrial) surveys, (population-based sample surveys, business surveys, time-used surveys, household surveys, multiple-cluster surveys, labour-force surveys, maternal health surveys, malaria surveys, price data surveys, user-satisfaction surveys, annual economic surveys), administrative data, open-data sources, specific data disaggregated and non-disaggregated by sex, age and other variables on socio-economic consideration, mapping data, meteorological data, official statistical data and environmental statistical data and telecommunication operators and internet providers data.

Gender Statistics include data collected, analyzed and presented by sex and other characteristics as well as data that are not disaggregated by sex but reflect the specific needs, opportunities and contributions made by women and girls in society.

Challenges associated with these sources of data in terms of data quality, and reliability, need examining. Internal and external factors affecting the production of gender statistics were also accessed. Other potential sources to be explored for the generation of gender statistics are from big data meta-data, micro-data, and specific data on women's work on access to resources.

List of gender issues and data gaps that have been identified in the national assessment report and the work-stream gender-data group, the road-map forum, and the Ministry of Gender, Children and Social Protection, and from inputs collated from stakeholders of the three zonal consultation workshops for gender statistics covering the ten regions are as follows:

1. Mechanisms for measuring progress on gender equalities across all seventeen SDGs were diverse.
2. Specific gender indicators regularly produced in Ghana and missing data.
3. Inadequate child development data for policy making and planning programmes
4. Low recognition of gender equality in public sector
5. Insufficient knowledge and understanding on gender issues
6. Lack of gender analysis and gender responsive budgeting
7. Insufficient procedures and tools to monitor progress
8. Lack of adequate data to assess prevalence of sex-discrimination, perceived sexual harassment of especially women and girls.
9. Gaps in availability of data to assess the prevalence and practices of customs inimical to the rights of women and girls.
10. Lack of baseline data on some critical gender issues such as unpaid domestic work and care work done by women and men.
11. Limited availability and analysis of relevant data on gender issues on all segment of society.
12. Low capacities in the production, analysis and use of gender statistics at all levels of planning and decision-making
13. Lack of reliable and timely data for planning, policy making, monitoring and evaluation.
14. Inadequate knowledge, dissemination and implementation of the national policy on the aged.
15. Lack of baseline data on high incidence of poverty among older persons by age and sex and location.
16. Lack of baseline data on chronic age-related health condition, poor diet and geriatric care.
17. Lack of comprehensive data on drug usage by sex, age and location.
18. Inadequate statistics on women's health in Ghana.
19. Data on tobacco usage, and on reverse-smoking by sex, age and gender and health implications to be collected regularly and updated
20. Data on mental health and prevalence and extent of psychiatric disorders/ mental illness by sex and age in Ghana to be updated
21. Lack of reliable and timely data on disability for planning and policy decision
22. Gaps in understanding the importance of gender statistics.
23. Low capacities for analyzing gender statistics
24. Low capacities for production of gender statistics by research statistics and information divisions or units of MDAs and MMDAs to gender statistics.
25. Adequacy of existing legal frameworks for generation of gender statistics
26. Inadequate disaggregated data by sex, age and other socio-economic considerations
27. Inadequate funds, infrastructural and technological gaps such as technological driven tools to assist user in accessing and using data.
28. Inadequate data on women's work and employment
29. Inadequate data on women's financial inclusiveness.
30. inadequate data on internal migration by sex and age.
31. Data gaps in access and control of resources between males and females.
32. Gaps in presentation of gender data in standardize formats for both producers and users.
33. Inadequate environmental statistical data and economic and social statistics.

34. Inadequate digitization of data collection, processing and storage
35. Weak statistical and planning units of MDAs and MMDAs for collection, analysis and use of data.
36. Limited informed advanced analytical reports to establish trends to inform decision-making.
37. Weak capacities of policy makers on data analysis, interpretation, report writing skills and data communication and dissemination to inform policy making.
38. Lack of coordination and data- sharing among stakeholders.
39. Inadequate sharing of data standards and definitions and concepts across the National Statistical Systems.
40. Outdated template unsuitable for collection of disaggregated indicators by sex, age and other socio-economic considerations /variables.
41. Inadequate funds for effective generation of gender-sensitive data.
42. Weak coordination and collaboration among producers and users of statistical data.
43. Inadequate sampling frame and guidance on sampling methodology for thematic surveys.
44. Poor communication between producers and users of statistical data
45. Limited availability of statistical data in formats and ways that are user-friendly
46. No publications on gender statistics.
47. Inadequate statistical products that address needs of vulnerable and excluded groups.
48. Lack of awareness of the interrelationship between relevant gender issues and their role in the interview process and in designing of questions to address gender biases.
49. Lack of marketing and dissemination of gender statistics.

3.7 GENDER STATISTICS ANALYTICAL FRAMEWORK

INTRODUCTION

The table 2 below on gender statistics analytical framework deals with specific research questions, sources of data, operations and practices, targets and indicators, geographical differences, challenges, gaps and risk factors, and recommendations. It examines the sectors in the data eco-system, the policy environment and legal frameworks for development of gender statistics.

TABLE 2: GENDER STATISTICS ANALYTICAL FRAMEWORKS

Sectors in Data Ecosystem	Specific Research Questions	Source of Data	Operations and Practices	Targets and Indicators	Geographical Differences	Challenges and Gaps	Risk Factors	Recommendations
Policy Environment	How do we get the producers of data to generate gender statistics? Who to speak to? (persons, MDAs, Institutions)	GSS, MDAs, MMDAs, Financial Institutions, Micro-finance, Traditional Authorities (including Queen Mothers)	How do we ensure producers produce timely and reliable data for use? How is data packaged, made user-friendly and communicated to the public?	Dependent on issues i.e. who needs to be targeted, data disaggregation and socio-economic variables.	Assessment was done at the National, Regional and District levels (rural/urban) hence their challenges will vary	Capacity, policy, financial, resource, technology (ICT literacy), infrastructural, methodology and tools. Data quality, Presentation of data in user-friendly manner	Adequacy of human, technical and infrastructural Capacity. Data quality.	Awareness creation, capacity building, advocacy, legal backing, sensitization, training and new research and surveys
Legal Frameworks	Are the existing legal frameworks efficiently guiding gender statistics?	National Constitution, other Regional Plans, various Acts and Bills, International frameworks, Legislative Instruments Assessment report, Statistics Bill	Majority of the MDAs and MMDAs are not generating gender statistics Are these legal frameworks functioning and operational? Are people aware of the existing frameworks?	Mandate policies & functions of MDAs, MMDAs, research, academia, Micro-finance, NDPC, OHCS, Head of Local Government Secretariat, Office of the President (Cabinet), Parliament (relevant select committees)	National	Legal capacity, awareness on existing legal frameworks	Non-legal mandate for generation of gender statistics by MDAs & MMDAs	Each MDA and MMDA should have legal advisors or units

Sectors in Data Ecosystem	Specific Research Questions	Source of Data	Operations and Practices	Targets and Indicators	Geographical Differences	Challenges and Gaps	Risk Factors	Recommendations
Strategic Plans /Medium Term Development Plans	Are they adequately addressing the production and utilization of Gender statistics?	MDAs &MMDAS,	No stand -alone policy nor mandate for gender statistics production and utilization	MDAS/MMDAS having Definite mandate for gender statistic production & utilization	At all levels, national regional district	No clear mandate for production of gender statistics, hence there are gender data gaps to be filled	Technical capacity risks, and legal risk	Technical capacity Building And development programme to be organized for all producers & users of gender statistics
Institutional (MDAs) Arrangements	Are there Gender desk officers/ Focal persons /Units within the MDAs? Who are they and at what level are they?	All MDAs & MMDAs Research institution, Telecommunications organizations civil society organizations.	Not all MDAs & MMDAs have gender focal persons/desks	MMDAs& MDAS, MoGCSP	No. of MDAS &MMDAs having gender focal persons /gender desks		Frequent transfers of trained gender desk officers to handle other schedules departments.	All MDAs & MMDAs to be mandated to establish gender focal persons at the level of directors/ deputy director level
Data Analysis of Gender Statistics	Availability of data, who are the producers and users of data? Expertise in gender data / statistics analysis.	Producers suppliers and users of gender statistics	Not all institutions have mandate to collect and produce gender statistics	NSS, GSS, MDAs &MMDAs research institutions etc.	Rural urban, age sex Other variables	Infrastructural, analytical skills, Gender Budgeting and main-streaming skills.	Technical capacity risks	Gender data Mapping exercise, and that of producers to be conducted
Dissemination and Communication of Gender Statistics	Communication strategies/policies? Communication/ dissemination strategies (websites, social media, print and electronic media etc.) Meetings, consultations, focus group discussions, workshops etc.	Census, survey, Administrative, open data sources, etc	GSS, NSS System	Mode of communication/ Dissemination of gender statistics	All levels, national regional and district.	Management of data-bases, security issues	confidentiality	Policies on communication and dissemination of gender statistics are to be formulated to enhance access to gender statistics.

Sectors in Data Ecosystem	Specific Research Questions	Source of Data	Operations and Practices	Targets and Indicators	Geographical Differences	Challenges and Gaps	Risk Factors	Recommendations
Areas of Gender Statistics having an Impact on Programs	Which areas/aspects of Gender statistics are having impact?	GSS, MoGCSP, MDAs & MMDAs	Health, violence, decision-making, economy Education, Employment. Population, demographic,	Impact assessment findings. MDG and SDGs assessment reports.	Urban/ Rural and at national regional and district levels	Inadequate disaggregated data information to assess impact.	Monitoring and evaluation risks	Impart assessment to be carried out on use and of gender statistics
Capacity	Technical, legal and professional How do we leverage new technologies to addressing challenges impeding production, and dissemination of gender statistical data for usage.	GSS, NSS, MMDAs, MDAs research information and statistical units/divisions	Insufficient limited capacity for gender analysis, gender budgeting, data analysis, interpretation and reporting	GSS, NSS, MMDAs, MDAs etc	All levels	Capacity shortfall, technical, legal for gender mainstreaming.	Inability to recruit technical personnel due to gov. embargo on new recruitment.	Build legal, technical and professional capacities for gender statistics production

Sectors in Data Ecosystem	Specific Research Questions	Source of Data	Operations and Practices	Targets and Indicators	Geographical Differences	Challenges and Gaps	Risk Factors	Recommendations
Funding and Investment	<p>Adequacy of funds to generate gender statistics within the MDAs/MMDAs at National, Regional and District levels.</p> <p>Does the budget make explicit reference to gender equality in both raising and spending revenues? Have sufficient resources been allocated to programmes targeted to women? Are there allocations directed to women under more general programmes? Has there been a commitment, within the budget formulation process, for conducting a routine gender analysis of revenue sources and patterns? Has this been translated into concrete actions, such as a gender-responsive budgeting initiative to examine the specifics of how budgets explicitly refer to gender equality?</p>	Budgetary allocation, external funds (World Bank)	GSS, NSS, MDAs, Min. of Finance.	MDAs budgets for data collection activities, solicit funds from external project related funds.	All levels	Inadequate funds for production of gender statistics by RSIM Units/Departments of MDAs & MMDAs.	Financial gaps due to inadequate budgetary allocation and gaps in external funds inflows and end of GSDP Project	Establish a special fund for production of gender statistics, build capacities for gender responsive budgeting to ensure sustainable funding for gender statistics

3.8 GENDER ISSUES IDENTIFIED AS BASIS FOR THE GENERATION OF GENDER-SENSITIVE STATISTICAL DATA

Gender in all societies is used as one of the criteria in assigning roles and rights and used in shaping women's and men's access to and control over resources. These in turn reflects cultural values and norms which accord women a low status in society and culture is used to legitimize and justify unequal gender differences and relations. Without identifying gender differences, it will not be possible to devise programmes to meet the specific needs of men and women, boys and girls and address existing inequalities. The process of identification and distribution of tasks, activities and rewards associated with the sexual division of labour as well as the relative positions of women and men is important.

Various measures have been taken including legal legislative and administrative measures and policy reforms to promote gender equality and women's empowerment, since after the declaration of international year of women by the United Nations in 1975. Efforts at advancing the cause of women in development and gender equality, assumes some momentum after the Beijing Conference on Women in 1995. Despite these efforts, gender inequalities persist because of social-cultural perceptions, beliefs and practices, which continuous to inhibit the advancement of women and girls in development. Critical gender issues to be addressed can be found in areas such as; education and training, health, violence, economy, power and decision-making, employment, human rights and access to justice, and in the management and control of environmental resources. Customary marriages are polygamous in nature and not in line with CEDAW. Cultural inhibitions make it difficult to conceive of females in critical positions of power such as that of the presidency in Ghana. Inheritance systems are still tilted towards males especially in patrilineal communities. There is segregation of males and females in some cultural settings because men and women are not considered equals. Women, especially rural women, still do not have equal access to land. They only have limited access to farm lands and cannot own land as a matter of rights.

More women than men face challenges in accessing the legal services especially within illiterate and or poor rural areas. Gender-based violence especially violence against women and girls and sexual harassment in homes, schools, communities and workplaces persist. Human trafficking especially of women and girls and traditional biases which limits women's access to education and decision-making positions have resulted in more illiterate women than men and feminization of poverty. A World Value Survey report of 2014 viewed such deep-seated perceptions by society of men and women, a reflection of values placed on men and women and how perceptions could affect their access to productive resources and opportunities for growth and development. Similarly, conclusions of analysis of working papers of the World Values Survey, has called attention to the correlational relationship that could exist between, attitudes, laws, and outcomes as well as changes in attitude over time in areas of gender as an input into national and international decision-making. Some implications and manifestation of gender inequalities in Ghana are:

- Gender inequality gaps between the sexes because of gender imbalanced power relations.

- Fewer women in decision making positions in the public light such as in parliament, ministerial and management positions.
- Stereotyping and persistent discrimination against women that manifest in negative gender relations
- Unequal access to social and economic power and justice including lack of respect for and inadequate promotion of the human rights of women.
- Low status and powerlessness of women.
- Discriminatory practices on the basis of one's sex in the allocation of resources, or benefits or in access to services, unfair allocation/ distribution of productive resources such as land, credit, information, and inheritance.
- Beliefs and perceptions which under-value the importance of roles of one sex above the other
- Harmful cultural and traditional practices such as female genital mutilations, and ritual servitude among others.
- Feminization of poverty and less empowerment of women
- Gender-based violence, which manifests in sexual violence, trafficking in women and girls and sexual harassment.

It is imperative to remove gender inequality gaps in areas such as education, decision-making, employment, access to and control over productive resources, and promote women and men's human rights by eliminating all forms of discrimination and disparities, and all forms of gender-based violence in all spheres of life.

3.9 GENDER ISSUES TO BE RAISED WHEN DEVELOPING PROGRAMME INTERVENTIONS

The Gender Division of Labour, Access Control, Benefits and Participation

How is work organized in the communities to be affected by the programme? What work do women and men do, paid and unpaid? What are the implications of this division of labour for achieving programme goals? Will the programme reinforce or challenge the existing gender relations manifested in the division of labour, access to and control over resources? How can the programme of intervention, contribute to lessening women's workload?

RESOURCES

What productive resource do women and men each have access to and control over? (land, income, credit, extension, training and channels of communication) What are the implications, have this pattern of ownership for programme activities? How can this programme contribute to increasing women's access to and control over resources and decision- making processes?

PARTICIPATION

Have both women and men been consulted? Are they empowered to take responsibility for the programme? What are the obstacles to women's active participation in the programme and how are these to be addressed?

BENEFITS

What benefits will accrue to women and men? Which do they each have control over? What are the implications for programme activities and poverty reduction? How can women's access to and control over benefits be increased?

CONDITIONS OF IMPLEMENTATION

What key factors will influence gender relations, the division of labour, and access to and control over resources (legal, socio-cultural, economic, demographic, institutional, religious and environmental)? What opportunities / conditions do these factors pose for each gender category?

GENDER RESPONSIVE BUDGETING

Gender responsive budgeting is a proven strategy to ensure equitable development. Studies have shown that various interventions aimed at addressing gender inequalities and promotion of greater gender equalities in terms of distribution of opportunities among women and men have failed to achieve the desired results. This is because allocations have not sufficiently been targeted to reach those whose needs have to be addressed. What problem is gender responsive budgeting addressing?

- Lack of progress in reducing gender inequalities because of gender-neutral or blind macro-economic policy frameworks.
- Budgets failure to take gender into account in terms of the differences and needs of men, women, boys and girls.
- Lack of accurate socio-economic statistics.
- Lack of clear measurements regarding efficiency and impact.
- Lack of transparency and participation.

Gender budget initiatives are specific tools aimed at recognizing underlying inequalities and addressing them through the allocation of public resources. Gender- budget initiatives have the potential to contribute to the following:

- Greater gender equity, accountability, efficiency and effectiveness.
- It is an initiative for mainstreaming of gender perspectives into the budget process.
- Gender responsive budgeting is an analysis of the budget through gender lens. It is a financial plan that takes into consideration different needs and interest of women, men, girls and boys; differences among different socio-economic groups and regions; differences in needs of and interests of rural and urban, rich and poor, young and old and those with disabilities and different groups.

- Gender budgeting illustrates ways in which women and men and different groups of women and men are being affected by budgeting decisions, allocations and expenditure.
- Contributes to reshaping the policy goals and associated resource allocations of government.
- Gender sensitive budget analysis provides information and measures gaps between policy commitments, adequacy and resources allocation and outcome of policies.
- Gender sensitive analysis can be a decisive step for linking the governments' commitments regarding gender equality to the way in which public resources are spent and raise.

Answers to gender analytical issues raised will require the generation of data disaggregated by sex, age, and other socio-economic variables, gender sensitive data and indicators to unearth the gender differences between men and women, boys and girls and critical to the success of gender budgeting. Gender-sensitive and informed statistical data is needed to demonstrate that the benefits from gender equality and equity accrue to everyone in families, communities and society. Example, gender-sensitive statistical data will be required in critical areas in line with SDGs indicators as follows:

ECONOMIC / EMPLOYMENT

- Proportion of population with access to electricity
- Proportion of informal employment in non-agricultural employment, by sex
- Average hourly earnings of female and male employees, by occupation, age and persons with disabilities
- Unemployment rate, by sex, age and persons with disabilities
- Frequency rates of fatal occupational injuries, by sex and migrant status.
- Proportion of adults (15 years and older) with an account at a bank or other financial institution or with a mobile-money service provider
- Proportion of people living below 50 per cent of median income, by age, sex and persons with disabilities
- Number of employed women and men identified by industrial field
- Average income of small-scale food producers, by sex and indigenous status
- Ratio of women's wages (Non -Agriculture) to Men's
- Percentage of labour force participation by sex
- Employment by work status and sex
- Wage of employee by level of income and sex
- Number and ratio of unemployed women and men
- Proportion of positions (by sex, age of persons with disability and population group) in public institutions (national and local legislations, public- service, and judiciary compared to national distributions)
- Percentage of population employed by age
- Employment of mothers with young children
- Percentage of selected population employed by sex and age

- Occupational distribution
- Self-employment rates
- Unemployment rates
- Hours spent on unpaid housework
- Hours spent on paid and unpaid work by those with young children
- Hours spent on child care and or other sick relatives

INCOME

- Average incomes
- Poverty and income
- Employment opportunities
- Access to credit
- Average family incomes by sources of income.
- Earnings ratio by education
- Low income among selected populations (people with disabilities, aged, informal sector workers, casual workers-wage earners, female porters etc.)
- Families with low-incomes
- Total dependency ratio
- Youth dependency ratio

POVERTY

- Proportion of population below the international poverty line, by sex, age, employment status and geographical location (urban/ rural)
- Proportion of population living below the poverty line by age and sex
- Proportion of men, women, and children of all ages living in poverty in all its dimensions according to national definitions

POVERTY/HEALTH

- Prevalence of undernourishment
- Prevalence of moderate or severe food insecurity in the population, based on the food insecurity experience scale (FIES)
- Prevalence of stunting (height for age < -2 standard deviation from the median of the World Bank Organization (WHO) Child Growth Standards among children under 5 years of age.
- Prevalence of malnourished (weight for height > +2 or < -2 standards among children under 5 years of age by type wasting and overweight)

POWER AND DECISION-MAKING

- Proportion of government recurrent and capital spending to sectors that disproportionately benefit women, the poor and vulnerable groups
- Proportion of seats held by women in national parliaments and local governments
- Proportion of women in managerial positions
- Number of Civil-Servants by position classification and sex within the fiscal year, 2018-2019
- Number and ratio of Senior Administrative Civil Servants by Positions Classification and Sex, 2018-2019.
- Women's Participation in Administrative Positions and Politics, (Council of State, Ministers, Parliamentarians, Cabinet Ministers, District Coordinating Directors, District Chief Executives) at National, Regional, and District Levels, over a period of time.
- Proportion of population who believes decision-making is inclusive and responsive, by age sex, disability and population group.

HEALTH

- Maternal mortality ratio
- Proportion of births attended by skilled health personnel
- Under -five mortality ratio
- Normal mortality ratio
- Number of new HIV infections per 1,000 uninfected population, by sex, age and key population
- Women of child bearing age using contraceptives
- Tuberculosis incidence per 1,000 population
- Pregnant women cared for by trained personnel
- Pregnant women immunized with tetanus toxoid
- Malaria incidence per 1,000 population
- Hepatitis B incidence per 100,000 population
- Number of people requiring interventions against neglected tropical diseases
- Mortality rate attributed to cardiovascular disease, cancer, diabetics or chronic respiratory disease by sex age and location
- Suicide mortality rate by sex and age and location
- Coverage of treatment interventions (pharmacological, psychosocial and rehabilitation and aftercare services) for substance use disorders
- Proportion of women of reproductive age (10-14 years; aged 15-19 years) per 1,000 women in that age group
- Coverage of essential health services (defined as the average coverage of essential services based on tracer interventions that include reproductive, maternal, newborn and child health, infectious diseases, non-communicable diseases and service capacity and access, among the general and most disadvantaged population)
- Number of peoples covered by health insurance or a public health system per 1,000 population by sex, age and location

- Mortality rate attributable to household and ambient air pollution
- Mortality rate attributable to unsafe water, unsafe sanitation and lack of hygiene (exposure to unsafe water, sanitation and hygiene for All (WASH) services) (by sex, age and location)
- Mortality rate attributable to unintentional poisoning
- Proportion of the population with access to affordable medicines and vaccines on a sustainable basis
- Life expectancy at birth by sex projected 2000-2020
- Victims of spousal violence.
- Number of reported cases of domestic violence by sex.
- Number of reported cases of injuries by type and sex
- Proportion of abused care-givers
- Proportion of patience abused by care-givers
- Number of Aids patients by age group and sex
- Aids patients by risk factor and sex and age
- Leading cause of death
- Long-term disabilities
- Smoking status by age and sex.
- Prevalence of life-style diseases by age, and sex.
- Access to water and sanitation.
- Harmful cultural practices and health implications.
- Food insecurity prevalence by location.
- Access to labour-saving devices

HEALTH, EDUCATION AND TRAINING

- Proportion of children under 5 years of age who are developmentally on track in health, learning and psychosocial well-being by sex.

EDUCATION AND TRAINING

- Proportion of children and young people; (a) in grades 2/3; (b) at the end of primary and (c) at the end of lower secondary achieving at least a minimum proficiency level in (i) reading and (ii) mathematics, by sex
- Participation rate in organized learning (one year before the official primary entry age), by sex
- Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex
- Proportion of youth and adults with information and communications technology (ICT) skills, by type of skill, and age.
- Percentage of population in a given age group achieving at least a fixed level of proficiency in functional (a) literacy and (b) numeracy skills, by sex

- Extent to which (i) global citizenship education for sustainable development, including gender equality and human rights, are mainstreamed at all levels in (a) national education policies, (b) curricula, (c) teacher education and (d) student assessment
- Proportion of teachers in: (a) pre-primary; and (b) primary; (c) lower secondary; and (d) upper secondary education who have received at least the minimum organized teacher training (e.g. pedagogical training) pre-service required for teaching at the relevant level in a given country.
- Proportion of youth (ages 15 - 24 years) not in education, employment or training by age and sex
- Percentage of women vocational students by subject
- School drop-out rate by sex
- Number of schools with toilet/washroom facilities
- Number of schools with separate toilet /washroom facilities for boys and girls
- Percentage of girls who become pregnant while in school
- Educational status of migrant population 15 years of age and over
- Educational attainment.
- University enrolment by field
- Computer usage by sex and age
- Internet use by sex and age
- Access to education and training

POPULATION

- Population by age group and sex
- Poverty line, ratio of poor population and the amount of poor population.
- Percentage of population 13 years of age and over by marital status and sex.
- Marital status of targeted population
- Rate of divorce by type of marriage
- Average time spent on activities of population age 10 years and over by sex.
- Literacy rate of population, literacy rate 15-24 years old by sex, and ages 24-24 and over by sex.
- Literacy rates of women and men over 40 years.
- Old-age dependency ratio of persons 65 years and above in the economically active age group

VIOLENCE

- Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination based on sex
- Proportion of ever partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age
- Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence
- Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18

- Number of victims of intentional homicide per 100,000 population by sex and age
- Proportion of population subjected to physical, psychological or sexual violence in the previous 12 months
- Proportion of population that feel safe walking alone around the area they live
- Conflict -related deaths per 100,000 population by sex and age
- Proportion of young women and men aged 18-29 years who experience sexual violence by age 18
- Proportion of victims of violence in the previous 12 months who reported their victimization to competent authorities or other officially recognized conflict resolution mechanisms
- Number of verified cases of killings. Kidnapping, enforced disappearance, arbitrary detention and torture of journalists, trade union and human rights advocates in the previous 12 months

HUMAN RIGHTS

- Proportion of population living in households with access to basic services
- Proportion of total adult population with secure tenure rights to land, with legally recognized documentation and who perceive their rights to land as secure, by sex and by type of tenure
- Proportion of individuals who own a mobile telephone, by sex and age.
- Proportion of population reporting having personally felt discrimination against or harassed in the previous 12 months based on or on the grounds of discrimination prohibited under international human rights law
- Proportion of individuals using the internet by age and sex
- Proportion of children and number of children aged 5—17 years engaged in child labour, by sex and age
- Increase in national compliance of labour rights (freedom of association and collective bargaining) based on international labour organization (ILO) textual sources and national legislation, by sex and migrant status
- Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive and reproductive health care
- Proportion of total agricultural population with ownership or rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure
- Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control
- Proportion of urban population living in slums, informal settlement or inadequate housing by sex and age. (environment)
- Population with access to safe water
- Population with access to adequate sanitation.
- Proportion of population using safely managed sanitation by sex and location.

GENDER EQUALITY INDICATORS

- Life expectancy at birth ratio (females as % of males)
- Gender-related development index
- Gender empowerment measure
- Share of earned income (% of women)
- Seats held in parliament (% of women)
- Administrators and managers (% women)
- Adult literacy ratio (females as a % of males)
- Secondary school enrolment ratio (female as a % of males)

INSTITUTIONAL MECHANISM FOR THE ADVANCEMENT OF WOMEN

- Whether legal frameworks / policies are in place to measure equality and non-discrimination based on sex.
- Proportion of women and girls aged 15- 49 who have undergone female genital mutilation /cutting.
- Proportion of time spent on unpaid domestic care work by sex and location.
- Existence of independence human right institutions in compliance with the Paris Principles adopted in 1993 (key institutional framework for evaluating criteria national human right institutions.
- Proportion of countries with systems to track and make public allocation for gender equality and women's empowerment.

SDG INDICATORS RATINGS

This comprises ratings of the SDGs indicators in terms of priority, accessibility, public availability, feasibility and recommendations obtained from three zonal consultations across the nine regions and district capitals of Ghana for the plan development.

The zones are made up as follows:

Zone 1. Upper West Region, Upper East, Northern and Brong Ahafo Regions.

Zone 2. Ashanti, Eastern, and Volta Regions.

Zone 3. Central and Western Regions.

One- day workshop was held on 7th August 2018 in Greater Accra Region to validate the draft strategic plan on gender statistics.

3.10 METHODOLOGY ADOPTED FOR RATING THE INDICATORS

A working group of four were assigned sets of indicators to work with during the zonal consultations . An indicator rated 1 stands for high priority therefore score ratings of 1.1.1 means all three zones scored an indicator high making a total score of 3. An indicator scored from all three zonal consultations totaling 4. Stands for medium priority rating. An Indicator scores from all three consultations totaling 5 to 7 stands for the lowest priority ratings.

TABLE 3: SDG INDICATORS RATINGS

SDG Gender Indicators	Source for the data	Institution Producing Data	Periodicity desired	Priority rating	Rating on appropriate periodicity in collection	Rating on quality of current data	Rating of accessibility	Rating on public availability	Feasibility to collect better	Recommendations
				1=high	1=high	1=high	1=high	1=high	1=high	
				2=medium	2=medium	2=medium	2=medium	2=medium	2=medium	
				3=low	3=low	3=low	3=low	3=low	3=low	
1.1.1 Proportion of population below the international poverty line, by sex, age, employment status and geographical location (urban/rural)	GLSS	GSS	5 years	1.1.1	1.1.1.	2.1.2	2.1.2	2.1.2.	1.2.2	More education and resources required to produce such gender sensitive data.
1.2.1 Proportion of population living below the national poverty line, by sex and age	GLSS	GSS	5 years	1.1.1	1.1.1.	2.1.2.	2.1.2	2.1.2.	2.2.1.	Training and sensitization required for data collection.
1.2.2 Proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions	2010 PHC	GSS	10 years	1.2.1.	1.2.1.	2.2.2.	2.1.2	2.1.2.	1.2.1.	frequency should be five years.
1.3.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable	DSW and MoGCSP	MoGCSP /GHS/GES/Min. of labour and employment/labour commission/birth and death registry.	ANNUALLY	2.1.1.	1.2.1.	3.3.2.	3.3.2	3.3.2.	1.3.2.	Timely allocation of resources for data collection is recommended.

TABLE 3: SDG INDICATORS RATINGS

SDG Gender Indicators	Source for the data	Institution Producing Data	Periodicity desired	Priority rating	Rating on appropriate periodicity in collection	Rating on quality of current data	Rating of accessibility	Rating on public availability	Feasibility to collect better	Recommendations
				1=high	1=high	1=high	1=high	1=high	1=high	
				2=medium	2=medium	2=medium	2=medium	2=medium	2=medium	
				3=low	3=low	3=low	3=low	3=low	3=low	
1.4.2 Proportion of total adult population with secure tenure rights to land, with legally recognized documentation and who perceive their rights to land as secure, by sex and by type of tenure	Research on Land	Ministry of Lands and Natural Resources	ANNUALLY	2.1.1.	2.1.1.	2.1.3.	2.1.3.	2.1.3.	2.1.1.	Resources required to enhance data collection and, processing and dissemination.
1.b.1. Proportion of government recurrent and capital spending to sectors that disproportionately benefit women, the poor and vulnerable groups	Fiscal tables and public accounts of the consolidated fund	Ministry of Finance and the Controller and Accountant Generals Dept.	Annually	1.1.1	1.1.1.	2.2.2.	2.3.2.	2.3.2.	1.1.2.	Reintroduce a system of gender responsive budgeting in every budgetary allocation.
2.1.1 Prevalence of under-nourishment by sex	GDHS/MICS/GSS	GDHS/MICS.		1.1.1	2.1.1.	1.2.2.	1.2.2.	1.2.2.	1.2.1.	Build capacities and allocate resources for gender statistics production. Enhance capacities for data collection, processing and dissemination.
2.1.2 Prevalence of moderate or severe food insecurity in the population, based on the food insecurity experience scale (FIES) by sex.	WFP/MOF/MFA/FAO	GSS	Annually GSS	1.2.1.	1.1.3.	2.2.3.	2.2.3.	2.2.3.	1.2.3.	Build capacities and allocate resources for gender statistics production. Enhance capacities for data collection, processing and dissemination.
2.2.1 Prevalence of stunting (height for age<-2 standard deviation from the median of the world Health Organization (WHO) child Growth Standards among children under 5 years of age by sex	GDHS/MICS/GSS	GSS	Annually	1.2.1.	2.1.1.	1.2.2.	1.2.2	1.2.2.	1.2.1	Build capacities and allocate resources for gender statistics. Enhance capacities for data collection, processing and dissemination. PROCESSING AND DISSEMINATION.

TABLE 3: SDG INDICATORS RATINGS

SDG Gender Indicators	Source for the data	Institution Producing Data	Periodicity desired	Priority rating	Rating on appropriate periodicity in collection	Rating on quality of current data	Rating of accessibility	Rating on public availability	Feasibility to collect better	Recommendations
				1=high	1=high	1=high	1=high	1=high	1=high	
				2=medium	2=medium	2=medium	2=medium	2=medium	2=medium	
				3=low	3=low	3=low	3=low	3=low	3=low	
2.2.2 Prevalence of malnutrition (weight for height>+2 or >-2 standard deviation from the medium of the WHO Child Growth Standards) among children under 5 years of age, by (wasting and overweight) by sex	GDHS/MICS	GSS	Annually.	1.2.1.	1.1.2.	2.2.1.	2.2.1.	1.2.1.	1.2.1.	Build capacities and allocate resources for gender statistics. Enhance capacities for data collection, processing and dissemination.
2.3.2 Average income of small-scale food producers, by sex and indigenous status	Ghana Agricultural Production Survey (GAPS) /MOFA(SRID) Min. of fisheries and Aqua-culture (MOFAD)	MOFA(SRID) MIN. OF FISHERIES AND ACQUACULTURE /MOFAD	Annually	1.1.1	1.1.1.	2.2.2.	2.2.2.	2.2.2.	2.2.1.	Build capacities and allocate resources for gender statistics production. Enhance capacities for data collection processing and dissemination.
3.1.1 Maternal mortality ratio	Maternal Health Survey/GSS			1.1.1	1.1.2.	1.1.2.	1.2.1	1.2.1.	1.1.2	Data must be updated regularly.
3.1.2 Proportion of births attended by skilled health personnel	GDHS; MICS; Ghana Health Service/GSS		DHS Every 5 year	1.1.1	1.1.2	1.1.2	1.2.1	1.2.1.	1.1.2.	Data to be updated regularly.
3.3.1 Number of new HIV infections per 1,000 uninfected population, by sex, age and key populations	2014 HIV National Estimates and projections/GAC/NACP(ACP)	GHANA AIDS COMMISSION	Annually	2.1.1.	1.2.1.	1.2.1.	1.2.1.	1.2.1.	1.2.1.	Intensify education sensitization using current data/ statistics.

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				1=high	1=high	1=high	1=high	1=high	1=high	
				2=medium	2=medium	2=medium	2=medium	2=medium	2=medium	
				3=low	3=low	3=low	3=low	3=low	3=low	
3.3.3. MALARIA INCIDENCE PER 1,000 POPULATION BY SEX.	Administrative data/GHS	GHS	Annually	1.1.1	1.1.1.	1.1.1	1.2.1	1.2.1.	1.2.1.	Strengthen institutional and data collection and processing mechanisms.
3.4.1. Mortality rate attributable to cardiovascular disease, cancer, diabetes by sex	Administrative /GHS	GSS	Quarterly	1.2.1	1.1.1	1.2.1	1.2.3.	1.2.3	1.2.2.	Strengthen institutions and data collection and processing mechanisms.
3.4.2. suicide mortality rate by sex	Min. of Health.	GSS	Quarterly	1.2.3.	1.1.1.	3.1.1.	3.2.1.	3.2.1.	2.1.1.	Strengthen institutions and data collection and processing mechanisms.
3.7.1 Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied with modern methods	GDHS	Min. of Health.	5 years	1.2.1.	1.2.1.	1.2.1.	1.2.1.	1.2.1	1.2.1.	Strengthen institutions and data collection and processing mechanisms.
3.7.2 Adolescent birth rate (aged 10-14 years; aged 15-19 years) per 1,000 women in that age group	GDHS	GSS	5 years	1.1.1	1.3.1.	1.1.1.	1.2.1	1.2.1.	1.1.1.	Mainstream gender into all data collection and processing mechanisms.

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				2=medium	2=medium	2=medium	2=medium	2=medium	2=medium	
				3=low	3=low	3=low	3=low	3=low	3=low	
3.8.1. Coverage of essential health services (defined as average coverage of essential services based on tracer interventions that include reproductive, maternal, new-born and child health, infectious diseases, non-communicable diseases and service capacity and access. Among the general and most disadvantaged population, what proportion of services that women need are not covered.	GHS	GSS	Annually	2.1.1.	1.1.2.	1.1.1.	1.2.3.	1.2.3.	1.1.2.	strengthen institutions and provide resources for data production and dissemination.
3.8.2. Number of people covered by health insurance or a public health system per 1,000 population by sex.	NHIA	NHIA	Annually	1.1.1	2.1.1.	1.1.1	2.1.1.	2.1.1.	2.1.1.	Strengthen institutions and provide resources for gender data production and dissemination.
3.9.2. Mortality rate attributed to unsafe water, unsafe sanitation and lack of hygiene (exposure to unsafe water, sanitation and hygiene for all (Wash) services) by sex	GDHS/MICS	GSS	Annually	1.2.1.	1.1.1	1.2.1.	2.1.1.	1.2.1.	1.2.1.	Strengthen institutions and provide resources for gender data production and dissemination.
3.b.1.proportion of the population with access to avoidable medicines and vaccinations on a sustainable basis.	GHS	GSS	Annually	1.2.1	1.1.1.	1.2.1.	2.2.1.	2.2.1.	3.2.1.	Strengthen institutions and provide resources for gender data production and dissemination.
4.1.1 Proportion of children and young people: (a) in grades 2/3; (b) at the end of primary; and (c) at the end of lower secondary achieving at least a minimum proficiency level in (i) reading and (ii) mathematics, by sex	Annual Educational Statistics Report/GSS	Ghana Education Service	Annually	1.1.1	1.1.1.	2.2.2.	2.2.3.	2.2.3.	2.1.2.	GOVT. ECHE to be enhanced and data made readily available. Improve and Expand Infrastructure, and motivate teachers.

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				1=high	1=high	1=high	1=high	1=high	1=high	
				2=medium	2=medium	2=medium	2=medium	2=medium	2=medium	
				3=low	3=low	3=low	3=low	3=low	3=low	
4.2.1. Proportion of children under 5 years of age who are developmentally on track in health, learning and psychosocial wellbeing by sex	Ghana education service	GSS	Annually	1.3.3.	1.1.1.	3.3.1.	3.2.2.	2.12.	2.1.2.	Provide Infrastructure for public schools to be involve in early childhood education and development.
4.2.2 Participation rate in organized learning (one year before the official primary entry age), by sex	EMIS	Min. of Education	Annually	2.1.1.	1.1.1.	2.2.3.	2.2.3.	2.2.2	2.2.2.	Collect data at two years interval, disaggregated by sex.
4.3.1 Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex	GLSS	GSS	5 years	1.2.2.	3.2.1.	1.3.2.	1.2.2.	1.2.2.	1.2.2.	Need for expansion of technical and vocational training institutions and centres.
4.4.1. Proportion of youth and adults with information and communication technology (ICT)skills, by type of skill.	GLSS	GSS	5 years	2.1.2.	1.12.3.	2.3.1.	2.2.1.	2.1.2.	2.1.2.	Build capacities and allocate resources for gender statistics. And enhance capacities for data collection processing and analysis and dissemination.
4.5.1 Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status, indigenous peoples and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated	EMIS	Min. of Education	Annually	1.1.1	2.2.1.	2.2.2.	3.1.2.	2.1.2	2.1.2.	Enrolment drive and data collection to be made more effective.

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				2=medium	2=medium	2=medium	2=medium	2=medium	2=medium	
				3=low	3=low	3=low	3=low	3=low	3=low	
4.6.1 Percentage of population in a given age group achieving at least a fixed level of proficiency in functional (a) literacy and (b) numeracy skills, by sex	GLSS	GSS	5 years	1.2.2.	1.2.1.	2.2.1	3.2.1.	3.2.1.	3.2.1.	MDDA/MMDAS to prioritize gender activities and allocate resources for re-engineering of adult literacy programmes strengthening.
4.7.1. Extent to which (1) Global Citizen's Education and (ii) education for sustainable development including gender equality and human rights are mainstreamed at all levels in(a) national education policies, (b) curricula, and (c) teacher education and (d) student assessment	MoGCSP/NDP C/MMDAs/Min. of education	GES	Annually	1.2.2.	1.1.2	3.2.3	3.2.3.	3.3.2.	3.3.2.	Mainstream gender considerations in all policies and programmes and activities of all MDAS and MMDAS, including the MIN. of Education. And collect and update information annually.
4.a.1. Proportion of schools with access to (a) electricity; (b) the internet for pedagogical purposes; (c) computers; (e) basic drinking water, (f) single-sex basic handwashing facilities (as per the Wash indicator definitions)	EMIS	Min. of Education.	Annually	1.1.1	1.1.1.	1.2.2.	1.1.2.	1.1.2.	1.2.2.	Enforce disability law and improve school infrastructural facilities and other essential services to enhance quality education.
4.c.1. proportion of teachers in: (a) pre-primary; (b) primary; (c) lower secondary (d) upper secondary education who have received at least the minimum organized teacher training in (eg. Pedagogical training) pre-service or in-service required for teaching at the relevant level in the a given country by sex.	EMIS/Min of Education.	Min. of Education.	Annually	1.1.1	1.1.2	3.1.3	3.1.1.	2.1.1.	2.1.1.	Capacities of teachers to be built periodically and data collected to inform policy decision.
5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex	Domestic Violence Act/CEDAW	DOVVSU and MoGCSP/Attorney Generals/Parliament.	Annually	3.1.1.	1.3.1	1.3.2	1.2.2	1.2.2.	12.2.	Awareness creation on laws to be intensified in schools and colleges. Laws must be enforced.

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				2=medium	2=medium	2=medium	2=medium	2=medium	2=medium	
				3=low	3=low	3=low	3=low	3=low	3=low	
5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age	Ghana Family Life Survey (DV)	GSS	Annually	1.2.1	1.2.1	3.2.2	1.2.1	1.3.3.	1.3.3.	Public to be sensitized on issue and DVL enforced.
5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence	Ghana Family Life Survey (DV)	GSS	Annually	1.1.1	1.2.1	1.2.3	1.2.1	1.3.3.	1.3.3.	Public to be sensitized on the issue and DVL enforced.
5.3.1 Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18	GDHS/MICS/G LSS	GSS	2-3 YEARS	1.1.1	1.2.2	3.2.2	1.2.1.	2.3.3.	3.3.1	Parents to be sensitized not to support such harmful practices. Data on prevalence to be collected and update.
5.3.2 Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting, by age	GDHS/MICS/	GSS	2-3 years	1.1.1	1.2.2	2.2.1.	1.3.1	2.3.3.	2,3,3,	Enforce Law on FGM
5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location	GLSS & Time Use Survey (TUS)	GSS	5 years	1.1.3.	1.3.2.	3.3.2.	3.3.1.	2.3.2.	2.3.2.	Quantify and put value on domestic care work.
5.5.1 Proportion of seats held by women in national parliaments and local governments	Parliament. Min. of Local Govt./Electoral Commission.	GSS	Every 4 years with the election cycle.	2.1.1.	1.1.2.	2.1.1	1.1.1.	1.1.1	1.1.1	Advocate for the passage of the Affirmative Action bill into law and collect and update data periodically.

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				1=high	1=high	1=high	1=high	1=high	1=high	
				2=medium	2=medium	2=medium	2=medium	2=medium	2=medium	
				3=low	3=low	3=low	3=low	3=low	3=low	
5.5.2 Proportion of women in managerial positions	Min. of Local Govt. Electoral commission	GSS	PSC, /MoGCSP	1.1.2.	3.2.1	3.2.2.	3.2.2	3.3.2	3.3.2.	Data to be collected and updated periodically.
5.6.1 Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care	GDHS	GSS	2-3 YEARS	1.2.2.	2.2.1.	3.2.2.	3.3.2.	3.3.2.	3.3.2	Improve reproductive health services and access to health care delivery services. Implement international commitment on women's and adolescent health.
5.6.2 Number of countries with laws and regulations that guarantee women aged 15-49 years access to sexual and reproductive health care, information and education	GDHS	GSS	2-3 YEARS	1.3.1	1.2.1	2.2.1.	2.2.1.	2.2.1.	2.2.1	Improve reproductive health services and access to health services and access to health care delivery services. Implement international commitment on women and adolescent health.
5.a.1(a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure	MLNR/MOFA	GSS	Annually	1.3.1.	2.2.1	2.2.2	2.1.2.	2.1.1.	2.1.1	Engage traditional authorities to enhance women's access and control over land resources to empower and make them more productive.
5.a.2 Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control	MLNR/MOFA	GSS	Annually	3.1.1	2.2.1.	2.3.2	1.3.2.	1.3.2.	1.3.2.	Engage traditional authorities to enhance women's access and control over productive resources such as land to empower them economically and made them productive.

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				1=high	1=high	1=high	1=high	1=high	1=high	
				2=medium	2=medium	2=medium	2=medium	2=medium	2=medium	
				3=low	3=low	3=low	3=low	3=low	3=low	
5.b.1 Proportion of individuals who own a mobile telephone, by sex	GSS	GSS	Annually	1.1.3.	1.3.1	2.2.1.	1.3.1	2.2.1	1.3.1.	Data to be collected on quarterly basis.
5.c.1 Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment	Min. of Finance/ MoGSP/Parliament	GSS	Annually	3.13.	1.2.3.	2.2.3	1.2.2.	3.2.2	3.2.2.	Re introduce system of gender responsive budgeting in every budgetary resource allocation.
6.1.1. Proportion of population using safely managed sanitation services by sex.	PHC/GSS	GSS	Annually	1.1.1	3.1.2.	2.2.2	3.2.3.	1.1.1	3.2.3.	Water issues to be prioritized by government.
6.2.1. Proportion of population using safely managed sanitation services, including a hand washing facility with soap and water by sex.	MISCS/GSS	GSS	Annually	1.1.1	1.3.1.	2.3.2.	2.3.2	2.1.1.	2.1.1.	Enforce by-laws and strengthen courts.
8.3.1 Proportion of informal employment in non-agriculture employment, by sex	Ghana Living Standard Survey/GSS	GSS	Annually	1.1.1	1.2.1	3.2.1	3.2.1.	3.1.1.	3.1.1.	Develop policy guidelines and create an enabling environment for gender statistics production.
8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities	GLSS/LFS	GSS	Annually	1.1.1	1.2.1.	2.2.1	1.2.2.	1.1.2	1.1.2	GSS to disseminate information on indicators.

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				2=medium	2=medium	2=medium	2=medium	2=medium	2=medium	
				3=low	3=low	3=low	3=low	3=low	3=low	
8.5.2 Unemployment rate, by sex, age and persons with disabilities	Ghana Living Standard Survey	GSS	Annually	1.1.1	1.2.2.	1.2.2.	2.2.2	2.1.2.	2.1.2.	Enforce law and increase minimum wages. Enforce quota laws, and reward compliance and punish defaulters. Need to collect comprehensive data on such occurrences.
8.6.1. Proportion of youth (aged 15-24 years) not in education, employment or training by sex	GLSS/ PHC/GSS	GES/ GSS/Labour Dept.	Annually	1.1.1	1.2.1.	1.2.2	1.2.2.	1.1.2	1.2.2.	Harmonize activities of institutions for data production, Create an enabling environment for gender statistical data production.
8.7.1 Proportion and number of children aged 5-17 years engaged in child labour, by sex and age	Ghana Living Standard Survey/GSS	GSS	5 years	1.1.1	1.2.2.	2.2.2.	2.2.1.	2.2.1.	2.2.1	Strengthen and M&E and enforce human trafficking laws.
8.8.1 Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status	Ministry Employment Labour Relation/ Labour Force Survey/ GLSS7 collecting data on this/GSS	GSS	Depending on how often LFS is conducted	1.1.2.	2.3.2.	2.3.3	1.3.3.	1.2.2.	1.2.2.	Enforce safety laws at work places and collect data on occupational hazards.
8.8.2 Increase in national compliance of labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status	GLSS/LFS	Min. of Employment and Labour relations.	Annually	3.1.1.	2.3.1.	3.3.1.	3.3.1.	3.1.1.	3.3.1.	Strengthen institutions MDAS/ MMDAS for gender data production.

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				2=medium	2=medium	2=medium	2=medium	2=medium	2=medium	
				3=low	3=low	3=low	3=low	3=low	3=low	
8.10.2. proportion of adults (15 years and older) with an account at a bank or other financial institution or with a mobile money provider by sex.	GSS/ Min. of Communication And NBSSI/NCA	GSS/Min. of Communication NSSI/NCA	Annually	1.1.3.	2.2.3.	1.2.3.	1.2.3	1.2.3.	1.2.3	Culture of savings to be encouraged.
8.9.2 Number of jobs in tourism industries as a proportion of total jobs and growth rate of jobs, by sex	Tourism data/IBES/VAT Data	Ghana Tourism Authority/Ghana Standards Surveys and MoTCA.	On going	1.1.1	2.2.2	2.2.2	2.1.1.	2.1.1	2.2.2.	Domestic Tourism must be encouraged.
10.2.1 Proportion of people living below 50 per cent of median income, by age, sex and persons with disabilities	GLSS	GSS	On going	1.1.1	1.1.1.	1.1.2.	1.1.2	1.1.2	1.1.2.	More and resources more capacity building required for data collection and production of gender statistics.
10.3.1. proportion of population reporting having personally felt discriminated against or harassed within the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law by sex.	Judicial service/ Ghana police service/ CHRADJ/GSS	GSS	Annually	1.1.1	1.1.1.	1.2.1.	1.2.2	1.2.2.	3.1.2.	Resource and capacity building required.
11.2.1 Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities	Transport and communications and data indicator and data-based survey.	MOT/GSS	5 years	1.1.2.	2.3.1.	3.3.1.	3.3.1.	3.3.2.	3.3.2.	Data to be collected every two years.

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				2=medium	2=medium	2=medium	2=medium	2=medium	2=medium	
				3=low	3=low	3=low	3=low	3=low	3=low	
16.1.1 Number of victims of intentional homicide per 100,000 population, by sex and age	Crime Stats, Criminal records office	Police Service/Prison service.	Annually	1.1.1	1.1.1.	1.1.1.	2.2.2	2.2.3	2.2.3.	Data to be collected on causal factors.
16.2.1 Proportion of children aged 1-17 years who experience any physical punishment and/or psychological aggression by caregivers in the past month by sex. Ghana family	Ghana family life survey	GSS/MOGCSP/DS W/DOVVSU/ Labour dept. Child labour survey.	5 years	1.1.1	3.1.1.	1.2.1.	3.2.1	1.1.2.	3.2.1.	Resources and capacity building needed.
16.2.2 Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation	Human trafficking secretariat. /MoGCSP/CID	GSS/MOGCSP/DS W/DOVVSU/ Labour Dept. Child labour survey.	Annually	1.1.1	1.1.1.	1.1.3.	1.1.3.	1.1.2	2.1.1	Intensify public education on the issue.
16.2.3 Proportion of young women and men aged 18-29 years who experienced sexual violence by age 18	Family Life & Health Survey	GSS/MOGCSP/DS W/DOVVSU/ Labour dept, and child labour survey.	5 years	1.1.1	1.2.2.	1.2.2.	1.2.1	3.2.1.	1. 2.1.	Resources and capacity building needed.
16.7.1 Proportions of positions (by sex, age, persons with disabilities and population groups) in public institutions (national and local legislatures, public service, and judiciary) compared to national distributions	Social Welfare annual reports.	NDPC/GSS	Annually	2.1.1	1.2.1.	1.2.1.	3.2.1.	1.2.1.	1.2.1.	More resources required
16.7.2 Proportion of population who believe decision-making is inclusive and responsive, by sex, age, disability and population group	NPC/GES/MoG CSP	GSS/MOGCSP/DS W/NPC	Annually	1.1.2.	1.3.1.	3.3.3.	1.3.1.	1.3.1.	3.1.3	More resources and sensitization required.

Table 4: ANALYSIS OF INDICATOR RATINGS IN TERMS OF PRIORITY

Indicators rated as being of Higher Priority by all Three Zones (1.1.1 = 3)	Indicators rated as being of Medium Priority by all Three Zones (1.1.2, 2.1.1, 1.2.1 = 4)	Indicators rated as being of Lower Priority by all Three Zones (from 5 to 7 in total)
1.1.1 Proportion of population below the international poverty line, by sex, age, employment status and geographical location (urban/rural)	1.2.2 Proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions	3.4.2. suicide mortality rate by sex
1.2.1 Proportion of population living below the national poverty line, by sex and age	1.3.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new -born work-injury victims and the poor and the vulnerable	4.2.1. Proportion of children under 5 years of age who are developmentally on track in health, learning and psychosocial well- being by sex
1.b.1. Proportion of government recurrent and capital spending to sectors that disproportionately benefit women, the poor and vulnerable groups	1.4.2 Proportion of total adult population with secure tenure rights to land, with legally recognized documentation and who perceive their rights to land as secure, by sex and by type of tenure	4.3.1 Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex
2.1.1. Prevalence of undernourishment by sex	2.1.2 Prevalence of moderate or severe food insecurity in the population, based on the food insecurity experience scale (FIES) by sex.	4.6.1 Percentage of population in a given age group achieving at least a fixed level of proficiency in functional (a) literacy and (b) numeracy skills, by sex

Indicators rated as being of Higher Priority by all Three Zones (1.1.1 = 3)	Indicators rated as being of Medium Priority by all Three Zones (1.1.2, 2.1.1, 1.2.1 = 4)	Indicators rated as being of Lower Priority by all Three Zones (from 5 to 7 in total)
2.3.2 Average income of small-scale food producers, by sex and indigenous status	2.2.1 Prevalence of stunting (height for age < -2 standard deviation from the median of the world Health Organization (WHO) child Growth Standards among children under 5 years of age by sex	4.7.1. Extent to which (1) Global citizen education and (ii) education for sustainable development including gender equality and human rights are mainstreamed at all levels in (a) national education policies, (b) curricula, and (c) teacher education and (d) student assessment.
3.1.1 Maternal mortality ratio	2.2.2 Prevalence of malnutrition (weight for height > +2 or > -2 standard deviation from the median of the WHO Child Growth Standards) among children under 5 years of age, by (wasting and overweight) by sex	4.4.1. Proportion of youth and adults with information and communication technology (ICT) skills, by type of skill.
3.1.2 Proportion of births attended by skilled health personnel	3.3.1 Number of new HIV infections per 1,000 uninfected population, by sex, age and key populations	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex
3.3.3. Malaria incidence per 1,000 population by sex.	3.4.1. Mortality rate attributable to cardiovascular disease, cancer, diabetes by sex	5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location
3.7.2 Adolescent birth rate (aged 10-14 years; aged 15-19 years) per 1,000 women in that age group	3.7.1 Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied with modern method	5.6.1 Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care

Indicators rated as being of Higher Priority by all Three Zones (1.1.1 = 3)	Indicators rated as being of Medium Priority by all Three Zones (1.1.2, 2.1.1, 1.2.1 = 4)	Indicators rated as being of Lower Priority by all Three Zones (from 5 to 7 in total)
3.8.2. Number of people covered by health insurance or a public health system per 1,000 population by sex.	3.8.1. Coverage of essential health services (defined as average coverage of essential services based on tracer interventions that include reproductive, maternal, new-born and child health, infectious diseases, non-communicable diseases and service capacity and access. Among the general and most disadvantaged population, what proportion of services that women need are not covered.	5.6.2 Number of countries with laws and regulations that guarantee women aged 15-49 years access to sexual and reproductive health care, information and education
4.1.1 Proportion of children and young people: (a) in grades 2/3; (b) at the end of primary; and (c) at the end of lower secondary achieving at least a minimum proficiency level in (i) reading and (ii) mathematics, by sex	3.9.2. Mortality rate attributed to unsafe water, unsafe sanitation and lack of hygiene (exposure to unsafe water, sanitation and hygiene for all (Wash) services) by sex	5.a.1(a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure
4.5.1 Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status, indigenous peoples and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated	3.b.1.proportion of the population with access to avoidable medicines and vaccinations on a sustainable basis.	5.a.2 Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control

Indicators rated as being of Higher Priority by all Three Zones (1.1.1 = 3)	Indicators rated as being of Medium Priority by all Three Zones (1.1.2, 2.1.1, 1.2.1 = 4)	Indicators rated as being of Lower Priority by all Three Zones (from 5 to 7 in total)
4.a.1. Proportion of schools with access to (a) electricity; (b) the internet for pedagogical purposes;(c) computers; (e) basic drinking water, (f) single-sex basic handwashing facilities (as per the Wash indicator definitions)	4.2.2 Participation rate in organized learning (one year before the official primary entry age), by sex	5.b.1 Proportion of individuals who own a mobile telephone, by sex
4.c.1. proportion of teachers in: (a) pre-primary; (b) primary; (c) lower secondary (d) upper secondary education who have received at least the minimum organized teacher training in (ex. Pedagogical training) pre-service or in-service required for teaching at the relevant level in the a given country by sex.	5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age	5.c.1 Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment
5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence	5.5.1 Proportion of seats held by women in national parliaments and local governments	8.8.2 Increase in national compliance of labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status
5.3.1 Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18	5.5.2 Proportion of women in managerial positions	8.10.2. proportion of adults (15 years and older) with an account at a bank or other financial institution or with a mobile money provider by sex.
5.3.2 Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting, by age	8.8.1 Frequency rates of fatal and non- fatal occupational injuries, by sex and migrant status	
6.1.1. Proportion of population using safely managed sanitation services by sex.	11.2.1 Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities	

Indicators rated as being of Higher Priority by all Three Zones (1.1.1 = 3)	Indicators rated as being of Medium Priority by all Three Zones (1.1.2, 2.1.1, 1.2.1 = 4)	Indicators rated as being of Lower Priority by all Three Zones (from 5 to 7 in total)
6.2.1. Proportion of population using safely managed sanitation services, including hand washing facility with soap and water by sex.	16.7.1 Proportions of positions (by sex, age, persons with disabilities and population groups) in public institutions (national and local legislatures, public service, and judiciary) compared to national distributions	
8.3.1 Proportion of informal employment in non-agriculture employment, by sex	16.7.2 Proportion of population who believe decision-making is inclusive and responsive, by sex, age, disability and population group	
8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities		
8.5.2 Unemployment rate, by sex, age and persons with disabilities		
8.6.1. Proportion of youth (aged 15-24 years) not in education, employment or training by sex		
8.7.1 Proportion and number of children aged 5-17 years engaged in child labour, by sex and age		
8.9.2 Number of jobs in tourism industries as a proportion of total jobs and growth rate of jobs, by sex		
10.2.1 Proportion of people living below 50 per cent of median income, by age, sex and persons with disabilities		

Indicators rated as being of Higher Priority by all Three Zones (1.1.1 = 3)	Indicators rated as being of Medium Priority by all Three Zones (1.1.2, 2.1.1, 1.2.1 = 4)	Indicators rated as being of Lower Priority by all Three Zones (from 5 to 7 in total)
10.3.1. proportion of population reporting having personally felt discriminated against or harassed within the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law by sex.		
16.1.1 Number of victims of intentional homicide per 100,000 population, by sex and age		
16.2.1 Proportion of children aged 1-17 years who experience any physical punishment and/or psychological aggression by caregivers in the past month by sex. Ghana family		
16.2.2 Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation		
16.2.3 Proportion of young women and men aged 18-29 years who experienced sexual violence by age 18		

There were 67 indicators in total of these 46 percent (n=31) were from surveys, 1.4 percent (n=1) from the 2010 census and 77.6 (n=52) were from administrative data sources. The institution producing most indicators was the Ghana Statistical Services (GSS). When the indicators were rated in term of priority, 31 indicators out of a total of 67 indications making up 46.3 percent were rated as being of high priority by participants from all three zonal consultations, while 21 indicators out of the total, amounting to 31.3 percent were rated as being of medium priority. 15 indicators out of the total indicators of 67 were however rated as being of lower priority by participants of all the three zonal consultations. On rating of appropriate periodicity, 25 percent of indicators were rated high by participants from all three zonal consultations.

Even though they rated periodicity as appropriate, they recommended that data collected every five to ten years must be up dated periodically through administrative and institutional data. The indicators when rated by quality of current data saw many low ratings with only 7.5 percent (n=5) rated as being of high quality by all three zones. All three zones held by women in government publicly known (1.4 percent). It was also recommended that awareness must be created on gender statistics and gender statistics production be given high priority and adequate resources allocated for gender statistics production. The need to strengthen institutions for gender statistics production and capacity building for gender statistics production was also seen as being of high priority. Dissemination of existing gender statistics and future gender statistics was viewed as being of critical importance. The need for effective collaboration among key institutions such as producers, suppliers and users of gender statistics was strongly emphasized.

Participants recommended uniformity in data collection and analytical tools, methodology, concepts and definitions to ensure credible administrative and institutional data production and improvement in gender statistics production. General recommendation relating to gender equality issues such as ensuring women's access to productive resource to empower them, application of affirmative action to enhance participation of women in decision making processes, and enforcement of existing laws on domestic violence, human trafficking and public sensitization on negative cultural practices, among others were made. Details could be found under the concluding chapter.

3.11 GENDER INDICATORS FOR GENDER EQUALITY AND WOMEN'S EMPOWERMENT AS PRIORITIZED BY THE MINISTRY OF GENDER, CHILDREN AND SOCIAL PROTECTION (2018)

Gender Equality and women's empowerment are essential for achieving economic, cultural, social, political, environmental security among all people. International treaties that focus on gender equality and women's empowerment contribute significantly to global peace and development. Ghana has ratified several international and regional treaties/frameworks which confirm its commitment to promoting human rights of all people as well as bridging the gender equality gap between men and women. The 1992 Constitution of Ghana presents a national framework in which several articles align with the international human rights frameworks at the same time responding to peculiar national situations.

Gender statistics and indicators are critical in the implementation of these international and regional conventions, treaties, protocols and declarations, and programmes. They are important in measuring progress on national development and the status of implementation and attainment of developmental goals and objectives. These indicators are prioritized on the bases of three main documents namely: Sustainable Development Goals (Agenda 2030), National Gender Policy and Ghana Medium Term Framework, and structured under the five thematic pillars of the National Gender Policy:

1. Women's Empowerment and Livelihoods
2. Women's Rights and Access to Justice
3. Women's leadership and accountable governance
4. Women's Economic Opportunities
5. Gender roles and relations

Detailed information is attached as appendix 1.

3.12 INSTITUTIONAL FRAMEWORK FOR THE DEVELOPMENT OF GENDER STATISTICS

The National Statistical Systems is made up of MDAs, MMDAs, research institutions, academia, telecommunication institutions and other state organizations and civil society organizations. The Ghana National Statistical Service is the national body mandated to collect, collate and produce official statistics. However various research information and monitoring units of MDAs and MMDAs collect routine data as part of their official functions, examples of such data are hospital records on attendance, data on birth and death registration, research findings, police data on domestic violence, routine data on migrants, refugees, businesses registration, marriage and divorce registration among others.

Measures taken to ensure effective functioning of the NSS include:

- A review of the Statistical Services Law (PNDC) LAW 135.
- Statistical Service Bill which enjoins the GSS to coordinate Statistical activities pertaining to NSS.
- Increase in thematic areas for statistical production in the Bill to address issues of proliferation of statistics in the country.
- Making provision in the Bill for the creation of National Advisory Committee of Producers and users of statistics to provide the needed platform for addressing issues of common interest in statistics productions.
- National strategy for the development of statistics adopted in 2008
- Ghana Statistical Development Plan (2009-2013) as part of measures to strengthen statistical production in the country.

- The development of the NSDS 2 (2017-2021) to increase number of MDAs in the NSS from ten to sixteen for effective implementation.
- The signing and ratification of the African Charter on Statistics in 2009 and 2016 respectively by Ghana and thus committing to be guided by the international principles of official Statistics.
- Existence of political will and support for production of statistics.

3.13 EXTERNAL AND INTERNAL FACTORS AFFECTING PRODUCTION OF GENDER STATISTICS TO BE ADDRESSED

CHALLENGES

- Infrastructural challenges in terms of both statistical and physical infrastructure
- Data collection, production quality, dissemination and use.
- Sustainable funding to produce gender statistics, management and coordination.
- Human resource and capacity issues especially for gender analysis, data analysis, interpretation of data and packaging to make the outcome user-friendly.
- Monitoring and evaluation frameworks and processes for tracking implementation of policies and programmes on the SDGs and for accountability.
- Mandate of institutions within the NSS to generate gender statistics.
- Channels for communication tool for infrastructure for data communication and dissemination of gender statistics within and outside NSS.
- Making gender statistical data accessible for data users in a useable format to meet user needs.
- Inadequate concepts and methods to produce gender sensitive data.
- Inadequacy of gender mainstreaming in policies, programmes and activities.

OPPORTUNITIES

- The current data revolution provides opportunity to address gender data gaps and improve gender statistics.
- There are conducive policies and suitable legal environments to unearth potentials to produce gender-sensitive data to assess implementation of the SDGs'
- There exist varied data sources from which gender statistics could be developed.
- There existed some capacity for development and improvement of gender statistics production.
- Increase demand for gender statistics to promote gender equality and meet SDGs especially goal five (5).
- Civil Service Law of 1993 and the PARDIC recommendation that obliged the formation of Research, Statistics, Information Management (RSIM) as one of the four directorate established in all sector Ministries.

- SDGs as a global strategy provides opportunities for government of Ghana to demonstrate its commitment of SDGs especially goal 5 to promote gender equality and ensure that everyone is counted, and no one is left behind in development.
- There is opportunity to develop protocols that aims to reduce gender biases in data collection and data processing.
- It offers opportunity for commitment of resources for improvement of gender statistics to address the needs of all persons'
- The formation of the work stream statistical data group to advocate for gender data development.

RISK FACTORS

- Inadequacy of human capacity and technical infrastructural to ensure effective implementation of the five-year strategic plan on gender statistics due to staff shortfalls and government embargo on new recruitments.
- Financial shortfalls due to inadequate budgetary allocations for research, new surveys and new data generation purposes.
- Lack of gender budgeting/ gender responsive budgeting.
- The ending of the World Bank assisted project on gender statistics, might create some financial gaps and calls for a more sustainable funding source.
- Implementation risks and unforeseen circumstances such as slow disbursement of funds and other bureaucratic-bottlenecks may delay implementation.
- Environmental risks, internal/ external factors, commitment issues.
- Evaluation risks and independency of evaluators among other risk factors.
- High NSS GDO, RISM staff mobility is detrimental to capitalizing the benefits of gender mainstreaming statistical development.
- Lack of programming of statistical activities in NSS.
- Inadequate coordination of activities at the levels of NSS and NSOs.

Identification of the possible risk factors is a step in the right direction towards seeking means to reducing or eliminating risks and or allocating risks to stakeholders who have the capacity to influence them and any remaining risks. Risks during implementation of programme can be reduced by considering issues such as having all stakeholders agreed on the process, outputs and inputs, since objections can delay or even stop a programme from going ahead. It is therefore crucial that all stakeholders are involved in initial discussions of the programme and throughout the various stages of the programme implementation.

CHAPTER FOUR: THE GENDER STATISTICAL PLAN FRAMEWORKS

4.0 INTRODUCTION

The gender statistical framework covers the vision, mission, objective, guiding principles of the strategic plan. It also outlines the broad strategies, objectives and specific activities of the five-year strategic plan on gender statistics. There is also an activity matrix table, detailing specific objective goals, Implementer and responsible agencies, timelines and estimated budgets covering the duration of the plan implementation as well as a summary of estimated budget of the entire five -year strategic plan on gender statistics.

4.1 VISION OF THE STRATEGIC PLAN FOR GENDER STATISTICS

Making practical difference in the lives of all citizens especially women and girls and other vulnerable groups through the usage of credible gender statistics to inform policy-making, advocacy and accountability for delivering gender equality, equity and women's empowerment.

4.2 MISSION

To provide quality, available and accessible disaggregated and gender –informed data/ information in user-friendly formats critically required for the facilitation of policy making, advocacy and accountability to promote gender equality and women's empowerment, and for better outcomes of all citizens.

4.3 OBJECTIVES OF THE STRATEGIC PLAN ON GENDER STATISTICS

1. To improve gender statistics production by addressing challenges inhibiting the production of gender statistics to ensure an improved data collection and functioning information management systems.
2. To accelerate the production, availability, accessibility and utilization of gender statistics for policy formulation, planning, implementation, monitoring and evaluation to assess progress and development.
3. To generate and disseminate reliable and realistic gender statistics critical to improve gender equality and sustainable development on timely basis.

4. To fill existing gender data gaps identified in the 2017 assessment report and address the needs of all citizens for balanced and sustainable development.
5. To address issues of low capacities in production of gender statistics including data disaggregated by sex and other socio-economic characteristics on the status men, women, boys and girls.
6. Improve gender statistics production by addressing funding challenges and ensure sustainable funding for gender data production.
7. To identify gender differences, disparities and gaps in socio-cultural, economic and political spheres of the Ghanaian society to facilitate the mainstreaming of gender concerns into policies, programmes and activities that promote gender equality and sustainable development.
8. To ensure availability and accessibility of sex disaggregated data, gender statistics and indicators for monitoring and evaluation of policies and programmes and their impact on women, men, and other sub-groups of women and men, boys and girls and other vulnerable groups such as children, the aged and persons with disabilities.
9. To conduct relevant gender informed research, social surveys, user-satisfaction surveys for better production of gender statistics and for monitoring and evaluating of progress on social inclusiveness.

4.4 GUIDING PRINCIPLES OF THE STRATEGIC PLAN ON GENDER STATISTICS

The Strategic plan for gender statistics will be based on the Principles of a Renewed Action Plan for improving gender statistics for transparency, accountability, relevance, impartiality and equal access, prevention of misuse of results and professional ethics. Good statistics are important for achieving better development results. These are in line with the Marrakech Action Plan for Statistics, a global plan for improving development statistics agreed upon at the second international roundtable on managing for development of results held in Morocco in 2004, the United Nations Fundamental Principles of Official Statistics adopted by the United Nations Statistical Commission in April 1994, and further enrichment in 2014 for effective implementation. By these Principles NSS are required to have:

1. National legal framework.
2. Regular engagement and consultation with users to promote trust with user through identification of users and maintenance of knowledge and contact.
3. Ensuring quality control measures, relevant timeliness and frequency of data production by involving users in the evaluation of statistics and consulting them about uses of statistics.

4.5 BROAD STRATEGIES FOR THE DEVELOPMENT OF GENDER STATISTICS

Broad strategies for improving gender statistics are highlighted as follows:

1. Review concepts and methods of data collection on the measurement of poverty among women and men including their access to resources.
2. Address deep seated biases in concepts, definitions, classification and methodologies to ensure that data represent the lives and realities of females in all their diversities.
3. Evaluate existing concepts, definitions and methods to produce unbiased gender-related information.
4. Review concepts and methods of data collection on the participation of women, men, the youth and children with disabilities, including their access to resources.
5. Improve data collection on full contribution of women and men to the economy including their participation in the informal sectors.
6. Ensure that statistics related to individuals are collected, compiled, analyzed and presented by sex and age, and other socio-economic variables and reflects problems, issues and questions related to women and men in society by reviewing data collection templates and ensure all relevant sub-population are captured.
7. To produce quality and comparable gender statistics on regular basis to fill gender data gaps especially in the area of access to transportation to assess mobility inequality from a gender perspective, and to make transport planning more gender-informed and inclusive.
8. Promote effective integration of gender consideration at all levels of data production and creation of statistical knowledge.
9. Collect, compile, analyze and present on regular basis data disaggregated by age, sex, socio-economic and other relevant indicators, including number of dependents, for utilization in policy and programmes planning and implementation.
10. Collect, compile, analyze environmental statistics to reflect impact of environmental degradation and climate change on women and men as managers and beneficiaries of the environment.
11. Collect and process data using practices that will deliver reliable results, analyze and present in easy-to-use formats and disseminate widely.
12. Produce women and gender statistical report and women in Ghana fact sheets annually to inform policy decision.
13. Strengthen statistical and planning units of MDAs and MMDAs and policy-makers and build their capacity in collection, analysis, interpretation, data use, report writing skills and data communication and use to inform policy making.
14. Develop capacities of both men and women in MDAs and MMDAs to use ICT, and assess which women and men benefited from ICT, by class, age, rural/urban location.
15. Raise awareness on gender-related barriers to ICT access.
16. Foster collaboration between producers and users of gender data (including national statistical officers, women rights organizations, independent researchers and other partners to improve the quality and effectiveness of data by ensuring that they meet the needs of diverse stakeholders.
17. Optimize the use of administrative systems for collection, analysis and dissemination of pertinent information on targeted segments of the population.
18. Optimize the use of administrative systems for collation, analysis and dissemination of pertinent information on targeted segments of the population such as children, aged and Persons with disabilities and other vulnerable groups.

19. Standardize the compilation of gender statistics from routine administrative processes.
20. Develop and implement capacity building initiatives to engender transformation of statistical gender data required and communication of results.
21. Support MDAs and MMDAs to digitize gender data collection, processing and storage for easy retrieval.
22. Progressively create production capacity for gender statistics at all levels (national, regional and district) that respond to the needs of information and gender-informed statistical data for the purposes of local and national development.
23. Construct a robust system of gender data-based management system and internet for collection, sharing, accessing and warehousing of gender- informed data/ information.
24. Research on new and innovative methods and standard-settings including harmonization to produce a consolidated set of gender statistic for Ghana.
25. Improve and establish data collection and analysis mechanisms that will facilitate the inclusion of gender dimensions (social circumstances and life course approaches to health) of all diseases.

4.6 GOALS, OBJECTIVES AND STRATEGIES

INTRODUCTION

The five-year plan on gender statistics has 6 strategic goals with seventy-six corresponding operational strategies. These are intended to improve the production of gender statistics and strengthen the NSS for the generation of gender sensitive statistical data. Table 5 outlines the goals, objectives and operational strategies and priority actions of the five-year strategic plan on gender statistics. Table 6 is an Activity Matrix of the five-year strategic plan on gender statistics. The five-year plan has clearly defined goals, objectives and operational strategies, with priority actions/activities and responsibilities and corresponding budgets and time lines for improvement of gender statistics. It aims at addressing national, regional and global challenges inhibiting the production of gender statistics (collection, collation, presentation and dissemination) The plan has also identified types of data sets needed to understand gender differentials and their contributions in the different spheres of life.

GOAL 1: IMPROVE/ENHANCE LEGAL FRAMEWORKS, POLICY ENVIRONMENT AND INSTITUTIONAL FRAMEWORKS

STRATEGIC OBJECTIVE 1. IMPROVING GENDER STATISTICS BY ADDRESSING CHALLENGES INHIBITING PRODUCTION OF GENDER STATISTICS

Table 5.1: OBJECTIVES, OPERATIONAL STRATEGIES AND PRIORITY ACTIONS OF THE FIVE-YEAR STRATEGIC PLAN ON GENDER STATISTICS

SPECIFIC OBJECTIVE 1.	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
1.1 Enhance /broaden GSS mandate to coordinate production of gender statistics in Ghana.	1.Advocate for the passage of the GSS bill into law to enhance and broaden GSS mandate to produced and coordinate the production of gender statistics by MMDAs/MMMDAs, Research institutions etc. 2.Advocate for the passage of the Affirmative Action bill into law and disseminate widely to facilitate promotion of gender equality, equity and balanced development.	Passage of GSS bill into law. Mainstreaming of gender concerns into policies and programmes enhanced	GSS's mandate, and scope of work broadened for coordination, and development of reliable and credible and user-friendly gender statistics from different types of data sources and effectiveness enhanced for better result in production of gender statistics. Inclusiveness and balanced, sustainable development assured.	Organize two sensitization meetings for members of cabinet, members of Parliament/ select committees on gender and legal matters on the urgency of the GSS Law- and the Affirmative Action law.	January 2018-2019	GSS in collaboration with MOGCSP and other members of the National Statistics System.	46,000.00
1.2 Strengthen and make governance structure of NSS effective.	3.Make and or updated the governance structures of NSS, and the gender data work-stream fully operational and functionally effective to promote generation and production of gender statistics for planning and policy decision. 4.Promote effective integration of gender considerations at all levels, stages and in all dimensions of data production and creation of statistical knowledge. Strengthen capacities for coordination and collaboration for gender statistics production.	Governance structure of NSS, and data work streams become fully operational and functional for effective production of gender statistics for planning and policy-making. Gender statistic production institutionalized across sectors at all levels of data generation in the context of international guidelines including the Beijing Platform for Action.	Governance structure of NSS strengthened and made fully operational for enhancement of gender data production and the bridging of gender statistics gaps. Generation of gender statistics institutionalized in all sectors and at levels of data generation.	Organize meetings periodically to share ideas, information on improved standards/ concepts and methodologies and build capacities to eliminate gender biases and promote inclusiveness of gender considerations. strengthen capacities for generation of gender statistics across all sectors and at all levels of data generation. Provide needed infrastructures to facilitate generation of gender statistics at all levels.	Quarterly meetings. Capacity building programmes twice yearly, from 2018 to 2022.	Ghana Statistical Services/ MOGCSP in collaboration with all work-streams on national data roadmap groups and other partner organizations.	3,050,056.00
TOTAL							3,096,056.00

GOAL 2: IMPROVE AND ACCELERATE THE PRODUCTION OF GENDER STATISTICS

STRATEGIC OBJECTIVE 2. ACCELERATING THE PRODUCTION, AVAILABILITY, ASSESSIBILITY AND UTILIZATION OF GENDER STATISTICS FOR POLICY FORMULATION, PLANNING AND IMPLEMENTATION OF PROGRAMMES AND MONITORING AND EVALUATION

TABLE 5.2: OPERATIONAL STRATEGIES AND PRIORITY ACTIONS OF THE FIVE -YEAR STRATEGIC PLAN ON GENDER STATISTICS.

SPECIFIC OBJECTIVE 2	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
Specific Objective 2.1 Identify and bridge gender data gaps.	1. Conduct gender data mapping exercise to identify gender data gaps, and fill these gaps through additional data sources	Gender data mapping exercise conducted, data gaps identified and bridged through additional data sources, such as open-data source.	Findings of mapping exercise shared disseminated and disseminated to producers, providers and users of gender statistics and measures taken fill gender data gaps and policy decisions enhanced for sustainability.	Engage the services of a consultant to carry out gender data mapping exercise. Organize forum to disseminate and communicate findings. Promote usage of other authentic and reliable sources of data to encourage and promote gender data usage.	February 2018-2022	GSS/MoGCSP and partner sponsors.	158,416.00
Specific Objective 2.2 Mainstream and incorporate gender concerns into gender statistics production.	2. Mainstream gender perspectives in all the processes of data production, collection, collation, analysis, presentation, dissemination and communication	Gender considerations/ perspectives mainstreamed in all processes of data production and made gender inclusive to ensure no one is left out or behind.	Gender statistics production improved for planning policy decision by sustainable development.	Train and/or enhance capacities of producers, providers, and users of all kinds of data of all data sources of MDAs and MMDAs on gender issues, gender analyses and gender mainstreaming to enhance gender mainstreaming in processes of data production	Periodically from 2018 to 2020. Quarterly meetings with stakeholders.		436,800.00

STRATEGIC OBJECTIVE 2	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
2.3 Enhance dissemination and communication and use of gender statistics.	3. Review current processes and procedures in the dissemination and communication and use of gender statistics.	Processes and procedures in dissemination and communication of gender statistics reviewed and made effective and gender statistical data made readily accessible, and available.	Gender statistical data dissemination and communication processes, procedures and channels improved for better accessibility.	Streamline procedures and processes and identify effective channels for dissemination and communication. Introduce more innovative processes, by combining both traditional and modern methods. Organize meetings with producers and providers and users of gender statistical data to solicit ideas views to arrive at workable procedures and processes.	Quarterly meetings with all stakeholders. Revive meetings of users and producers of gender statistical data.	GSS in collaboration with Work stream gender data groups, work stream on national data roadmap, and other communication and data organizations such as NITA, and the ministry of communications, and mobile -telephone organizations.	1,105,600.00
Specific Objective 2.4 Strengthen gender data eco-system and address challenges.	4. Identify and address challenges impeding the development of gender statistics and made recommendation on aspects of the gender eco-system that could be strengthening	Challenges impeding development of gender statistics identified and addressed	Gender eco-Systems strengthened for better development of gender statistics.	Build capacities of gender eco-system through training and educational sensitization programmes to address gender statistical data development. Provide ICT equipment to remove bottle-necks and, cultural biases, and stereotypes to improve and/ or enhance development of gender statistics.	Bi-annual capacity-building programmes from 2018 to 2019.	GSS, MoGCSP and NSS, and other collaborators.	1,552,000.00

SPECIFIC OBJECTIVE 2.	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
Specific Objective 2.5 Make template, concepts classification gender inclusive.	5.Review template for data collection and remove gender biases embedded in concepts, definitions and classifications and make them gender sensitive.	Data collection templates reviewed, and biases embedded in concepts, definitions and classifications removed and made gender sensitive	Templates, for data collection, classifications and definitions made gender sensitive.	Organize consultative meetings with all stakeholders to review concepts, classifications, definitions annually. Conduct field tests and monitor and evaluate performance of usage of improved classifications, definitions for feedback and redress of possible challenges.	Organize quarterly meetings with stakeholders and conduct field tests on usage of templates for improved gender statistics production in 2018-2029.	GSS/ MoGCSP, other Partners.	416,832.00
Specific Objective 2.6 Improve gender data quality through innovative ways.	6.Carry out advocacy campaigns for quality gender statistical data production.	Advocacy campaigns undertaken, and quality gender statistics produced to meet user needs and satisfaction.	Number of advocacy campaigns carried out, and impact on data quality assessment report.	Dialogue with producers and supplies of gender statistics bi-annually and improvement of gender data production.	February 2018-2022	GSS/MoGCSP and partner sponsors.	158,416.00
Specific Objective 2.7 Ensure harmonization of gender data and enhance quality	7.Mainstream gender perspectives in all the processes of data production, collection, collation, analysis, presentation, dissemination and communication	Gender considerations/ perspectives mainstreamed in all processes of data production and made gender inclusive to ensure no one is left out or behind.	Gender statistics production improved for planning policy decision by sustainable development.	Train and/or enhance capacities of producers, provides, and users of all kinds of data of all data sources of MDAs and MMDAs on gender issues, gender analyses and gender mainstreaming to enhance gender mainstreaming in processes of data production	Periodically from 2018 to 2020. Quarterly meetings with stakeholders.		436,800.00

SPECIFIC OBJECTIVE 2.	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
Specific Objective 2.8 Use gender specific indicators to assess developmental outcomes.	8.Review current processes and procedures in the dissemination and communication and use of gender statistics.	Processes and procedures in dissemination and communication of gender statistics reviewed and made effective and gender statistical data made readily accessible, and available.	Gender statistical data dissemination and communication processes, procedures and channels improved for better accessibility.	Streamline procedures and processes and identify effective channels for dissemination and communication. Introduce more innovative processes, by combining both traditional and modern methods. Organize meetings with producers and providers and users of gender statistical data to solicit ideas views to arrive at workable procedures and processes.	Quarterly meetings with all stakeholders. Revive meetings of users and producers of gender statistical data.	GSS in collaboration with Work stream gender data groups, work stream on national data roadmap, and other communication and data organizations such as NITA, and the ministry of communications, and mobile -telephone organizations.	1,105,600.00
Specific Objective 2.9 Make existing and future gender data user-friendly	9. Identify and address challenges impeding the development of gender statistics and made recommendation on aspects of the gender eco-system that could be strengthening	Challenges impeding development of gender statistics identified and addressed	Gender data eco-Systems strengthened for better development of gender statistics.	Build capacities of gender eco-system through training and educational sensitization programmes to address gender statistical data development. Provide ICT equipment to remove bottle-necks and, cultural biases, and stereotypes to improve and/ or enhance development of gender statistics.	Bi-annual capacity-building programmes from 2018 to 2019.	GSS, MoGCSP and NSS, and other collaborators.	1,552,000.00

SPECIFIC OBJECTIVE 2.	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
Specific Objective 2.10 Generate and use qualitative and quantitative data to obtain gender experiences of males and females.	10. Review template for data collection and remove gender biases embedded in concepts, definitions and classifications and make them gender sensitive.	Data collection templates reviewed, and biases embedded in concepts, definitions and classifications removed and made gender sensitive	Templates, for data collection, classifications and definitions made gender sensitive.	Organize consultative meetings with all stakeholders to review concepts, classifications, definitions annually. Conduct field tests and monitor and evaluate performance of usage of improved classifications, definitions for feedback and redress of possible challenges.	Organize quarterly meetings with stakeholders and conduct field tests on usage of templates for improved gender statistics production in 2018-2029.	GSS/ MoGCSP, other Partners.	416,832.00
Specific Objective 2.11 Produce and publish topical gender statistics, bulletins, fact sheets, pamphlets on gender issues to inform policy planning and decision making.	11.Explore innovative ways of merging traditional data with new data to fill gender data gaps. Publication of Topical gender statistics on gender issues for wider use, .	Innovative ways and methods for collection of gender data which addresses cultural factors and biases, societal norms and values found to enhance data quality and traditional data merged with new data sources and gender data gaps filled.	Traditional data sources merged with new data sources to improve gender data availability. Topical gender issues and statistics produced and published for wider use.	Organize consultative meetings with all stakeholders to explore innovative ways of making gender data available for use. Evaluate existing concepts, definitions and methods to produce unbiased gender relevant information. Develop protocols, new concepts, definitions where necessary that adequately reflect the diversities of women and men in society. Develop new guidelines to reduce gender biases in data collection and data processing. Train enumerators on gender concepts, and gender analysis, gender responsive budgeting to enable them appreciate and address perceptions and norms that perpetuate gender stereotypes	2019-2022	GSS, MoGCSP, RSIMDs, MDAs and MMDAs.	1,496,000.00

SPECIFIC OBJECTIVE 2.	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
<p>Specific Objective 2.12</p> <p>Generate and collect specific gender statistics products that address needs of vulnerable and excluded groups, aged, persons with disabilities, and make available for use to inform policy decision. .</p>	<p>12.Systematically collect harmonized gender sensitive data and analyze in terms of sex, age and gender considerations (gender roles, relation, and gender indicators to bring to light gender differences and disparities.)</p>	<p>Gender sensitive data systematically, analyzed in terms of, sex, age and gender and other gender considerations.</p> <p>Statistical data on vulnerable groups, aged, PWDs, migrants, beggars, street families, collected, analyzed and produced in user-friendly formats and disseminated.</p>	<p>Solid sex, age and Gender sensitive statistical data, sets, inclusive of all groups and sub-groups collected and produced for policy decision, planning to address the needs of all for sustainable development.</p>	<p>Enhance capacities for collection and production and harmonization of gender informed data through training, sensitization on gender issues and considerations to ensure gender inclusiveness. Systematically generate gender statistics on vulnerable and excludes groups. Comprehensive gender statistics collected disaggregated by sex, age, disability and other socio-economic variables produced for use to ensure gender inclusiveness and sustainable development.</p>	<p>2018 - 2022.</p>	<p>GSS, MoGCSP, MDAs and other partners.</p>	<p>1,142,080.00</p>
<p>Specific Objective 2.13</p> <p>Produce baseline data on critical gender issues such as high incidence of poverty, among older persons, prevalence of sex-discrimination and perceived harassment. especially among women and girls.</p>	<p>13.Generate gender specific indicators disaggregated by sex, age and other socio-economic variables. Base line data on critical gender issues collected and made available for policy planning and programme intervention.</p>	<p>Gender specific indicators disaggregated by sex, age and other socio-economic variables developed.</p> <p>Baseline data on critical gender issues collected and made available for policy planning and programme intervention.</p>	<p>Gender statistic indicators developed to ensure monitoring and evaluation of programmes and their developmental outcomes and impact. Baseline data produced on trend analysis on incidence of poverty, among vulnerable older persons and prevalence of sexual harassment in schools, workplace and community.</p>	<p>Build capacities for monitoring and evaluation of programmes outcomes and their developmental impact on all groups of people to ensure no one is left behind.</p> <p>Develop workplace school and community based harassment policies to enhance reporting and management of such incidence.</p> <p>Put in place mechanism for reporting such cases and punish perpetrators of such acts.</p>	<p>Periodically, from 2018 to 2022</p>	<p>GSS, MoGCSP, MDAs, Work Stream Gender Data group.</p>	<p>140,416.00</p>

SPECIFIC OBJECTIVE 2.	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
Specific Objective 2.14 Put in place mechanism to enhance data collection and analysis.	14. Present existing gender data in user-friendly formats and make easily accessible to encourage use of existing gender statistics.	Gender data presented in user-friendly formats and made easily accessible.	Users encouraged to use gender data to enhance policy decision, planning to ensure sustainable development for all.	Design appropriate user-friendly format for data presentation in a non-technical simply language to facilitate usage. Use other innovative channels to communicate and disseminate gender statistics to a wide range of users including policy makers and planners.	2018 -2019	GSS, RISDS OF MDAs and MMDAs	22,000.00
Specific Objective 2.15 Promote evidence-based information. Management System and improve gender data accessibility.	15. Use supplementary / additional quantitative and qualitative data from reliable administrative sources for the generation of gender statistics to obtain a comprehensive picture of gendered experiences.	Supplementary, reliable administrative data sources used in generation of gender statistics and a comprehensive picture of gendered experiences achieved.	Comprehensive gendered experiences attained through use of reliable quantitative and qualitative forms of administrative data.	Develop and use standards templates to improve and make administrative data sources reliable as additional data to compliment survey and census data sources for a comprehensive engendered data.	2018- 2022.	GSS, RMSIMDs OF MDAs and MMDAs.	74,016.00
Specific Objective 2.16 Establish data collection mechanism to facilitate gender inclusiveness in health statistics production.	16. Improve and establish data collection and analysis mechanisms that will facilitate the inclusion of gender dimensions (social circumstances and life course approaches to health) of all diseases.	Data collection and analysis mechanisms improved and made gender inclusive to capture gender related diseases affecting women and men, boys and girls.	Diseases that affect men and women boys and girls differently, identified, and causal factors analyzed for appropriate redress through health delivery service interventions.	Conduct operational research on diseases that affect men and women, boys on girls differently in view of their biological make-up and publish findings for redress through policy and programme interventions.	2020-2022	GSS GHS/ MOH.	161,040.00

SPECIFIC OBJECTIVE 2	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
Specific Objective 2.17 Conduct research on new and innovative methods for evidence -base data production.	17.Research on new and innovative methods and standard-setting including harmonization so as to produce a consolidated set of gender statistics in Ghana. Promote evidence-research-based information and data management system to ensure comprehensive timely and reliable information and gender sensitive data for evidence- based decision-making.	New research conducted on innovative methods necessary for standard-setting, harmonization and consolidation of gender data sets. Research on evidence-based management system conducted and timely and reliable information /gender sensitive data assured for evidence-based decision-making.	Innovative methods and standardized gender data sets found for harmonization and consolidation of gender data set and gender data quality improved. Information and data management system developed for an enhanced decision making.	Conduct research on new and innovative data sets to harmonize and consolidate gender data sets.	2019-2022	GSS, research Institutions, NSS, in collaboration with data users, and providers.	720,000.00
Specific Objective 2.18 Improve on quality and effectiveness of gender statistics.	18.Forster collaboration between suppliers, producers and users of gender statistics and other partners to improve the quality and effectiveness of gender statistics	Strong collaboration built, between suppliers, producers and users of gender statistics.	Gender statistics quality improved and made reliable and effective.	Organize meetings quarterly with all stake holders to enhance gender -statistics quality. Organize annually consultative meetings and share- new and innovative methods with all stakeholders.	2018-2021	GSS, MoGCSP, NSS.	161,040.00
Specific Objective 2.19 Establish data-base on beneficiaries of ICT training and assess impact on gender data production.	19.Develop capacities in ICT of both women and men in MDAs and assess which women and women benefited from ICT by class, age, rural and urban.	Capacities in ICTS of MDAS built, and data-base on beneficiaries established and disaggregated by class, age, sex, and geographical location (rural/urban)	Data-base established on beneficiaries of ICT training and impact of such training assessed in terms of gender data production and quality, dissemination and usage.	Organize capacity needs assessment of MDAS in ICTS to up-grade their knowledge in new technologies to improve gender statistical data production and dissemination to users. Conduct impact assessment on beneficiaries of ICT training and application of knowledge gained on data quality, dissemination and usage.	2018-2021	GSS, MoGCSP MDAs/MMDAs/ other data producers, and providers.	134,200.00

OBJECTIVE 2.	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
2.20 Enhance usage of ICT to facilitate access to gender statistics and usage.	20. Advocate and raise awareness on gender-related barriers to ICT access to enhance access and use of gender statistics.	Awareness created on gender-related barriers to ICTS access and use of gender statistics.	Gender related barriers removed and assess and use of gender statistics facilitated for especially women and girls.	Organize educational sensitization to create awareness of gender-related barriers to ICT (the gender digital divide) and how these barriers affect assess and usage of gender statistics.	2018-2022	GSS, MoGCSP/ MDAs MMDAs.	223,248.00
Specific Objective 2.21 Mainstream gender concerns into data production.	21 Integrate systematic and sex-disaggregated data collection and analysis of gender statistics as part of programming	Mainstreaming and integration of Gender concerns, and other socio-economic variables, and sex disaggregation into data collection and analysis, made part and parcel of programming.	Disaggregated data collection and analysis integrated and mainstreamed into gender statistics programming.	Build capacities on gender mainstreaming and analysis in programming for gender -data production processes. Mainstream and integrate gender concerns, and other socio-economic variables, and sex disaggregation into data collection and analysis as part and parcel of programming	2019-2022	GSS/MoGCSP and other MDAs AND MMDAs and Partners.	107,360.00
TOTAL							10,853,036.00

GOAL 3: ENHANCE GENDER DISAGGREGATED DATA PRODUCTION, QUALITY, DISSEMINATION AND USAGE

STRATEGIC OBJECTIVE 3. GENERATING AND DISSEMINATING RELIABLE AND REALISTIC GENDER DATA AND STATISTICS CRITICAL TO PROMOTE GENDER EQUALITY AND SUSTAINABLE DEVELOPMENT

TABLE 5.3. OBJECTIVES, OPERATIONAL STRATEGIES AND PRIORITY ACTIONS OF THE FIVE-YEAR STRATEGIC PLAN ON GENDER STATISTICS.

SPECIFIC OBJECTIVE 3.	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
Specific Objective 3.1 Standardized format for gender data production to meet needs of diverse stakeholders.	<p>1. Capitalize on existing technological advances to collect, process and make gender statistics available in more effective timely manner</p> <p>2. Develop new concepts/ methodologies definitions to produce gender relevant information. Evaluate existing concepts, definitions, methods where necessary that appropriately reflect the diversities of men and women. In society</p> <p>3.. Standardized formats for gender data collection for improved quality and effectiveness of gender sensitive data to meet the needs of diverse stakeholders.</p> <p>4. Mitigate risks factors affecting the collection of relevant gender data through adherence to common definitions and international and quality standards.</p>	Gender statistics production made effective through use of advanced and appropriate technologies.	Access and availability of gender statistics made effective and timely	<p>Use appropriate and advance technologies to enhance and facilitate gender and sex disaggregated data. Modify and redesign questionnaires and methodologies and templates to collect gender inclusive data.</p> <p>Train enumerators/statisticians and equip them with skill on advanced and appropriate technologies and on gender concepts and analysis to enhance capacities and to facilitate gendered data collection and disaggregation by sex, age ethnicity, location and other socio-economic variables and of harmonization.</p>	2018-2022	GSS/ MoGCSP, MDAs and MMDAs and Partner organizations.	438,080.00

SPECIFIC OBJECTIVE 3	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
Specific Objective 3.2 Enhance production of gender statistics.	5.Adopt an integrated census and survey programmes that enhances production of disaggregated data by (sex, age, gender, income groups, migration status etc.)	An integrated system adopted to enhance production of gender statistics.	An effective and efficient census and survey integrated system applied for production of gender statistics.	Collect and harmonize survey and census data to ensure data availability and accessibility. Develop gender statistics related to the each of the 12 critical areas of concerns of the Beijing Platform for Action to serve as basis for monitoring and evaluation.	2019-2022	GSS/NSS/ MDAs, MMDAs.	1,342,000.00
Specific Objective 3.3 Use new data sources to fill gender data gaps	6.Explore new data sources for production of gender statistics to fill gender gaps. Encourage the utilization of existing gender data by making them user-friendly, available and accessible.	New reliable sources of data explored and made use of. Use of existing gender data made user -friendly and utilization encouraged.	Gender data gaps bridged/ filled through new and reliable data sources. Use of administrative system of data optimized to bridge gender data gaps and gender inclusiveness ensured.	Under take data mapping exercises on scope of gender data production to identify existing gender data gaps and use of existing gender data. Intensify efforts to collect data annually to fill existing gender data gaps. Use other reliable data sources as such open data to fill existing gender data gaps Optimize the use of administrative systems for data collection, analysis and dissemination of pertinent information on targeted segments of the population. Develop relevant system for the collection of relevant data on persons with disabilities for planning and policy intervention	2018-2020	GSS/MGCSP/ NSS, MDAs/MMDAs/ other partner institutions.	531,076.00

SPECIFIC OBJECTIVE 3.	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
Specific Objective 3.4 Use quality framework assessment to enhance gender data quality.	7.Develop country- specific quality assessment framework for all gender statistics production	Country -specific quality assessment standards/ framework for gender statistics production developed to ensure localization and effectiveness.	Quality assessment framework in existence for quality gender statistics production.	Constitute a team/ and or engage a consultant to develop country specific assessment framework for all gender statistics production. Disseminate and train NSS, MDAS, MMDAS on use of quality assessment framework and monitor and evaluate effectiveness.	2018-2019	GSS/MoGCSP/ NSS	340,000.00
Specific Objective 3.5 Sensitize suppliers, producers and users of gender statistics data for better gender statistics production.	8.Sensitize non-institutional data suppliers to the importance of their role in the production of quality gender statistics. 34.Forster and strengthen collaboration between producers, suppliers and users of gender statistics.	Sensitization for non-institutional data suppliers on the importance of their role in ensuring quality gender statistics production carried out at all levels.	Commitment of non-institutional data suppliers gained for better gender statistics production.	Collaboration with and strengthen non-institutional data suppliers for an improved gender statistics production. Build net- works and partnership, through quarterly meetings and fora to share ideas, new methods etc to enhance collaboration for generation of better gender statistics.	2018-2020	GSS/MoGCSP/ other partners.	91,000.00

SPECIFIC OBJECTIVE 3	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
Specific Objective 3.6 Develop effective performance management and monitoring and evaluation system.	9.Enhance monitoring and evaluation of NSS statistical systems and ensure effective coordination. Ensuring that performance measurements, monitoring and evaluation systems are in place to attain the goal for the promotion of gender equality outcomes through generation of gender of statistics by NSS, MDAs, MMDAs. 10. Enhance institutional framework for monitoring and evaluation and for Credible system for reporting of evaluation findings.	M&E system in place for effective monitoring, and to enhance attainment of attainment of gender equality goal of the SDGS 5. Appropriate M&E System in place to ensure implementation and safeguard the independence, credibility and utility of evaluation with NSS and other data generation institutions. Credible evaluation findings assured.	Effective M&E System in place to assess policy, programmes and developmental outcomes. Data quality and credibility assured through effective M&E System. Institutional framework for M& E strengthened. Peer review mechanisms in place to safeguard implementation and adherence to principles of independence, credibility and utility. Independent and credible system for reporting made useful.	Develop effective performance management, monitoring and evaluation systems in the NSS, MDAS, MMDAS, to assess progress. Conduct relevant gender sensitive social surveys for monitoring process on social inclusiveness. Conduct gender data satisfaction surveys to assess usage of gender statistics and address challenges if any and review channels and medium of data dissemination and communication for better results and usage. Establish data base of registered potential beneficiaries of social protection interventions. Develop gender statistics related to each of the 12 critical areas of concerns of the Beijing Platform for Action to serve as basis for monitoring and evaluation of impact of policies and programmes. Put in place M&E system and peer review mechanisms that ensures effective implementation, and safeguards the independence, credibility and utility of evaluation findings in collaboration with NSS and other data generation institutions.	2018-2920	GSS, MoGCSP, NSS, MDAs, MMDAs, other data production institutions.	2,984,000.00

SPECIFIC OBJECTIVE 3.	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
Specific Objective 3.7	11. Strengthen census and survey regimes to obtain more gender-sensitive data and disaggregation			Set -up a system to plan, undertake and report evaluation findings in a useful way. Put in place measures to improve meta data records attached to census and survey data - sets.	2018-2022	GSS, NSS. MDAs, MMDAs.	446,496.00
Specific Objective 3.8	12. Standardize format for gender data collection for producers and users to meet needs of diverse stakeholders.	Format for gender data production standardized.	Harmonization of data from diverse stakeholders made credible and reliable.	Ensure standardization of concepts, to allow for interoperability.	2019-2020	GSS, NSS MDAs, MMDAs.	145,600.00
Specific Objective 3.9 Address cultural gender biases existing concepts, methods definitions to improve gender statistics production.	13. Develop new concepts, methods, definitions where necessary as well as protocols; guidelines to reduce gender- biases in data collection and data processing and use innovative methods for collection of gender data by addressing cultural factors that impede gender data collection.	New concepts, guidelines, protocols developed and gender biases reduced in data collection and processing. Innovative methods for gender data collection in use and negative cultural factors removed.	Data quality improved and make gender inclusive and credible.	Review/and or modify existing concepts, definitions, guidelines and remove gender-related biases, perceptions to ensure inclusiveness and credibility.	2018-2021	GSS, NSS, MDAs, MMDAs.	182,000.00 53,680.00
Specific Objective 3.10 Improve the Collect data on best practices on implementation of policies, legislation and protocols.	14. Prepare a data-base of best practices guidance and case studies, covering issues such as policy, legislation, education, awareness and capacity building with focus on gender mainstreaming.	Data base of best practices, guidance, cases studies prepared to enhance gender mainstreaming	Data bases on best practices, case studies on issues of policy, legislation, and on capacity building established and data quality improved and enhanced.	Prepare and set up data bases in all MDAS and MMDAS to collect data on best practices on implementation of policies, legislation and protocols to enhance gender mainstreaming.	2018-2022	GSS, NSS, MDAs, MMDAs.	186,040.00.
Specific objectives 3.11 Produce, market and disseminate gender statistics products to inform policy decision.	15 Market and disseminate gender statistical products such as "Gender statistics on women and men in Ghana at a Glance"	Publications on gender statistics, produced and disseminated, widely for all stakeholders.	Gender statistics products marketed, and widely disseminated for policy decisions, planning, monitoring and evaluation.	Produce, gender statistics products such as "women and men at a glance", "women and men in Ghana" and on other topical issues, such as women and men in the informal sector, women and men, in employment, industry, politics etc.	2018-2022	GSS. /MoGCSP MDAs MMDAs, NSS.	118,890.00

SPECIFIC OBJECTIVE 3.	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
Specific objectives 3.12 Produce and publish gender specific data and indicators on economic, social and legal issues.	16. Publish gender -specific data in Ghana on economic, social, and legal issues important to gender equality and make easily accessible on annual basis.	Publication on gender data on economic, social, and legal issues disseminated to inform policy decision and intervention and promotion of gender equality promoted. Economic gender equality indicators developed annually and published and disseminated widely.	Specific data on socio-economic and legal issues developed on periodical basis and policy formulation, implementation, monitoring and evaluation enhanced. Economic status of women and men assessed periodically to enhance interventions for poverty reduction and economic empowerment, and attainment of SDGs goals.	Develop and publish specific gender data on socio-economic issues annually to guide policy, implementation, monitoring and evaluation. Collect economic gender statistical data, package in a user-friendly format and publish widely to diverse stakeholders annually.	2018-2022	GSS/ MoGCSP, MDAs, MMDAs, NSS.	742,260.00
Specific Objective 3.13 Produce and publish official gender statistics annually.	18 Produce on annual basis official gender statistical publication. Produce on monthly basis gender analytical articles/reports and disseminate widely to users for policy decision and planning.	Official gender statistics produced and disseminated annually. Gender analytical articles/ reports produced and disseminated.	Official gender statistics, analytical articles, reports, made readily available and assessible for policy decision and planning.	Produce, and publish official gender statistics annually, including gender analytical articles, and reports and widely disseminate for policy decision and planning.	2018-2022.	GSS, MoGCSP, MDAs, MMDAs.	1,860,400.00
Specific Objective 3.14 Produce and encourage use of gender statistics.	19. Improve/encourage use of gender statistics, through communication strategies for dissemination platforms such as interactive databases and websites.	Usage of gender statistics increased	Communication strategy in place and gender statistics usage encouraged.	Develop communication strategy for advocacy on the importance of and usage of gender statistics. prepare and package gender statistics in user-friendly formats to encourage usage.	2019-2020.	GSS, MoGCSP, NSS, MDAs MMDAs.	5,520.00
Specific Objective 3.15 Research and develop innovative methodologies to improve data disaggregation by sex, age and other socio-economic variables.	20 Improve disaggregated data, research and monitoring and apply gender-sensitive indicators to monitoring and evaluation.	Gender statistics production improved to ensure gender inclusiveness and indicators developed for M&E.	Data disaggregation in term of sex, gender and other socio-economic variables improved, and indicators developed, and M&E made effective.	Research and develop for use innovative data collection, generation methodologies to improve data disaggregation by sex, age and other socio-economic variables	2019-2020	GSS, MoGCSP, NSS, MDAs, MMDAs.	364,000.00

SPECIFIC OBJECTIVE 3.	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
Specific Objective 3.16 Strengthen community/district data collection processes to improve data quality to inform policy decision.	21. Increase understanding of gender - sensitive data collection methods and prioritizing community/district data generation and reporting processes, and transparency to inform policy making	Understanding of gender-sensitive data collection methods increased and community/district data generation and reporting processes accorded higher priority.	Community/ district data collection and processing accorded priority attention and made data collection facilitated and made transparency and credible.	Strengthen community/district data collection processes as a matter of priority and ensure transparency and credibility. Organize sensitization awareness creation programmes to increase understanding on importance of community/district gender statistics production.	2019-2022	GSS. MoGCSP, MMDs and other local Partners.	53,680.00
TOTAL							9,885,222.00

GOAL 4: UPDATE SUSTAINABLE INFRASTRUCTURE FOR PRODUCTION OF GENDER STATISTICS

STRATEGIC OBJECTIVES 4. FILLING EXISTING GENDER DATA GAPS IDENTIFIED IN THE 2016 ASSESSMENT REPORT TO ADDRESS THE NEEDS OF ALL CITIZENS AND PROMOTE BALANCED, GENDER EQUALITY AND SUSTAINABLE DEVELOPMENT

Table 5.4: OBJECTIVE, OPERATIONAL STRATEGIES AND PRIORITY ACTIONS OF THE FIVE-YEAR PLAN ON GENDER STATISTICS.

SPECIFIC OBJECTIVE 4.	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
Specific Objective 4.1 make available standardized and harmonized, concepts and definitions to improve gender data production.	1.Revise as appropriate the standardized and harmonized statistical classification and share data standards and definitions, concepts across the NSS and coordinate activities.	Data standards, definitions as classified and revised, shared across all NSS, and activities coordinated.	Standardization and harmonization of data standards, concept, and definitions attained and disseminated across all NSS.	Revise, and standardize statistical data, concepts and definitions as appropriate and disseminate widely across all NSS.	2018-2019	GSS, NSS, MDAs, MMDAs.	53,000.00
Specific Objective 4.2 Conduct impact assessment of the gender statistics plan.	2.Develop monitoring and evaluation tools for monitoring and evaluation of programme outcomes and progress.	Monitoring and Evaluation tools developed for assessment of programme outcomes and impact.	Monitoring and evaluation tools in place to assess progress.	Develop M&E Tools for assessment of policy and programme outcomes and impact in collaboration with NSS, MDAs, MMDAs.	2019-2021	GSS, MoGCSP.	54,600.00
Specific Objective 4.3 Establish an effective management information system	3 Strengthen the management information systems (MIS) of the NSS.	Management information systems of NSS strengthened.	Effective MIS, in place in NSS, to track progress/developmental outcomes.	Review and/or update existing MIS and Create MIS where none existed within the NSS.	2018-2021	GSS, MoGCSP, NSS, MDAs, MMDAs.	82,000.00
Specific Objective 4.4 Develop reporting mechanism for NSS Gender Statistics activities.	4. Develop a reporting framework for NSS gender statistics activities (PHC. GLSS, administrative data collection.)	Reporting framework developed for gender statistical activities initiatives	Reporting framework developed and in place for effective coordination and harmonization of NSS gender statistics activities.	Develop reporting frameworks in collaboration with NSS to enhance coordination of gender statistics activities.	2018-2021	GSS, MoGCSP, NSS, MDAs MMDAs.	73,000.00

Specific OBJECTIVE 4.	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
Specific Objective 4.5 Enhance the conduct of time-use statistics.	5.Develop classification of activities for time-use statistics that is sensitive to the differences between men and women in remunerated and unremunerated work disaggregated by sex, and age.	Classification of activities that ensures gender sensitivity in time-use statistics between women and men remunerated and non-remunerated work developed.	Time use statistics on women and men remunerated and non-remunerated work collected to inform policy decision and planning	Develop gender sensitive tools or classification of activities for collection of time -use statistics of men and women remunerated and non-remunerated work.	2020-2021	GSS, MoGCSP, NSS	99,750.00
Specific Objective 4.6 Strengthen collaboration of producers and users of gender statistics.	7.Collaborate with producers and suppliers and users of gender statistics to enhance gender statistic production.	Collaboration between producers, suppliers and users of data strengthened and gender statistics production improved.	Strong collaboration between producers, suppliers, and users of data attained and improvement achieved in gender statistics production.	Organize meetings quarterly to shares ideas, obtain feedback from use of data collection tools, protocols to enhance relations and gender statistics production. Collaborate in terms of resource mobilization and allocation to build trust and confidence in gender data statistical production.	2018-2021	GSS, NSS, MoGCSP, MDAs, MMDAs.	107,360.00
Specific Objective 4.7 Build capacities for gender analysis and enhance mainstreaming of gender concerns in health statistics.	8. Improve and establish data collection and analysis mechanisms that will facilitate the inclusion of gender dimensions of all diseases.	Data collection and analytical mechanisms established and improved and made gender inclusive.	Gender inclusive analytical and collection tools in place and gender inclusiveness in data collection achieved.	Organize capacity sensitization training programmes to sharpen skills in gender analysis and use of gender inclusive data collection tools. Equip data producers and suppliers with modern ICTS to facility data collection.		GSS, MoGCSP, NSS, MDAs, MMDAs.	340,886.00

SPECIFIC OBJECTIVE 4.	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
Specific Objective 4.8 Establish an effective MIS and improve internet accessibility in MDAs., NSS to facilitate gender statistics accessibility.	10. Construct a robust system of gender data- base management and information systems and internets for collection sharing, accessing, and ware-housing of gender sensitive data/ information and statistics.	Robust gender data management system, and set up and gender sensitive collection, ware-housing and information sharing attained.	Gender data management information system in place to enhance gender statistics production and dissemination.	Engage ITC experts to establish gender data management systems to enhance gender sensitive data collection, ware-housing, accessing and sharing.	2018-2019	GSS, MoGCSP NSS.	233,400.00
Specific Objective 4.9 Create awareness and deepen understanding on gender issues and relations to promote gender equality and balanced sustainable development.	12. Identify, and generate data needed for investigation in order to understand gender differentials and women and men's roles and contributions in the different spheres of life.	Gender sensitive data collected and analyzed with clear understanding of gender differentials and roles and contributions of men and women obtained for policy and programme interventions	Clear understanding obtained on gender differentials and roles of men and women and their contribution in different spheres of life to enhance policy decisions.	Organize gender sensitization and capacity building programmes on gender issues, and analysis to deepen understanding on gender issues, roles and relations	2018-2022	GSS, MoGCSP.	109,848.00
Specific Objective 4.10 Conduct gender data needs /gaps assessment and address disparities to inform policy decision.	13. identified specific gender data needs/gaps and design, build, collect, process, analyze and disseminate for policymaking and planning.	Gender data needs/gaps assessment carried out and findings analyzed and disseminated to inform policy decision and planning	Gender data needs /gaps assessed, and findings disseminated for enhanced policy and planning.	Put up a team of experts to carry out gender needs/gap assessment exercise and disseminate findings to all stakeholders.	2018-2019.	GSS, MoGCSP.	88,000.00
TOTAL							1,241,944.00

GOAL 5: IMPROVE HUMAN AND TECHNICAL RESOURCES DEVELOPMENT AND MANAGEMENT FOR GENDER STATISTICS PRODUCTION.

STRATEGIC OBJECTIVE 5. ADDRESSING ISSUES OF LOW CAPACITIES IN PRODUCTION OF GENDER STATISTICS, INCLUDING DISAGGREGATED DATA BY SEX AND OTHER SOCIO-ECONOMIC CHARACTERISTICS ON THE STATUS OF MEN, WOMEN, BOYS AND GIRLS

TABLE 5.5. OPERATIONAL STRATEGIES AND PRIORITY ACTIONS OF THE FIVE-YEAR PLAN ON GENDER STATISTICS

SPECIFIC OBJECTIVE 5.	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
Specific Objective 5.1 Strengthen technical capacities / skills for production of gender statistics	1.Build and or update technical capacities / skills of staff of statistical units of MMDAs and MMDAs and GSS for gender analysis, gender auditing, gender- budgeting, gender statistics, ICTs for statistical production and management.	Technical capacities and skills of staff of statistical units of MDAS, and MMDAS, built on gender issues, analysis, gender auditing and gender budgeting	Technical Skills and capacities in gender analysis, auditing and in gender budgeting, ITCS built and or updated to for gender statistical production Gender statistics production transformed and made gender inclusive.	Organize annually capacity building programmes, on gender audit, gender analysis and gender budgeting and in ICTS for staff of all statistical units of MDAS, and MMDAS for production of improved gender statistics.	2018-2022	GSS, MoGCSP.	424,664.00
Specific Objective 5.2 Conduct time-use surveys and carry out an assessment of women and men access to productive resources.	2.Conduct research in new areas to generate data on social statistics, time -use surveys, baseline data on access to and control of resources, sexual harassment, incidence of poverty among the aged, sex- discrimination.	Research on new areas for generation of social statistics (time use surveys, baseline data, on access to and control of resources, etc) carried out.	Data sets on social statistics, time-used- surveys, on access to resources, incidence of poverty obtained.	Engage a team of researchers to carry out research on time-use survey, baseline surveys, assess men and women access to productive resources to inform policy and planning.	2020-2022	GSS, MoGCSP.	684,640.00
Specific Objective 5.3 Organize gender sensitization programmes on gender empowerment issues.	3 Create awareness sensitization programmes on the importance of gender statistics and recognition of gender equality in public and private sectors.	Awareness created on importance and need for gender statistics and gender equality.	Recognition that gender equality makes economic sense in public and private sectors becomes a reality through production of gender statistics.	Organize awareness sensitization programmes of the importance of gender equality and gender inclusiveness promote sustainable development.	2018-2022	GSS, MoGSP.	74,416.00

SPECIFIC OBJECTIVE 5.	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
Specific Objective 5.4 Build capacities in ICTS to enhance gender statistics production.	4. Build capacities of all staff (men and women) in MDAs and MMDAs in use of ICT and assess which men and women benefited from ICT by class, age, rural and urban.	Capacities of MDAs and MMDAs in ICTS built and assessment made of beneficiaries (men and women) and by class age, rural and urban.	Usage of ICTS by sex, age, class, location assessed.	Build capacities of men and women in ICTS and assess usage of beneficiaries, in terms of sex, age, and location.	2020-2021.	GSS, MoGCSP.	110,000.00
TOTAL							1,294,120.00

GOAL 6: ESTABLISH A SUSTAINABLE SOURCE OF FUNDING FOR GENDER STATISTICAL PRODUCTION

STRATEGIC OBJECTIVE 6. IMPROVING GENDER STATISTICS PRODUCTION BY ADDRESSING FUNDING CHALLENGES AND ENSURE SUSTAINABLE FUNDING FOR GENDER STATISTICAL DATA PRODUCTION

TABLE 5.6: OBJECTIVE, OPERATIONAL STRATEGIES AND PRIORITY ACTIONS OF THE FIVE-YEAR PLAN ON GENDER STATISTICS

SPECIFIC OBJECTIVE	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
Specific Objective 6.1 Ensure sustainable funding for gender statistics production.	1. Address funding gaps by embarking on robust fund-raising activities from both internal and external sources, such as world bank, private, and corporate bodies / institutions, foundations, research institutions and international statistical commissions such as the united nations and agencies.	Funding Gaps address by internal and external funding sources.	Sufficient funds made available for plan implementation.	Organize fund raising activities to solicit funds from both internal and external sources such as the World Bank, Regional statistical commissions, and other donor and development partners and internally from corporate institutions.	2018-2020	GSS, MoGCSP, Parliament.	44,000.00
Specific Objective 6.2 Build capacities for gender budgeting to enhance budgetary allocations	2. Build capacities of staff of MMDAs and MMDAs on gender-responsive budgeting	Capacities of staff of MDAS and MMDAS built on gender budgeting.	Funds generated from budgetary sources for implementation of plan for production of gender statistics.	Organize training programmes for planning and budget offers and gender desk officers on gender budgeting. Advocate for reintroduction into the national budget guidelines requirement for gender responsive budgeting and monitor to ensure compliance.	2018-2019	GSS, MoGCSP, MIN. of Finance, and NSS.	88,000
Specific Objective 6.3 Secure technical assistance for capacity-building of gender statistics production.	3 Seek technical assistance from developing countries to strengthen capacities to monitoring progress in closing gender data gaps.	Technical support sought for capacity building training programmes of all process towards gender statistic production from developing partners	Technical support available for capacity – building programmes.	Organize meetings with and engage donor partners to solicit for technical support. Write to identifiable development partners to solicit for technical support for capacity building for gender statistic production.	2018-2020	GSS, MoGCSP and NSS.	15,400.00

SPECIFIC OBJECTIVE	OPERATIONAL STRATEGIES	EXPECTED OUTCOMES	PERFORMANCE INDICATORS	PRIORITY ACTIONS	PERIOD	RESPONSIBILITY/PARTNERS	ESTIMATED COST
Specific Objective 6.4 Advocate for increase budgetary allocation for gender statistics production.	4. Budgetary allocations from government sources to be explored and utilized for production and dissemination of gender statistics.	Utilize budgetary allocation judiciously for production and dissemination of gender statistics.	Budgetary funds available and utilized judiciously.	Empower and encourage MDAs and MMDAs to budget comprehensively for production and dissemination of gender statistics.	2018-2021.	GSS, MoGCSP, MDAs, MMDAs.	88,000.00
Specific Objective 6.5 Solicit for external funds for NSS System strengthen for improved gender statistics production.	5 GSS to campaign and embark on solicitation of external sources of funding for the NSS systems to improve funding for gender statistics production.	External funding sources solicited and made available for gender statistics production.	Availability of funds for gender statistics production.	Embark on fund raising campaigns from external funding sources to support production of gender statistics.	2018-2021.	GSS/MoGCSP, NSS.	22,000.00
TOTAL							257,400.00

TABLE 6: ACTIVITY MATRIX OF THE FIVE-YEAR STRATEGIC PLAN ON GENDER STATISTICS

GOAL 1: IMPROVE/ENHANCE LEGAL FRAMEWORKS AND POLICY ENVIRONMENT AND INSTITUTIONAL FRAMEWORKS

STRATEGIC OBJECTIVE 1. IMPROVING GENDER STATISTICS PRODUCTION BY ADDRESSING CHALLENGES INHIBITING ITS' PRODUCTION

SPECIFIC OBJECTIVE 1.	ACTIVITY	Implementer/ Responsible agencies.	2018	2019	2020	2021	2022	TOTAL COST (in US dollars)
Specific Objective 1.1 Enhance /broaden GSS mandate to coordinate production of gender statistics in Ghana	Organize two sensitization meetings for members of cabinet, members of Parliament/ select committees on gender and legal matters on the urgency of the GSS Law- and the Affirmative Action law	GSS in collaboration with MoGCSP and other members of the National Statistics System such as trade, education, health, parliamentary press corps, and media.	20,000.00	26,000.00				46,000.00
Specific Objective 1.2 Strengthen and make governance structure of NSS effective.	Organize quarterly regional meetings to share ideas, information on improved standards/ concepts and methodologies.	Ghana Statistical Services/ MoGCSP in collaboration with all work-streams on national data roadmap groups and other partner organizations. RCCS /CSOs, CBOs, media, regional gender and statistics work streams. GSS, MoGCSP.	160,000.00	192,000.00	230,000.00	276,480.00	331,776.00	3,050,056.00
	Build capacities to eliminate gender biases and promote inclusiveness of gender considerations.		50,000.00	60,000.00	72,000.00	86,400.00	103,680.00	372,080.00
	Strengthen capacities for generation of gender statistics across all sectors and at all levels of data generation through quarterly meetings/training and Provide needed infrastructures to facilitate generation of gender statistics at all levels.		200,000.00	240,000.00	288,000.00	345,720.00	414,000.00	1,487,720.00
		TOTAL	430,000.00	518,000.00	590,000.00	708,600.00	849,456.00	3,096,056.00

GOAL 2: IMPROVE AND ACCELERATE THE PRODUCTION AND UTILIZATION OF GENDER STATISTICS

STRATEGIC OBJECTIVE 2. ACCELERATING THE PRODUCTION, AVAILABILITY, ASSESSIBILITY AND UTILIZATION OF GENDER STATISTICS FOR POLICY FORMULATION, PLANNING, IMPLEMENTATION AND MONITORING AND EVALUATION OF PROGRESS

SPECIFIC OBJECTIVE 2	ACTIVITY	Implementer/ Responsible agencies.	2018	2019	2020	2021	2022	TOTAL COST (in US dollars)
Specific Objective 2.1 Identify and bridge gender data gaps.	Engage the services of a consultant to carry out gender data mapping exercise.	GSS/MoGCSP and other partner sponsors.	10,000.00	54,000				64,000.00
	Organize forum to disseminate and communicate findings.		20,000.00					20,000.00
	Promote usage of other authentic and reliable sources of data through media engagements to encourage and promote gender data usage annually.		10,000.00	12,000.00	14,400.00	17,280.00	20,736.00	74,416.00
Specific Objective 2.2 Mainstream and incorporate gender concerns into gender statistics production	Train and/or enhance capacities of producers, providers, and users of all kinds of data of all data sources of MDAs and MMDASs on gender issues, gender analyses and gender mainstreaming to enhance gender mainstreaming in processes of data production	GSS, MoGCSP, NSS.	120,000.00	144,000.00	172,800.00			436,800.00

SPECIFIC OBJECTIVE 2	ACTIVITY	Implementer/ Responsible agencies.	2018	2019	2020	2021	2022	TOTAL COST (in US dollars)
Specific Objective 2.3 Enhance dissemination and communication and use of gender statistics.	Develop and streamline procedures and processes and identify effective channels for dissemination and communication. Introduce more innovative processes, by combining both traditional and modern methods.	GSS in collaboration with Work stream gender data groups, work stream on national data roadmap, and other communication and data organizations such as NITA, and the ministry of communications, and mobile -telephone organizations.	16,000.00	16,000.00				32,000.00
	Organize meetings with producers, providers and users of gender statistical data to solicit ideas views to arrive at workable procedures and processes.			200,000.00	240,000.00	288,000.00	345,600.00	1,073,600.00
Specific Objective 2.4 Strengthen gender data eco-system and address challenges.	Build capacities of gender eco-system through training and educational sensitization programmes to address gender statistical data development.	GSS, MoGCSP, NSS, and other collaborators.	20,000.00	24,000.00				44,000.00
	Provide ICT equipment to remove bottle-necks and, cultural biases, and stereotypes to improve and/ or enhance development of gender statistics.		754,000.00	754,000.00				1,508,000.00

SPECIFIC OBJECTIVE 2	ACTIVITY	Implementer/ Responsible agencies.	2018	2019	2020	2021	2022	TOTAL COST (in US dollars)
Specific Objective 2.5 Make template, concepts classification gender inclusive	Organize consultative meetings with all stakeholders to review concepts, classifications, definitions periodically.	GSS/ MoGCSP, other Partners.	20,000.00	24,000.00	28,800.00	34,560.00	41,472.00	148,832.00
	Conduct field tests and monitor and evaluate performance of usage of improved classifications, definitions for feedback and redress of possible challenges.			50,000.00	60,000.00	72,000.00	86,000.00	268,000.00
Specific Objective 2.6 Improve gender data quality through innovative ways.	Merge traditional data sources with new data sources to improve gender data availability.	GSS.		100,000.00				100,000.00
Specific Objective 2.7 Ensure harmonization of gender data and enhance quality	Produce gender sensitive statistical data, inclusive of all groups and sub-groups produced for policy decision, planning to address the needs of all for sustainable development.	GSS, MoGCSP and other partners.		350,000.00	420,000.00			770,000.00
Specific Objective 2.8 Use gender specific indicators to assess developmental outcomes.	Develop/harmonize gender statistic indicators to ensure monitoring and evaluation of programmes and their developmental outcomes and impact.	GSS, MoGCSP, Work Stream Gender Data Group.	30,000.00	36,000.00				66,000.00
Specific Objective 2.9 Make existing and future gender data user-friendly	Encourage users of gender statistics to use gender data to enhance policy decision and planning to ensure sustainable development for all.	GSS, RSIMDs OF MDAs and MMDAs.	10,000.00	12,000.00				22,000.00

SPECIFIC OBJECTIVE 2.	ACTIVITY	Implementer/ Responsible agencies.	2018	2019	2020	2021	2022	TOTAL COST (in US dollars)
Specific Objective 2.10 Generate and use qualitative and quantitative data to obtain gender experiences of males and females	Use reliable quantitative and qualitative forms of administrative data to attain comprehensive gendered experiences of women and men, and sub-groups of women and men.	GSS, RSIMDs OF MDAs and MMDAs.	10,000.00	12,000.00	14,000.00	17,280.00	20,736.00	74,016.00
Specific Objective 2.11 Produce and publish topical gender statistics, bulletins, fact sheets, pamphlets on gender issues to inform policy planning and decision making	Publish topical gender issues and gender statistics periodically for wider usage.	GSS, MoGCSP, and other MDAs MMDAs, Work-stream gender group.	140,000.00	168,000.00	201,600.00	403,200.00	484,140.00	1,396,940.00
Specific Objective 2.12 Generate and collect specific gender statistics products that address needs of vulnerable and excluded groups, aged, persons with disabilities, and make available for use to inform policy decision. .	Produce gender statistics on disadvantaged and vulnerable and make available and easily assessable for planning and policy intervention to ensure no one is left out.	GSS, MoGCSP, MDAs and other MMDAs.	25,000.00	30,000.00	36,000.00	43,200.00	51,840.00	186,040.00

SPECIFIC OBJECTIVE 2.	ACTIVITY	Implementer/ Responsible agencies.	2018	2019	2020	2021	2022	TOTAL COST (in US dollars)
Specific Objective 2.13 Produce baseline data on critical gender issues such as high incidence of poverty, among older persons, prevalence of sex-discrimination and perceived harassment. especially among women and girls.	Produce baseline- data for trend analysis on incidence of poverty among vulnerable older persons and prevalence of sex discrimination and sexual harassment, in schools, work-places and communities.	MsGCSP/MDAs, MMDAs, Educational Institutions. Traditional councils.	10,000.00	12,000.00	14,400.00	17,280.00	20,736.00	74,416.00
Specific Objective 2.14 Put in place mechanism to enhance data collection and analysis.	Research into diseases that affect men and women boys and girls differently, and identified, and analyzed causal factors for appropriate redress through health delivery services interventions.	GSS GHS/ MOH.		30,000.00	36,000.00	43,200.00	51,840.00	161,040.00
Specific Objective 2.15 Promote evidence-based information. Management System and improve gender data accessibility.	Develop information and data management system and innovative methods and standardized gender data sets for harmonization and consolidation of gender data set and gender data quality improvement for enhanced decision-making.	GSS, Research Institutions, NSS, In collaboration with data users, and providers.		180,000.00	180,000.00	180,000.00	180,000.00	720,000.00

SPECIFIC OBJECTIVE 2.	ACTIVITY	Implementer/ Responsible agencies.	2018	2019	2020	2021	2022	TOTAL COST (in US dollars)
Specific Objective 2.16 Establish data collection mechanism to facilitate gender inclusiveness in health statistics production.	Organize meetings quarterly with all stakeholders to enhance gender statistics quality	GSS, MoGCSP, NSS.	5,000.00	6,000.00	7,200.00	8,640.00.		26,840.00
	Organize consultative meetings and share new and innovative methods with all stakeholders to improve and make gender statistics reliable and effective.		25,000.00	30,000.00	36,000.00	43,200.00		134,200.00
Specific Objective 2.17 Conduct research on new and innovative methods for evidence -base data production	Organize capacity needs assessment of MDAS in ICTS to upgrade their knowledge in new technologies to improve gender statistics production and dissemination to users.	GSS, MoGCSP MDAs/MMDAs/ other data producers, and providers.	25,000.00	30,000.00	36,000.00	43,200.00		134,200.00
Specific Objective 2.18 Improve on quality and effectiveness of gender statistics.	Organize educational sensitization programmes to create awareness of gender related barriers to ICTS (the gender digital divide how these barriers affect access and usage of gender statistics and facilitate assess and use of gender statistics for especially women and girls.	GSS, MoGCSP/ MDAs MMDAs.	30,000.00	36,000.00	43,200.00	51,840.00	62,208.00	223,248.00
Specific Objective 2.19 Establish data-base on beneficiaries of ICT training and assess impact on gender data production	Build capacities on gender mainstreaming and analysis in programming for gender data production processes. Mainstream and integrate gender concerns and other socio-economic variables and sex disaggregation into data collection and analysis as part and parcel of programming	GSS/MoGCSP and other MDAs AND MMDAs and Partners.	20,000.00	24,000.00	28,800.00	34,560.00		107,360.00

SPECIFIC OBJECTIVE 2	ACTIVITY	Implementer/ Responsible agencies.	2018	2019	2020	2021	2022	TOTAL COST (in US dollars)
Specific Objective 2.20 Enhance usage of ICT to facilitate access to gender statistics and usage	Systematically collect and analyze gender statistical data, disaggregated by sex, age, disability, geographical location and other socio-economic variables to ensure that no one is left behind.	GSS/MoGCSP other MDASs MMDAs, and Research Institutions.	25,000.00	30,000.00	36,000.00	43,200.00	51,840.00	186,040.00
		TOTAL	1,325,000.00	4,728,000.00	1,670,000.00	1,339,640.00	1,790,396.00	10,853,036.00

GOAL 3: ENHANCE GENDER DISSIMINATED DATA PRODUCTION, QUALITY, DISSEMINATION AND USE

STRATEGIC OBJECTIVE 3 GENERATING AND DISSEMINATING RELIABLE AND REALISTIC GENDER DATA CRITICAL TO IMPROVE GENDER EQUALITY AND SUSTAINABLE DEVELOPMENT

SPECIFIC OBJECTIVE 3	ACTIVITY	Implementer/ Responsible agencies.	2018	2019	2020	2021	2022	TOTAL COST (in US dollars)
Specific Objective 3.1 Standardized format for gender data production to meet needs of diverse stakeholders.	Use appropriate and advance technologies to enhance and facilitate gender and sex disaggregated data.	GSS/ MoGCSP, MDAs AND MMDAs and Partner organizations.	10,000.00	12,000.00	14,400.00	17,280.00	20,736.00	74,416.00
	Modify and redesign questionnaires and methodologies and templates to collect gender inclusive data.		30,000.00	36,000.00				66,000.00
	Train enumerators/statisticians and equip them with skill on advance and appropriate technologies and on gender concepts and analysis to enhance capacities and to facilitate gendered data collection and on harmonization and disaggregation by sex, age ethnicity, location and other socio-economic variables.		40,000.00	48,000.00	57,600.00	69,120.00	82,944.00	297,664.00
Specific Objective 3.2 Enhance production of gender statistics	Collect and harmonize survey and census data to ensure data availability and accessibility. Develop gender statistics related to each of the 12 critical areas of concerns of the Beijing Platform for Action to serve as basis for monitoring and evaluation.	GSS/NSS/ MDAs, MMDAs.	250,000.00	300,000.00	360,000.00	432,000.00		1,342,000.00

SPECIFIC OBJECTIVE 3	ACTIVITY	Implementer/ Responsible agencies.	2018	2019	2020	2021	2022	TOTAL COST (in US dollars)
Specific Objective 3.3 Use new data sources to fill gender data gaps	Under take data mapping exercises on scope of gender data production to identify existing gender data gaps and use of existing gender data.	GSS/MoGCSP/ NSS, MDAs/MMDAs/ other partner institutions.	125,900.00	151,080.00	181,296.00.			458,276.00
	Intensify efforts to collect data periodically to fill existing gender data gaps. Use other reliable data sources such as open data to fill existing gender data gaps Optimize the use of administrative systems for data collection, analysis and dissemination of pertinent information on targeted segments of the population. Develop relevant system for the collection of relevant data on persons with disabilities for planning and policy intervention		20,000.00	24,000.00	28,800.00			72,800.00
Specific Objective 3.4 Use quality framework assessment to enhance gender data quality.	Constitute a team/ and or engage a consultant to develop country specific assessment framework for all gender statistics production. Disseminate and train NSS, MDA, MMDAS on use of quality assessment framework and monitor and evaluate effectiveness.	GSS/MoGCSP/ NSS	40,000.00	300,000.00				340,000.00
Specific Objective 3.5 Sensitize suppliers, producers and users of gender statistics data for better gender statistics production	Strengthen collaboration with non-institutional data suppliers for improved gender statistics production. Build net- works and partnership, and through quarterly meetings, fora to share ideas, new methods to enhance collaboration for generation of better gender statistics.	GSS/MoGCSP/ other partners.	25,000.00	30,000.00	36,000.00			91,000.00

SPECIFIC OBJECTIVE 3	ACTIVITY	Implementer/ Responsible agencies.	2018	2019	2020	2021	2022	TOTAL COST (in US dollars)
Specific Objective 3.6 Develop effective performance management and monitoring and evaluation system.	Develop effective performance management and monitoring and evaluation systems in the NSS MDAS, MMDAS, to assess progress.	GSS, MoGCSP, NSS, MDAs, MMDAS, other data production institutions.	15,000.00	18,000.00	21,600.00			54,600.00
Specific Objective 3.7 Conduct gender sensitive social survey.	Conduct relevant gender sensitive social surveys for monitoring progress on social inclusiveness.		350,000.00	420,000.00	504,000.00			1,274,000.00
Specific Objective 3.8 Conduct user satisfaction surveys.	Conduct user- satisfaction surveys to assess usage of gender statistics and address challenges if any and review channels and medium of data dissemination and communication for better results and usage.		350,000.00	420,000.00	504,000.00			1,274,000.00
Specific Objective 3.9 Build data base on social protection beneficiaries.	Establish data base of registered potential beneficiaries of social protection interventions.		20,000.00	24,000.00	28,800.00			72,800.00
Specific Objective 3.10 Develop gender statistics on each of the 12 critical areas of concerns of the BPfA.	Develop gender statistics related to each of the 12 critical areas of concerns of the Beijing Platform for Action to serve as basis for monitoring and evaluation of impact of policies and programmes.		75,000.00	90,000.00	108,000.00			273,000.00
Establish M&E System and peer review mechanism for effective monitoring of implementation outcomes.	Put in place M&E system and peer review mechanisms that ensures effective implementation, and safeguards the independence, credibility and utility of evaluation with NSS and other data generation institutions.		10,000.00	12,000.00	14,400.00			36,400.00

SPECIFIC OBJECTIVE 3	ACTIVITY	Implementer/ Responsible agencies.	2018	2019	2020	2021	2022	TOTAL COST (in US dollars)
Specific Objective 3.10 Establish reporting system for revaluation findings	Set -up a system to plan, undertake and report evaluation finding in a useful way. Put in place measures to improve meta data records attached to census and survey data -sets.	GSS, NSS, MDAs, MMDAs.	60,000.00	72,000.00	86,400.00	103,680.00	124,416.00	446,496.00
Specific Objective 3.12 Standardize and harmonize concept for quality gender statistics.	Ensure standardization of concepts, to allow for interoperability.	GSS, NSS, MDAs, MMDAs.	40,000.00	48,000.00	57,600.00			145,600.00
Specific Objective 3.13 Address cultural gender biases existing concepts, methods definitions to improve gender statistics production.	Review/and or modify existing concepts, definitions, guidelines and remove gender-related biases, perceptions to ensure inclusiveness and credibility.	GSS, NSS, MDAs, MMDAs.	50,000.00	60,000.00	72,000.00			182,000.00
Specific Objective 3.14 Improve the Collect data on best practices on implementation of policies, legislation and protocols.	Review existing methods and develop new innovative methods and address cultural factor that affect gender data collection.	GSS, NSS, MDAs, MMDAs.	10,000.00	12,000.00	14,400.00	17,280.00		53,680.00
Specific Objective 3.15 Establish and maintain data-bases in all MDAs/MMDAs.	Prepare and set up data bases in all MDAs and MMDAs to collect data on best practices on implementation on policies, legislation, protocols to enhance gender mainstreaming.	GSS, NSS, MDAs, MMDAs.	25,000.00	30,000.00	36,000	43,200.00	51,840.00	186,040.00
Specific Objective 3.16 Produce, market and disseminate gender statistics products to inform policy decision	Produce, gender statistics products such as "women and men at a glance"," women and men in Ghana", gender statistics on other topical issues, such as women and men in the informal sector, women and men, in employment, policies annually.	GSS. /MoGCSP MDAs MMDAs, NSS.	16,000.00	19,020.00	23,040.00	27,650.00	33,180.00	118,890.00

SPECIFIC OBJECTIVE 3	ACTIVITY	Implementer/ Responsible agencies.	2018	2019	2020	2021	2022	TOTAL COST (in US dollars)
Specific Objective 3.13 Produce and publish gender specific data and indicators on economic, social and legal issues.	Develop and publish specific gender data on socio-economic issues periodically to guide policy, implementation and monitoring and evaluation.	GSS/ MsGCSP, MDAs, MMDAs, NSS.	80,000.00	96,000.00	115,200.00	138,240.00	165,888.00	595,328.000
Specific Objective 3.14 Produce and publish official gender statistics annually.	Collect economic gender statistical data and package in a user-friendly format and publish widely to diverse stakeholders, periodically	GSS, MoGCSP, MDAs, MMDAs, NSS.	20,000.00	24,000.00	28,800.00	34,560.00	41,472.00	148,832.00
Specific Objective 3.15 Produce and encourage use of gender statistics	Produce, and publish official gender statistics annually, including gender analytical articles, and reports and widely disseminate for policy decision and planning.	GSS, MoGCSP, MDAs, MMDAs.	250,000.00	300,000.00	360,000.00	432,000.00	518,400.00	1,860,400.00
Specific Objective 3.16 Develop communication strategy for advocacy and dissemination of gender statistics.	Develop communication strategy for advocacy importance of and usage of gender statistics. prepare and package gender statistics in user-friendly formats to encourage use.	GSS, MoGCSP, NSS, MDAs MMDAs.	2,600.00	2,920.00				5,520.00
Specific Objective 3.17 Research and develop innovative methodologies to improve data disaggregation by sex, age and other socio-economic variables.	Research and develop for use innovative data collection, generation methodologies to improve data disaggregation by sex, age and other socio-economic variables	GSS, MoGCSP, NSS, MDAs, MMDAs.	100,000.00	120,000.00	144,000.00			364,000.00
Specific Objective 3.18 Strengthen community/district data collection processes to improve data quality to inform policy decision	Strengthen community/district data collection processes as a matter of priority and ensure transparency and credibility. Organize sensitization awareness creation programmes to increase understanding on importance of community/district gender statistics production.	GSS. MoGCSP, MMDs and other local Partners.		10,000.00	12,000.00	14,400.00	17,280.00	53,680.00
		TOTAL	2,014,500.00	2,679,020.00	2,806,136.00	1,329,410.00	1,056,156.00	9,885,222.00

GOAL 4: UPDATE SUSTAINABLE INFRASTRUCTURE FOR PRODUCTION OF GENDER STATISTICS

STRATEGIC OBJECTIVE 4. FILLING EXISTING GENDER DATA GAPS IDENTIFIED IN THE 2016 ASSESSMENT IN ORDER TO ADDRESS THE NEEDS OF ALL CITIZENS AND PROMOTE BALANCED AND SUSTAINABLE DEVELOPMENT.

SPECIFIC OBJECTIVE 3	ACTIVITY	Implementer/ Responsible agencies.	2018	2019	2020	2021	2022	TOTAL COST (in US dollars)
Specific Objective 4.1 Make available standardize and harmonized, concepts and definitions to improve gender data production	Revise, and standardize statistical data, concepts and definitions as appropriate and disseminate widely across all NSS.	GSS, NSS, MDAs, MMDAs.	24,500.00	29,400.00				53,900.00
Specific Objective 4.2 Conduct impact assessment of the gender statistics plan	Develop M&E Tools for assessment of policy and programme outcomes and impact in collaboration with NSS, MDAs, MMDAs.	GSS, MoGCSP		15,000.00	18,000.00	21,600.00		54,600.00
Specific Objective 4.3 Establish an effective management information system	Review and/or update existing MIS. Create MIS where none existed within the NSS.	GSS, MoGCSP, NSS, MDAs, MMDAs.	10,000.00	48,000.00	24,000.00			82,000.00
Specific Objective 4.4 Develop reporting mechanism for NSS Gender Statistics activities	Develop reporting frameworks in collaboration with NSS to enhance coordination of gender statistics activities.	GSS, MoGCSP, NSS, MDAs MMDAs.	25,000.00	24,000.00	24,000.00			73,000.00
Specific Objective 4.5 Enhance the conduct of time-use statistics.	Develop gender sensitive tools and classification of activities for collection of time -use statistics of men and women remunerated and non-remunerated work.	GSS, MoGCSP, NSS			12,250.00	14,700.00		26,950.00

SPECIFIC OBJECTIVE 4	ACTIVITY	Implementer/ Responsible agencies.	2018	2019	2020	2021	2022	TOTAL COST (in US dollars)
Specific Objective 4.6 Strengthen collaboration of producers and users of gender statistics	Collaborate with stakeholders to develop/improve existing data collection, methods, concepts for collection and measurement of poverty among women and men, including their access to resources.	GSS, MoGCSP, NSS, MDAs, MMDAs.	10,000.00	12,000.00	14,400.00			36,400.00
Specific Objective 4.7 Build capacities for gender analysis and enhance mainstreaming of gender concerns in health statistics	Develop and /or modify concepts, methods to collect and analyze data on participation of women and men with disability and their access to resources.	GSS, MoGCSP, NSS, MDAs MMDAs.		10,000.00	12,000.00	14,400.00		36,400.00
Specific Objective 4.8 Establish an effective MIS and improve internet accessibility in MDAs., NSS to facilitate gender statistics accessibility.	Organize meetings quarterly to shares ideas, obtain feedback from use of data collection tools, protocols to enhance relations and gender statistics production. Collaborate in terms of resource mobilization and allocation to build trust and confidence in gender data statistical production.	GSS, NSS, MoGCSP, MDAs, MMDAs.	20,000.00	24,000.00	28,800.00	34,560.00		107,360.00
Specific Objective 4.9 Create awareness and deepen understanding on gender issues and relations to promote gender equality and balanced sustainable development. Provide data producers with modern ICTs to enhance gender statistics production	Organize capacity sensitization training programmes to sharpen skills in gender analysis and use of gender inclusive data collection tools.	GSS, MoGCSP, NSS, MDAs, MMDAs.	14,800.00	17,760.00	21,312.00			53,872.00
	Equip data producers and suppliers with modern ICTs to facilitate data collection.		78,850.00	94,620.00	113,544.00			287,014.00

SPECIFIC OBJECTIVE 4	ACTIVITY	Implementer/ Responsible agencies.	2018	2019	2020	2021	2022	TOTAL COST (in US dollars)
Specific Objective .10 Conduct gender data needs /gaps assessment and address disparities to inform policy decision.	Engage researcher(s) to research on innovative methods and standard -setting and harmonization to ensure consolidation of gender data sets in Ghana.	GSS, MoGCSP, NSS.	40,000	48,000.00				88,000.00
Specific Objective 4.11 Enhance data management system and sharing.	Engage ICT experts to establish gender data management systems to enhance gender sensitive data collection, warehousing, accessing and sharing.	GSS, MoGCSP.	30,000.00	36,000.00	43,200.00			109,200.00
Specific Objective 4.12 Evaluate existing concepts method and make them gender sensitive.	Put up a team of experts to evaluate existing concepts, methods in data collection to ensure gender sensitivity and unbiased gender related information.	GSS, MoGCSP. NSS.	10,000.00	12,000.00	14,400.00			36,400.00
4Specific Objective .13 Build capacities on gender concepts and analysis.	Organize gender sensitization and capacity building programmes on gender issues, and analysis to deepen understanding on gender issues, roles and relations	GSS, MoGCSP.	14,800.00	17,520.00	21,024.00	25,229.00	30,275.00	108,848.00
Specific Objective 4.14 Carry out gender data needs assessment.	Put up a team of experts to carry out gender data needs/gap assessment exercises and disseminated findings to all stakeholders.	GSS, MoGCSP.	40,000.00	48,000.00				88,000.00
		TOTAL	317,950.00	436,300.00	346,930.00	110,489.00	30,275.00	1,241,944.00

GOAL 5: IMPROVE HUMAN AND TECHNICAL RESOURCES DEVELOPMENT AND MANAGEMENT FOR GENDER STATISTICS PRODUCTION

STRATEGIC OBJECTIVE 5. ADDRESSING ISSUES OF LOW CAPACITIES IN PRODUCTION OF GENDER STATISTICS INCLUDING DATA DISAGGREGATED BY SEX AND OTHER SOCIO-ECONOMIC CHARACTERISTICS ON THE STATUS OF MEN, WOMEN, GIRLS AND BOYS.

OBJECTIVE 5	ACTIVITY	Implementer/ Responsible agencies.	2018	2019	2020	2021	2022	TOTAL COST (in US dollars)
Specific Objective 5.1 Strengthen technical capacities / skills for production of gender statistics	Organize capacity building programmes, on gender audit, gender analysis, gender budgeting and in ICTS for staff of all statistical units of MDAS, and MMDAS for production of improved gender statistics.	GSS, MoGCSP.	35,000.00	42,000.00	50,400.00			127,400.00
Specific Objective 5.2 Conduct time-use surveys, and carry out an assessment of women and men access to productive resources	Organize annual training programmes to up- date technical skills of staff of statistical units of MDAS and MMDAS	GSS, MoGCSP.	40,000.00	48,000.00	57,600.00	69,120.00	82,944.00	297,664.00
Specific Objective 5.3 Organize gender sensitization programmes on gender empowerment issues.	Engage a team of researchers to carry out research on time-use survey, baseline surveys, assess to resources, etc. to inform policy and planning.	GSS, MoGCSP.	80,000.00	183,640.00	183,000.00	183,000.00		629,640.00
Specific Objective 5.4 Build capacities in ICTS to enhance gender statistics production.	Organize capacity sensitization programmes on gender sensitivity and inclusiveness to transform gender statistical production.	GSS, MoGCSP.	25,000.00	30,000.00				55,000.00

OBJECTIVE 5	ACTIVITY	Implementer/ Responsible agencies.	2018	2019	2020	2021	2022	TOTAL COST (in US dollars)
Specific Objective 5.5	Organize awareness sensitization programmes on the importance of gender equality and gender sensitivity in attainment of sustainable development goals.	GSS, MoGCSP.	10,000.00	12,000.00	14,400.00	17,280.00	20,736.00	74,416.00
Specific Objective 5.6	Build capacities of men and women in ICTS and assess use of ICT skills of beneficiaries, in terms of sex, age, and location.	GSS, MoGCSP.		50,000.00	60,000.00			110,000.00
		TOTAL	190,000.00	365,640.00	365,400.00	269,400.00	103,680.00	1,294,120.00

GOAL 6: ESTABLISH A SUSTAINABLE SOURCE OF FUNDING FOR GENDER STATISTICAL PRODUCTION

STRATEGICOBJECTIVE 6. IMPROVING GENDER STATISTICS PRODUCTION BY ADDRESSING FUNDING FOR GENDER DATA PRODUCTION

SPECIFIC OBJECTIVE 6.	ACTIVITY	Implementer/ Responsible agencies.	2018	2019	2020	2021	2022	TOTAL COST (in US dollars)
Specific Objective 6.1 Ensure sustainable funding for gender statistics production.	Organize fund raising activities to solicit funds from both internal and external sources as the World Bank, Regional statistical commissions, and other donor and development partners, and internally from corporate institutions.	GSS, MoGCSP, Parliament.	20,000.00	24,000.00				44,000.00
Specific Objective 6.2 Build capacities for gender budgeting to enhance budgetary allocations	Organize training programmes for planning and budget officers and gender desk officers on gender budgeting. Advocate for reintroduction into the national budget guidelines requirement for gender responsive budgeting and monitor to ensure compliance.	GSS, MoGCSP, MIN. of Finance, and NSS.	40,000.00	48,000.00				88,000.00
Specific Objective 6.3 Secure technical assistance for capacity-building of gender statistics production	Organize two meetings with donor partners and solicit for technical support.	GSS, MoGCSP,	5,000.00	6,000.00				11,000.00
Specific Objective 6.4 Advocate for increase budgetary allocation, and solicit funding for gender statistics production	Write proposals to identifiable development partners to solicit for technical support for capacity building for gender statistic production.	NSS.	2,000.00	2,400.00				4,400.00

OBJECTIVE 5	ACTIVITY	Implementer/ Responsible agencies.	2018	2019	2020	2021	2022	TOTAL COST (in US dollars)
Specific Objective 6.5 Solicit for external funds for NSS System strengthening for improved gender statistics production.	Sensitize and encourage MDAS and MMDAS on gender budgeting to budget comprehensively for production and dissemination of gender statistics.	GSS, MoGCSP, MDAs, MMDAs.	40,000.00	48,000.00				88,000.00
Specific Objective 6.6	Embark on fund raising campaigns for external funds to support production of gender statistics.	GSS/MoGCSP, NSS.	10,000.00	12,000.00				22,000.00
		TOTAL	117,000.00	140,400.00	-	-	-	257,400.00

TABLE 7. SUMMARY OF ESTIMATED BUDGET OF ACTIVITIES OF THE FIVE-YEAR STRATEGIC PLAN ON GENDER STATISTICS 1918 TO 2022.

TOTAL BUDGET OF ACTIVITIES PER GAOLS.	2018	2019	2020	2021	2022	TOTAL COST IN US DOLLARS
TOTAL COST OF GOAL 1 ACTIVITIES	430,000.00	518,000.00	590,000.00	708,600.00	849,456.00	3,096,056.00
TOTAL COST OF GOAL 2 ACTIVITIES	1,325,000.00	4,728,000.00	1,670,000.00	1,339,640.00	1,790,396.00	10,853,036.00
TOTAL COST OF GOAL 3 ACTIVITIES	2,014,500.00	2,679,020.00	2,806,136.00	1,329,410.00	1,056,156.00	9,885,222.00
TOTAL COST OF GOAL 4 ACTIVITIES	371,950.00	436,300.00	346,930.00	110,489.00	30,275.00	1,241,944.00
TOTAL COST OF GOAL 5 ACTIVITIES	190,000.00	365,640.00	365,400.00	269,400.00	103,680.00	1,294,120.00
TOTAL COST OF GOAL 6 ACTIVITIES	117,000.00	140,400.00	-	-	-	257,400.00
GRAND TOTAL.	4,394,450.00	8,867,360.00	5,778,466.00	3,757,539.00	3,829,963.00	26,627,778.00

CHAPTER FIVE: MONITORING, EVALUATION, IMPLEMENTATION AND FINANCIAL PLANS

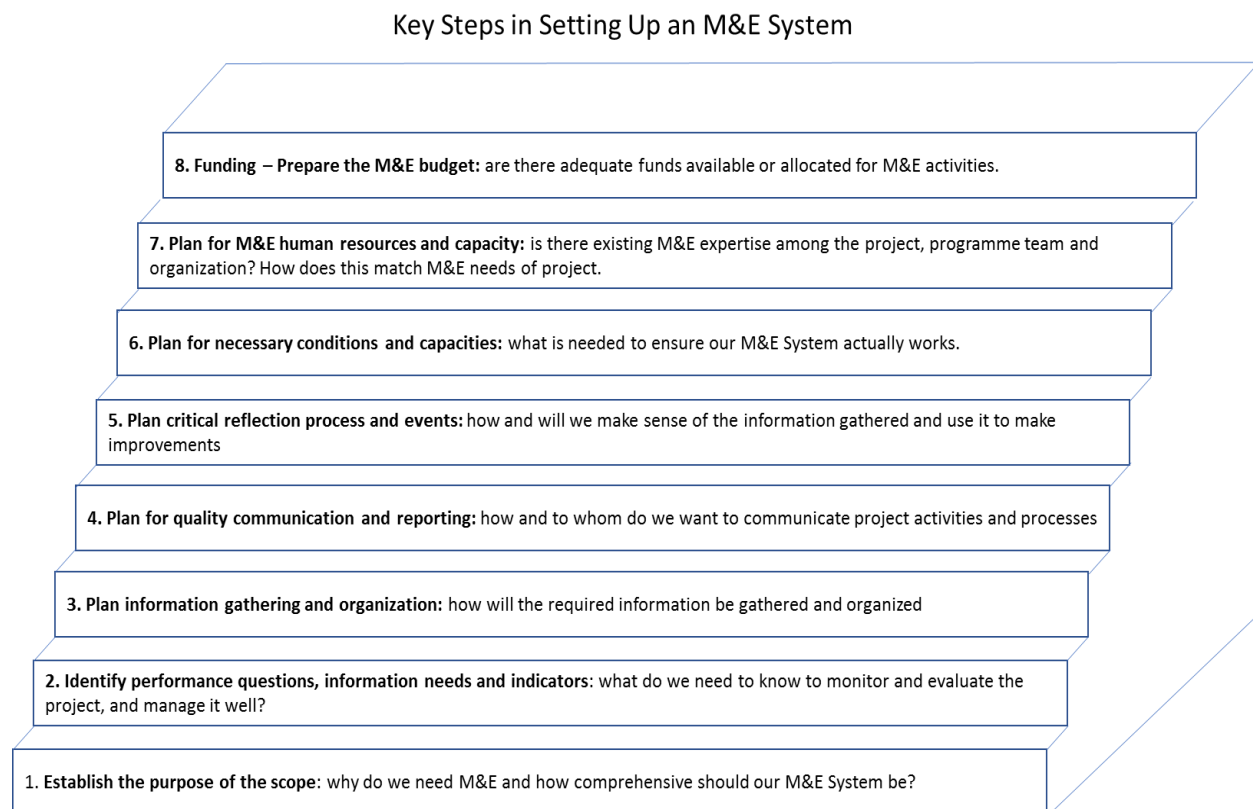
5.0 MONITORING AND EVALUATION PLAN FOR THE FIVE-YEAR STRATEGIC PLAN ON GENDER STATISTICS

INTRODUCTION

The use of harmonized and reliable statistics in all fields of political, social, cultural activities is recommended for the monitoring and evaluation of programmes and activities to assess their impact. Monitoring and evaluation is part and parcel of any planning process, as it is critical to the assessment of progress against benchmarks. Monitoring and evaluation is an essential component of any intervention, project and programme. Monitoring is the routine on-going activity to assess programme implementation through the collection and analysis of information on indicators to track progress towards achieving set goals in the use of allocated resources. It involves the tracking of inputs, activities and outputs against indicators. It is a management tool that helps project managers and stakeholders to identify trends, patterns and weaknesses and adapt strategies and inform policy decision. Of critical importance towards achievement of development results is the ability to measure and closely monitor them.” If you can’t measure it, you can’t manage it” Statistics are therefore needed “to drive the outcomes that policies are aiming to achieved as well as measure progress towards these outcomes” (The role of statistics in world development, Paris 21 and OECD, Paris, 2006) Statistics is internationally recognized as a critical measurement and evaluating tool and as an enabling environment for achieving development outcome as such better statistics are required in order to achieve the desired results. Monitoring provides a useful base for learning, accountability, and evaluation. Evaluation is the systematic and objective assessment of on-going or completed project, programme or policy and its design, implementation and results. An evaluation should therefore provide information that is credible and useful. The aim of evaluation is to determine the relevance, efficiency, effectiveness, impact, and sustainability of an intervention.

The monitoring and evaluation strategy for the five-year strategic plan on gender statistics is underpinned by the right-based and results-based approaches. The monitoring and evaluation system/plan will cover all the activities that needed to be undertaken, before, during and after the implementation of interventions to track and measure process towards achieving the goal. The M and E system defines a “consistent approach to the collection, management, analysis, reporting and use of information. The nature of the M&E system depends on the purpose for which it is designed and what is to be monitored and evaluated. Below is an outline of the for M&E System designed to monitor and evaluate the five-year strategic plan on gender statistics.

Figure.1.



(Source compiled for GMEF by Samson Akabwari Akanpigiabiam, RMELS and adapted)

5.1 PROPOSED MONITORING AND EVALUATION SYSTEM FOR MONITORING AND EVALUATION OF THE FIVE-YEAR GENDER STATISTICS PLAN

1. **PURPOSE OF THE PLAN:** To provide an overall framework for an on-going evaluation of the plan and ensure its effective use and integration as a management tool throughout the implementation phase of the five-year strategic plan on gender statistics.
2. **IDENTIFY PERFORMANCE QUESTIONS, INFORMATION NEEDED AND PERFORMANCE INDICATORS** (what we need to know to monitor and evaluate the five-year plan and manage it well?) are as itemized below:

- Identify M&E methodologies (such as participatory M&E methods, impact evaluation-based development, report reviews, case studies, dashboard tools for M&E, interviews, citizens report cards/ score-boards, gender statistics awards, follow-up review processes among others).
- Identify activities of each tool and methodology.
- Institutional frameworks for M&E
- Capacity building of M& E Evaluators
- Have in place a template for generation of gender statistics, the template must be stratified to include:
 - a. A system to plan, undertake and report evaluation findings
 - b. System of dissemination of evaluation reports
 - c. Institution of measures to increase the usefulness of evaluators including the findings and lessons learned.
- The establishment of national gender statistical data base management system and internet to be reviewed and updated periodically.
- Provide advisory service to MDAs & MMDAs to build gender statistical infrastructure
- Introduce gender statistical audit/M&E Tools such as gender empowerment indicators.

3. **PLAN INFORMATION GARTHERING AND MANAGEMENT** (How required information will be gathered)

- Organize stakeholder workshops and meetings to discuss stats of implementational challenges
- Conduct Interviews of individuals or groups, to assess rate of implementation of various components of programme of activities, inputs and impact of programmes.
- Conduct participatory surveys to solicit user's feedback on utilization of gender statistics to enhance policy formulation, implementation for sustainable development goals.
- Use report reviews of both technical and financial reports of programmes to assess progress midterm and final evaluation.
- Use research and case studies to assess impact of implementation of the strategic plan on gender statistics.
- Use dashboard tool for performance monitoring and management
- Use impact evaluation (IE) assessment tool for evidence-based development. This is a long-term impact assessment, to determine whether interventions make statistically significant difference to specific quantifiable outcome(s). Data collection for impact assessment /evaluation is essential and entails enough observations on programme participation. Follow-up reviews processes of implementation of SDGS can be used to M&E the strategic plan on gender statistics.
- Monitoring and evaluation research and information departments/units of MDAS, can be linked up with identifiable national and local leaders in administration and inter-governmental monitoring teams responsible for SDGS reviews and follow-ups.

- Strengthen institutional frameworks for evaluation, capacity-building, timely releases of funds for evaluation.
 - Put in place necessary safe-guards to ensure adherence to principles of independence, credibility and utility.
 - Set up a system to plan, undertake and report evaluation findings. A system of dissemination and communication of evaluation findings is essential for sharing of lessons learned in order to improve upon interventions and prevent future mistakes.
 - Research for evidence-based results assessments. Conduct research where appropriate for evidence-based results assessment purposes.
 - Conduct relevant gender sensitive social surveys for monitoring progress on social inclusiveness.
4. **PLAN FOR QUALITY COMMUNICATION AND REPORTING** (How and when do we want to communicate programme activities and processes).
- Set up a system to plan, undertake and report evaluation findings in a useful way.
 - Develop dissemination and communication strategy to make producers of gender statistic visible
 - Institute Gender Statistics Award programme for producers of gender statistics.
 - Put in place measures to improve meta-data records attached to census and survey data-sets.
5. **PLAN CRITICAL REFLECTION PROCESSES AND EVENTS:** (How and where we will make sense of the information gathered and use it to make improvement of policy and programme outcomes and impact assessment tools)
- Put in place a peer-review mechanism that ensures effective implementation and safe-guards the independence, credibility and utility of evaluation within NSS and other data generation institutions.
 - Monitor and evaluate expected outcomes and performance indicators.
 - Develop effective performance management, monitoring and evaluation system in NSS, MDAS/MMDAS to assess progress.
 - Develop transparent gender sensitive indicators and monitoring and evaluation mechanisms in decentralized systems.
 - Ensures that specific institutions are mandated and funded to collect disaggregated data, to monitor and regularly evaluate, and report on the gender-responsiveness of various aspects of the decentralized system, including monitoring local budget performance in relation to addressing gender gaps.
 - Use peer-review mechanism to assess performance within and among MDAs/MMDAs and NSS.

6. **PLAN FOR NECESSARY CONDITION AND CAPACITIES** (What is needed to ensure our M&E system actually works)

- Strengthen capacities of skills of MDAs/MMDAs in gender analysis and mainstreaming of gender consideration into all processes of gender statistical production (data collection, analysis, processing, packaging, dissemination and communication).
- Provide RIMSDs of MDAs/MMDAs with equipment and materials necessary for their effective functioning.
- Strengthen abilities of senior management to strategically plan evaluations.

7. **PLAN FOR M&E, HUMAN RESOURCE AND CAPACITY** (Is there existing M&E expertise among the programme team, and organization, how does this match needs of priority activities?)

- Identify expertise in MDAs RIMSDs, and within the National Statistical System, and independent Monitoring and Evaluation Experts.
- Build capacities of staff of research, information management, statistics departments/units, and evaluators and strengthen abilities of senior management to strategically plan evaluation.
- Identify key evaluation questions to manage evaluation for independence, credibility and effective use of evaluation results.
- Engage independent monitoring and evaluation experts to carry out mid-term and long-term exercises on implementation of the gender statistics strategic plan.

8. **FUNDING:** Prepare the M&E BUDGET (Determine whether there are adequate funds available or allocated for monitoring and evaluation activities)

- Identify possible funding sources both local and international.
- Percentage of national budgets allocated for gender issues and development.
- Percentage of budget allocated for research, information management and statistical departments.
- Secure independent funding for evaluations at an adequate-level to ensure that necessary evaluations are carried out.
- Ensure that funds are released on timely basis without exercising undue influence and control over what is evaluated.

5.1.1 TOOLS AND METHODOLOGIES FOR THE MONITORING AND EVALUATION OF THE FIVE-YEAR STRATEGIC PLAN ON GENDER STATISTICS

The main purpose of this evaluation plan is to provide an overall framework for on-going evaluation and ensure its effective use and integration as a management tool throughout the implementation phase of the five-year strategic plan on gender statistics. Table 8 is on tools and methodologies for monitoring and evaluation.

TABLE 8: TOOLS AND METHODOLOGIES FOR MONITORING AND EVALUATION

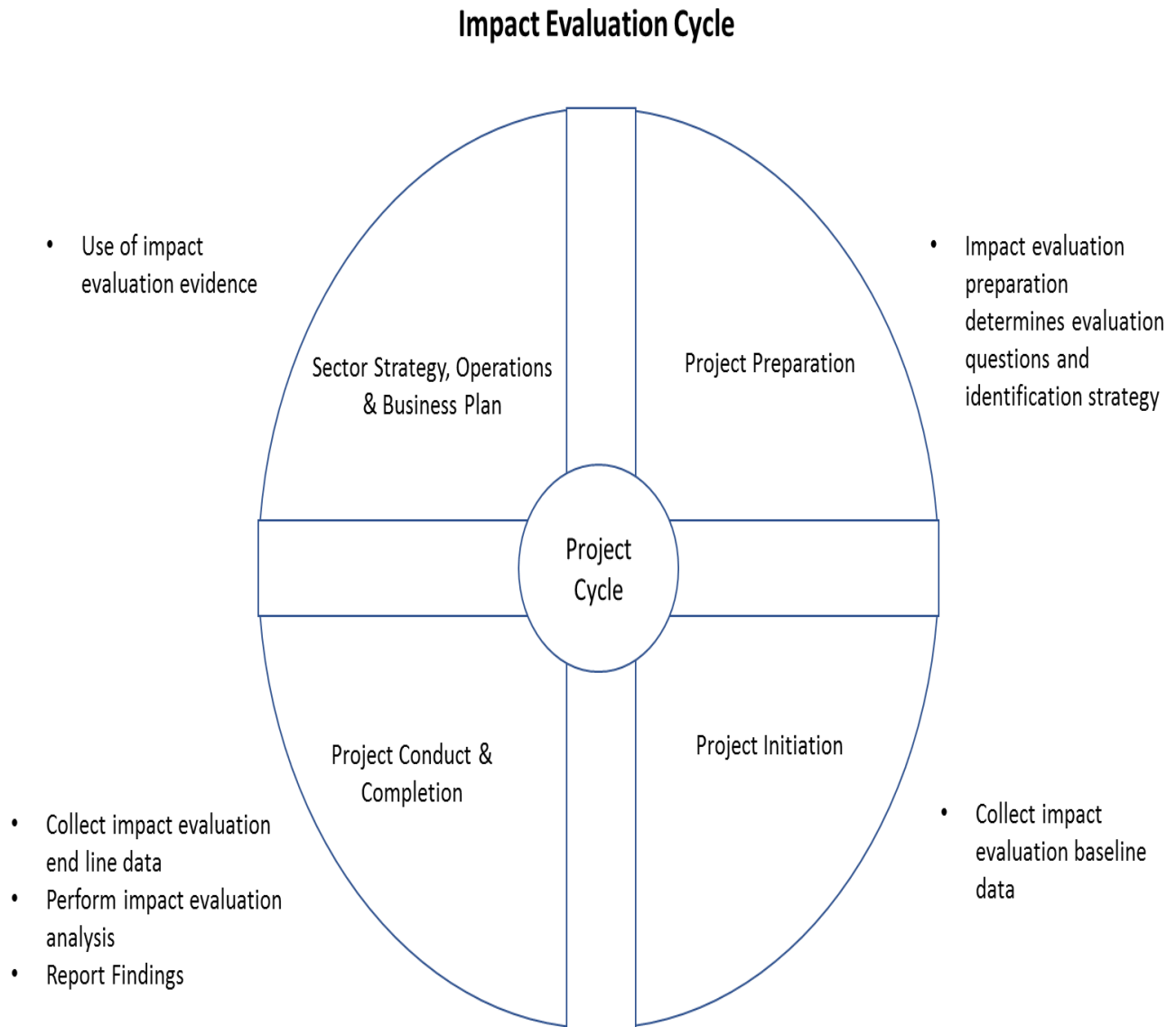
Tools and methodologies	Activities	Expected outcome	Performance indicators	Cost.
Participatory monitoring and evaluation.	Four M & E workshops will be organized to bring together all stakeholders of producers and users of gender statistics to evaluate implementation of the strategic plan. Focus groups, MDAs and MMDAs, research institutions, credit institutions, Meetings will be held in an environment that enables stakeholders to express their views. Organization of annual activities, round table discussions on activities of MDAs/MMDAs to share and exchange ideas on gender statistics production, dissemination and usage.	Participatory monitoring and evaluation achieved. Monitoring and evaluation of the gender statistic plan regularized.	Regularity of workshops, roundtable fora with stakeholders to share ideas, exchange views implementation of five -year gender statistics strategy. Number experience and information sharing activities organized and reports produced.	40,000.00
Interviews	Individuals and groups, CSOs, interviewed to ask stakeholders to assess and rate the various components of the programme of activities, inputs, outputs and impact of programmes.	Interviews used as effective monitoring and evaluation tool.	Availability of evaluation reports within the stipulated timeframes.	20,000.00
Citizens report cards (CRCs)	Participatory surveys will be conducted. The objective is to solicit users' feedback on the utilization of gender statistics to enhance policy formulation, implementation for sustainable development.	Participatory surveys techniques used effectively to obtain users feedback on utilization of gender statistics	Availability of periodic reports on production of gender statistics, dissemination and usage.	80,000.00
Review of Reports	This consist of thorough reviews of progress mid-term and final of both technical and financial reports of the programmes.	Report and documentary, technical and financial reviews are carried out to monitor and evaluate progress (mid-term and final reviews)	Regularity of production of monitoring reports by MDAs/MMDAs.	40,000.00
Research/case studies	This consists of documentation through case studies to assess impact of implementation of the strategic plan on gender statistics.	Impact assessment of gender statistics plan carried out through research/case studies	Availability of research reports, to inform policy decision and planning.	80,000.00
Dash board tool for Performance Monitoring and Management	Provides visual presentation of performance measures, ensures total visibility of key performance indicators, saves time compared to generating multiple reports, can read and identify and correct negative trends, and can make more informed decisions based on real time data.	Use of dash board as an analytical tool for performance management.	Existence of dash board tools for M&E.	10,000.00

Tools and methodologies	Activities	Expected outcome	Performance indicators	Cost.
Impact evaluation for evidence-based development. (IE)	It empirically estimates the effect attributable to a specific intervention and the statistical significance of these effects. It determines whether an intervention is effective and compares options for making interventions more effective .IE, answers the questions such as what difference does a programme make? which programme designs are effective for one or more specific quantifiable outcome? It raises questions of effectiveness, did the intervention make a statistically significant difference to specific quantifiable outcomes. Data collection for impact evaluation is essential and entail enough numbers of observations on programme participation, other intervention variables conditioning participation, predicting outcomes for those with and without interventions.	Impact evaluation of the strategic plan attained through evidence -based quantitative and qualitative statistical data.	Relevant data both qualitative and quantitative collected and made available for impact evaluation.	25,000.00
Follow-ups, review processes of implementation of the SDGs can be used to monitor and evaluate implementation of the strategic plan on gender statistics.	Monitoring and evaluation department can link up with identifiable national and local leaders in administration and inter-governmental monitoring teams responsible for SDGs reviews and follow-ups	Follow-up, reviews used effectively as monitoring and evaluation tools to assess programme outcomes and development.	Follow-up review exercises undertaken to assess progress of programme at various stages of implementation.	50,000.00
Institutional frame works for evaluation to be strengthen. Evaluation teams must comprise of multi-disciplinary evaluation team, government, MDA, MMDAs, parliamentarians, other stakeholders, including traditional authorities, CSOs, research institutions, micro-credit institutions and private sector actors.	This will involve capacity building of evaluators, timely releases of funds for evaluation purposes without undue influence and control over findings of evaluation. There must be necessary safeguards to ensure adherence to the principles of independence, credibility, and utility.	Human resource capacities built, financial and technical support strengthened. Effective and reliable M&E system set up to monitor and report findings of evaluations, reviews and follow ups on implementation of the strategic plan.	Institutional frameworks for evaluation strengthened. Number of people trained, and capacities built.	40,000.00

Tools and methodologies	Activities	Expected outcome	Performance indicators	Cost.
Set up systems to plan, undertake and report evaluation findings in an independent, credible, and useful way that increase objectivity, in the planning and conduct of evaluations, to ensure transparency, and predictability of evaluation processes and products.	A system for dissemination and communication of evaluation findings is essential for sharing of lessons learned and to improve upon future interventions and prevent future mistakes.	Reporting systems for dissemination of evaluation findings strengthened.	Existence of system for reporting evaluation findings in an independent, credible and useful manner.	20,000.00
Institute measures that increases the usefulness of evaluations including the sharing of findings and lessons learned.	The understanding and appreciation of evaluation will enhance programme outcomes. Evaluation can be an essential tool for change.	Usefulness of evaluation enhanced.	Enhancement in understanding, importance and appreciation of evaluation	10,000.00
Research for evidence-based results- assessment.	Conduct research where appropriate for evidence-based result assessment purposes.	Availability of research findings to conduct evidence-based assessment.	Existence of evidence-based research findings/ reports	75,000.00
African Gender Development Index (AGDI)	The AGDI is a composite index made up of the gender status index, and women's progress scoreboard. The AWPS measures progress in women's empowerment and advancement.	Use of African-gender development index as an effective tool to measure progress in women's empowerment.	African development index tool used for measuring progress in women's empowerment and advancement.	20,000.00
Gender Status Index (GSI)	This is a measure of relative gender equality that captures issues related to gender that can be measured quantitatively. The three blocks on which the GSI framework is based are: social power, which involves indicators on (education and health); economic power, which contains indicators on (income, time-use, employment and access to resources; and political power which consist of indicators on formal and non-formal political power. Application of these frameworks depends on data disaggregated by sex, age, gender and other relevant variables.	Gender status index tool used to assess gender sensitivity on socio-economic development.	Availability of gender-based qualitative and quantitative indicators to measure quantitative gender equality and equity.	10,000.00
African women's process scoreboard (AWPS)	AWPS measures progress in women's empowerment and advancement.	AWPS utilized to enhance assessment of women's socio-economic advancement	The African women's process scoreboard in use.	10,000.00
Gender statistical Award programme	This is to promote excellence and innovation in gender statistical practice. This event can be used to evaluate the five- year strategic plan on gender statistics.	Promotion of excellence and innovation in gender statistics production.	Institution of Gender Statistical Award System as an M&E tool for measuring progress.	150,000.00

Tools and methodologies	Activities	Expected outcome	Performance indicators	Cost.
Establishment of national gender statistical data base management system and internet to be reviewed and updated periodically. Provide advisory services to MDAs and MMDAs to build their statistical infrastructure.	This will be for collection, sharing, accessing and warehousing of information. This system can be used for monitoring frequency, usage and beneficiaries of gender statistical data.	Existence of active web-sites internet connectivity and assess.	Existence of gender sensitive data bases in MDAS/MMDAS.	180,000.00
Gender statistical Audits / monitoring and evaluation tools	Use gender statistics audit/ monitoring and evaluation tools to conduct monitoring and evaluation exercises periodically at national, regional and district levels.	Use of gender statistical audit as a tool to for M&E.	Availability of monitoring and evaluation tools.	10,000,00
Gender Empowerment Measurement indicators (UNDP)	These indicators measure parity ratio between men and women	Availability of gender empowerment indicators for assessment of gender parity ratio.	Availability of gender-based qualitative and qualitative indicators in use as measurement of gender parity ratio.	10,000.00
Evaluators capacity building.	Build capacities of evaluators. This will strengthen the ability of senior management to strategically plan evaluation. Identify key evaluation questions to manage evaluation for independence, credibility and effective use of evaluation results.	Ability of senior management strengthen to strategically plan and manage evaluation. capacities of evaluators built to enhance effectiveness, reliability and credibility.	Number of evaluators trained and capacities built. Extent and level of effectiveness of evaluation exercises.	40,000.00
Funding for monitoring and evaluation.	Secure independent funding for evaluations at adequate levels. Ensure timely releases of funds for evaluation activities without exercising undue influence and control over what is evaluated. Ensure that evaluations are carried out and findings utilized for improvement of programme out comes.	Timely releases of funds and adequacy assured and independence f evaluation results enhanced.	Amount of funds allocated and used for monitoring and evaluation activities.	10,000.00

FIGURE 2: IMPACT EVALUATION AND THE PROJECT CYCLE

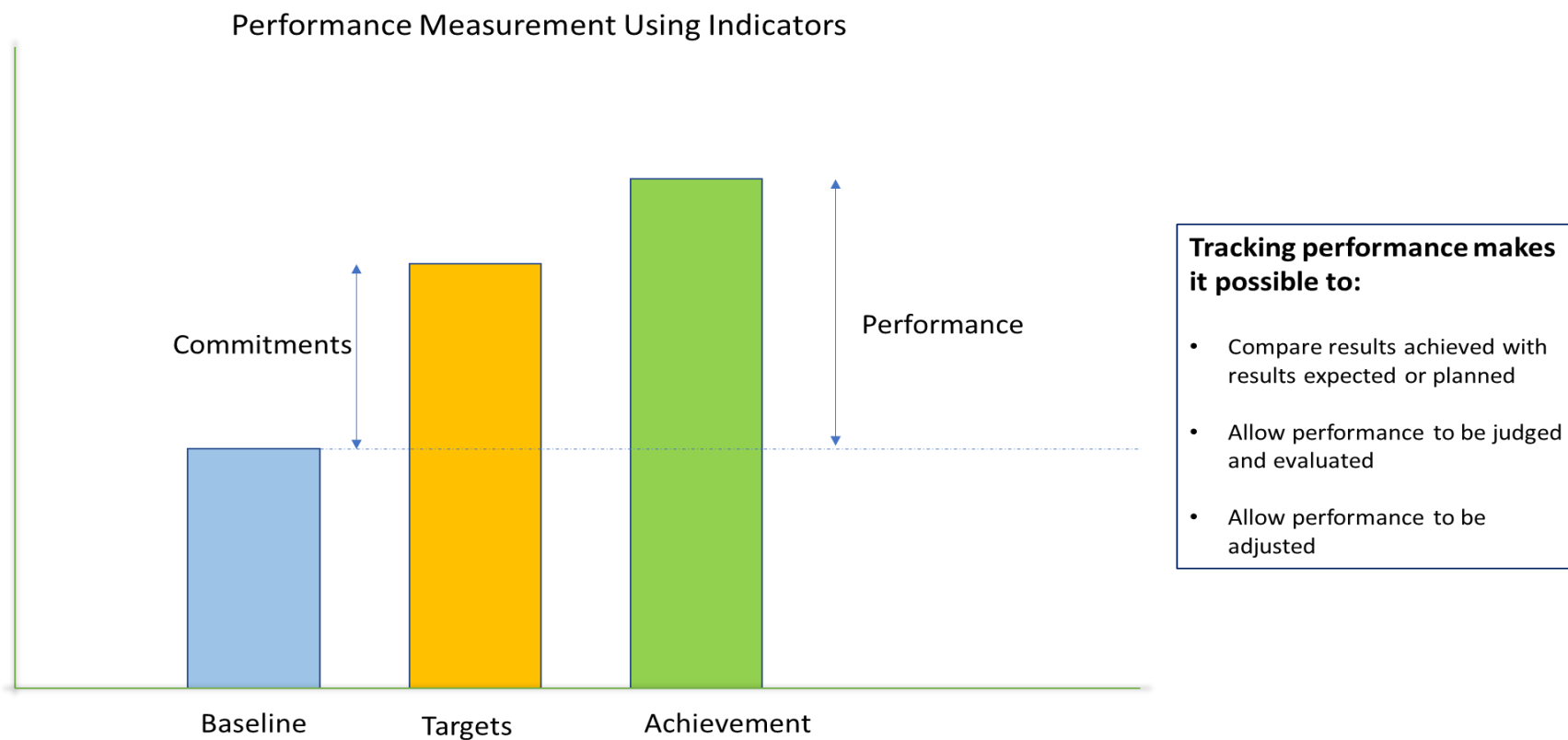


Source: Impact Evaluation Development Interventions (page 26/217)

TABLE 9: WHAT TO MONITOR- THE FOUR RS (4RS) (RESOURCES, REACH, RESULTS, RISKS)

Indicator/measurement	systems	Performance area
Investment, cost per service and human resources	Vision, mission, interventions	Resources
Targeted groups reached by the programme interventions	Service statistics, routine information systems	Reach
Service quality outputs outcomes and impacts of services	Service statistics, surveys, studies, reviews, landmark events etc.	Results.
Stakeholders agreements/ buy-ins process, outputs and inputs.	Operational, implementation, and environmental, financial.	Risks

Graph 1. PROGRAMME INDICATORS AND DASHBOARDS.



CHAPTER SIX: IMPLEMENTATION PLAN, GENERAL RECOMMENDATIONS AND CONCLUSION

6.0 IMPLEMENTATION PLAN

It is recommended that an implementation team, comprising members of the National Statistical Systems made up of MDAs/MMDAs, users, suppliers and producers of gender statistics, the various work streams especially the gender statistics work stream under the auspices of the Ministry of Gender, Children and Social Protection and the Ghana Statistical Services to oversee the implementation and coordination of implementation activities of the five-year plan on gender statistics on yearly basis.

Proposed Plan of Activities.

- Printing, launching and dissemination of the plan on or before December 2018.
- Organize as soon as practicable a forum of producers and users of gender statistics to disseminate the five-year gender statistics plan to facilitate implementation.
- Set up a committee of budget officers, planning officers, research, statistics and information management divisions/units in MDAs/MMDAs to discuss funding sources identified in the five-year strategic plan for implementation.
- Organize a meeting of MDAs/MMDAs to discuss their roles and responsibilities as spelt out in the five-year strategic plan and request each MDA/MMDA producing institutional and administrative data to share their specific plans for the implementation of the five-year gender strategic plan.
- The Ghana Statistical Services in collaboration with the Ministry of Gender Children and Social Protection are to solicit funds from both local and external sources to facilitate implementation of the five-year strategic plan on gender statistics.
- Share the five-year gender statistics plan with development partners and advocate and solicit for technical support to build capacities for gender statistics production.
- Identify and build capacities for monitoring and evaluation of the implementation of the five-year plan and allocate resources for monitoring and evaluation as detailed in the five-year plan.

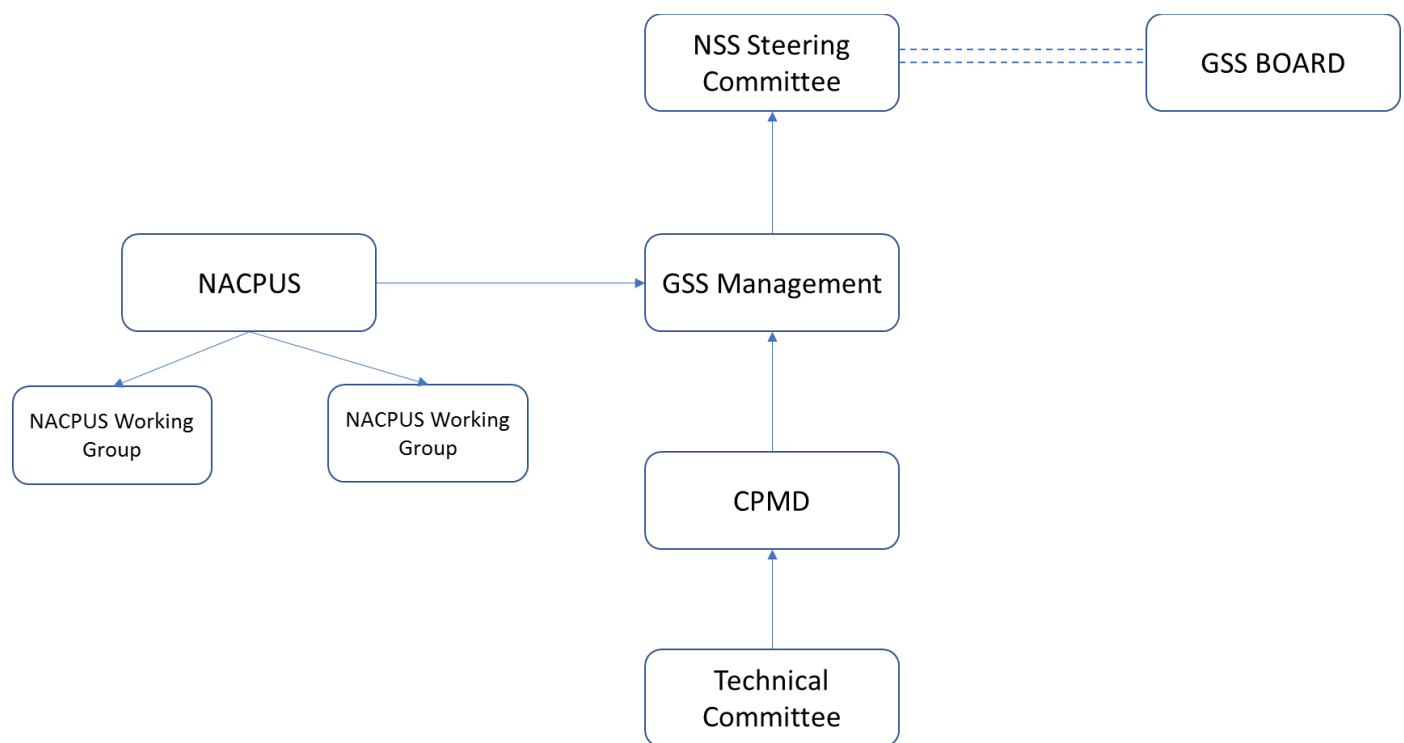
6.1 COORDINATING MECHANISM

The Ministry of Gender Children and Social Protection has the responsibility for the promotion of gender equality, and equitable development of especially women, children and the protection of vulnerable groups in society and the Ghana Statistical Services is also mandated to produce national official statistics. It is therefore proposed that the Ministry of Gender Children and Social Protection and the Ghana Statistical Services should work in collaboration with the GSS to coordinate the plan implementation. The

existing governance mechanism for coordinating implementation of statistical development has not succeeded fully in ensuring production of gender statistics and promote gender inclusiveness in statistical data production. It is proposed that a new coordinating mechanism be put in place to oversee the plan implementation.

Figure 3 depicts the existing mechanism for coordinating production and implementation of official statistics by the Ghana Statistical Services, the roles of its organs as replicated below (refer to pages 79 - 81 of the National Strategy for Development of Statistics, 2017-2021).

6.2 EXISTISING MECHANISM FOR COORDINATING PRODUCTION AND IMPLEMENTATION OF OFFICIAL STATISTICS



“The NSS Steering Committee is to have an oversight responsibility of the implementation of the NSDS programmes, of which members met on quarterly basis to review progress of implementation from the GSS management. Membership of the steering committee includes the GSS and the MDAs represented on the NSDS activity plan and two representatives of the GSD Project, representation of government institutions and development partners. (The chairman of the board of the GSS, the government statistician, chief directors of the MDAs on the NSDS, representatives of Ministry of Finance, Bank of Ghana, Development Partners and Director General of NDPC

The GSS management is to supervise the operational implementation of the NSDS programme and ensures adequate funds are available for implementation of plan activities.

The Coordination and Programme Management Directorate (CPMD) within the GSS is responsible for the management of implementation of the NSDS activity plan and oversees monitoring and evaluation

The Technical Committee has responsibility for day to day implementation of the activity plan and reporting on progress to the coordinating and programme management directorate.

The National Advisory Committee of Producers and Users of statistics (NACPUS) and its’ working groups are to provide valuable feedback to data producers on users’ needs and the relevance of official statistics. the committee is also to protect information provided by respondents and those being surveyed and recommend strategies to ensure uniformity in standards. The membership of NACPUS is to be made up of all technical committee and members drawn from the user community such as universities and government departments among others”.

6.3 PROPOSED COORDINATING MECHANISM FOR IMPLEMENTATION OF THE FIVE-YEAR STRATEGY PLAN ON GENDER STATISTICS

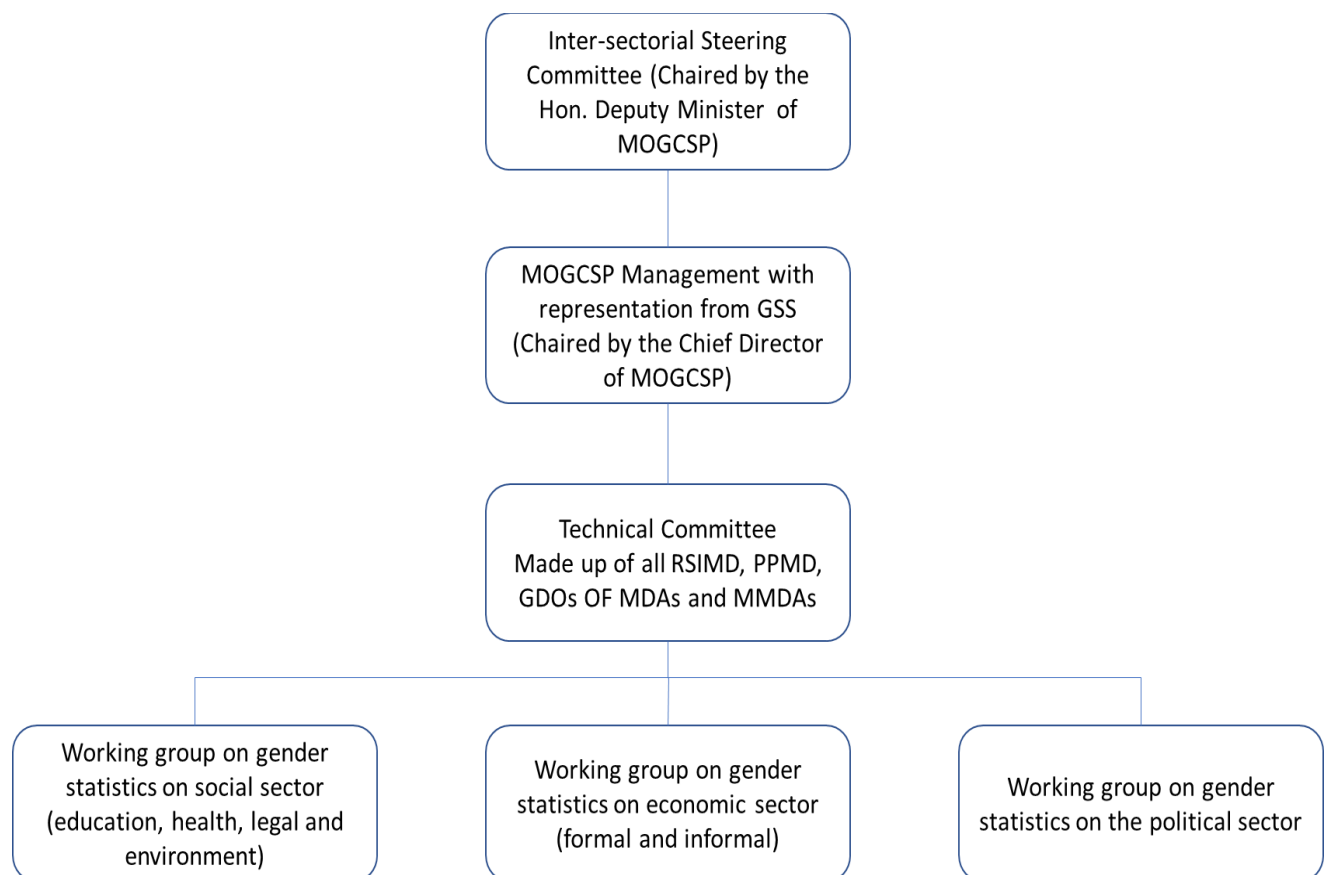
The proposed coordinating mechanism will be made up of an inter-sectorial steering committee to be chaired by the Hon. Deputy Minister of MoGCSP. There will be a Management Committee which will comprise the chief directors of MDAs and MMDAs with responsibilities to produce gender statistics as identified in the 5-Year Strategic Plan on Gender Statistics.

A Technical Committee made up of Directors of Research statistics information management directorates (RSIM/D) of MDAs and MMDAs, Project Planning and Policy Development Directorates/Divisions of MDAs/MMDAs, Gender Desk Officers/ focal persons of MDAs/MMDAs. There will be technical working groups to ensure production of specific gender data sets in the social, economic and political spheres of life. The social gender statistics will comprise education, health, legal and environment. Economic gender statistics will cover both the formal and informal economic sectors and the political will cover politics,

administrative and managerial and other decision -making positions such as representation on international bodies, and government official delegations to conferences and high-level international meetings as well as at the governance structures and decision-making positions at the district, community and family levels.

Figure 4 depicts the new proposed coordinating mechanism to oversee the implementation of the five-year strategic plan on gender statistics

PROPOSE COORDINATING MECHANISM FOR IMPLEMENTATION



7.0 GENERAL RECOMMENDATIONS

Having identified various gender concerns pertaining in the country, some general recommendations were made by stakeholders as follows:

1. Organize various educational sensitization fora on harmful cultural beliefs and practices which discriminate against women and girls at all levels especially at grass root levels.
2. Address issues of low representation of women in leadership positions, such as in politics, parliament, district assemblies, government appointees to public officers, and at managerial/ institutional levels of all sectors through affirmative action.
3. Advocate for the passage of the affirmative action bill into law to enhance participation of women in decision -making positions.
4. Ensure implementation /enforcement of existing laws, disability law, law on harmful cultural practices, by- laws on sanitation, safety laws at workplaces and strengthen work environment to enhance occupational safety.
5. Organize educational sensitization programmes on gender equality and on human rights concerns.
6. Put in place measures to curb the incidence of sexual/gender-based violence, harmful practices such as female genital mutilation, trokosi, child marriages and school drop-outs.
7. Sensitize the public on the domestic violence law and encourage victims to report such cases for redress.
8. Put in place measures to enhance women's access to productive resources, such as credit, Land and Information technologies through dialoguing with traditional authorities and family heads.
9. Build capacities on gender issues, gender analysis, mainstreaming, and gender responsive budgeting.
10. Create awareness on the importance of gender statistical data production as an effective tool for policy-making, planning, monitoring and evaluation as a priority concern to bridge gender disparities and inequality gaps.
11. Support and enhance women's participation in decision-making at all levels through affirmative action.
12. Create awareness on HIV/AIDS to reduce stigmatization and marginalization.
13. Support Public schools by way of infrastructural development to participate in early childhood development programmes.
14. Technical vocational schools/ institutions are to be expanded to cover districts and communities.
15. Re-engineered and strengthen adult literacy education programmes to reduce illiteracy levels of men and women, boys and girls.
16. Encourage the culture of saving and wealth creation especially among women to reduce feminized poverty.

17. Enhance domestic tourism, and improve infrastructural facilities such as, roads, communication, electricity, water and sanitation.
18. Introduce and make available disability -friendly transportation system to enhance mobility of person with disabilities.

Having addressed, critical issues needed for national statistical systems to measure progress on gender equality across all the 17 SDGs in relation to which gender equality indicators are available and regularly produced in Ghana and how institutions could help bridged the gender data gaps, participants recommended that:

19. Institutions should demonstrate their commitment to gender statistics production, through allocation of resources, and on timely-basis for gender statistics production and the bridge gender data gaps.

20. Gender statistical data should be rated and given highest priority and collected at frequent intervals of between one to two years.

21. Institutional/ administrative data are to be harmonized and disaggregated by sex, age and other socio-economic characteristics.

22. Data collected every five years to ten years such as (census and living standards survey) are to be updated by administrative data form reliable sources.

23. Statistical Data are to be collected to fill gender data gaps in areas of child development, disabilities, aged, social statistics, time-use data, on causal factors to crime, crime statistics, road accidents and deaths disaggregated by sex, aged and economic status and disseminate to inform policy decision and planning.

24. Collaboration between institutions that produce/and or supply gender statistics and users of gender statistical data be strengthened through regular dialoging and sharing of information.

25. Public education is to be organized on Ghana living surveys reports and other surveys to enhance usage of available gender statistical data.

26. Capacities of data collectors, enumerators, data analyst are to be built on gender issues to address gender related biases in data collection, processing and analysis.

27. Government institutions that produce data are to be strengthened to enhance gender data production and make readily available and accessible in a user-friendly non-technical format to encourage usage.

28. Gender responsive budgeting system to be reintroduced into the guideline for budget preparation and monitored for compliance by Ministry of Finance.

29. Enhance /provide enabling environment for gender statistics production by strengthening institutions for gender data collection, processing and dissemination.

30. Population and housing census data should be updated every year by means of administrative/ institutional data. Ghana Statistical Services to disseminate on timely basis information on indicators to enhance monitoring and evaluation.

31. Priority should be given to the establishment of national schools for official statistics to serve as a reference centers for training and research for all the national statistical system, public services, private sector regional and district assemblies

32. Resource allocation for gender statistics production should be given priority attention.

8.0 CONCLUSION

Gender statistics and indicators are critical in the implementation of national, regional and international policy and legal frameworks for tracking implementation of developmental goals and strategic objectives. Credible, reliable gender statistics produced and made available on timely basis and in useable format to meet user needs are very essential. Gender statistical data are required to inform policy decisions, planning and for monitoring and evaluating development outcomes. It is important therefore that gender considerations be mainstreamed in statistics. This will involve the collection of new types of data or expanding of data collection in some areas to fill existing knowledge gaps on gender. It also meant that attention be paid to basic concepts utilized, methods of data collection and analysis to ensure that gender equality and equity issues are covered adequately. The mainstreaming of gender perspective in statistics could also serve as an instrument for policy change and should be effectively adopted at all levels of the development processes. For this reason, skills and competencies in gender statistics production have to be built and or enhanced to achieve gender inclusiveness and sustainable development for all.

Adequate resources should therefore be allocated and on timely basis for the implementation and achievement of the goals and objectives set out in the five-year plan for gender statistics. Implementation of the strategic plan would progressively result in the creation of production capacity for gender statistics. It is believed that investment in national statistical data capacity will drastically improve coverage, quality and timeliness of gender statistical data for advocacy, monitoring and evaluation and for the measuring of national inclusiveness and gender equality across all the seventeen Sustainable Development Goals.

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APPENDIX 2

LIST OF SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals are also known as “Transforming our World: The 2030 Agenda for Sustainable Development”

Goal 1. End poverty in all its forms every where

Goal 2. End hunger, achieve food security and improve nutrition and promote sustainable agriculture.

Goal 3. Ensure healthy lives and promote well-being for all at all ages.

Goal 4. Ensure inclusive and equitable quality education and promote life-long learning opportunities for all.

Goal 5. Achieve gender equality and empower all women and girls.

Goal 6. Ensure availability and sustainable management of water and sanitation for all.

Goal 7. Ensure access to affordable reliable, sustainable and modern energy for all.

Goal 8. Promote sustainable, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

Goal 10. Reduce inequality within and among countries.

Goal 11. Make cities and human settlement inclusive, safe, resilient and sustainable.

Goal 12. Ensure sustainable consumption and production patterns.

Goal 13. Take urgent action to combat climate change and its impacts.

Goal 14. Conserve and sustainably use the oceans, seas and marine resources for development.

Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt biodiversity loss.

Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Goal 17. Strengthen the means of implementation and revitalize the global partnership for sustainable development.

GLOSSARY OF GENDER TERMS AND DEFINITION

1. Gender refers to socially constructed and learned attributes perceptions and opportunities associated with being female or male and the relationships between women and men or boys and girls, as well as the relationship between women and girls and men and boys. They are context and time- specific and changeable
2. Gender equality refers to the process of being fair to men and boys and women and girls that is ensuring that quality of outcomes in life for both women and men, boys and girls. It aims at bridging the gap between women and men so that they can operate from a level playing field.
3. Gender analysis involves the collection and analysis of sex disaggregated information, examine women's and men's specific activities, conditions, needs, access to and control over resources, and access to development benefits and decision-making.
4. Gender analytical framework- a tool designed to provide the basis for gender profile of a social group as it helps to collect information and carry out an analysis.
5. Gender analysis matrix, the collection of data on cultural norms and expectations of men and women in the society.
6. Gender and development, it is an approach that focuses on interventions to address unequal gender relations which often lock women out of full participation. GDA seeks to have both women and men participate, make decisions and share benefits.
7. Gender and sustainable development- development that is pro-poor, pro-nature, pro- women, pro-men, and pro-children.
8. Gender awareness-a way of seeing a perspective, a st of insights which inform our understanding of equitable distribution of resource and the unequal gender social relations.
9. Gender bias- a positive or negative attitude/ practice towards either male or female.
10. Gender policy analysis- a systematic way of determining options and the likely outcomes, that is understanding and documenting the differences in gender roles, activities, needs, benefits and opportunities.
11. Gender roles – a set of behavior, whether deliberate or unconscious, that indicates whether somebody's gender identity is male or female. It entails activities and which roles are associated with one sex or the other are preconceived via gender stereotypes.
12. Gender sensitive indicators – a signal that helps to measure gender-related changes in society over time and against an established baseline.
13. Gender- specific indicator refers to that explicitly call for disaggregation by sex and or refer to gender equality as the underlying objective
14. Gender statistics – the collation, processing, presentation and dissemination of data with due attention to gender variables and indicators.
15. Gender mainstreaming in statistics involves collecting new types of data or expanding data collection in some areas to fill existing knowledge gaps. It also requires attention to the basic

concepts utilized and the methods of collection and analysis to ensure that gender equality issues are being covered adequately.

16. Gender gaps- the female-male disparities in socio-economic status, in access to public services and in social and political participation.
17. Gender sensitive data- these are data that reflect the proportion of a given population (male or female) in a particular development imperative. For example, proportion of men engaged in informal sector-work.
18. Data is the information from which statistics are generated.
19. Gender responsive evaluation means integrating gender lens into the evaluation of national policies and programmes.
20. Monitoring is about tracking progress and identifying gaps and challenges and transparent assessment n where we stand on gender equality.
21. Gender responsive development planning is about both the content of the plan and process that produces the plan. It promotes transparent and participatory governance by involving a broad range of social actors, including policy-makers, parliamentarians, civil society and gender, equality experts.
22. Accountability (responsibility) requires that those in a position of authority have clearly defined duties and performance standards. They are to be answerable for their actions and decision by providing reasoned justification for their actions. It also requires enforceable mechanism to assess compliance with defined duties and standards where required.

APPENDIX 1

1. WOMEN'S EMPOWERMENT AND LIVELIHOOD				
Sector	Target in line with SDGs/NGP/MTP	Issues	Indicators	Sources of Data
	A. Employment			
WOMEN'S EMPOWERMENT AND LIVELIHOOD	<ul style="list-style-type: none"> • <u>Employment:8.8</u> By 2030, achieve full and productive employment and decent work for all women and men, 	Lack of timely data on employment and labour data for policy decision-making, monitoring and evaluation	Unemployment rate by sex, age	<ul style="list-style-type: none"> • GLSS, LFS, IBES, • PHS, MoE, LMIS
		Weak and ineffective implementation of labour policies, laws and standards	Institutional sector of employment by sex	GLSS, LFS, IBES, Population and Housing Census, MoE, LMIS
		High levels of unemployment and under-employment amongst the youth	Employment status by age and sex Occupation by age and sex	<ul style="list-style-type: none"> • GLSS, LFS, IBES, • PHS, MoE, LMIS
		High disability unemployment	Same indicators above but for PWDs	
		Inadequate infrastructure and services for the informal sector	The industry sector by age and sex	GSS, MoE.

	including for young people and persons with disabilities, and equal pay for work of equal value	Poor documentation on the informal sector		
		Low levels of technical, entrepreneurial and vocational skills for self-employment	Percentage of self-employed with requisite technical, entrepreneurial, and vocational skills by age and sex	GSS.
		Inadequate social protection in the labour market <ul style="list-style-type: none"> • Weak cooperative regulatory systems • Weak linkage between academia, training and industry 	No. of informal sector workers covered by social security protection. No. of micro-credit institutions offering social-insurance systems for informal sector workers.	SSINT. Private micro-credit/ funds institutions GSS.
	• <u>Agriculture</u>			
	• <u>Agriculture</u> By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women,	<ul style="list-style-type: none"> • Access and control over productive land. • Poor marketing systems 	% of women having access and control over productive land	Ministry of Food and Agriculture – (SRID, WIAD)
		<ul style="list-style-type: none"> • High cost of production inputs • Inadequate development and investment in processing and value addition 	# of development and investment in processing and value addition	GSS (Agric Census GLSS, IBES)
		<ul style="list-style-type: none"> • Access to credit • Inadequate extension officers especially females • Limited mobility of extension officers 	# of women who have access to credit % of farmers receiving extension services by sex and age	Ghana Agric Production Survey (GABS) Ministry of Environment, Science, Technology and Innovation

	indigenous/rural peoples, family farmers, pastoralists and fishers, including through	<ul style="list-style-type: none">• Low application of technology especially among smallholder farmers leading to comparatively lower yields	# of agric technology available for women	Council for Scientific and Industrial Research Ministry of Sanitation and Water Resources Environmental Protection Agency,
		<ul style="list-style-type: none">• Low level of irrigated agriculture leading to seasonal variability in food supply and prices• Erratic rainfall patterns	Average income of small scale food producers by sex, and age	Ghana Irrigation Development Authority
		<ul style="list-style-type: none">• Encroachment of designated irrigation sites• High cost of energy for irrigation		
		<ul style="list-style-type: none">• Poor storage and transportation systems• Poor farm-level practices		Ghana Irrigation Development Authority
		<ul style="list-style-type: none">• High cost of conventional storage solutions for smallholder farmers• Low quality and inadequate agriculture infrastructure		Ghana Investment Promotion Centre
		• Energy:		

	<p>• Energy:</p> <p>7.1 By 2030, ensure universal access to affordable, reliable and modern energy services</p>	<ul style="list-style-type: none"> • Over dependence on hydro generation sources • High cost of electricity generation • Weak regulatory enforcement • Unreliable power supply • Low involvement of private capital in the power sector • Low contribution of renewable energy in the generation mix • Low utilization of bio-fuels for energy • High generation cost of renewable energy • High dependence on wood fuel • Low utilization of waste as an energy resource 	<p>Proportion of population with access to electricity</p> <p>Proportion of population with access to electricity by sex and location</p> <p>Proportion of population with primary reliance on clean fuels and technology</p> <p>Household expenditure on electricity</p>	<p>GSS (GLSS, IBES)</p> <p>VRA</p> <p>Electricity</p>
	<p>• Education and Training</p>			
	<p>• Education and Training</p> <p>4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes</p>	<ul style="list-style-type: none"> • Inadequate use of teacher learner contact time in schools • Low participation in non-formal education • Low participation of females in learning of science, technology, engineering and mathematics • Inadequate and inequitable access to education for PWDs and people with special needs at all levels 	<p>Proportion of children and young people: (a) primary (b) at the end of JHS; achieving at least a minimum proficiency level in (i) reading and (ii) mathematics, by sex</p> <p>Gross enrolment ratio at all levels by sex. (preschool,</p>	<p>MICS, EMIS, WAEC- BECE Exams</p> <p>Ghana Education Service</p>

	<p>4.a Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all</p>	<ul style="list-style-type: none"> • Inadequate funding source for education • discrimination in girls' access to education • Absence of physical facilities (such as changing rooms, toilet facilities; Rest Rooms) to meet the basic needs of boys and girls and persons with disability • Inadequate of friendly physical facilities in schools in meeting the needs of boys and girls and persons with disability • Girls drop out from school primary to secondary • Low retention of girls and boys in schools • Poor performance of girls in schools • Child marriage • Ineffective/ policy direction on sex education, pregnant students school support and school counseling • Prevalence of abuse in schools • Lack of physical facilities for students with disabilities • High literacy 	<p>primary, secondary, TVET Tertiary</p> <p>Enrolment rate</p> <p>Level of Attainment and completion rate</p> <p>Enrolment ratio of sciences to humanities in tertiary institutions</p> <p>Illiteracy rates of 15-64-year-old by sex</p>	
	<p>4.2 By 2030, ensure that all girls and boys have access to quality early childhood</p>		<p>Participation rate in organized learning (one year before the official primary entry age), by sex</p>	<p>GSS, GES.EMIS.</p>

	development, care and pre-primary education so that they are ready for primary education			
	4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university		Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex	GLSS, MICS, GES.
	4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations		Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status, and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated	GLSS, MICS, GES PHC, Local Government – Disability Groups.
	4.6 By 2030, ensure that all youth and a substantial proportion of adults, both men		Percentage of population in a given age group achieving at least a fixed level of proficiency in functional (a)	GSS, GES.

	and women, achieve literacy and numeracy		literacy and (b) numeracy skills, by sex	
	Health and Nutrition			
	<p>Health and Nutrition</p> <p>By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to at least as low as 12 per 1,000 live births and under-5 mortality to at least as low as 25 per 1,000 live births</p> <p>By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births</p> <p>By 2030, end the epidemics of AIDS, tuberculosis, malaria</p>	<ul style="list-style-type: none"> Equity in access to health care. Inadequate emergency obstetric and gynae services Unmet needs for mental health services High maternal mortality rate Unmet health needs of women and girls – contraceptive and family planning services Increased cost of healthcare delivery Life expectancy Increasing morbidity, mortality and disability due to communicable, non-communicable and emerging diseases High stigmatization and discrimination of HIV and AIDs Lack of comprehensive knowledge of HIV and AIDS/STIs, especially among the vulnerable groups 	<p>Maternal mortality ratio</p> <p>Proportion of births attended by skilled health personnel</p> <p>Number of new HIV infections per 1,000 uninfected population, by sex, age and key populations</p> <p>Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied with modern methods</p> <p>Adolescent birth rate (aged 10-14 years; aged 15-19 years) per 1,000 women in that age group</p>	<p>Nurses and midwifery council</p> <p>Medical and dental council</p> <p>MICS, DHS,</p> <p>Health facilities</p> <p>Malaria indicator survey</p> <p>Maternal mortality survey</p> <p>Population and housing census</p> <p>School health and education programme</p> <p>AIDs Commission</p> <p>UNAIDS</p>

	<p>and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases</p> <p>By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes</p>	<ul style="list-style-type: none"> • High incidence of HIV and AIDS among young persons • Periodic shortages of HIV& AIDS commodities (ARV's, Test Kits, Condoms) • Inadequate financing of the health sector • Adolescent reproductive health <ul style="list-style-type: none"> - Family planning/contraceptive usage - Inadequate funding for women and men health issues (existing and emerging health issues: breast, prostate cancers) - Access to ante-natal and post-natal care for mothers – (road, health facilities/infrastructures, resources) - High maternal mortality - Insufficient no of trained midwives and traditional birth attendants in communities. - Absence of policy on care services and occupational health for women and men and youth including domestic/home/community-based work (ask employment) 	<p>Life expectancy rate by sex</p> <p>Proportion of children immunized (penta 3)</p> <p>Proportion of people using contraceptive by sex and age</p> <p>Doctor patient ratio (disaggregated)</p> <p>Nurse and patient ratio</p> <p>Marital status by sex and age.</p> <p>Age at first sex</p> <p>Proportion of children immunize before age 1 by sex</p> <p>Proportion of women receiving ANC and PNC care</p> <p>Proportion of children who are stunted, wasted, and underweight.</p>	MOH. DHS.
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		<ul style="list-style-type: none"> - Challenges of unsafe abortion are not openly addressed - Mental Health: enforcement/implementation of the laws and policy <ul style="list-style-type: none"> • Spiritual and traditional treatment and care) - Gender disparities in nutrition, lifestyle diseases (tobacco use and others) - Lack of infrastructure in child care for working mothers - Adolescent reproductive health 	<p>Proportion of children fully immunize under age 5</p> <p>Death rate: Cause of death by age and sex</p> <p>Proportion of children 1year to be</p> <p>Proportion of women and children using ITN: especially pregnant women.</p> <p>Proportion of lactating mothers practicing exclusive breast feeding.</p> <p>Distribution of CHPS compound by district</p> <p>Proportion of health facility that have a mental health programme /unit by district.</p> <p>% of government expenditure on Adolescent Sexual reproductive health (ASRH)</p>	
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			Proportion of health facility that have a adolescent health unit by district	
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2. WOMEN'S RIGHTS AND ACCESS TO JUSTICE				
Sector	Target in line with SDGs/NGP/MTP	Issues	Indicators	Sources of Data
2. WOMEN'S RIGHTS AND ACCESS TO JUSTICE	5.1 End all forms of discrimination against all women and girls everywhere MTP: Promote change in the socio-cultural norms and values inhibiting gender equality	Inadequate laws to address gender equality gap (AAP, PNDCL 111, CAP 129, Property rights, etc.)	The number of legal frameworks in place to promote, enforce and monitor equality and non-discrimination on the basis of sex.	MoGCSP AG's Department DAs/MMDAs Parliaments Ministry of Justice /Judicial service
		Ineffective/weak implementation of existing Laws.		
		Limited resources to ensure full implementation of available laws and policies	Budget allocated to domestic violence as a proportion of budget to MOGCSP	MoGCSP, MoF Gender departments
		The State recognizes the registration of e.g. all forms of customary and Islamic marriages	Proportions of marriages registered by statute	Registrar General

		Rights of women who marry under customary law and whose marriages are not registered can have their rights violated	Share of women with reported cases of human rights abuses	AG's Department Marriage registry
		Inability for women and girls in knowing and claiming their rights/ Ignorance of the law and how to claim one's rights The customary law has inherent institutional discrimination of women as a result of its patriarchal nature of adjudication	Proportion of women who have knowledge on the law and where to seek redress	
	5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	Inadequate courts dealing with DV cases	# of specialized courts to deal with DV Cases	Judicial Service
		Insufficient DoVVSU Offices to serve rural communities across the nation	# of DOVSSU Offices in rural communities across the nation	National DoVVSU Office
	a. Women and the legal system b. Human trafficking c. Women and security Migration	Lack/limited number of shelters for survivors and victims' on GBV.	# of state shelters available for use by region # of other private shelters in the country # of survivors housed by sex	MoGCSP Social; Welfare
		Lack of access to the Domestic Violence Fund	# or proportion of survivors who access the DV Fund (disaggregated by sex and abled or with any type of disability)	DV Management board DV Secretariat MoGCSP
		Unavailable protocol by state agencies to ensure the full implementation of the DVA	# of protocols developed by the various agencies in line with the DVA	DOVVSU Health Service Judicial Service etc.

	High incidence and prevalence rate of Gender Based Violence	Proportion of women and girls subjected to physical, sexual, economic or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age	GSS-GHDS, MICS, DOVVSU, DV Secretariat, CSOs in DV Courts Traditional councils DV in Ghana survey
	Lack of data on PLWD and related GBV	Proportion of PWDs subjected to any form of abuse by a current or former intimate partner in the previous 12 months, by form of violence and by age and type of ability.	GSS-GHDS, MICS, DOVVSU, DV Secretariat, CSOs in DV Courts Traditional councils DV in Ghana survey
	Lack of special services for PLWD who face abuse	# of interpreters trained and placed in state institutions who response to GBV (health facilities, Police stations, Courts etc)	DOVVSU. CSOs in DV Courts Traditional councils DV in Ghana
	Apathy in seeking Justices	% of women who seek justice from Formal (court) and informal mechanism (traditional, ADR etc.) # of specialized courts to deal with DV Cases	DOVVSU Ghana Police Service Traditional Councils GSS, CSOs
	Reported cases of DV	# of cases reported on all forms of DV by type and sex	DOVVSU. Informal (traditional)

				GDHS and MICS DV Survey GLSS (GPS)
		Slow prosecution	Proportion of cases prosecuted as against reported	Courts DOVVSU GDHS and MICS
		<ul style="list-style-type: none">• Increase in all forms of abuse• High incidence of children’s rights violation Abuse and exploitation of children engaged in hazardous forms of labour	Proportion of women and girls aged 16 years and older subjected to all forms of GBV, by age, sex, relationship with the abuser, and place of occurrence Proportion of abused care givers Proportion of patients abused by care givers.	DOVVSU. Informal (traditional) GDHS and MICS DV Survey GLSS (GPS)
		<ul style="list-style-type: none">• Human rights violation at work places	The # of workers’ rights violated by sex, sector, age.	DOVVSU. CHRAJ CSOs
		Delays in Prosecutions	% of DV cases prosecuted by formal mechanism (court) as against the number of DV cases reported	Courts, Judicial Service, DOVVSU
	5.3 Eliminate all harmful practices, such as child,	Early Marriage	Proportion of women aged 20-24 years who were	GSS, DOVVSU MOGCSP CSOs

	early and forced marriage and female genital mutilation		married or in a union before age 15 and before age 18.	
		lower literacy rates amongst women and girls	Illiteracy rates of 15-64-year-old by sex	MOE, EMIS
		Dehumanized/harmful cultural practices	Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting, by age and location	GSS, DHS
		Women and girls are less empowered to claim their rights	Proportion of women and girls who are able to claim their rights	CHRAJ, Judicial Service and other CSOs
		Cultural practices and beliefs that make them less confident and assertive	Percent of women among victims of reported cases at Legal Aid Scheme Percent of women among victims of reported cases at CHRAJ and other CSOs (FIDA, WILDAF, AWLA etc)	CHRAJ and other CSOs

3. WOMEN'S LEADERSHIP AND ACCOUNTABLE GOVERNANCE				
Sector	Target in line with SDGs/NGP/MTP	Issues	Indicators	Sources of Data
WOMEN IN GOVERNANCE AND LEADERSHIP		<ul style="list-style-type: none"> Low female education which reflects in the Low representation of females in decision-making Cultural and societal norms acting as a barrier to women's effective participation in decision-making Lack of financial resources limits women's ability to compete with their male counterparts <p>Lack of sex disaggregated data for evidence- based decision-making</p> <p>Subtle/overt Discrimination against women based on their sex in the world of work</p>	<ul style="list-style-type: none"> Proportion of females enrolled at the basic, secondary and tertiary levels Proportion of female's completion rate at all levels #/Proportion of Female Ministers, #/Proportion of female ministers in Cabinet, #/proportion of seats held by females in parliament, #Proportion of seats held by females in the Assemblies, proportion of females in the judiciary, Women holding senior legislative and managerial positions, Proportion of females who have a say in household decision-making, Proportion of women serving in boards and committee. <p>Proportion of women in key positions on boards and</p>	<p>The Universities, Tertiary Institutions, GES</p> <p>Parliament, Electoral Commission, District Assemblies, Judicial Service, Attorney General's Department</p> <p>OHCS, MDAs, TUC, The Universities, Tertiary Institutions</p> <p>WIPSY - (KAIPTC), women in Security Agencies</p> <p>IBES</p>

			Committees in the public service, academia, the Media, Trade Union and the Private Sector Evidence of Gender Mainstreaming in the Security Services, Implementation of Resolution 1325,	MOGCSP Ministry of interior

4. ECONOMIC OPPORTUNITIES FOR WOMEN				
Sector	Target in line with SDGs/NGP/MTP	Issues	Indicators	Sources of Data

<p>ECONOMIC OPPORTUNITIES FOR WOMEN</p> <p>a. poverty reduction b. Gender responsive budgeting c. Financial services d. Access to productive resources (land, equipment, information etc.) e. Trade and industry (SDG 17)</p>	<p>1.1. By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day.</p> <p>1.2. By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions,</p>	<ol style="list-style-type: none"> 1. Lack of capital to start up and continue running small-scale businesses for women (particularly rural women); 2. Need for small loans which do not require collaterals and high interest; 3. Lack of funds to cater for training and personal cost during apprenticeship; 4. High existence of illiterate and unskilled women (and men); 	<p>Proportion of population below the international poverty line, by sex, age, employment status and geographical Location (urban/rural);</p> <p>2. Proportion of population living below the national poverty line, by sex and age;</p>	<p>Budget (MoF), Patterns and Trends in Poverty (GSS), GLSS reports (GSS),</p> <p>GSS</p>
	<p>1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance,</p>	<ol style="list-style-type: none"> 5. Most women work in the informal sector; 6. Unequal access to employment opportunities (especially in the male labelled jobs) 7. Unequal property rights (especially over landed property) as well as ownership and use of resources deepen “feminized poverty” 	<p>Proportion of men and women having equal access to economic resources, basic services, ownership and control over land and other forms of property, financial services, appropriate new technology</p>	<p>GSS</p>

	<p>1.a Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate and predictable means for developing countries, in particular least developed countries, to implement programmes and policies to end poverty in all its dimensions,</p> <p>5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws,</p> <p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value,</p>	<p>8. Absence of social interventions to support women (and families) in economic difficulty;</p> <p>9. Poor implementation of child support systems;</p> <p>10. Need to re-structure the national economy to cater for the needs of the informal sector as per taxation, pension schemes, banking and gender friendly working environment;</p> <p>11. Lack of savings and investment knowledge;</p> <p>12. Lack of gender (particularly women) friendly terms of employment;</p> <p>13. Lack of the basic and strategic needs of people for example clean portable water, easy access to health, day care centers;</p> <p>14. Women are not involved in writing trade, industry, macro-economic policies;</p>	<p>3. Proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions;</p> <p>4. Proportion of domestically generated resources allocated by the government directly to poverty reduction programmes;</p> <p>5. Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of</p>	<p>Banks Annual Financial Reports, Labour Force Survey (LFS), Population and Housing Report (GSS) Telecommunication companies (mobile money) NBSSI Min. of Lands and natural resources DAs Micro Finance/credit and loans</p>

	<p>8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all,</p> <p>9.3 Increase the access of small-scale industrial and other enterprises, in particular in developing countries, to financial services, including affordable credit, and their integration into value chains and markets,</p>	<p>15. Structures designed for trading in the open markets are not gender friendly, women are not consulted</p> <p>16. Guidelines/ standards for Industry and manufacturing are easily assessable to women</p> <p>17. Women do have access to knowledge and information on export promotions</p> <p>18. Women are absent in processes in consensus building forum for exporters of products.</p>	<p>agricultural land, by type of tenure;</p> <p>6. Average hourly earnings of female and male employees, by occupation, age and persons with disabilities;</p> <p>7. Proportion of small-scale industries in total industry value added;</p> <p>8. Proportion of small-scale industries with a loan or line of credit;</p>	
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5. GENDER ROLES AND RELATION

Sector	Target in line with SDGs/NGP/MTP	Issues	Indicators	Sources of Data
GENDER ROLES AND RELATION	5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	<p>The value of women's care work is not linked to macro-economic policy that promotes accelerated economic growth;</p> <p>Women's time use is not acknowledged in macro-economics</p>	Proportion of time spent on unpaid domestic and care work, by sex, age and location.	GLSS 7 LFS TUS

		<p>Women's multiple roles are not recognized and accounted for in public policy and national services,</p> <p>Women's family care roles are not remunerated and valued;</p> <p>Men are still perceived as bread winners and decision makers; Working women have constraints in managing care and career development;</p> <p>Men do not share house chores /work,</p> <p>Diversity in socio economic, cultural and political context in Ghana shape roles and responsibilities for men and women,</p> <p>Women's ability to participate in market related work is hampered by time constraint and care work,</p> <p>Women and men do not appreciate and understand their roles in modern times and the</p>	<p>Time spent in providing unpaid caregiving services to household members;</p> <p>Time spent providing community services and help to other households;</p> <p>Contribution of time spent to GDP</p>	
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		<p>impact on their contribution to development in domestic and public domain,</p> <p>Women though demographically more than men do not benefit from development equitably</p>		
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