



**MINISTRY OF GENDER, CHILDREN AND SOCIAL
PROTECTION**

**GHANA'S FOURTH PROGRESS REPORT
ON THE
IMPLEMENTATION OF THE
AFRICAN AND BEIJING PLATFORM OF ACTION
AND
REVIEW REPORT FOR BEIJING +20**

JUNE 2014

**SPONSORED BY THE GOVERNMENT OF GHANA AND
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TABLE OF CONTENTS

LIST OF ABBREVIATIONS	Error! Bookmark not defined.
TABLE OF FIGURES	v
LIST OF TABLES.....	v
FOREWORD.....	v
ACKNOWLEDGEMENTS.....	viii
SECTION ONE – ANALYSIS OF MAJOR ACHIEVEMENTS AND CHALLENGES.....	1
SECTION TWO – PROGRESS IN IMPLEMENTATION OF 12 CRITICAL AREAS.....	4
2.1 WOMEN AND POVERTY.....	4
2.2 EDUCATION AND TRAINING OF WOMEN.....	9
2.3 WOMEN AND HEALTH.....	13
2.4 VIOLENCE AGAINST WOMEN	18
2.5 WOMEN AND ARMED CONFLICT	23
2.6 WOMEN AND ECONOMY	27
2.7 WOMEN IN POWER AND DECISION-MAKING	30
2.8 INSTITUTIONAL MECHANISMS FOR THE ADVANCEMENT OF WOMEN ..	34
2.9 HUMAN RIGHTS OF WOMEN.....	37
2.10 WOMEN AND THE MEDIA.....	411
2.12 THE GIRL-CHILD	43
SECTION 3 – OTHER DATA AND STATISTICS.....	47
SECTION 4 – EMERGING PRIORITIES	51
BIBLIOGRAPHY	54

LIST OF ABBREVIATIONS

Acronym	Description
AA	Affirmative Action
AAGD	Accelerated Agricultural Growth and Development Strategy
ACHPR	African Charter on Human Rights and Peoples Rights
ADR	Alternative Dispute Resolution
AEA	Agricultural Extension Agents
AfDB	African Development Bank
AU	African Union
AWLA	African Women Lawyers Association
CAC	Comprehensive Abortion Care
CBO	Community –Based Organizations
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CG	Consultative Group
CHPS	Community-Based Health Planning and Services
CHRAJ	Commission on Human Rights and Administrative Justice
CSOs	Civil Society Organizations
DISCAP	District Capacity Building Project
DOVVSU	Domestic Violence and Victims Support Unit
DV	Domestic Violence
DV NPA	Domestic Violence National Plan of Action
ECCD	Early Childhood Care And Development
EDIF	Export Development Investment Fund
EFA	Education for All
EMOC	Emergency Obstetric Care
ESP	Education Strategic Plan
FAMEDEV	Inter Africa Network for Women Media Gender Equity and Development
FCUBE	Free Compulsory Universal Basic Education
FGM	Female Genital Mutilation
FHH	Female Headed Household
FIDA	International Federation of Women Lawyers
FP	Family Planning
GAC	Ghana AIDS Commission
GADS	Gender and Agricultural Development Strategy
GAWE	Ghana Association of Women Entrepreneurs
GBV	Gender Based Violence
GDOs	Gender Desk Officers
GEDI	Ghana Education Service Development Institute
GER	Gross Enrolment Rate
GES	Ghana Education Service
GEST	Gender Equality Sector Group
GET FUND	Ghana Education Trust Fund
GFPs	Gender Focal Points
GHS	Ghana Health Service
GIMPA	Ghana Institute of Management and Public Administration
GLSS	Ghana Living Standard Survey
GOG	Government of Ghana

GPRS	Growth and Poverty Reduction Strategy
GPRTU	Ghana Private Road Transport Union
GRB	Gender Responsive Budgeting
GRSCD	Gender Responsive Skills and Community Development Project
HIV/AIDS	Human Immunodeficiency Virus / Acquired Immune Deficiency Syndrome
ICT	Information and Communication Technology
IEC	Information, Education and Communication
IFJ	International Federation of Journalists
ILGS	Institute of Local Government Studies
IPT	Intermittent Preventive Treatment
LAP	Land Administration Project
LAWA	Leadership and Advocacy for Women in Africa
LEAP	Livelihood Empowerment Against Poverty
LRC	Legal Resource Centre
MASLOC	Micro Finance and Small Loans Centre
MDAs	Ministries, Departments and Agencies
MDBS	Multi-donor Budget Support
MDGs	Millennium Development Goals
MDPI	Management Development and Productivity Institute
MDTP	Medium Term Development Plan
MHH	Male Headed Household
MMDAs	Metropolitan, Municipal and District Assemblies
MOE	Ministry of Education
MOFA	Ministry of Good and Agriculture
MOFEP	Ministry of Finance and Economic Planning
MoGCSP	Ministry of Gender, Children and Social Protection
MOWAC	Ministry of Women and Children's Affairs
NEWA	Network of Women Artisans
NFED	Non-Formal Education Division
NFLP	National Functional Literacy Programme
NGOs	Non-Governmental Organizations
NHIS	National Health Insurance Scheme
NM	National Machinery
NMC	National Media Commission
NVTI	National Vocational Training Institute
OHCS	Office of the Head of the Civil Service
OVC	Orphaned and Vulnerable Children
PPMEDs	Policy Planning, Monitoring and Evaluation Divisions
PRSP	Poverty Reduction Strategy Paper
RCH	Reproductive and Child Health
RH	Reproductive Health
RTI	Respiratory Tract Infection
SDGE	Solemn Declaration on Gender Equity
SHS	Senior High School
SIP	Strategic Implementation Plan
SM	Safe Motherhood
SSNIT	Social Security and National Insurance Trust

STI	Sexually Transmitted Infection
STME	Science Technical Mathematics Education
TUC	Trade Union Congress
UN	United Nations
UNSCR	United Nations Security Council Resolution
VAW	Violence Against Women
VTF	Vocational Training for Females
WDF	Women's Development Fund
WFP	World Food Programme
WIAD	Women in Agricultural Development
WiLGF	Women in Local Governance Fund
WISE	Women's Initiative for Self-Empowerment
WITED	Women in Technical Education
WITED	Women in Technical Education
WOMM	Women Organizations Monthly Meetings

TABLE OF FIGURES

Figure 1: Trends in reported cases of domestic violence 2011 - 2013.....	19
Figure 2: Membership of National Peace Council by Sex.....	24
Figure 3: Membership of Regional Peace Advisory Councils by Sex.....	24
Figure 4: Distribution of Ministers and Deputy Ministers by Sex.....	30

LIST OF TABLES

Table 1: Perceptions on violence by women aged 15-49 years and men aged 15-49 years.....	19
Table 2: Trends in Female Participation in Key Government Positions.....	31
Table 3: Trends in Men and Women Elected to District Assemblies from 1998 - 2010.....	31
Table 4: Trends in Women's Participants in Local Government Elections 2002 - 2010.....	32
Table 5: Trends in Women's Electoral Wins in Local Government Elections 2002 - 2010.....	32
Table 6: Trends in Women's Participation in Parliamentary Elections 2004 - 2012.....	32
Table 7: Trends in Women's Electoral Wins in Parliamentary Elections 2004 - 2012.....	32

FOREWORD

FOREWORD

Ghana, as a Member State of the African Union (AU) and the United Nations (UN) as well as a signatory to various Conventions, Treaties, Resolutions, Protocols, Policies and Legal Frameworks of the AU and the international community, is obliged to submit a comprehensive Progress Report on her implementation of the Beijing Platform for Action and the outcome of the 23rd Special Session of the General Assembly (2000).

In 1999 and 2004 respectively, Ghana reviewed its plans of action for implementation of the Beijing Platform for Action prior to the Beijing +5 and Beijing +10 Review Meetings in 2000 and 2005. Ghana continued with the third review and appraisal of its progress in 2010 towards the 15th anniversary of Beijing + 15.

The year 2014 marks the 20th Anniversary of the adoption of the Beijing Platform for Action (Beijing +20). Accordingly, Ghana has reviewed and appraised its progress in the implementation since 2010 in preparation for the Beijing +20 Review Meeting.

To assist in the preparation of this Report, a data collection exercise was carried out to source relevant information from the respective Ministries, Departments and Agencies (MDAs) and Civil Society organizations (CSOs) to prepare Ghana's Report for Beijing +20. A Consultant was recruited to analyse the data and draft the current Report. The Report was then reviewed by the Ministry of Gender, Children and Social Protection (MoGCSP) and the necessary amendments made by the Consultant.

The report serves as Ghana's 4th Progress Report on her implementation of the 12 critical areas of concern outlined in the Beijing Platform for Action; it presents an overview of progress made in the implementation process in line with achievements, gaps, and challenges and the way forward.

We wish to use this opportunity to commend all the relevant MDAs, CSOs and Development Partners whose contributions by way of ideas, experiences, time, effort, moral and financial support made the preparation of this Report possible. We also wish to thank the UN System in Ghana for co-sponsoring the preparation of this Report.


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The preparation of Ghana's 4th Progress Report on the implementation of the African and Beijing Platform of Action and Review Report for Beijing +20 has been made possible by the support and inputs provided by Ministries, Departments and Agencies (MDAs) and Civil Society Organisations (CSOs).

The Ministry of Gender, Children and Social Protection (MoGCSP) expresses its appreciation to everyone, especially the various resource persons from relevant MDAs, the Consultant who drafted the Report and the Ministry's editorial team, all of who worked tirelessly to review, update and finalise the draft Report.

We highly applaud and acknowledge the dedication and extra working hours put in by the compilation team made up of representatives of relevant MDAs such as Ministries of Health, Education, Food and Agriculture, Finance and Economic Planning (MOFEP), Justice and Attorney-General's Department, Environment, Science and Technology, Local Government and Rural Development and National Development Planning Commission (NDPC), National Population Council (NPC), Ghana Statistical Service (GSS), Domestic Violence Victims Support Unit (DOVVSU), Institute of Local Government Studies (ILGS), Civil Society Organizations such as West African Peace Programme (WAPP) and African Women Lawyers Association (AWLA) and the Ghana Institute of Management and Public Administration (GIMPA) Gender Centre and University of Ghana, Geography Department.

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SECTION ONE – ANALYSIS OF MAJOR ACHIEVEMENTS AND CHALLENGES

i. HIGHLIGHTS OF MAJOR ACHIEVEMENTS:

Ghana reviewed its first plan of Action for Implementation of Beijing platform for Action which was developed in 1999 prior to the Beijing +5 Review meeting in 2000 and again 2004 prior to the Beijing +10 Review meeting in 2005. To date some significant progress has been made especially at the national level with regards to gender equality and women empowerment.

The following are highlights of some major achievements:-

- The recognition of the National Machinery for the Advancement of Women, the Ministry of Women and Children's Affairs (MOWAC) as one of eight Central Management Agencies of State to ensure gender mainstreaming in Ministries, Departments and Agencies, policies and programmes.
- The expansion and re-designation of the MOWAC as the Ministry of Gender, Children and Social Protection (MoGCSP) with a three-fold mandate to first, ensure gender equality through mainstreaming gender considerations; second, to promote the welfare and protection of children; and third, to empower the vulnerable, excluded, aged and people with disabilities through the use of social protection interventions to achieve national development.
- Commenced the enactment of key legislation such as the Affirmative Action Bill, Property Rights of Spouses Bill and the Intestate Succession Bill, as well as the development of policies such as the Child and Family Welfare Policy and a Justice for Children Policy, both of which have significant strategies for the development of women and the girl-child.
- Economic and political empowerment of women through improved access to education for women, skills training, increased access to micro-credit for women, appointment of women to some national decision-making positions and the integration of Queen-mothers into the Traditional Councils, Regional and National Houses of Chiefs.
- Coordination of sector policies for the advancement of women and promotion of gender equality.
- Finalization of a gender specific policy which when completed, will form an integral part of national development process and reinforce the overall development objectives of the country. The policy will provide legal bases and complement all policies and programmes

of all sectors and will define structures and key target areas for ensuring that gender and children's concerns are routinely addressed in planning and implementing activities, monitoring and evaluation of programmes.

- Implementation of an Early Childhood Care and Development Policy.
- Incorporation of gender concerns and the Millennium Development goals into Ghana's GPRS I & II and the Ghana Shared Growth and Development Agenda (GSGDA)
- Ratification of various UN conventions and Protocols and the adoption of resolutions and key policy recommendations on women and development, women and health especially HIV/AIDS. Women and decision-making and their translation into policy actions and outcomes for implementation in order to enhance the status and wellbeing of women and girls.
- Economic empowerment of women through micro-credit schemes, skills development and capacity building and supply of appropriate technologies, equipment, information extension services and advice under the Women in Agricultural Development (WIAD) under the Ministry of Agriculture, the Rural Enterprises Programme, etc.
- Development of the [Ghana Investment Promotion Centre Act 2013, Act 865](#)
- Development of a plant and fertilizer Act (ACT 803) as well as an action plan for soil fertility improvement.
- For the 2009-2010 seasons, the government of Ghana introduced a revised fertilizer subsidy waybill receipt system. This system expanded subsidy access to all farmers regardless of farm size or crops produced. A 2012 IFDC study indicated that the 2010 subsidy program is a significant improvement over the 2008 program. According to MOFA, IFDC has supported Ghana with over 50 projects. This include the Africa fertilizer efficiency program, Ghana agro- dealer dev. Project, the MIR and MIR Plus projects and the linking farmers to markets project.
- Measure put in place to enhance the focus in reproductive health and rights of women to ensure safe motherhood and address issues of maternal mortality such as the Obstetric fistula repairs and re-integration project and the launch of a task force to ensure prevention, tracking treatment and elimination of Obstetric Fistula in Ghana.
- Deepened democratic process and maintenance of peace and security with the establishment of a national Peace Council, an ACT and a five year strategic implementation plan with a push for more women members at the national, regional and district councils.

- Election and appointment of women to highest decision making levels such as women in legislation, the Judiciary and the local government levels.
- General improvement in Systematic compilation of sex-disaggregated data.
- Expansion of gender responsive budgeting to ensure resource allocation for gender equality programmes.
- Ghana has almost achieved gender parity in school enrolment, 0.98% of girl-child education at the basic levels of education.

ii. **KEY CHALLENGES IN IMPLEMENTING THE BEIJING PLATFORM FOR ACTION**

In spite of the major achievements, some key challenges encountered in the implementation of the Beijing Platform for Action are as follows:-

- Low representation of women in decision-making positions. Ghana is yet to attain the 30% critical mass of women in decision-making positions at all levels.
- Inadequate access of women to productive resources such as land, technology, information and credit.
- Negative cultural perceptions of gender equality.
- Recognizing the inappropriate burden of care giving and household responsibilities on women by society.
- Addressing adequately gender issues of HIV/AIDS
- Difficulties in Law enforcement and addressing challenges women face in accessing the Justice system.
- Financial and Human Resource Constraints.
- Generating gender disaggregated data still poses a major challenge

SECTION TWO – PROGRESS IN IMPLEMENTATION OF 12 CRITICAL AREAS

2.1 WOMEN AND POVERTY

Within the last decade, Ghana has adopted a number of national development policies which have prioritised poverty reduction. These include the Ghana Poverty Reduction Strategy (GPRS I), 2003 – 2005, the Growth and Poverty Reduction Strategy (GPRS II), 2006 – 2009 and the Ghana Shared Growth and Development Agenda (GSGDA), 2010 – 2013. GPRS I focused on macroeconomic stability; production and gainful employment; human resource development and provision of basic services to the vulnerable and excluded; and good governance. GPRS II also focused on macroeconomic stability; human resource development; good governance and civic responsibility and further emphasised private sector competitiveness. The GSGDA has seven priorities which include: ensuring and sustaining macroeconomic stability; enhanced competitiveness of the private sector; accelerated agricultural modernization and natural resource management; oil and gas development; infrastructure and human settlements development; human development, productivity and employment; and transparent and accountable governance.¹

The successes recorded in poverty reduction – with particular benefits for women – can be attributed to the mainstreaming of the Millennium Development Goals (MDGs) in these national development policy frameworks.² Accordingly, the country is on course to achieve MDG 1 to reducing by half the proportion of the population living in extreme poverty at the national level and in rural and urban areas.

a) Achievements

i) Policy Development and Administrative Reforms

o Improvement in macroeconomic policies and development strategies that address the needs of women facing poverty:

- The Ministry of Food and Agriculture (MOFA) developed the Food and Agricultural Development Policy II (FASDEP II) and its implementation plan, the METASIP with its six components, namely:
- Food Security and Emergency Preparedness

¹ National Development Planning Commission (NDPC) & United Nations Development Programme (UNDP), (2012), *2010 Ghana Millennium Development Goals Report* p 6.

² NDPC & UNDP (2012) p 6.

- Increased Growth in Income
 - Increased Competitiveness and Enhanced Integration into Domestic and International Markets
 - Sustainable Management of Land and Environment
 - Science and Technology Applied to Agriculture
 - Institutional Coordination
- The Ministry has also developed a Gender and Agricultural Development Strategy (GADS) to support its gender mainstreaming processes. GADS aims to achieve eight main objectives namely:
- Enhance institutional capacity of MOFA to address gender issues
 - Promote production and use of sex and age disaggregated data
 - Improve extension service delivery
 - Improve access by farmers to financial services
 - Improve access to information on land rights
 - Improve development and promotion of appropriate technologies in agriculture
 - Promote the diversification and development of new processed products
 - Enhance environmental protection through agricultural practices

These objectives address issues of food security, increase in income, women empowerment and poverty, targeting farmers especially women in the agricultural sector.

ii) Promoting women’s access to and control over productive resources and extension services:

- The MOFA currently has 2,068 Agricultural Extension Agents (AEAs) at post, (13% of which are females) attending to the needs of the major stakeholders of the Ministry (farmers, processor, and distributors) as against the 3,909 required. It may thus be observed that the Ministry is operating at about 53% of AEA capacity. However, AEA activities covered 79% of the farming communities in the country. As good as it may appear the rest 21% of the farming communities were deprived of extension activities. Efforts are to reach more farmers through groups instead of individuals to get the farmers acquainted with current developments. So far, there are 20,308 farmer groups, about 56% of which are functional. About forty one percent (41%) of the 290,899 members are females (Source; 2012 MOFA, APR).

- To improve access to extension services to women, in the challenges of the limited numbers of AEAs especially female AEAs, some of the regions – especially the 3 northern regions – are adopting the Women Extension Volunteers system to reach out to more women farmers.
- To improve women's access to and control over productive resources, the block farm program of MOFA targets women and youth. The program aims at increasing farmers' access to land, improved seeds, fertilizers and extension services. Land allocation is facilitated and improved seeds and fertilizer provided on credit and after production, farmers pay back in kind or cash. In 2012 total beneficiaries were 18,782 of which males were 14, 924 and females 6,265 making up 18.9% of female beneficiaries. In 2013 a total number of 13,425 farmers benefited with 9,411 males and 3,844 females making up 18.6% females.

iii) Improved Technologies Disseminated and Adopted:

- The MOFA through the Women in Agricultural Development Directorate (WIAD) has supported households with various agro-processing technologies Value addition to agricultural commodities helps increase their shelf lives and economic values. The primary purpose of this initiative is to add value to the priority food crops and as a result, reduce post-harvest losses. These technologies were disseminated through various extension methods to enhance small and medium scale mechanical processing of some priority commodities. 2012 and 2013 data show that more women than men are into agro-processing. In 2012, a total of two hundred and thirty-six (236) groups with six hundred and ninety-two (692) men and three thousand, three hundred and seventy (3,370) (83%) women were reached. In 2013, the number of female participation was 66%. These activities created job opportunities for the women and increased their income which probably enabled them support their families financially and ensured food and nutrition security.

iv) Social Protection Policies and Programs Targeted at the Poor

- **Introduction of the National Health Insurance Scheme (NHIS).** The 2012 Annual Report of the National Health Insurance Authority (NHIA) indicates that there were 8,227,823 in 2011 compared to 8,885,757 in 2012, representing an increase of 8% over the previous year. The Ministry of Gender, Children and Social Protection (MoGCSP) is currently undertaking an exercise to register elderly persons on the

NHIS. At the time of compiling this Report, 3530 elderly persons in 9 localities had been registered within two months. The Ministry is targeting 10,000 elderly persons in this first stage of its registration exercise.

- **The Livelihood Empowerment against Poverty (LEAP):** The target groups under this program are caregivers of orphaned and vulnerable children (OVCs), aged, and severely disabled, majority of whom are women. LEAP is already proving to be a useful social intervention measure for the poor, particularly women. By the end of 2013, 73,134 beneficiaries in 9 Districts in the 10 Administrative Regions of the country had received grants under LEAP.
- **The Capitation Grants and the National School feeding program.** These are potential programs for reducing the burden of poor women, especially single mothers and widows. For the 2012/2013 academic year, GHC24,472,840.00 was released by the Ministry of Education as Capitation Grants for 5,741,198 pupils in Public Basic Schools and further subsidised the registration cost of 391,079 candidates for the Basic Education Certificate Examination (BECE) to the tune of GHC9,031,338.00.
- **Legal Aid** services are offered to abused women (who are mostly poor) by organizations such as FIDA, Ark Foundation. Although the Ark Foundation's Legal and Counselling Centre for Women and Child Survivors was officially closed to the public on 30th June 2012, due to financial constraints, the Centre was able to assist women in 31 cases. To mitigate the effect of the closure and ensure the continuity of assistance to women who need legal services, the Centre made an official arrangement with the Ghana Legal Aid Scheme – the national legal aid service – to provide assistance.

v) Advocacy, Awareness Raising and Capacity Development Programs and Projects

- The Ministry of Fisheries and Aquaculture (MFA) collaborated with the Development Action Association to organise the 2012 World Rural Women's Day. The programme brought together women in the fish processing business and provided them with an opportunity to exhibit their products.
- The MFA has also organised meetings for women involved in fish processing to discuss issues concerning illegal fishing and other matters affecting their livelihood. This has served as a useful platform for involvement of the women in decision-making in the industry.

- The Ministry, under the West African Regional Fisheries Programme is also undertaking a needs assessment for fish processors to develop appropriate capacity-building programmes.

vi) Improving women's access to land

- The Government of Ghana through the Ministry of Lands and Natural Resources (MOLNR) initiated a land reform process in 1999 to stimulate economic development, reduce poverty and promote social stability. In 2003, the first phase of the Land Administration Project (LAP) was initiated to develop a decentralized, fair, efficient and transparent land administration system in Ghana to reduce poverty. In response to national gender initiatives and demands from civil society as indicated in the Women's Manifesto of Ghana (ABANTU, 2004), the Project took steps to map gender dimensions of land administration and developed a gender equality mainstreaming strategy with the objective of providing a coherent and sustained approach to addressing women and men's concerns in land administration for equitable development, gathering gender-sensitive data using appropriate participatory appraisal tools and incorporating this in the implementation and monitoring processes of LAP. Key thrust of the Strategy includes Public Education, Capacity Building, Institutional Reforms, Advocacy and Networking with Civil Society Organizations.
- Implementation of the Gender Mainstreaming Strategy Action Plan began in 2012 under the Second Phase of LAP with funding from the World Bank, Department Foreign Affairs, Trade and Development Canada formerly CIDA and the Government of Ghana.
- The Ministry has integrated gender perspectives in LAP planning and ensures adequate women's representation and involvement in decision making on land. It is also promoting women's access to and control over land, collect gender disaggregated data and evaluates Project implementation to inform policy reforms in the land sector and land administration in Ghana in general.
- The main implementing agencies of the Project- Lands Commission, Office of the Administrator of Stool Lands and Town and Country Planning prepare annual Project plans and are financially resourced to undertake specific thrust of the Strategy to improve access, control and ownership of land by women.
- Between January to December 2010, 787 titles were registered at the Lands Commission by women nationwide to secure their interest in land and 581 land titles were jointly registered (registration that involved wife and husband, Brother and Sister etc.).

- Similarly, between January and December 2010, 1,675 deeds were registered by women nationwide and 849 deeds were registered jointly at the Lands Commission. The number of titles and deeds registered from 2012 to 2013 by females were 4652 and 12,956 were registered by males with 2,685 joint registration.

b) Challenges/Gaps

- Available data shows that though there is a huge improvement in the standards of living of Ghanaians in general, there are still food insecure households. The situation is better in the southern part of the country than the northern part. This could be attributed to the uni-modal rainfall pattern of the north. The effect is more on children, women of reproductive age and female-headed households.
- Planned activities with targets could not be met as a result of limited funds and funds not released on time to carry out programs as scheduled.
- Limited numbers of Agricultural Extension Agents (AEAs) especially women extension officers to reach out to women on improved agricultural technologies is a challenge.
- The absence of an effective institutional arrangement for coordinating social protection interventions is hampering the full achievement of targets set for social protection.
- Women in the fish-processing industry still some major challenges including:
 - Easy access concessionary loans from credit institutions;
 - Inability of women to organise themselves into professional groups capable of influencing policies in their favour;
 - Lack of support from Ministries, Departments and Agencies of State (MDAs) for the organisation of women's groups.

2.2 EDUCATION AND TRAINING OF WOMEN

a) Overview of progress

The education sector continues to record progress towards the attainment of gender parity in school enrolment. The latest Education Sector Performance Report (ESPR)³, indicates that over the last two years, the Gender Parity Index (GPI) fell from 1.03 to 1.01 between 2012/13 and 2013/14 at the Kindergarten (KG) level. This indicates that male Gross Enrolment Ratio (GER)

³ For the achievements recorded here, see generally, Ministry of Education, *Draft Education Sector Report 2014* (2014).

increased relative to the female GER for kindergarten. At the Junior High School (JHS) level, the GPI increased towards the target of 1, from 0.93 in 2013 to 0.95 in 2014. At all levels progress towards gender parity has been inconsistent in the deprived districts of the country.

b) Achievements

- i. The country continues to make progress towards achieving gender parity at Senior High School (SHS), with the GPI and share of female enrolment both increasing. The transition rates from JHS to SHS1 are higher for females than males, and the SHS completion rate for female students increased notably from 28% to 38% between 2012/13 and 2013/14.
- ii. The percentage of females enrolled in public institutions has been rising in recent years. In 2012/13, 33.6% of public university students were female, 33.1% of polytechnic students, and 43.3% of Colleges of Education students were female.
- iii. Available data for 2013/14 shows increasing progress towards the goals of gender parity at Senior High School level. The GPI on GER increased from 0.86 to 0.91, and the proportion of enrolment which is female from 45.9% to 46.9%.
- iv. The proportion of enrolment in Ghana Education Service (GES) Technical and Vocational Institutions (TVIs) which was female increased from 16.5% in 2012/13 to 18.3% in 2013/14.
- v. In 2012/13, 9,404 students were admitted into the public Colleges of Education (CoEs), and 2,439 into the private CoEs, giving a total of 11,843 new entrants with 46.4% female representation.
- vi. The percentage of enrolment in public institutions which is female has also been rising in recent years. In 2012/13 33.6% of public university students were female, 33.1% of polytechnic students, and 43.3% of CoE students were female.
- vii. Ghana achieved 100% Gross Enrolment Ratio (GER) in four out of the ten administrative Regions making up the country in 2010 ahead of the 2015 deadline. The six other regions are below the national average but working steadily towards achieving the 100% mark. The success has been due to initiatives such as the capitation grant, school-feeding programme and free school uniform programme.
- viii. The 'Take Home Ration' initiative by the Ghana Education Service (GES) and the World Food Programme (WFP) in 1988/89 in the northern parts of the country has helped to bridge the gender disparity in education in deprived communities. Currently, food rations have been provided to 90,000 girls in the three northern regions. As a result of this partnership between the GES and the WFP providing the 'Take Home Rations', the Upper

East and Upper West Regions of the country were the first two out of the ten Regions to attain gender parity in education in Ghana.

- ix. To bridge the gender gap in access to education, a total of 15,700 girls from JHS have benefitted from scholarships through the Participatory Approach to Student Success.
- x. To improve ICT in education, 60,000 laptops have been provided to Basic Schools in all ten regions of Ghana under the Basic School Computerisation Program. 50,000 Basic School teachers have also benefited from ICT training.
- xi. For the 2012/13 academic year, the Ministry of Education has provided Capitation Grant amounting to GHC24,472,840.00 for 5,741,198 pupils in basic schools. The Ministry of Education has also subsidised the registration cost of 391,079 candidates for the Basic Education Certificate Examination (BECE) to the tune of GHC9,031,338.00.
- xii. Under the MOLNR, the Land Administration Project has conducted a comprehensive assessment of capacity needs of land sector agencies implementing the LAP. The Ministry through LAP has developed a Comprehensive Capacity Building Strategy and a 3-year Human Resource Development Plan (both short and long terms) to build the capability and skills of all categories of Staff of Land Sector agencies starting from 2013.
- xiii. The LAP has conducted a comprehensive assessment of capacity needs of land sector agencies implementing the LAP. The Ministry through LAP has developed a Comprehensive Capacity Building Strategy and a 3-year Human Resource Development Plan (both short and long terms) to build the capability and skills of all categories of Staff of Land Sector agencies starting from 2013. The following table shows the actual beneficiaries as at May 2014

Description of Training	No of Actual Beneficiaries as at 2014		
	F	M	Total
Short Term Training			
Training Courses	213	264	477
Conferences, Forum, Study Tours	10	38	48
Sub - Total	227	315	542
Long Term			
First Degrees	0	0	8*
HND/Diploma	0	0	15**
Masters Programs	0	1	15***

* 8 Staff to be sponsored for First Degree course starting from 2014

** 15 Staff to be sponsored for HND/Diploma course starting from 2014

*** 15 Staff to be sponsored for Masters Degree programs (local and abroad) starting from 2014

c) Challenges

Over the years, constraints/challenges to girls' education have been classified in relation to the following objectives within the framework of the Free, Compulsory, Universal, Basic Education (FCUBE) program:

- **Access to and participation of girls in school**
 - The presence of anti-girl-child socio-cultural beliefs and practices.
 - Irresponsible parenting
 - Perceptions of the roles of girls by families and communities
 - Girls having to travel long distances to school
 - Remoteness of schools and communities
 - General inadequacy of funding of girls' education
- **Retention and transition**
 - Inadequate number of female teachers and role models in deprived areas and communities
 - Child labour
 - Teenage pregnancy as a result of over-aged girls in basic schools
 - Early marriage

- Lack of girl-friendly school environment
- Misuse of contact hours by teachers
- Poor performance (low quality of teaching and learning outcomes)
- **Achievement in School**
 - Low self-esteem
 - Gender biases in school/classroom practices
 - Gendered division of labour in school, at home and community levels
 - Inadequate teaching and learning materials leading to poor teaching and learning outcomes
 - General negative attitude of teachers

2.3 WOMEN AND HEALTH

a) Overview of Progress

One of the areas in which the country has made significant progress in health has been curbing the HIV/AIDS scourge in Ghana. The HIV/AIDS epidemic in Ghana is classified as a generalised epidemic with a prevalence of more than 1% in the population.⁴ According to the 2012 National HIV Prevalence and AIDS Estimates Report, an estimated 225,478 people are living with HIV/AIDS of which 100,336 are males, 125,141 are females and 30,395 are children. New infections as at 2012 was 12,077 of which 10,373 were adults and 1,704 were children. Further disaggregated data from UNAIDS puts the figure of women aged 15 years and above living with HIV/AIDS at 120,000 as at 2012.⁵

b) Achievements

- i. **Reduction in HIV/AIDS Prevalence:** From the annual HIV Sentinel Surveillance Surveys conducted on pregnant women at the level of ante-natal care – and more recently the Estimation and Projection Package (EPP) Model – the HIV/AIDS prevalence has continued to drop over the last decade.⁶ The median HIV prevalence has declined from 3.6% in 2003 to 2.1% in 2011. Currently as per the EPP Model, the national prevalence

⁴ The World Health Organisation (WHO) classifies a prevalence rate of 1% or more in the general population as a generalised epidemic.

⁵ See UNAIDS Countries – Ghana. Available at <http://www.unaids.org/en/regionscountries/countries/ghana/>. (Last accessed on 4 February 2014).

⁶GAC, (2012) *Ghana Country AIDS Progress Report, 2012* p 21.

stands at 1.37% among the general population. The 2012 National HIV Prevalence and AIDS Estimates Report records this figure as the lowest prevalence in about 10 years.

- ii. Ghana is also noted by the Joint United Nations Programme on HIV and AIDS (UNAIDS) as one of five countries in West Africa whose prevalence declined by more than 25% between 2001 and 2011.
- iii. **Improved Policy Framework:** The gains made towards achieving this target under MDG 6 can be attributed to the improvements in the national policy and programmatic framework. The country has adopted a multi-sectoral approach. Under the coordinating function of the Ghana AIDS Commission (GAC), a plethora of stakeholders covering the National Development Planning Commission (NDPC), Ministries, Departments and Agencies (MDAs), civil society, the private sector, UN Agencies, Multi-lateral and Bi-lateral Development Partners have collectively worked to develop new and revised existing policies, programmes and implementation strategies for strengthening the fight against HIV/AIDS.⁷ To this end, the National HIV/AIDS, STI Policy of 2004 was revised in 2012. The National Workplace HIV and AIDS Policy of 2005 was also revised and re-launched in 2012. The first ever National Community Home-Based Care Policy and Guidelines was also developed in 2012.
- iv. Successful implementation mechanisms include the Partnership Forum, Technical Working Groups, Regional and District AIDS Committees, and District Response Management Teams. Through these mechanisms, the GAC receives feedback on the implementation of programmes and interventions to inform improvements on the latter. These mechanisms have also benefited from the introduction of technical support units in all the 10 administrative regions of Ghana.⁸ The climax of these policy and programmatic initiatives is the development of the National Strategic Plan (NSP) (2011 – 2015). The NSP aims to intensify the HIV prevention and the reduction of new infections by 50% and establishes a framework for reducing Mother-To-Child-Transmission (MTCT) of HIV in Ghana.⁹
- v. **Access to Treatment:** As a result of the availability of funding and enhanced efforts of implementing institutions in 2010 and 2011, prevention, care, treatment and support were improved resulting in an increase in the number of persons accessing services. The GAC notes in its 2012 Progress Report that in 2011, 51% of HIV-positive pregnant women and 51.6% of adults and children with advanced HIV received Anti-Retroviral Treatment (ART)

⁷GAC (2012) p 14.

⁸ GAC (2012) p 14.

⁹GAC (2012) p 14.

services.¹⁰ However the UNAIDS Global Report for 2013 notes a significant improvement in these statistics, listing Ghana as one of four countries¹¹ that have already met the goal of providing Anti-Retroviral (ARV) medication to over 90% of pregnant women living with HIV.¹² In general treatment coverage for people living with HIV/AIDS (PLHIV) increased from 30.5% in 2009 to 60% in 2012.

- vi. **Prevention of Mother-To-Child Transmission of HIV (PMTCT):** PMTCT services have been integrated into sexual and reproductive health services.¹³ This has ensured wider access to women in reproductive ages. It is also recorded that in 2012, 70% of all HIV-positive persons received Anti-Retroviral (ARV) medication to prevent MTCT, an increase from the 2011 coverage of 50%. The 2013 Global AIDS Report further notes that in Ghana, the risk of a woman living with HIV transmitting the disease to her child has reduced from 31% in 2009 to 9% (7% - 11%) in 2012.¹⁴ In addition, the Report finds that in Ghana, the coverage of services for women living with HIV to prevent MTCT increased dramatically from 32% (27% - 38%) to more than 90% in 2012. Worthy of note is also the fact that there is a 76% reduction in new infections among children.¹⁵
- vii. **Curbing Malaria:** The adoption of a multi-interventional approach by the National Malaria Control Programme (NMCP) of the Ghana Health Service (GHS). A key initiative under this approach is the campaign to increase the ownership and use of insecticide-treated nets (ITNs) dubbed, 'Door-to-Door and Hang Up'. The campaign was started in the Northern Region targeting children under six years and pregnant women.¹⁶ The NMCP reported in an evaluation of the initiative six months after its commencement that there was a dramatic increase and usage of ITNs in the Northern Region, building on which the programme was rolled out nationwide.¹⁷
- viii. The scaling up of the Intermittent Preventive Treatment (IPT) to provide chemoprophylaxis for pregnant women.
- ix. Improving malaria case management in all health facilities.
- x. Intensifying community education on the synergy between malaria and environmental sanitation.

¹⁰GAC (2012) p 15.

¹¹The others are Botswana, Namibia and Zambia.

¹²UNAIDS, (2013) *UNAIDS 2013 Global AIDS Report* p 37.

¹³ GAC, (2013) 'Achievements and Challenges with respect to MDG 6' p 3.

¹⁴UNAIDS (2013) p 37.

¹⁵Ghana AIDS Commission (2013) p 3.

¹⁶UNDP, GoG, NDPC (2010) p 47. See also UNDP, 'UNDP in Ghana: Millennium Development Goals'. Available at <http://www.undp.org/content/ghana/en/home/mdgoverview/overview/mdg6/>. (Last accessed on 5th February 2014).

¹⁷UNDP, GoG, NDPC (2010) p 47.

- xi. From 2013 to 2014, fistula repairs have been done for sixty eight (68) women from the Upper East, Upper West, Volta and Central Regions of Ghana, in collaboration with a team of doctors at the Mercy Health Centre, Mankessim. Beneficiaries have also received assistance to reintegrate into their society
- xii. The Centre for Health and Social Services (CHSS) is working towards expanding the Community Health Systems (CHPS) from the current 3.3% to 30% over the next three years also improve the efficiency of the system from the current 36% to 70% through policy transformation for Universal Coverage in Maternal and Child Health Service.
- xiii. In 2014, 3530 aged persons have been registered on the National Health Insurance Scheme (NHIS) database within two months in a piloted biometric registration programme for the aged in collaboration with the National Health Insurance Authority (NHIA).
- xiv. Development of National Strategic Plan (NSP) 2006-2015 for Health
- xv. Legislative Audit/Study with the focus on Ghana's commitment to protecting the rights of people living with HIV creating an environment that reduces exposure to vulnerability and human rights abuses.
- xvi. MoGCSP in collaboration with Ghana Aids Commission conducted HIV prevention training of trainers for 180 young women in 2010.

c) Challenges

- Stigmatisation of and discrimination against PLHIV: Stigmatisation of and discrimination against PLHIV remains high in Ghana. It is reported that only 11% of women and 19% of men aged between 15 and 49 years express accepting attitudes toward PLHIV.¹⁸ The 2008 Demographic and Housing Survey (DHS) reveals that only 32% of women and 43% of men would buy fresh food from a shopkeeper living with HIV while 62% of women and 66% of men are of the view that an HIV-positive teacher should be allowed to continue teaching.¹⁹ To address these attitudinal challenges, the GAC initiated an anti-stigma campaign, dubbed 'Heart To Heart' and which was launched by the then Vice-President His Excellency Mr John Dramani Mahama, now the President of the Republic.
- The spread of HIV in Ghana is still undergirded by gender dimensions. Women continue to be disproportionately affected by HIV. It is observed that male clients of sex workers and those with multiple sex partners are bridge populations spreading HIV to their female

¹⁸GAC (2012) p 29.

¹⁹GAC (2012) p 29.

partners.²⁰ Many women are disempowered (due to economic, social and cultural factors) in decision-making with their male partners in preventive measures such as condom use. Studies on the most at risk populations (MARPS) show that sexual intercourse with female sex workers (FSW) accounted for 84% of infections.²¹

- Funding remains a key challenge to fighting HIV in Ghana. The bulk of funding is from external sources, which are heavily influenced by the global economic recession being experienced. This situation affects the long-term sustainability of HIV/AIDS prevention and management programmes. The country has however developed a resource mobilisation strategy to ensure the sustainability of the national response to HIV. It is also reported that advocacy for the Government to establish an HIV Fund is well underway.²² Allied to the issue of funding is the lack of an efficient monitoring system to track accountability for spending on HIV/AIDS programmes.²³
- The GAC notes that there have been occasional shortages of HIV commodities, including condoms, test-kits and ARVs which negatively impact on national efforts to ensure continuous access to HIV prevention measures, treatment and care services. It is further reported by the GAC that in 2013, together with the Ministry of Health (MOH) and the Global Fund to fight AIDS, Tuberculosis and Malaria (GFATM), it has mobilised resources to ensure the availability of ARVs up to September 2014. The GAC and MOH have also increased the budgetary allocation for HIV commodities in the 2014 national budget.²⁴
- The inadequate supply of ITN which has limited access to ITNs by the poor.
- Limited financial resources to up-scale malaria control programmes.
- The lack of a proper waste disposal system, poor drainage systems and poor sanitation habits of mainly city dwellers.
- The duplication and wastage of resources, particularly by the key implementation agencies due to lack of coordination.
- Poor rate of reimbursement for NHIS funds.
- Some negative socio-cultural status and issues affecting, girls and women
- Inadequate equipment, supplies and infrastructure
 - blood and blood banks

²⁰GAC (2012) p 30.

²¹GAC (2012) p 30.

²²GAC (2013) p 3.

²³UNDP, 'UNDP in Ghana: Millennium Development Goals'. Available at <http://www.undp.org/content/ghana/en/home/mdgoverview/overview/mdg6/>. (Last accessed on 5th February 2014).

²⁴GAC (2013) p 3.

- inadequate equipment and supplies
- inadequate infrastructure within facilities and between communities (Essential and Comprehensive Emergency Obstetric Care).
- Inadequate funding for health promotion activities
 - Generating evidence-based information for health promotion
 - IEC and advocacy
 - Materials development and distribution
- Inadequate human resources- requisite calibre and numbers of cadres
 - Disproportionate distribution of available human resource
 - Inadequate numbers and mix
 - Dwindling numbers of midwives due to old age and system challenges
- Stigma of abortion
 - Implementation of CAC to the full to benefit qualified clients
 - Lack of knowledge of abortion law, implementation strategies and
 - Negative attitudes of some health providers and civil society.
- Sub-standard quality of healthcare, room for improvement in all facilities at all levels especially the community level-expansion of the CHPS programmes has become a challenge due to dwindling financial, material and human resources in the health sector.
- Low occupational health of women in terms of physical and mental well-being, more room for improvement.
- Sexuality education is low.

2.4 VIOLENCE AGAINST WOMEN

a) Overview of Progress

Violence against women is a critical area of concern to the government of Ghana and as a result measures have been taken to address it. Some of the integrated measures in place are legislation, policy formulation, establishment and strengthening of institutions, advocacy, public awareness creation and community mobilization, research, and implementation of strategies, plans, programmes and projects.

The incidence of violence against women is still high in Ghana. According to the 2008 Ghana Demographic and Health Survey (GDHS), 19 percent of married women and 10 percent of

married men have experienced physical partner violence at some point in their lives. In addition eight percent of women reported having ever experienced sexual partner violence (GSS, 2008). Using the findings from the 2006 and 2011 MICS surveys, the perception of violence against women – as seen from table 1 below – has become worse in spite of efforts made to improve the situation.

Table 1: Perceptions on violence by women aged 15-49 years and men aged 15-49 years

Issue	2006	2011
Women aged 15-49 who believe a husband is justified in wife	47%	60%
Women aged 15-49 in the rural areas who believe a husband is justified in wife	57%	70%
Women aged 15-49 in the urban areas who believe a husband is justified in wife	36%	51%
Men aged 15-49 who believe wife beating is justified	36%	36%
Men aged 15-49 in the rural areas who believe a husband is justified in wife	44%	45%
Men aged 15-49 in the urban areas who believe a husband is justified in wife	27%	28%

More recent statistics from the DOVVSU shows a mixed trend in the reporting cases. From 17,965 cases reported to the Unit in 2011, the number dropped sharply to 2470 in 2012 and rose to 9974 in 2013. This trend can be seen in figure 1 below

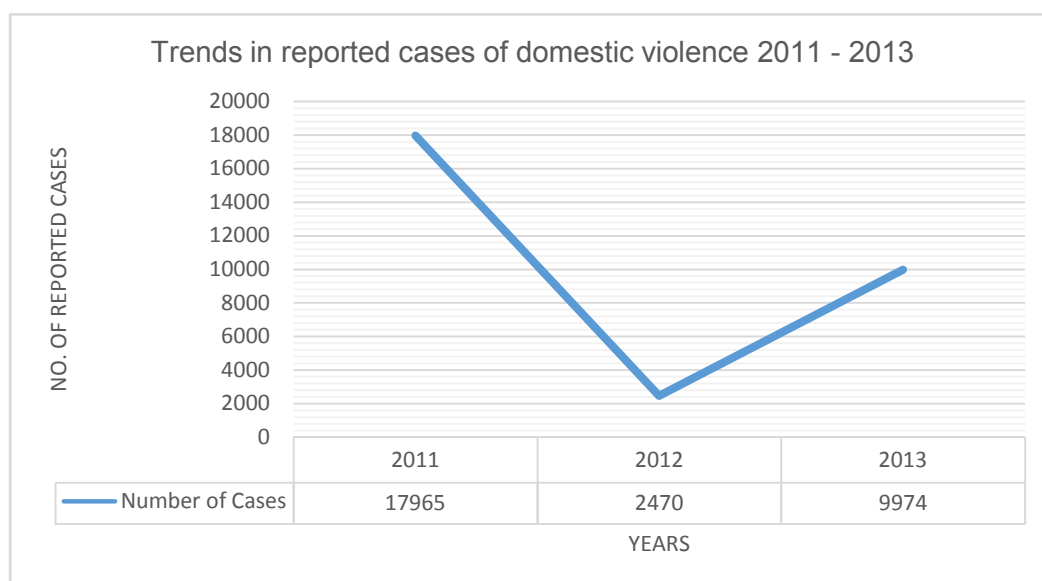


Figure 1: Trends in reported cases of domestic violence 2011 - 2013

b) Achievements

i. Legislation

Efforts have been made at strengthening the legal and institutional framework on violence against women. In the area of legislation, Government has enacted laws that promote the welfare and protection of women and families, including:

- Human Trafficking Act, 2005 (Act 694)
- The Domestic Violence Act, 2007 (Act 732)
- Matrimonial Causes Act, 1971 (Act 367)
- Female Genital Mutilation (FGM) Amendment Act 484,

The MoGCSP has finalised the Human Trafficking and Domestic Violence Regulations with the Attorney-General's Department to facilitate the implementation of their respective Acts and improve the protection, rehabilitation and reintegration of human trafficking victims.

ii. Advocacy, Awareness Raising and Community Mobilization

Since 2009, government agencies with mandates to prevent all forms of violence against women have made significant efforts in embarking on various advocacy and awareness creation initiatives to communicate and mobilize community members to address violence against children. The Departments of Social Development, Gender and Children of the MoGCSP alone have interacted with over 250,000 people in about 250 communities in across the entire country on violence against women and children.

Other government agencies such as the Commission for Human Rights and Administrative Justice (CHRAJ), Domestic Violence and Victim Support and Anti-Human Trafficking Units (AHTU) of the Ghana Police Service, Ghana Education Service (GES) and the Ghana Health Service have also engaged with various communities on violence against women. The essence of these programmes is to increase publicity and awareness on violence against women and its effects.

iii. Establishment and Institutional Strengthening

Within the period of review a number of steps have been taken to enhance the capacity of state agencies to address violence and abuse against women. The following can be cited:

- A Domestic Violence Board and Secretariat have been established under the mandate of MoGCSP and a Legislative Instrument is being finalized for the Domestic Violence Act;
- A Domestic Violence Fund has been established to assist victims of domestic violence with skills training and medical bills among others;
- The Department of Social Welfare (DSW) and DOVVSU have made significant strides in strengthening capacities in data collection, analysing and sharing between agencies on abuse against women and children, recovery and social integration;
- The Judiciary and DOVVSU have made gains in their investigative operations concerning domestic violence and sexual abuse through child-sensitive judicial procedures. DOVVSU has prosecuted and sentenced a number of perpetrators of domestic violence;
- Two Gender Courts have also been created by the Judiciary to expedite the determination of violence and abuse cases;
- The development of a five-year Strategic Plan by DOVVSU in 2010 using three thematic strategic approaches to improve the Unit's work, namely in capacity-building, institutional expansion and advocacy.

iv. Implementation of strategies, plans, programmes and projects.

The under mentioned programmes and projects have been under taken within the period under review:

- Developed a National Policy and Plan of Action for the Domestic Violence Act in 2008;
- Translated the Domestic Violence Act into six (6) local languages in 2009;
- Organised training programmes for media practitioners, traditional leaders, and DOVVSU officers in six (6) Regions of Ghana;
- Established regional, district and community steering committees on Domestic Violence in 2011;
- Rehabilitated shelters for victims/survivors of domestic violence in Accra, Wa and Ho in 2011;
- Established a Domestic Violence Victim Support Fund in 2011. It is intended to support victims of domestic violence and to assist the implementation of relevant

anti-domestic violence interventions. The Fund became fully operational with its first disbursement in May 2014;

- Held yearly events in November to commemorate International Campaign to End Violence Against Women;
- Conducted a synthesis study on gender based violence in Ghana in 2012;
- Developed a communication strategy for addressing violence against children in 2013;
- Developed a monitoring and evaluation on violence against women in 2013;
- Finalizing a Legislative Instrument for the Domestic Violence Act in 2014;
- Commissioned a data collection exercise on service providers implementing the Domestic Violence Act in 2014;
- Commissioned a national stand-alone survey on domestic violence against women and girls in 2013. The fieldwork is slated for 2014;
- Drafted a referral system for victims of trafficking to enhance access to appropriate services;
- Developed a communication strategy on domestic violence matters to raise awareness, facilitate sensitization, and implement educational campaigns and training for the prevention and protection of survivors of gender-based violence;
- Developed a training manual for domestic violence service providers for enhanced service delivery to survivors of domestic violence;
- Sensitized stakeholders (traditional authorities, media, CSOs, and NGOs and law enforcement agencies) in the use of the Domestic Violence Act to expand the knowledge base of stakeholders and thus contributed substantially to the prevention and protection of domestic violence cases; and
- Observed 16 days of activism against gender-based violence.

v. Monitoring and Evaluation

There are mechanisms at the national and institutional levels to track progress through periodic assessments. For instance, periodic surveys such as the Multiple Indicator Cluster Survey (MICS), Demographic and Health Survey (GDHS), Core Welfare Indicators Questionnaire (CWIQ) and the Ghana Living Standards Survey (GLSS) produced by the Ghana Statistical Service serve as solid monitoring tools for measuring progress on violence against women and girls.

Other measuring tools include periodic reports produced by the MoGCSP and CHRAJ on the implementation of the rights of women and children. These include the following:

- Ghana's Reports to the UN Committee on the Convention on Rights of the Child (CRC);
- Ghana's Reports to the African Committee of Experts on the Rights and Welfare of the Child (ACERWC);
- Ghana's Reports to the Committee on the Convention on the Elimination of All Forms of Discrimination Against Women Reporting; and
- Ghana's Report on Implementation of the Beijing Plan of Action.

c) Challenges

The following are the obstacles, gaps and challenges in addressing violence against women

- Funding challenges
- Strong influence of tradition and cultural practices
- Inadequate capacity and awareness of law enforcement institutions to enforce laws and put into practice policies concerning violence against women
- Lack of effective mechanisms for planning, implementing and monitoring programmes carried out by agencies responsible for the welfare of women

2.5 WOMEN AND ARMED CONFLICT

a) Overview of Progress

Ghana has enjoyed over 20 years of peace and stability since its return to democratic rule in 1993 under the aegis of the 1992 Constitution. Currently, the country is ranked the 5th most peaceful nation out of 45 countries within the Sub-Saharan region. This achievement is noted in the national medium-term development framework, the Ghana Shared Growth and Development Agenda (GSGDA) 2010-2013.

While there have been pockets of internal conflict (mostly minor communal disputes over land, succession, and chieftaincy, which often develop into violence conflict) within this period, the nation has managed to contain them and the relevant state and non-state institutions are working to seek lasting solutions to recurrent conflicts. Conflict prevention and resolution has also been prioritised in the GSGDA 2010 – 2013. Over the period under review, significant progress has been made in establishing the national institutional framework for addressing conflict, which prioritises the active participation of women. In spite of this focus on women, they are still under-

represented on governing board of the NPC and in the constitution of the Regional Peace Advisory Councils (RPAC) as seen in figures 1 and 2 respectively below. Prior to the passage of the National Peace Council Act, 2011 (Act 818), the NPC had established seven RPACs out of 10. With the coming into force of Act 818, the RPACs are now known as Regional Peace Councils (RPCs) in line with the Act.

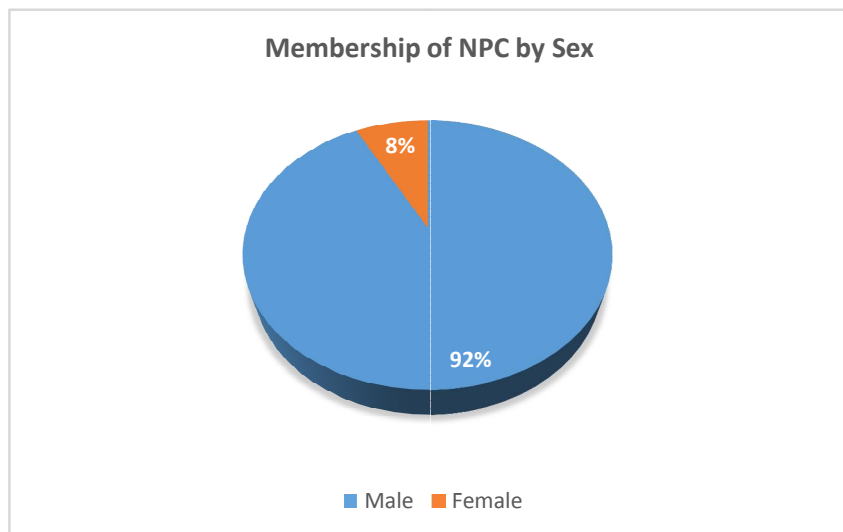
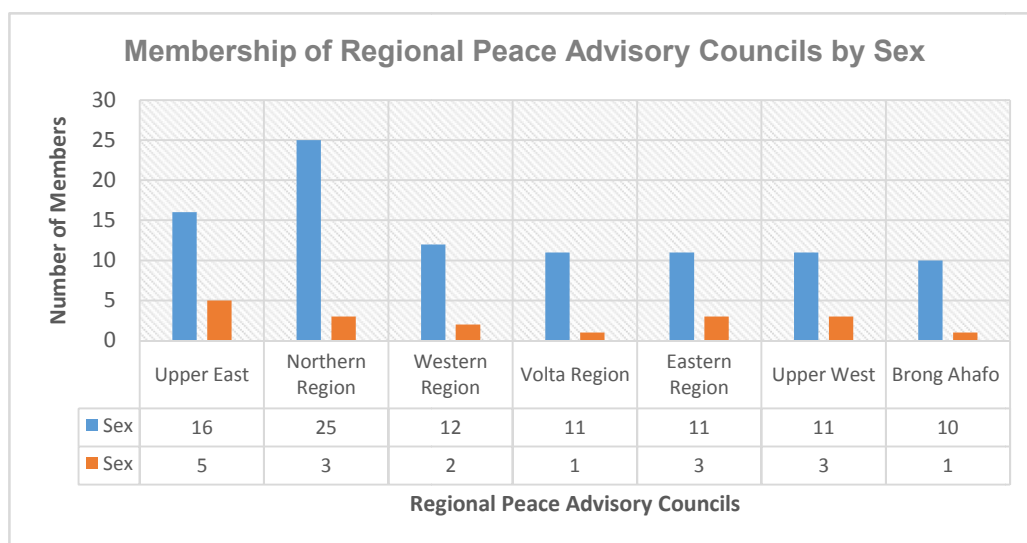


Figure 2: Membership of National Peace Council by Sex

Figure 3: Membership of Regional Peace Advisory Councils by Sex



b) Achievements

The milestones chalked within the period under review which are worth noting are as follows:

- i) **Establishment of a National Architecture for Peace (NAP):** The NAP is the first ever national level framework for peace-building. It was established in 2006 in response to the call by the African Union Conference on Stability, Security and Development in

Africa, in Durban in 2002, for each country to establish a national framework for the prevention, management and resolution of conflicts by December 2004.²⁵

- ii) **Passage of the National Peace Council Act, 2011 (Act 818):** The Act formally establishes the National Peace Council (NPC) with a core mandate to prevent, manage and resolve conflict and build sustainable peace.²⁶ The NPC is comprised of a 13-member national governing body called the Board, Regional Peace Councils and District Peace Councils.
- iii) **Adoption of a Five-year Strategic Plan by the NPC:** The NPC adopted a Five-year Strategic Plan (2013 – 2017). The Strategic Plan advocates three key strategies of conflict prevention, management and resolution, principally using Alternative Dispute Resolution (ADR) mechanisms to manage conflicts.
- iv) **Capacity strengthening of the NAP:** UNDP has supported capacity building programmes for 10 of the 13 Board Members and 10 staff of the NPC in practical conflict mediation, dialogue and negotiations.²⁷
- v) **Coordination of conflict mediation in Ghana:** UNDP has also supported the NPC and its stakeholders, including CSOs, Chiefs, Queen-mothers, women and youth groups in mapping out their specific roles in the NAP for better coordination and harmonisation of their efforts in conflict mediation.²⁸
- vi) **Establishment of a Ghana National Commission on Small Arms (GNACSA)** and increased control by the Ghana Police Service of the proliferation of small arms and light weapons
- vii) **Mainstreaming of conflict management into tertiary education** through courses in the University of Cape Coast, University of Development Studies, Kofi Annan International Peacekeeping Centre and the Ghana Police College.
- viii) Development of a **Ghana National Action Plan for the Implementation of the United Nations Security Council Resolution 1325 on Women, Peace and Security (GHANAP 1325)** in October 2010.

²⁵ Ministry of Interior, 'National Architecture for Peace in Ghana' (2006) p 8.

²⁶ See the National Peace Council Act, 2011 (Act 818). See also National Peace Council, 'Five-year Strategic Plan for the National Peace Council 2013 – 2017' (2013) p 9.

²⁷ UNDP, 'UNDP Ghana Governance Updates – UNDAF Outcome 10 (Political Governance)' 31st August 2013.

²⁸ UNDP (31st August 2013).

c) Challenges

- i) **Under-representation of women in NAP:** Apart from the under-representation of women on the NPC and RPACs, women are also under-represented in the appointment of Regional Peace Promotion Officers. Of the eight Regional Peace Promotion Officers appointed in 2008, only one is a woman.²⁹
- ii) Governmental approach to conflict resolution in major conflict hotspots such as Bawku, Dagbon, Bimbilla, Alavanyo and Nkonya continues to prioritise the enforcement of security, law and order, which minimises attention to the peculiar impact of these conflicts on women.
- iii) **Key conflict resolution agents continue to be men**, as seen with the use of eminent chiefs working to resolve major conflicts such as that in Dagbon.
- iv) **Conflict mapping and assessment initiatives do not wholly reflect particular issues affecting women including:**
 - a. Negative social and cultural practices which heighten women's vulnerability during conflicts;
 - b. Internal displacement of women and children increasing the risk of violation their rights to food and nutrition, health care, life, liberty and security of person;
 - c. Neglect of issues affecting women with disabilities;
 - d. Prevalence of sexual and gender-based violence;
- v) The limited number of highly-qualified women conflict resolution experts to be engaged as mediators, negotiators continues to be a challenge.
- vi) Statistics collected by the Domestic Violence and Victim Support Unit (DOVVSU) of the Ghana Police Service continues to be skewed against disaggregated data on women and the attendant violence they suffer in conflict situations.
- vii) Lack of clarity of mandate to spearhead and coordinate the involvement of women in peace processes between the NPC, Ministry of Interior and the Ministry of Gender, Children and Social Protection persists.

²⁹ Adda-Dontoh, Becky, 'Women need more representation on Peace Councils' *Daily Graphic* Thursday, January 10, 2008 p 11. Also published on 'Pathways of Women's Empowerment'. Available at <http://pathwaysghana.blogspot.com/2008/01/women-need-more-representation-on-peace.html> (Last accessed on 13th July 2014).

2.6 WOMEN AND ECONOMY

a) Overview of Progress

The African Development Bank (AfDB) notes Ghana as one of the most promising economies in West Africa and on the continent generally.³⁰ As seen with other developing countries with slow structural transformation in the economy, the services industry is overtaking agriculture as the greatest contributor to GDP. According to the 2010 population census, 54.2% of the total population were identified as agricultural households. Of the economically active population, agriculture, including forestry and fishing continues to be the largest employer with 42.0% of the workforce aged 15 years and above. Women continue to dominate this sector and are mostly self-employed as well. Achievements and successes therefore take significant account of the contribution made towards empowering women in the economy.

b) Achievements

i. Women in Agriculture

- The Ministry of Fisheries and Aquaculture is creating the enabling environment by putting in place infrastructure for women to improve upon their businesses. These measures include:
 - In year 2007, MoGCSP procured 87 agro processing equipment and distributed to 87 women's groups in all ten regions of the country. Over 6,960 households are benefiting from the operations of the equipment.
- In 2008, MoGCSP procured 43 agro-processing equipment (i.e. groundnut, cassava, palm-nut and she abutter equipment) from GRATIS Foundation, and distributed them to 43 women's groups in nine regions in the country. Over 3,440 households in the various communities are benefitting from the operations of the equipment.
- A start-up capital of GH2,000.00 was disbursed to the 43 women's groups to purchase raw materials for their operations.
- In year 2008, MoGCSP also built the capacity of 7,940 women in agro-processing and food processing skills to enable them make significant contributions towards sustainable national development.

³⁰ African Development Bank & African Development Fund, (2012) 'Republic of Ghana Country Strategy Paper 2012 – 2016' p 1 – 2.

- An assessment of the Gender and Agricultural Development Strategy (GADS) was done in 2008 by the Ministry of Food and Agriculture (MoFA) and concrete recommendations made to improve the situation of women in agriculture.
- A draft Gender Strategy has been developed (in January 2009) for the Land Administration Project (LAP) and the land sector agencies. The specific objectives of the Gender strategy is to ensure rights of women's existing land holdings, in customary rural and peri-urban areas; equitable information and access to opportunities, benefits and decision making in land administration in Ghana; both women and men will be well informed to participate in land demarcation and registration, customary land secretariat operations, deeds and titling, dispute resolution processes, policy dialogue, monitoring and evaluation.
- With regards to women and economy, the Ministry adheres to the government of Ghana's rules and regulations governing the Civil Service. The Ministry therefore facilitates women and men's equal access and control over resources at the workplace and provides adequate pre and post-natal maternity leave to women.

ii. Achievements for Women in Services/Manufacturing Sectors

- The Business Development Unit of MoGCSP has established a micro credit scheme, training programs and alternative livelihood programs for women in the services and manufacturing sector.
- Alternative Livelihood programs (such as soap making) have been initiated by MoGCSP and other NGOs for poor women such as head porters.
- One hundred and fifty (150) financial and business training programs were organized for women in services sector in year 2007. In this same year, a total of 10,907 women were trained in financial and business management skills in six of the ten regions in Ghana (i.e. Greater Accra, Ashanti, Brong-Ahafo, Central, Eastern and Northern).
- A Social Security and National Insurance Trust (SSNIT) Program has been established for the informal sector.

c) Challenges

i. Women in Agriculture

- Access to formal credit from the banks is still a major challenge as many women do not have the collateral as well as limited knowledge on services available.

- According to a study commissioned by MoFA in 2008, there is lack of resources (human and financial) allocated to the implementation of the Gender and Agricultural Development Strategy (GADS).
- An impact assessment study commissioned by MoFA in 2008 revealed that there is inequitable distribution of male and female AEAs which hinders the effective implementation of GADs. The AEA to farmer ratio was given on the average as 1 to over 1000 farmers. Efforts to recruit female AEAs are hindered by employment embargo placed by the government.
- Storage, processing and marketing facilities continue to be major constraints for women in agriculture.
- Women's access to and control over land as well as information on land right issues, is still a major constraint as revealed by the impact assessment study commissioned by MoFA in 2008.

ii. Women in Services/Manufacturing Sector

- According to GLSS 5 (2005-2006), only 1.3 % women received credit from the banks as main source of capital for their non-farm enterprises (i.e. trading and manufacturing).
- Many women are not aware of legal laws on business, investment and trade especially women cross border traders.
- A study commissioned by Action Aid in 2005-2006 revealed that much is known about the constraints of women cross border traders but not much has been done particularly in the area of security, literacy and numeracy skills and information and knowledge of the trade policies.
- Weak enforcement of the provision restricting foreign investors in engaging in retail trade, leading to undercutting of local retail traders, most of whom are women.
- There is also risk aversion on the part of most women entrepreneurs. Most of them are satisfied with their small-scale enterprises and do not aspire to move to medium-scale.
- Gap between women professionals' especially professional women entrepreneurs and small-scale business women in manufacturing leading to lack of professional advice.
- It is unclear the extent to which women benefit from Government of Ghana (GOG) business contracts to the private sector.
- Women work longer hours in care economy, most often unpaid and this has implications for their productivity.

- Limited involvement of men/partnership with men in promoting women’s rights in the economic sectors.
- There is limited data on women entrepreneurs’ participation in the economy and lack of a national research on women’s economic activities – for tracking purposes.

2.7 WOMEN IN POWER AND DECISION-MAKING

a) Overview of Progress

Although the country is making efforts to improve the parity between men and women in decision-making and governance, the trend has been mixed. In the traditional governance institutions efforts have been made to ensure the active participation of Queen-mothers in the Traditional Councils and Houses of Chiefs. In other governance structures – particularly in political positions – women are still under-represented (Ghana MDG Report 2013).

As can be seen from Tables 1 and 2 below, women are still under-represented in key national and regional governance institutions. At the highest level of Government, women make up 29% of Ministers and 22% of Deputy Ministers. Figure 3 below illustrates this situation and provides the numerical strength of both male and female Ministers.

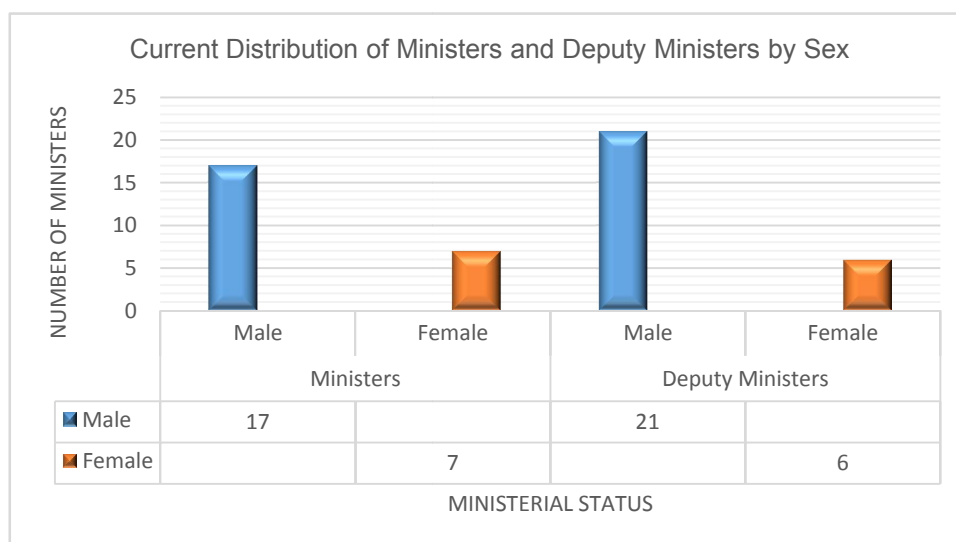


Figure 4: Distribution of Ministers and Deputy Ministers by Sex

Table 2: Trends in Female Participation in Key Government Positions

Sector	2004-2008					2008 - 2012					2012				
	Total	Male	%	Female	%	Total	Male	%	Female	%	Total	Male	%	Female	%
Members of Parliament	230	205	89	25	10.9	230	211	91.7	19	8.3	275	245	89	30	11
Cabinet Ministers				2		19	16	84	3	16	20	16	80	4	20
Ministers of State	29	25	86.1	4	13.9	2	1	50	1	50	5	100	-	-	-
Regional Ministers	10	10	100	0	0	10	9	90	1	10	10	9	90	1	10
Deputy Regional Ministers	10	6	60	4	40	7	4	57.1	3	42.9	10	8	80	2	20
Deputy Ministers	39	29	74.1	10	25.9	28	24	86	4	14	28	23	82.1	5	17.9

Table 3: Trends in Men and Women Elected to District Assemblies from 1998 - 2010

REGION	1998			2002			2006			2010		
	Male %	Female %	Total	Male %	Female %	Total	Male %	Female %	Total	Male %	Female %	Total
Western	96	4	452	93.6	6.4	452	91.3	8.7	452	95	5	543
Central	97	3	498	91.9	8.1	499	89.1	10.9	499	93	7	572
Gt. Accra	95	5	236	88.9	11.1	236	88.6	11.4	236	94	6	353
Volta	96	4	515	90.7	9.3	517	86.9	13.1	517	94	6	645
Eastern	94	6	691	91.2	8.8	691	88.4	11.6	691	97	3	817
Ashanti	95	5	840	91.8	8.2	840	90.6	9.4	840	90	10	1053
Brong Ahafo	93	7	582	93.6	6.4	582	90	10	582	93	7	761
Northern	98.7	1.3	545	98.6	1.4	545	75.9	6.59	546	95	5	703
Upper East	97	3	270	94.4	6.6	270	92.2	7.8	270	90	10	353
Upper West	97	3	198	91.9	8.1	198	92	8	198	91	9	303
NATIONAL TOTAL %	95	5	4,282	92.4	7.6	4,589	90(89.9)	10 (10.1)	4,734	93	7	6103

Trends in women's participation in the electoral process as can be seen from tables 3 to 6 also shows that even though men still dominate the contests for political office, women's involvement in modestly increasing, particularly in parliamentary elections. Notably, from table 3, 788 more women contested local government elections in 2006 than in 2002, representing an increase of 81.6%. On the contrary, the number of women who were actually elected during the same period dropped from the 2006 elections to that of 2010.

Table 4: Trends in Women's Participants in Local Government Elections 2002 - 2010

LOCAL GOVERNMENT ELECTIONS					
CONTESTANTS					
	Men	%	Women	%	Total
2002	12,625	93	965	7	13,590
2006	12,382	87.6	1,753	12.4	14,135
2010	4,1110	89.83	4,652	10.17	4,5762

Table 5: Trends in Women's Electoral Wins in Local Government Elections 2002 - 2010

LOCAL GOVERNMENT ELECTIONS					
ELECTED PERSONS					
	Men	%	Women	%	Total
2002	4,243	92.4	346	7.6	4,589
2006	4,256	90(89.9)	478	10(10.1)	4,734
2010	5691	(93)	412	(7)	6103

Table 6: Trends in Women's Participation in Parliamentary Elections 2004 - 2012

PARLIAMENTARY ELECTIONS					
CONTESTANTS					
	Men	%	Women	%	Total
2004	126	55.8	104	44.2	230
2008	127	55.2	103	44.8	230
2012	142	51.6	133	48.4	275

Table 7: Trends in Women's Electoral Wins in Parliamentary Elections 2004 - 2012

PARLIAMENTARY ELECTIONS					
ELECTED PERSONS					
	Men	%	Women	%	Total
2004	205	89.1	25	10.9	230
2008	211	91.7	19	8.3	230
2012	245	89 (89.09)	30	11(10.90)	275

According to Ghana's latest Millennium Development Goals (MDG) Report³¹, In the Judiciary, only 29% of the Supreme Court Judges and 25% of High Court judges are women. In the Civil Service, 24% of Chief Directors are women. Further, at the local government level, only 14 of the 170 Municipal Chief Executives (MCEs) and District Chief Executives (DCEs), representing 8.2% were women.

b) Achievements

- i. For the first time in Ghana's history, Paramount Queen-mothers in 2010 were paid allowances just like their male counterparts. The amount paid was increased from one hundred and fifty Cedis (₵150.00) to three hundred Cedis (₵300.00) per month.

³¹ National Development Planning Commission (NDPC) & United Nations Development Programme (UNDP), (2012), *2010 Ghana Millennium Development Goals Report* p 30.

- ii. There are also now 10 Regional Associations of Paramount Queen-mothers in all the 10 administrative Regions of Ghana. Through these Associations, Queen-mothers discuss and address matters relating to the welfare of women.
- iii. The process has commenced to fully integrate Queen-mothers into the Regional Houses of Chiefs and the National House of Chiefs, both of which are constitutional bodies vested with powers and functions related to matters of customary law and practice.
- iv. To bridge the gender gap in education, a total of 15,700 girls from Junior High School (JHS) have benefited from scholarships through the Participatory Approach to Student Success.
- v. Gender mainstreaming into the sector programs of Ministries, Departments and Agencies (MDAs) and Metropolitan, Municipal and District Assemblies (MMDAs) is being done to ensure that the national commitment to gender equality and women's rights, and the socio-economic empowerment of women is being done. The Affirmative Action Bill, currently before Parliament will promote women's empowerment for sustainable national development.
- vi. In order to ensure women's equal access to and full participation in power structures and decision making on land through the development of policies, the Ministry of Land and Natural Resources through the Land Administration Project (LAP), has built capacity of some Queen-mothers to participate and contributes effectively in decision making on land at the national and customary levels. From the Project's analyses, women's representation and participation in decision-making on land under LAP has increased at the formal and customary levels. The Project through continuous engagement with stakeholders ensures a more equitable information and access to opportunities and benefits for women and men. For example, the Ministry, through LAP promotes adequate women's participation in LAPs processes relating to rural parcel land demarcation and registration, deeds and titling, and alternative dispute resolution mechanisms at the Customary Land Secretariats (CLSs).
- vii. **Appointment of women heads of strategic decision-making positions, including:**
 - Chief Justice of Ghana
 - Chairperson of the Council of State
 - Deputy Chief of Staff, Office of the President
 - Government Statistician
 - Pro-Vice Chancellor - University of Cape Coast
 - The Commandant, Ghana Police Command and Staff College (GPCSC)

- viii. In order to ensure women's equal access to and full participation in power structures and decision making on land through the development of policies , the MOLNR through the LAP, have built capacity of some selected women traditional leaders (Queen Mothers) to participate and contributes effectively in decision making on land at the national and customary levels. From the Project's analyses, women's representation and participation in decision making on land under LAP has increased at the formal and customary levels. The Project through continuous engagement with stakeholders ensures a more equitable information and access to opportunities and benefits for women and men. For example, the Ministry, through LAP promotes adequate women's participation in LAPs processes relating to rural parcel land demarcation and registration, deeds and titling, and alternative dispute resolution mechanisms at the Customary Land Secretariats (CLSs).

Key Challenges

- i. Inadequate resources to enhance the capacity of Queen-mothers in decision-making and governance.
- ii. Lack of unity and cohesion among the various regional associations of Queen-mothers.
- iii. Historical experience has shown that administrative processes and policies have proved either ineffective or inadequate in terms of bridging the gender gap.

2.8 INSTITUTIONAL MECHANISMS FOR THE ADVANCEMENT OF WOMEN

a) Overview of Progress

Over the period under review, notable progress in strengthening the institutional framework for advancing women's issues in Ghana has covered the re-designation of the Ministry Women and Children's Affairs (MOWAC) as the Ministry of Gender, Children and Social Protection (MoGCSP), institutionalising gender-responsive budgeting, introduced new legislation and initiated gender-focused programmes for the progressive realisation of women's rights and welfare. Key challenges however still remain with the effective implementation of laws and policies affecting women, addressing socio-cultural beliefs, practices and institutions which are discriminatory of women and girls, out-of-school girls, teenage pregnancies and addressing violence against women and girls.

b) Achievements

Major accomplishments realised during the period under review include the following:

- i. **Re-definition of MOWAC to MoGCSP:** MOWAC was replaced by MoGCSP which was established by Executive Instrument (E.I.) 1 on 18th January 2013. MoGCSP has an expanded mandate to promote gender equality; promotion and protection of children's rights and welfare; and empowerment of the vulnerable, excluded, the aged and persons with disabilities for sustainable national development. Priority programme areas include early childhood development, addressing child labour, human trafficking, domestic, sexual and gender-based violence. MoGCSP has established regional offices and plans to have Gender Desk Officers in all sector Ministries and the Metropolitan, Municipal and District Assemblies.
- ii. **National Gender Policy:** Drafted a National Gender Policy to address gender equality, equity and empowerment of women for national development.
- iii. **Child and Family Welfare Policy:** Finalised the National Child and Family Welfare Policy to ensure the holistic protection and welfare of the Ghanaian child within a functional family welfare system.
- iv. **Sector Medium-Term Development Plan (SMTDP):** MoGCSP has developed a 3-year Sector Medium Term Development Plan (SMTDP) 2010 – 2013 with six (6) major stated objectives, notable among which are the promotion of Gender mainstreaming and Gender Responsive Budgeting (GRB) in MDAs and MMDAs through capacity building and improvement of the socio-economic status of women and children, the vulnerable and marginalized groups through targeted interventions.
- v. **Gender Responsive Budgeting (GRB):** GRB prioritises income and expenditure such that specific needs of women, men, girls and boys are met equally. GRB implementation is gradually being mainstreamed in all sectors of development processes.
- vi. **Gender Responsive Skills And Community Development Project (GRSCDP):** The GRSCDP was launched on 30th November 2009. It is an intervention aimed at promoting gender-equitable socio-economic development through institutional capacity building and improvement of women's gainful employment and entrepreneurship. The focus of the project is sustained poverty alleviation among women at both national and local levels. The project is jointly sponsored by African Development Bank (AfDB) and the Government of

Ghana. In 2014, the GRSCDP supplied equipment for carpentry, masonry, mechanical, dressmaking and catering to technical and vocational institutions.

- vii. One thousand five hundred and thirty four (1,534) officers from the Department of Gender of MoGCSP, Home Science instructors of the Department of Community Development (DCD), staff of the AfDB funded project, DPCUs staff of the 59 beneficiary Districts, MMDAs including Gender Desk Officers were trained by ILGS on strategies to mainstream gender into planning under the GRSCDP
- viii. Developed Gender Analysis Framework and Planning Templates to guide DPCUs and the inclusion of gender in planning processes for poverty reduction, local economic development, agriculture and infrastructural development at the local level
- ix. Held Implementing Partners Consultative meetings with MDAs, MMDAs, and CSOs to further discuss the objectives of the African Women's Decade (AWD). The AWD is to improve the status of the African women at the grassroots level. It also to reinforce commitments to accelerate implementation of agreed global and regional commitments of gender equality and women's empowerment
- x. Developed and launched a web portal to capture and monitor the progress and advancement of women achievers and decision makers across various categories in Ghana. This project is part of the Ministry's policy objective aimed at promoting and increasing women's participation and representation in governance and decision-making at all levels. The web address is www.womenachievers.org
- xi. In 2014, the inaugural Women's Summit on International Women's Day which provides a platform to recognise women's contribution to Ghana, promote gender equality and celebrate the country's progress was launched. The summit brings together female parliamentarians, ambassadors, ministers, ladies of the clergy, chiefs and queen-mothers, women in academia and in the corporate and business fields, market women, students, public servants and civil society organisations
- xii. The MOLNR generates gender disaggregated data for planning and evaluation purpose as well as inform decision making. Gender disaggregated data has been collected on land title and deed registration, training and development programs, people based activities etc.

c) Challenges

The major challenges facing this critical area include:

- Low participation of women in decision making at all levels
- Harmful socio-cultural practices

- Violence against women/ Children
- Increasing number of kayayei (female head porters)/children living and/or working on the street in urban areas
- Inadequate disaggregated data (gender, sex and age)
- Inadequate capacity (technical, financial and human) of institutions to implement programmes for women and children
- Inadequate shelters for women and children in extremely difficult situations
- Low coverage of women under the Social Security Scheme
- Low access to credit and support facilities by women
- Commercial sex exploitation of women and children
- Low representation of women in conflict management
- Inadequate capacity of Early Childhood Care and Development (ECCD), Human Trafficking and Domestic Violence Secretariats (financial, technical and human).
- Increasing incidence of women and children's HIV infections
- High infant/maternal mortality rate

2.9 HUMAN RIGHTS OF WOMEN

a) Overview of Progress

Guided by its strong constitutional framework, the nation still enjoys an atmosphere of relative peace and stability that ensures the adequate protection of women's rights. Under the coordinating role of the MoGCSP, progress has been made in legislative and programmatic interventions to strengthen the protection of women's rights.

b) Achievements

- DOVVSU has trained 265 officers in human rights, gender, child protection, civilian protection and data management, among others.
- DOVVSU has also collaborated with UNFPA to organize an orientation programme for 120 security personnel on response to sexual and gender-based violence.
- The 'Justice for All' program under the Legal Sector Reform Program of the Judiciary is ongoing. It has been assisting remand prisoners, including female prisoners.
- Public education, sensitisation and outreach programmes have been carried out nationwide by DOVVSU in particular and the Ghana Police Service in general. These have covered

education of women, children and the girl-child in particular on their basic rights, crime reporting, availability of education and counselling in order to empower them to report cases and avoid living in fear. In all, 956 sensitisation programmes have been organised.

- DOVVSU has distributed 33,000 brochures on the role of the Police in the implementation of the Domestic Violence Act to enhance access to justice for women and girls.
- DOVVSU has also disseminated 2000 copies of the Domestic Violence Act from UNICEF and 1000 copies of the Domestic Violence Act from Women in Law and Development (WiLDAF).
- **Three Memoranda of Understanding have been signed by DOVVSU with Marie Stopes International, Voluntary Services Organisation (VSO) and Ghana Girl Child Education Unit for capacity building and skills transfer to increase advocacy on violence against the girl-child in school.**
- The permanent Family and Juvenile courts at the District Courts. The courts use Alternate Dispute Resolution methods to settle some cases mostly maintenance of children. The courts have the dual duty of prosecuting the criminal cases and the civil protection orders under the Domestic Violence Act.
- Gender and Child Committee in Parliament continues to advocate for the passage of laws to protect women, however the Regulations to these laws are still pending - Juvenile Justice, Human Trafficking and the Domestic Violence laws as well as gender responsive budgeting (GRB). The Committee is also examining policy initiatives and strategies to address child labour and the 'kayayei' (female head porters) phenomenon in Ghana.
- A Code of Conduct for teachers on the redress of sexual violation of girls in schools has been compiled. The Ghana Education Service (GES) and NGOs conducted research to come out with good practices and sanctions for teaching staff who are found to be offenders.
- **Legislative and Policy Change**

The following laws affecting Women and Girls have been passed:

- Domestic Violence Act 732, 2007
- Human Trafficking Act 694, 2005
- Disability Act 715, 2006
- Amendments to the Intestate Succession Law PNDCL 111
- Spousal Property Rights Bill is before Cabinet
- Female Genital Mutilation (FGM) Amendment Act 484

The Drafting Section of the Attorney-General's Department (A-Gs) is working on a new Intestate Succession Law to remedy the flaws in the original law. Other documents being finalised include:

- Property Rights of Spouses Bill
 - Affirmative Action Bill
 - Development of Child and Family Welfare Policy
 - The Law Reform Commission, under the department is researching into a new unified marriage laws for the country.
 - **Advocacy, Awareness Raising and Capacity Building**
- Public sensitization and education of Women on Legal and Human Rights is undertaken by legal NGOs. These advocacy programs aim at influencing policy, public awareness creation, and delivering of direct services to women on a range of programs including, counselling, legal representation, law reform and amendments.
 - Advocacy and awareness creation programmes though ad hoc are undertaken for the faith based organization, schools and the general public e.g. AWLA, LAWA WISE, FIDA, Ark Foundation, Netright, LRC, WISE, DV legislation Coalition etc. through the use local languages and channels.
 - Training has been organized for health care providers on counselling, ethics and attitude towards patients.
 - There has been regular training in Human Rights for Peace keeping contingents that go on missions.

c) Challenges

- Many laws have been passed by Parliament but most members of the society are unaware of these laws. This state of affairs makes it very difficult for women to assert their rights and pursue redress when those rights are violated.
- The attitude of some law enforcement agencies are not women friendly.
- Since public knowledge of laws are limited when situations arise women resort to traditional methods of redress rather than accessing the institutions due to fear and lack of confidence and belief in traditional repercussions if they refuse to succumb to traditional demands.
- DOVSSU covers only 50% of the country and more centres should be opened by the Police service and extended to all districts.

- The passage of the laws alone is not sufficient, there is the need for strong advocacy and sensitization of the laws by the general public.
- The access to justice for women is still difficult even though there are institutions with mandates to facilitate it however they are unable to do so due to constraints beyond their control.
- There is always the delay in concluding trials which leads to various interpretations. Sometimes dockets get missing and therefore a client's case may be in jeopardy.
- In certain cases trial judges do not see lawyers as officers of the court therefore do not perceive them as having the duty to assist in doing justice to both parties.
- The failure or inability to give judgment and undue delays in the delivery of judgments raises speculations of bias. Judges find it difficult to strike out a case for want of prosecution especially where the case has attracted much publicity. Meanwhile, the complainant must be attending court for a long time without her case being heard.
- The State Legal Aid is in existence but due to constraints, in-sufficient. There are private Legal Aid schemes that target women examples are FIDA, Legal Resource Centre (LRC) and others. The Legal Aid Scheme also uses ADR to settle numerous cases and they have designated centres for ADR in all the regional capitals. The scheme needs assistance to be more effective than it is doing now. The cases on maintenance are reducing and are being overtaken by intestate succession disputes according to their reports.
- The penal system has numerous challenges because of the large numbers of inmates and the rights of women are not sufficiently addressed. The congestion at the penal centres is not however an issue with the female inmates, they need more situational help e.g. children born in prison, sicknesses and violation of their rights within the prisons.
- Abortion is legal under certain conditions there is the need to study the law for the implementation of the areas of legality to encourage all women including girls to attend the public health centres for pre and post abortion care when the need arises.
- The Police Service lacks numerous equipment like competent forensic laboratory for rape investigation and identification of perpetrators which may need identification glass which makes it possible for identification without exposing the complainant.

2.10 WOMEN AND THE MEDIA

a) Overview of Progress

Over the period under review, Ghana has been working towards improving the media coverage of women. A study commissioned by the Ghana Media Standards Improvement Project (GMSIP) showed that in 2010, women attracted 15% of media coverage in Ghana compared to 85% for men. Majority of the women covered were those in political office or government institutions, with women labourers and the unemployed attracting no coverage.³² The African Media Barometer also finds that media coverage is often dominated by men who are often in the forefront of 'hard news'.³³ The Barometer however records that there is a positive change with more women getting involved in radio and television discussions. The state broadcaster is also credited with increased and varied programming targeting women and children.³⁴ Women make up nearly 60% of practising journalists in Ghana with over 70% of diploma holders in journalism being women. State broadcasting agencies also have about two-thirds of editorial positions being held by women.³⁵

The State has also worked towards increasing coverage of women's issues to facilitating women's access to information communication technology (ICT). Accordingly, modest gains have been made in improving women's access to the media and ICT. The 2011 Multiple Independent Cluster Survey (MICS) shows that overall, 11% of women read a newspaper at least once a week, nearly 70% listened to the radio at least once a week and 56% watched television at least once a week. Only 8% of women aged 15 to 49 years were exposed to all three media at least once a week and 5% were not exposed to any media at least once a week.³⁶ Regarding ICT, 25% of young women aged 15 to 24 years had used a computer during the 12 months prior to the survey. In the week preceding the survey, 11% of young women had made use of the internet. The results also showed that exposure to all the three types of media identified and the use of a computer and internet were strongly correlated with education level, wealth index quintiles and urban residence.³⁷

b) Achievements

The gains made have been informed by a number of legislative and policy interventions, some of which are noted below:

³² Ghanaweb [online], 'Women in Ghana attracted little media attention in 2010' Available at <http://www.ghanaweb.com/GhanaHomePage/NewsArchive/artikel.php?ID=204715> (last accessed on 10 July 2014).

³³ Friedrich Ebert Stiftung, (2011) *African Media Barometer – Ghana 2011* p 28.

³⁴ Friedrich Ebert Stiftung (2011) p 40, 42.

³⁵ Friedrich Ebert Stiftung (2011) p 49.

³⁶ Ghana Statistical Service, (2012) *Multiple Indicator Cluster Survey with an Enhanced Malaria Module and Barometer 2011* p 289.

³⁷ Ghana Statistical Service (2012) p xxx.

i) Ghana ICT Policy for Accelerated Development

Under this Policy, the Ghana Investment Fund for Electronic Communications (GIFEC) was created as the implementing arm of the Ministry of Communications (MOC) in 2004 to facilitate the provision of ICT, internet connectivity and infrastructure to the under-served and un-served areas of the country;

ii) The GIFEC has a broadened mandate under the **Electronic Communications Act, 2008 (Act 775)** to include the provision of access to electronic services including ICT, broadcasting, internet, multimedia services and basic telephony by the under-served and un-served communities in Ghana.

iii) Girls in ICT Project

The Girls in ICT Project was launched in April 2012 to expose girls to the many opportunities available in the ICT sector and to encourage and generate the interest of young girls to consider pursuing careers in ICT from primary through to the tertiary level. The launch coincided with the celebration of ‘Girls-in-ICT Day’ on the fourth Thursday of April each year. The ‘Girls-in-ICT’ Day is an awareness-raising programme intended to promote technology careers by girls with an interest in becoming ICT creators.

iv) Rural Telephony Project

The Rural Telephony Project (RTP) was launched in 2010 to extend mobile communication signals to un-served rural communities as well as to enhance customer experience of quality of service in underserved communities. The project provides funding to operators to cover the full capital expenditure costs of extending mobile telephony services to these communities. Thirty rural telephony sites have been constructed and activated all over Ghana. The Government of Ghana, through GIFEC won the Best Project Award for Information and Communication Infrastructure at the 2014 World Summit on the Information Society (WSIS) in Switzerland.

v) The Community Information Centres (CIC) Project³⁸

The CICs are a hybrid ‘for-profit’ tele-centre and ‘not-for-profit’ community resource centre established to ensure universal access to ICT applications for accelerated growth and development through effective and timely availability of information. The CICs also provide business services and community development information to remote areas.

CICs are being established by the Ministry of Communication in all the Districts in Ghana through the GIFEC. The targeted beneficiaries of services from the CICs include women

³⁸ See GIFEC, ‘The Community Information Centres Project’ [Online]. Available at http://www.gifec.gov.gh/index.php?option=com_content&view=article&id=83:the-community-information-centers-project&catid=44:uaec-programme&Itemid=20 (Last accessed on 11th July 2014).

and women's groups. Women's groups also benefit from CIC community services such as the provision of basic agricultural extension services to women's groups engaged in micro-credit ventures, radio and television broadcasting, HIV/AIDS communications, public health management, local government information, and Internet navigation for beginners.

c) Challenges

- ii)** The 2010 Population and Housing Census for the first time gathered data on the use of ICT by individual and households.³⁹ The results in this regard showed that still more males than females have access to telephony (both fixed and mobile lines) as well as access to computer and the internet.⁴⁰ Although the ICT sector is having a strong and direct positive impact on overall economic growth, development of the private sector and delivery of public services, women in the rural areas still have less access to telecom services. This is exacerbated by poverty levels in these areas. Generally, commercial mobile network operators do not find it economically viable to provide telecommunications signals to the under-privileged and deprived Ghanaian communities with populations of less than 2000 people.
- iii)** The 'Women's Manifesto' in Ghana notes with concern, the mass media's 'sexist and stereotypical representation of women, the neglect of issues concerning women and the nature of reporting stories about women, especially those relating to sex crimes against them that fail to make the link between violence and power relations'.
- iv)** Gender biases and prejudices in the media are also seen in the 'choices' media managers, advertisers and media professionals (including editors, journalists, sub-editors, and news photographers), make each day which project women in stereotypical roles.

2.12 THE GIRL-CHILD

a) Overview of progress

- The statistics from the 2010 Census and the 2011 MICS survey indicate significant improvements in Ghana's bid to improve girls' participation in school. The proportion of persons who have never attended school reduced considerably from 70 per cent in 1960 to 23 per cent in 2010 although recording some gap in the literacy levels of boys and girls. The

³⁹ Ghana Statistical Service, *2010 Population & Housing Census – National Analytical Report* (2013) p 338.

⁴⁰ Ghana Statistical Service (2013) p 336 – 368.

literacy rate for males according to the MICS 2011 is 71.3 while that of females is 61.4 per cent. The net enrolment rate for primary school also increased from 81 per cent in 2006/07 to 88.5 per cent in 2008/09 and remained at this level in 2009/10, dropping to 84.1 per cent in 2012/13. Ghana attained a gross enrolment rate of 95 per cent in 2007/08 and remained in 2008/09, rising to 105 per cent in 2012/13 at the national level. With the increase in enrolment, rate of completion was also increased with primary school level recording an increase from 85.5 per cent in 2007/08 to 86.3 per cent in 2008/09 and maintained in 2009/10. The disparity between boys' and girls' enrolment in primary school has almost been bridged with the enrolment rate for the 2012-2013 academic year for girls being 48.95 per cent. These improvements have been chalked owing to the pragmatic policy decisions of government.

- The statistics and trend analysis on MDG 2 of achieving Universal primary education shows that Ghana is on track to achieving both the gross and net enrolment targets by 2015. Again, on MDG 3 target of ensuring gender parity especially at the Primary and Junior High school (JHS) levels, trends show that Ghana is on track to achieving both targets, although primary level parity has stagnated at 0.96 since 2006/07. Gender parity at JHS which increased marginally from 0.91 in 2006/07 to 0.92 in 2007/08 has also remained at that level in 2008/09 and 2009/10.
- Much more work needs to be done in order to increase GER and NER by 5.1 and 11.5 per cent and primary school completion rate will also need to be increased considering the distance of 13.7 per cent to reach the target. This will be achieved with intensification and improvements in social protection interventions such as the capitation grant, school feeding programme and free school uniform etc.
- In spite of the successes, girls who are not in school find themselves in various difficult, abusive and exploitative circumstances. These are usually related to either economic or socio-cultural conditions. Owing to financial reasons some girls are removed from school to engage in various economic activities. The Kayayei phenomenon, which is currently one of the grave concerns affecting the girl child is largely linked to economic reasons. Some girls also serve as house helps and other domestic servants in households, restaurants, eating places etc. The involvement of girls in such endeavours has dire consequences on their future developments, with telling effects on the gender agenda.
- In relation to tradition and socio-cultural issues, girls are seen to be profitable as they reach adolescence and some parents will withdraw their daughters from school at this level to give them out into marriage. Girls' progression in basic education is hindered by abusive cultural practices. Community sensitisation on the benefits of educating the girl-child, have been

carried out by both government and non-government agencies with support from the media, with the actual result that more girls are now being sent to school. This is actually reflected in the current enrolment and retention rates in school. More of such sensitisation activities are required to send and keep many more girls in school.

a) Achievements

The educational curriculum in Ghana is strategically designed to ensure quality and equal opportunities for both boys and girls. With regards to gender imbalances, girls' education continues to be a topical issue on government's agenda, and significant inroads have been made over the last decade. The under mentioned are some important steps taken to improve girl child education and development

- i. The creation of the Girls' Education Unit within the Ghana Education Service to focus on the girl child
- ii. The introduction of the Free Compulsory Universal Basic Education
- iii. Passage of the Education Act, 2008 (Act 778).
- iv. The amendment and modification of discriminatory laws that affect women and girls. These include:
 - a. Marriage Customary & Divorce Registration (Amendment) Act
 - b. Criminal Code (Amendment) Act on Female Genital Mutilation
- v. Drafting of Spousal Property Rights Bill and an Affirmative Action Bill with significant inputs from Civil Society
- vi. The introduction of the Gender Responsive Skills and Community Development Project (GRSCDP) by MoGCSP. which has invested in the youth, particularly the girl-child
- vii. The drafting of the Child and Family Welfare Policy and the Justice for Children Policy
- viii. The introduction of various scholarship schemes for brilliant but needy school girls by the Central government, civil society groups, District Assemblies etc.
- ix. Rehabilitation of senior secondary school facilities including the construction of female dormitories to encourage female participation at that level;
- x. The introduction of the school feeding programme which gives school children in selected primary schools one hot meal a day. All these programmes and policies are currently ongoing and continue to be strengthened.
- xi. Introduction of adolescent health and development programme by the Ghana Health Service as an integral part of health service delivery. The goal of the programme is to have

well-informed adolescents and young people adopting healthy lifestyles physically and psychologically and supported by a responsive health and related sectors.

- xii. Commissioning of research on problems related to the development of girls and other vulnerable groups
- xiii. Advocacy and Community sensitization on girl's participation in school, abusive socio cultural practices that tend to affect girls (FGM, Trokosi, Kayayei, early marriage, etc.), active involvement of girls in home, community and national decisions.
- xiv. The broadening of mandate of the Ministry of Gender Children and Social Protection to strengthen focus on the concerns of the vulnerable, needy and marginalized groups, which include the girl child

c) Challenges

- Low female enrolment at secondary and tertiary level poses a challenge to women participation in decision-making at higher levels and their access to wage employment and higher level occupations;
- Socio-cultural practices, norms and societal attitude that tend to discourage women from engaging in wage employment and some occupations such as commercial driving, welding, auto-mechanics, etc.; and
- Challenges facing the girl-child education such as socio-cultural practices including early marriages, customary fostering, and puberty rites still persist.

SECTION 3 – OTHER DATA AND STATISTICS

REPORTED CASES OF DOMESTIC VIOLENCE 2011

OFFENCES	FREQUENCY
Defilement	1168
Rape	380
Attempted Rape	45
Attempted Defilement	22
Sodomy	12
Incest	15
Carnal Knowledge of Female Idiot	15
Unnatural Carnal Knowledge	16
Kidnapping	12
Attempted Kidnapping	0
Abandonment	56
Child Trafficking	6
Child Stealing	45
Unlawful Removal of Child	505
Abduction	349
Exposing Child to Harm	159
Exploitative of Child Labor	3
Child Abuse	20
Non-maintenance	5813
Deprivation of Poverty	50
Threatening	1474
Assault	5382
Indecent Assault	176
Assault by Imprisonment	2
Murder	1
Abortion	88
Attempted Abortion	44
Bigamy	15
Causing Damage	278
Causing Harm	139
Unlawful Ejection	100
Unlawful Entry	5
Stealing	617
Attempted Stealing	0
Attempt to Commit Crime	9
Compulsion of Marriage	16
Offensive Conduct	821
Act Tending	42
Others	65
Total	17965

REPORTED CASES OF DOMESTIC VIOLENCE 2012

OFFENCES	FREQUENCY
Defilement	133
Rape	25
Attempted Rape	7
Attempted Defilement	1
Sodomy	2
Incest	2
Carnal Knowledge of Female Idiot	1
Unnatural Carnal Knowledge	0
Kidnapping	0
Attempted Kidnapping	0
Abandonment	2
Child Trafficking	2
Child Stealing	2
Unlawful Removal of Child	5
Abduction	23
Exposing Child to Harm	3
Exploitative of Child Labor	0
Child Abuse	0
Non-maintenance	1069
Deprivation of Poverty	0
Threatening	120
Assault	746
Indecent Assault	11
Assault by Imprisonment	0
Murder	0
Abortion	5
Attempted Abortion	0
Bigamy	0
Causing Damage	45
Causing Harm	24
Unlawful Ejection	0
Unlawful Entry	2
Stealing	67
Attempted Stealing	0
Attempt to Commit Crime	0
Compulsion of Marriage	0
Offensive Conduct	48
Act Tending	26
Others	99
Total	2470

**REPORTED CASES OF DOMESTIC VIOLENCE – FIRST QUARTER JANUARY-
MARCH ENDED 2013**

OFFENCES	FREQUENCY
Defilement	263
Rape	84
Attempted Rape	6
Attempted Defilement	2
Sodomy	2
Incest	10
Carnal Knowledge of Female Idiot	1
Unnatural Carnal Knowledge	5
Kidnapping	2
Attempted Kidnapping	0
Abandonment	8
Child Trafficking	2
Child Stealing	16
Unlawful Removal of Child	83
Abduction	102
Exposing Child to Harm	24
Exploitative of Child Labour	0
Child Abuse	4
Non-maintenance	1800
Deprivation of Poverty	7
Threatening	531
Assault	1445
Indecent Assault	39
Assault by Imprisonment	0
Murder	0
Abortion	21
Attempted Abortion	6
Bigamy	3
Causing Damage	76
Causing Harm	49
Unlawful Ejection	43
Unlawful Entry	10
Stealing	150
Attempted Stealing	0
Attempt to Commit Crime	2
Compulsion of Marriage	7
Offensive Conduct	140
Act Tending	6
Others	127
Total	5076

**REPORTED CASES OF DOMESTIC VIOLENCE – SECOND QUARTER APRIL-
JUNE ENDED 2013**

OFFENSES	FREQUENCY
Defilement	313
Rape	76
Attempted Rape	7
Attempted Defilement	2
Sodomy	1
Incest	5
Carnal Knowledge of Female Idiot	3
Unnatural Carnal Knowledge	1
Kidnapping	5
Attempted Kidnapping	2
Abandonment	7
Child Trafficking	1
Child Stealing	12
Unlawful Removal of Child	68
Abduction	84
Exposing Child to Harm	17
Exploitative of Child Labour	4
Child Abuse	8
Non-maintenance	1580
Deprivation of Poverty	10
Threatening	566
Assault	1350
Indecent Assault	39
Assault by Imprisonment	0
Murder	3
Abortion	21
Attempted Abortion	12
Bigamy	1
Causing Damage	83
Causing Harm	57
Unlawful Ejection	25
Unlawful Entry	9
Stealing	140
Attempted Stealing	0
Attempt to Commit Crime	1
Compulsion of Marriage	8
Offensive Conduct	145
Act Tending	8
Others	224
Total	4898

SECTION 4 – EMERGING PRIORITIES

- There is the need for increased and sustained collaboration between the Ministry of Gender, Children and Social Protection (MoGCSP) and NGOs, as well as financial institutions to provide non-formal skills development training for women in agro-business entrepreneurship and extension support services, including market outlets, backed where necessary by functional literacy programs including reproductive health issues.
- Specific targeted programs must be planned for specific vulnerable women e.g. female commercial sex workers as well as women in stone chip production.
- Poverty reduction interventions for women must review of target mechanisms to ensure that families are strengthened and women’s empowerment programs must be backed by gender sensitization programs.
- Reintegration programs for female head porters (kayayei) must be supported with education programs in the home communities.
- The government has outlined policies that promote economic development and local participation of Ghanaians in the oil industry. However, policy makers have not yet specified what specific roles women are expected to and can play in the oil industry to advance the economic development of the country.
- The current version of the Ghana government’s policy on the oil industry makes reference to the issue of gender, stating that ‘while government will provide equal opportunities for all citizens of the Republic of Ghana, the participation of women in the oil and gas industry will be actively encouraged.’ In the immediate future, efforts will be made to clearly define the role of women in the policy frameworks guiding the oil industry.
- Collaborations between and MoGCSP, NGOs and financial institutions must be strengthened to provide non-formal skills development training for women in agro-business entrepreneurship and extension support services, including particularly market outlets.
- There is the need for the development of a central data and documentation centre through which relevant data will be available and used to inform policy-making on women’s economic contributions to national development.
- In 2014, MoGCSP will focus on mainstreaming gender into sector programs of MDAs and MMDAs, promoting national commitment to gender equality and women’s rights

and the socio-economic empowerment of women. A key programme in this area is facilitating the enactment of the Affirmative Action, Intestate Succession and Property Rights of Spouses Bills to promote women's empowerment for sustainable national development.

- MoGCSP, MoFA and LAP must collaborate and intensify education on land inheritance, ownership and titling to ensure women's right to existing land holdings, in customary areas; equitable information and access to opportunities, benefits and decision making in land administration.
- In the area of Social Protection, MoGCSP will work towards the following:
 - Undertake programmes to integrate the vulnerable, persons with disabilities, the excluded and disadvantaged into the mainstream of society. In addition, the Ministry will assist in the reduction of poverty and enhance the potentials of the disadvantaged. The priorities in this area are:
 - Finalizing the development of a Social Protection Policy, the Complementary Services (Social Protection Interventions) Registry and a National Common Targeting mechanism to enhance coordination of social protection interventions, with World Bank support
 - With the assistance of the World Bank, a National Targeting Unit is being developed under our Social Protection Directorate to establish the Ghana National Household Registry to scientifically target the poor and ensure adequate coverage of all social protection interventions
 - With DFID support, increasing LEAP beneficiaries to 100,000 in 2014 and then to 150,000 by mid-2015 and ensuring all payments are delivered electronically, with the assistance of USAID and UNICEF. USAID has committed to providing UNICEF with funding for cash transfers to at least 4000 pregnant and lactating women, with at least 25% to be provided to young women under 20 years old
 - Memoranda of understanding will be drawn up with key sector ministries to assist in the coordination of cross-sectoral social protection interventions
 - The Ministry will also intensify its activities in addressing the kayayei (female head porters) phenomenon, prioritizing registration of the kayayei to assist in determining interventions that will have the greatest

impact on the lives of women and girls currently engaged in the practice, and to deter others from becoming involved.

- To address violence against women and trafficking, MoGCSP will lead efforts in the following areas:
 - The enactment of the Human Trafficking and Domestic Violence Regulations
 - Implementation of the National Plans of Action for Domestic Violence and Human Trafficking
 - Operationalization of the Human Trafficking and Domestic Violence Rapid Response Teams
 - Provision of professional psychosocial support for victims of human trafficking and domestic violence
 - Designing the protocols for the Human Trafficking and Domestic Violence Funds
 - Researching gender-based violence with assistance from DFID.

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