



GHANA'S REPORT ON BEIJING+25

FINAL DRAFT

2014-2019

MINISTRY OF GENDER, CHILDREN AND SOCIAL PROTECTION

ACRONYMS

AU	African Union
BPFA	Beijing Platform for Action
CAMFED	Campaign for Female Education
CARMMA	Campaign on Accelerated Reduction of Maternal Mortality in Africa
CHRAJ	Commission on Human Rights and Administrative Justice
CSO	Civil Society Organization
CSW	Commission on the Status of Women
DOVVSU	Domestic Violence and Victim Support Unit
EI	Executive Instrument
FBOs	Farmer Based Organizations
FBOs	Faith Based Organizations
FGM	Female Genital Mutilation
GEOs	Girls' Education Officers
GES	Ghana Education Service
GEU	Girls Education Unit
GHANAP	Ghana National Action Plan
GHS	Ghana Health Service
GIFEC	Ghana Investment Fund for Electronic Communications
GMHS	Ghana Maternal Health Service
GNHR	Ghana National Household Registry
GPASS	Girls Participatory Approaches in Student Success
GSGDA I	Ghana Shared Growth and Development Agenda I
GSOP	Ghana Social Opportunity Projects
ICT	Information and Communications Technology
IWD	International Women's Day
KOICA	Korea International Cooperation Agency
LEAP	Livelihood Empowerment against Poverty
MDAs	Ministries, Departments and Agencies

MDGs	Millennium Development Goals
MICS	Multiple Indicator Cluster Survey
MIS	Management Information System
MMDAs	Metropolitan, Municipality and District Assemblies
MOC	Ministry of Communication
MoGCSP	Ministry of Gender Children and Social Protection
MOWAC	Ministry of Women and Children
MURAG	Muslim Relief Association of Ghana
NCCE	National Commission for Civic Education
NGO	Non- Governmental Organization
PLHIV	People living with HIV
PWD	Public Works Department
REDD+	Reducing Emission from Deforestation and forest Degradation
SDGs	Sustainable Development Goals
SEHP	Samira Empowerment and Humanitarian Project
SGBV	Sexual and Gender Based Violence
SRHR/FP	Sexual and Reproductive Health and Rights/ Family Planning
STIs	Sexually Transmitted Diseases
TVET	Technical and Vocational Education and Training
UN	United Nations
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNICEF	United Nations International Children's Emergency Fund
UNSCR	National Security Council Resolution
WFP	World Food Programme

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INTRODUCTION

Gender is a cross-cutting issue as it affects every facet of development. In Ghana, the Ministry of Gender, Children and Social Protection (MoGCSP) is the national machinery mandated to promote gender equality, equity, empowerment and development. The MoGCSP pursues these through mainstreaming gender in planning, budgeting, programmes, interventions, activities at all levels of implementation.

Key gender inequality and inequity concerns which affect development include gender-based violence, women empowerment, women participation in decision making, women access to and control of economic resources and safe working environment.

To address these concerns, Ghana has developed a number of legislative and policy frameworks and is implementing the National Gender Policy, Domestic Violence Act, Gender Mainstreaming and Gender Responsive Budgeting across Ministries, Department and Agencies (MDAs) and Metropolitan, Municipal and District Assemblies (MMDAs). Government is in the process of enacting the Affirmative Action Law, Interstate Succession Law and the Domestic Workers Regulation to further strengthen the legal framework and reduce the gender gaps in all sectors of the economy. There will be production of gender statistics; sex disaggregated data, an MIS and research to address gender imbalances in society.

This report highlights the key achievement of Ghana since the last Beijing Platform for Action (BPFA) from 2014-2019. It also includes challenges and the way forward to address the gaps.

SECTION ONE: OVERVIEW ANALYSIS OF ACHIEVEMENTS AND CHALLENGES

Since the promulgation of Beijing Platform for Action (BPFA), the Government has initiated varied social development goals with the aim of championing gender equality, equity empowerment and development. The Ministry of Gender, Children, and Social Protection (MoGCSP), the national machinery has the primary task of harmonising concerns of gender with social protection programmes and other governmental interventions to empower and support the vulnerable and most excluded groups in national development.

Highlights of Major Achievements

Ghana since the last BPFA review has made significant progress in its quest to realize the tenets of the Beijing declaration. The achievements in the period (2014-2019) under review have been categorised under 4 major themes:

- Gender equality and Women's Empowerment
- Mainstream gender into socio-economic development
- Development of Laws and Establishment of Gender Advisory Boards
- Social Development

▪ ***Gender Equality and Women's empowerment***

The following were achieved within the period under review:

- a. Ghana launched the updated National Gender Policy and the Strategic Plan in 2015 and 2016 respectively. This was done to mainstream gender-responsiveness for inclusive development to ensure that the rights, interests and special needs of women and girls are integrated into policy formulation and implementation.
- b. The Ghana National Action Plan 2018- 2022 (GHANAP II) on the UN Resolution 1325 on Women, Peace and Security has been finalised to ensure the full representation and active participation of women in conflict prevention, resolution, peace negotiation, mediation, crisis and security management at all levels of the Ghanaian society.
- c. Conducted a country level diagnostic survey to assess the incidence, attitude, determinants and consequences of domestic violence in Ghana.
- d. Ghana continues to observe international commemorative days to sustain awareness creation on current and emerging issues on Gender equality, women's empowerment with specific focus on vulnerable groups.
- e. During the past five years, Ghana focused on Fistula repairs and family reintegration with a coverage of 575 surgeries and repairs nationwide.
- f. In line with SDG8, a total of about 1,062 marginalized women were trained in livelihood and pre-employment skills, which provided them with decent work, for a sustainable productive employment and economic growth.
- g. Ghana has been able to mobilize political commitment and action for girls and women's empowerment with the President as the Lead Champion. Through this effort, the country has extended the campaign to all regions nationwide under the HeForShe Campaign.
- h. At the country level, various strategies including mentorship programmes have been implemented using safe space approaches to empower and build the agency of girls. An approximately 7,278 girls and boys have been engaged to date.
- i. Substantial numbers of women (56%) and households have benefited from the livelihood Empowerment Against Poverty.

▪ ***Mainstreaming gender into socio-economic development***

The gains made under this theme are as follows:

- a. Strengthen the Capacity of Gender Focal Persons, Planning and Desk officers of Ministries, Departments and Agencies (MDAs) on Gender-responsive budgeting and gender mainstreaming for ensuring gender-responsiveness at the local level through the Regional, Metropolitan, Municipal and District Assemblies (MMDAs).
- b. Finalized and received Cabinet approval for an Affirmative Action Legislation 2016
- c. Submission of the 6th and 7th CEDAW Report to the UN CEDAW Committee; and

- d. Submission of Ghana's Beijing +20 Reports to the UN. A progress report on its implementation has also been submitted to member states, the UN and the AU.

▪ ***Development of Laws and Establishments of Boards***

Ghana is on course in strengthening the legal frameworks to promote the mainstreaming of gender, children and social protection issues into the national development discourse. Bills such as the Affirmative Action Bill, the Aged Bill, the Foster Care and Adoption Regulations were submitted and approved by Cabinet in 2016, the change in government requires that, they are resubmitted to the new Cabinet for approval. In line with this, the Ministry undertook further consultations on the bills and regulations to reflect the broader views of the public and government priorities for women, children and the vulnerable. The current status of the bills are as follows:

- Domestic Workers Regulation in Draft with the Attorney General's Department
- The Foster Care and Adoption Regulations are at their final stages of passage in Parliament.
- The Affirmative Action Bill has been re-submitted to Cabinet for consideration and approval.
- Four (4) Bills; the Aged Persons, Social Protection, Persons with Disability, and Ghana School Feeding Bills will be taken through stakeholder consultations and subsequent submission to Cabinet for approval.
- Existing legal documents and policies such as the Domestic Violence Act, the Human Trafficking Act, and the Children's Act are being translated into voice format in eleven (11) Ghanaian languages for easy access by the general public.

To ensure the achievement of the Ministry's mandate, a number of Boards have been constituted in line with Acts of Parliament to advise and provide technical support to the Ministry. These include:

- The Ministerial Advisory Board,
- The Human Trafficking Management Board,
- Domestic Violence Management Board,
- The Cancer Board,
- Adoption Board and
- The National Council on Persons with Disability Board

▪ ***Social Development***

The Ministry developed various programmes and interventions to eradicate the Kayaye phenomenon. These are:

- A five-year Strategic Plan¹ to eradicate 'kayaye' is being developed through the support of UNFPA.
- The Ministry has developed a Portage Module to link women in rural communities to Government's initiatives such as the one Village, One Dam and One District, one Factory to make them economically independent.
- Developing a strategy to mainstream gender in climate change programme

Key Challenges in Implementing the Beijing Platform for Action

The period under review (2014 – 2019) witnessed a change of government in 2017 following a general election in 2016. This change brought with it significant overhaul of government

¹ The Ministry has initiated a programme dubbed "Operation get off the street now for a better life". The objective is to reduce the phenomenon of persons living on the street.

machinery and key technical staff. The following are highlights of the key challenges at the country-level:

a. Culture

Cultural practices and beliefs remain inimical to the development of girls and women in Ghana. Negative socio-cultural practices such as FGM, trokosi, early marriages, etc., continue to affect the full participation and inclusion of women, children and PWDs in national development.

b. Lack of Coordinated Essential Social Support Services

Victims of Sexual and Gender Based Violence lack comprehensive and well-coordinated support systems such as policing, justice, healthcare and psycho-social services. PWDs face social exclusion due to lack of coordinated institutional support. Persons living with HIV continue to deal with stigma and discrimination within the public space such as at the school level and places of work.

c. Security

Women in the security services continue to face gender-based discrimination. This is evident in the 2018 Ghana Fire Service Case involving two female employees whose appointment were terminated for getting pregnant.

d. Nutrition Security

Although women in Ghana dominate in the agricultural sector, female staff constitutes just 2% of the Agriculture Extension officers. This resultant effect is the prioritisation of male farmers who are mostly into commercial farming to the disadvantage of their female counterparts. This affects efforts at improving nutrition, promoting food security and reducing poverty amongst extremely poor households, especially in deprived or poor communities in Ghana.

e. Natural and Man-made Disasters

When natural disasters occur, it is the most vulnerable groups in society who suffer, i.e. women, children, the aged and PWDs. Disasters often take the form of; drought, earth quake and epidemics, extreme temperatures, flood; insect infestation, volcano, storm and wild/bush fire. Such disasters impact negatively on the national financial resources and consolidation of gains made through programming interventions.

SECTION TWO – PROGRESS IN IMPLEMENTATION OF 12 CRITICAL AREAS

2.1 Women and Poverty

Poverty across the sub region is increasingly feminised². Women are among the vulnerable groups that are at the receiving end of economic shocks and fluctuations. Alleviation of poverty has been the chief goal globally, evident both in the Millennium development goals (MDGs) and the Sustainable development goals (SDGs).

It is incontestable that significant gains have been made in the country’s fight against poverty and deprivation³, it equally remains undeniable that the overall reduction in the incidence of poverty and inequality is palpable in many parts of the country. Statistics available suggests that the three northern regions— Upper West, Upper East and Northern regions – have the highest incidence of poverty while the Greater Accra region has the lowest poverty incidence (2.5 percent). The Northern region has the highest concentration of the poor with 1.8 million people living below the poverty line⁴. Upper West Region has the most pronounced poverty situation (70.9 %), followed by Northern Region (61.1 %), and then Upper East Region (54.8 %)⁵.

Women living with disabilities, those living with HIV/AIDS, and low level of literacy among women especially those in rural areas, as well as widowhood rites and its impacts have been the major identified challenges during the period under review. In response, education and public awareness on issues pertaining to women and poverty has been intensified. Advocacy groups have been established to campaign on and highlight issues on women and poverty. Women groups have been linked to financial institutions to access credit facilities. However, government agencies, the private sector and other service providers need to enhance their strategies to address bottlenecks that continue to impoverish women.

a) Achievements

i) Promulgation of a National Development Policy and Plan

The President of the Republic of Ghana committed the country on a targeted developmental policy path recognized as the President’s Coordinated Program for Economic and Social Development Policies (2017 – 2024)⁶. These policies anticipate “just, free and prosperous nation with high levels of national income and broad-based social development”.

Additionally, it is broken up into time bound measurable medium term plan and national development policy framework that is expected to run from 2018 – 2021, and it is intended to guide in the preparation of budgets, policies, strategies and plans for Ministries, Departments and Agencies (MDAs) as well as Metropolitan, Municipality and District Assemblies (MMDAs) within the period identified. The key social development policy objectives in the medium-term development framework include:

² A Amuzu, C., Jones, N., & Pereznieta, P. (2010). Gendered risks, poverty and vulnerability in Ghana: To what extent is the LEAP cash transfer programme making a difference. *London: ODI*.

³ Ghana poverty mapping report (2015)

⁴ Cooke, E., Hague, S., and McKay, A. (2016). *The Ghana Poverty and Inequality Report: Using the 6th Ghana Living Standards Survey*.

⁵ GLSS 7

⁶ President’s Coordinated Programme

- Enhance inclusive and equitable access to and participation in quality of education
- Strengthen the healthcare management system
- Ensure food and nutrition security
- Improve access to safe and reliable water supply and environmental services for all
- Eradicate poverty in all its forms and dimensions
- Ensure effective child protection and family welfare
- Enhance the well-being of the aged
- Strengthen social protection especially for children, women, persons with disability and the elderly

With specific objectives targeted at women, children, persons with disability and the aged, it is anticipated that the National Development Policy and Plan will enhance opportunities that support women and other vulnerable groups and improve their economic status.

ii) Gains from Social Protection Programmes have been consolidated:

During the period under review, Ghana established a governance structure to consolidate the 43 social protection policies and programmes run by various Ministries – this included an Inter-Ministerial Steering Committee, one Inter-Sectoral Technical committee, two Regional Coordinating Committees and five District Coordinating Committees.

- The Ministry conducted 6 nationwide sensitization workshops at the sub-national levels involving key stakeholders on the Social Protection Policy in 2017. As part of efforts to increase coordination among Social Protection programmes, the Social Protection Single Window Citizens Service has been established. Under this new initiative, a single window call centre (Help Line of Hope) has been launched and operationalized to receive complaints through a toll-free number **0800 800 800/ 0800 900 900** and SMS on a short code **8020**.

268 cases ranging from disability issues, general enquiries, legal issues, financial assistance, domestic violence, psychological issues and enquires on social protection intervention (LEAP, GSFP, LIWP etc.) have been received and one hundred and ninety-six (196) have been redressed.

- The Ghana National Household Registry (GNHR) has successfully completed data collection in the Upper West and Upper East Regions by registering One Hundred and Thirty-Seven Thousand Five Hundred (137,500) and One Hundred and eighty four thousand, five hundred and ninety-three (184,593) Households respectively.
- As part of efforts to ensure that all vulnerable and poor persons have access to quality health care, 550,000 LEAP beneficiaries have either been registered unto the NHIS or have had their expired cards renewed. The Ministry also re-launched the re-registration of 13,000 Prison Inmates onto the Scheme.
- Under the Livelihood Empowerment Against Poverty (LEAP) programme, the Ministry continuously made six (6) successive bi-monthly payments to beneficiary households in 2017 and has conducted three (3) payments as at May 2018 covering a total of 213,044 households nation-wide.

- An additional 93,778 households who were targeted under LEAP expansion phase 2B in 42 districts in 2016 are also currently being enrolled onto the programme.
- **Emergency LEAP Cash Grant** was disbursed to persons who were affected by disasters (floods, rainstorms, tidal waves) in four regions (Brong-Ahafo, Northern, Volta and Western) in 2017. In all, a total of **2,188 beneficiaries were covered.**
- To foster effective collaboration and relationship with the Office of the Head of the Local Government Service, the Ministry conducted four zonal sensitization workshops for all 216 MMDCEs and their Co-ordinating Directors on LEAP operations and processes.
- Under the Ghana Social Opportunities Project (GSOP) with funding support from the World Bank, the LEAP II Programme is currently being developed and this will not only focus on cash transfers to beneficiary households but also include Productive and Financial Inclusion.
- Under the programme, the Ministry implemented a new caterer contracting guideline which required caterers to purchase food items from Local Farmers and Fishermen, including women smallholder farmers. Eight Thousand (8,000) new caterers have been engaged.
- The programme carries out routine monitoring on a daily basis to ensure that caterers adhere to programme standards. In 2019, about 58% of the schools under the scheme have been monitored.
- An amount of GH¢285,304,109.00 was released to clear arrears owed to Caterers from 2015 to the end of 2017. In 2018, an amount of GH¢423,930,000.00 has been allocated by the Ministry of Finance for the School Feeding Programme.
- Through the expansion of the programme, the number of beneficiary pupils has increased by 30% from (1,671,777 to 2,174,000). This means 501,536 pupils have been added unto the programme.
- A national dialogue was held in 2017 with 200 representatives of various disability organizations to discuss disability and related issues.
- 50 stakeholders have been sensitized on mainstreaming the provisions in the Ghana Accessibility Standard for the Built-environment into Ghana's building regulations.
- A document on the framework and strategies on disability mainstreaming in MMDAs has been developed. The provisions in the document serve as a guide to MMDAs on how to include disability issues in development plans.

b) Challenges

1. How to link women to credit facilities to either start or increase their enterprises.
2. The lack of capacity to carry out poverty mapping and targeting.
3. Linking women to other social protection interventions besides the cash transfer.
4. The continuous drifting of women from the rural areas to the urban centers in search of green pastures.
5. Effects of polygamy and female headed households are major setbacks that compound the poverty levels of women.

Way Forward

1. Intensify education and public awareness on issues pertaining to women and poverty
2. Establish advocacy groups to champion issues with regards to women and poverty
3. Link women's groups to financial institutions for credit facilities and skills training
4. Collaboration between government agencies and other service providers to address issues of women in poverty.

2.2 Education and Training of Women

a) Overview of Progress

In spite of notable milestones following years of intentional and targeted education for women in closing gender gaps in the education sector such as affirmative action strategies, gender inequality in education has remained a perennial blot in Ghana and the achievement of equal status in educational attainment by men and woman remains a key national development target. Education and training facilitate the attainment of overall social economic advancement of the people, improvement of their literacy levels, and enhancement of their earning capacity and lower their incidence of poverty. At all levels progress towards gender parity has been inconsistent in the deprived districts of the country.

Special Educational Interventions

School Library in a 'Box'

Boxes filled with books are donated to public schools to encourage the love of reading and improve literacy and critical thinking skills. In addition, training is provided to teachers in the schools such that they can use the books to support their teaching and help the students make the most of the books supplied. 17 schools across three regions have received school library boxes and many others are in line to be furnished.

Mobile Library

The Ghana Library Authority has introduced mobile library project to bring library to the doorstep of children in Ghana.

Let's Get Reading Campaign

This campaign takes on the format of reading sessions at the beginning of every school term with the Second Lady, where children chosen from selected schools across the country gather to be read to. A full day's affair, this is a fun session with children split into groups to read to themselves, write stories, paint, draw and engage in activities that allow them to express themselves. They then share their creative work with the rest of the group. This initiative is run in partnership with reading clubs & foundations as well as book service providers across the country, and volunteer coaches.

Scholarships

Awarded 34 brilliant but needy girls nationwide with the financial support from the ECOWAS gender development centre.

b) Achievements

Ghana's commitment to the Beijing Platform of Action and the Millennium Development Goals (MDGs) highlights the country's commitment to working to improve education for girls. As a result of this commitment, several educational reforms have taken place to address the gaps and

inequities in education at all levels, including the promotion of girls in science which led to a slight increase in women in technical engineering.

Ghana is making efforts to narrow the gender gaps in education. At Primary, the gender parity index of **1.0** in 2017/2018, demonstrates significant strides at the primary level. JHS shows an increase of **1.8%** in the gender parity index from 2016/2017 to 2017/2018. The completion rate for girls (100.10%) at the basic education level far outstrip that of the boys (99.20%). This needs to be sustained through conscious and effective programming.

The government of Ghana is implementing Free Secondary School Education which is offering opportunity for more girls to enrol and attain Secondary Education.

Ghana has developed a Resource Package under the Safe schools initiative to support the education system address School-related GBV including Corporal Punishment in schools.

At the country level, there is the Inclusion Education Policy defines the strategic path for the education of all children with special educational needs.

c) Challenges

In spite of the strides made in closing the gender gap in education, Science, Technology Engineering and Mathematics Education for girls remain a challenge. In spite of all the efforts targeted STEM intervention for girls, attracting and involving females into science-oriented programmes, energy and the engineering sectors remain a huge setback.

There is generally lack of assistive devices for learners with learning disabilities to meet their diverse learning needs for improved and quality learning outcomes within an inclusive education environment.

Way forward

1. Increase media reports on education challenges
2. Scale up the implementation of free education cover kindergarten to primary through secondary level
3. Implement new educational curriculum
4. Increase participation of girls in TVET
5. Development and implementation of 5 year strategic plan to address adolescent pregnancy
6. Continue implementation of scholarship for brilliant but needy girls in science and technical fields
7. Continue implementation of re-entry to school policy for adolescent mothers

2.3 WOMEN AND HEALTH

a) Overview of Progress

Good health of the individual is a critical prerequisite for the enhancement of human development, as a result, the Government of Ghana accords high priority to the improvement of the health status of women, men and children by pursuing policies aimed at reducing the incidence of disease and improving health. The Beijing Platform for Action requires governments to increase women's access throughout the life cycle, to appropriate, affordable and quality health care, information and

related services. Similarly, the government is required to strengthen preventive health programmes, promote and disseminate information on women's health, increase resources and monitor follow-up for women's health. The implementation of the National Health Insurance scheme increases access to quality healthcare for women.

A significant bottleneck and gap that has become quite apparent during this period of review is cancer screening and treatment. Access to cervical and breast cancer screening is limited in Ghana. The entry point for cervical cancer screening is family planning services, with the main method being visual inspection with acetic acid and cryotherapy services for those found to be at risk of developing cervical cancer. Screening by Pap smear is also available in a few family planning outlets in both the public and private sector. Breast cancer screening is also done in a few secondary and tertiary level hospitals. In an attempt to address the issue of cervical breast cancer screening, a cancer board was inaugurated on 9th April, 2018 by the Ministry of Gender, Children and Social Protection.

b) Achievements

1. Family Planning Coverage

Contraceptive prevalence or the regular use of modern contraceptives by women in their reproductive age to avoid unintended pregnancy is at 25% in 2017 (2017 GMHS). One of the main factors accounting for this has been the increase in the number and cadre of human resource base for the delivery of family planning services.

Family Planning observed an increased use of modern contraceptive from 20.3% in 2014 to 36.6% in 2017.

2. Maternal Health

There is a strong political leadership under the 1st lady of the Republic of Ghana in championing efforts at reducing maternal mortality.

During the period (2014-2019) under review, Ghana achieved the following key outcomes in maternal health:

- Mid wife numbers have increased tremendously over the years; the number of midwives nationwide increased from 3,000 to 10,000.
- Deliveries per midwives declined from 82 per deliveries to 66 deliveries in 2017
- More than three-quarters (79%) deliveries happened in public health facilities
- Maternal deaths reduced from 451 deaths in 2007 to 343 per 100,000 live births in 2017.

3. Antenatal, Childbirth and Postnatal Coverage

Access to care in pregnancy has reached almost universal levels in Ghana, with more than nine (9) in ten (10) women currently making at least one contact during pregnancy and 87% making a minimum of four contacts. Medical care for childbirth has also improved considerably over the same period at 79%. This increase has also improved care seeking in the postnatal period with more than eight in ten women and babies currently accessing postnatal care from the formal health sector within two days of delivery.

4. Impact of Increase Coverage to Reproductive health care for women

Two of the major indicators for assessing the impact of reproductive health care for women are total fertility rate and maternal mortality ratio. The total fertility rate stands at 3.9 in 2017. This means that women in their reproductive age are tending to have fewer children thereby reducing

the risk of illness or death that may accompany pregnancy and childbirth. There has also been a decline in the maternal mortality ratio estimates to 310 deaths per 100,000 live births in 2017.

All Childhood indicators show Improvement over the years –According to MICS 2017

- Under 5 mortality rate – 46.4%
- Infant Mortality Rate – 29.2%
- Neonatal Mortality Rate- 18.5%

5. Access to Safe Abortion Services

Ghana made an amendment in the Criminal Code in 1985, decriminalizing abortion and specifying the conditions under which abortion care may be sought. Several years following this amendment, the Ghana Health Service developed a service policy to guide the provision of safe abortion services in 2006 and this was reviewed in 2012 to include medical abortion. Since then safe abortion services are provided as part of reproductive care for women under the provisions of the law, with a strong emphasis on post-abortion family planning counseling and service provision.

6. National Health Insurance Scheme

The National Health Insurance Scheme (NHIS) aimed at providing equitable access and financial coverage of health care services. Active membership is 10.6m people and this figure includes 358,000 indigenes in the exempt category. 95% of the diseases on our list are in the exempt category. It also includes free maternal care services. There were special interventions spearheaded by MoGCSP to freely register prisoners and the elderly which benefits all women within the category.

7. Drone Supply Services

Pilot implementation of Drone supply services for essential health commodities including blood and medicine deliveries to health facilities in far, remote and deprived or hard to reach communities

c) Challenges

1. In Ghana it is possible to be registered for health insurance without being covered. Overall, 79% of women (15-49) are registered with the health insurance, yet 46% are covered.
2. Decline in Ante Natal Care from 87% in 2014 to 81.3% in 2017
3. Skill delivery declined from 57% in 2014 to 56.5% in 2017.
4. Unmet needs of Family Planning Services is high at 30% against the national target of 25%
5. Doctor to patient ratio
 - Slow but steady improvement - 1:7196 population
 - 11% improvement over previous year 2018
6. Stigmatization and Discrimination against PLHIVs remain high in Ghana. At the national level, only 11% of women and 19% of men aged between 15 and 49 years have acceptability attitudes toward PLHIVs.

7. The spread of HIV in Ghana is still undergirded by gender dimensions. Women continue to be disproportionately affected by HIV. Most of these women are disempowered (due to economic, social and cultural factors) in decision-making and lack the safe sex negotiation ability with their male partners to adopt preventive measures such as condom use.
8. Funding remains a key challenge to fighting HIV in Ghana. The country has however developed a resource mobilisation strategy to ensure the sustainability of the national response to HIV.

Way Forward

1. Scaling up of the establishment of health posts under Ghana Health Service community health and planning services (CHPS compound)
2. Efforts by government to reduce mother to child transmission
3. Expansion of Ghana health service community based health planning and services (CHPS) with primary focus on communities in deprived sub-districts and bringing healthcare close to the communities. Increased from 4700 in 2016 to 5421 in 2017
4. Increased media reports and health discussions

2.4 VIOLENCE AGAINST WOMEN

a) Overview of progress

Violence against women is a deeply entrenched phenomena fueled by socio-cultural practices and beliefs, and it manifests at different levels and in varied forms. These include domestic violence, harmful traditional practices, sexual violence and harassment, emotional violence, economic violence, among others. Stigmatization in this area is palpable. This tend to reinforce fear and shame in victims thereby creating a gulf between the number of reported cases of violence and actual incidence and prevalence. 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. The Domestic Violence Secretariat of MoGCSP continues to provide the policy focus whilst the Domestic Violence and Victim Support Unit (DOVVSU) continues to roll out its mandate to prevent, investigate and prosecute all cases involving domestic violence, gender-based violence and child abuse. Between 2015 and 2018, a total of 51,620 cases were reported to DOVVSU nationwide with physical abuse being the most reported form of violence. Additionally, female victims/survivors ranged between 85-80% within the reported period.

Measures and strategies that have been implemented to address VAW/SGBV and results achieved are enumerated as follows:

b) Achievements

1. Conducted and launched a Research Report on Domestic Violence in Ghana
2. DOVVSU has been supported to develop an SGBV data management system (DODMAS) to churn out credible and reliable data/statistics to inform and facilitate SGBV programming, response and prevention and evidence-based advocacy.

3. Ghana launched the AU campaign to end Child Marriage in 2016 and has developed a costed National Strategic Framework on Ending Child Marriage with an operational plan.
 4. National dialogues have been held with major stakeholders and identifiable groups, including traditional leaders, FBOs, as well as the media to enable them use their platforms to engender discussions on issues of Child Marriages.
 5. Established the Child Marriage unit with specific budgetary allocation.
 6. Created Facebook page (Ghana Ends Child Marriage) and Twitter (@ChildMarriageGh) accounts to engage audiences with the right information using the #GhanaEndsChildMarriage. The coverage is currently over 30, 000, with more people who continue to visit the page by the day.
 7. Two high level sensitisation meetings and dialogue sessions with paramount chiefs and queen mothers, Pastors, Imams and Traditional Rulers from across the country on early marriage, female genital mutilation, obstetric fistula and issues of Domestic/Gender- Based Violence.
8. In the area of Human Trafficking, the following have been achieved:
- Passed the Human Trafficking Regulations (L.I.2219) in 2015.
 - National Plan of Action on Human Trafficking and implementation plan in fighting the menace in Ghana.
 - Created Human Trafficking Fund
 - Renovation of shelter facilities which has since provided support service to 159 rescued child victims, including migrants' girls to the gulf states and reintegrated and 7 adults.
 - One witch Camp in the Northern Region known as the Buyansi was closed down in 2014.

c) Challenges

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

- Family interference in domestic violence cases.
- Strong influence of tradition and cultural practices impede on programing intervention in response to traditional practices such as Female Genital Mutilation (FGM), Widowhood rites, as well as some women accepting beating as a sign of love and affection from their husbands or partners.
- Lack of essential support services – including lack of shelters for abused women and girls
- Inadequate institutional capacity and the requisite skill sets to provide essential support services to victims
- The lack of awareness of the law enforcement institutions available to provide welfare, policing and justice services.
- Lack of effective coordinating mechanisms to provide the strategic frame for reporting, referrals and social support services.
- Funding challenges

Way Forward

1. Training and capacity Building
2. Strengthen inter-institutional coordination to provide multi-sectoral response

3. Community awareness and knowledge sharing through continuous sensitization on violence issues
4. Forge synergies in intervention efforts
5. Strengthen victim response for delivery of quality of services to survivors
6. Advocate for institutional enforcement of their mandate
7. Monitor and track case progress to inform interventions

2.5 WOMEN AND ARMED CONFLICT

Overview of progress

Ghana, to a large extent is a peaceful country. There had been some rare occasional armed conflict in few communities and as expected women and children have suffered the consequences. There had always been prompt response from the security agencies and National Disaster Management to restore peace and relief. It is worth mentioning that generally there has been significant improvement for women in the security sector with the appointment of the first female Brigadier General in 2016. Ghana has developed the second National Plan of Action (GHANAP 2) to comply with women peace and security commitment for countries. The security agencies including security focus CSO's were part of the development of the action plan.

Achievements

The Kofi Annan International Peace Keeping Training Centre continues train an average of 100 professionals on Gender, Peace and Security every year. Approximately 500 professionals have passed within the reporting period.

The Ghana Police Service has developed a gender policy to mainstream gender in their operations and administration.

The Bureau of National Investigations has also established a gender office with a senior officer as the head. This agency currently has 52% women of the total staff population.

The Ghana Armed Forces has a total number of 28 top military observers in the various UN peace keeping missions. Out of this number, 5 are top female military observers, representing 17.8% of the total number of observers. This exceeds the 15% female participation in peace keeping operations advocated by the UN.

The percentage of women in Ghana Armed Forces has increased to 14.9%.

Challenges

Female staff inclusion in security services operations remain a challenge.

2.6 WOMEN AND THE ECONOMY

Overview of progress

Ghana in recent times has been ranked highest globally as the country producing the most female entrepreneurs, with an estimation of about 46.4% according to the Mastercard Index of Women's Entrepreneurship (MIWE). The rising figures of female entrepreneurs are propelling business innovation in emerging markets. This shows that the entrepreneurial activities of women are the anchors of economic growth and development in the country.

Despite the existence of challenges, women in Ghana are overcoming hindrances and thriving in their various ventures. According to the Mastercard Index of Women Entrepreneurs, women in Ghana own almost half of all businesses in the country.

The increase of women in entrepreneurship has contributed tremendously to the economic development of Ghana. Ghana was recently rated the fastest growing economy in the world according to the latest report of the International Monetary Funds, with a predicted growth of 8.8 percent for 2019. Apart from a dominating oil sector, this growth was also propelled by thriving agriculture and manufacturing sectors in which women play an active role. Women entrepreneurs continue to strive hard, despite numerous disadvantages such as lack of capital and unfavourable working conditions.

Achievements

- The country has passed a Legislative Instrument to establish the National Youth Employment Programme to provide the needed skills through training and internships for unemployed youth to make them employable.
- Livelihood Empowerment Against Poverty (LEAP) cash transfer programme provides cash grants for a total of 1,781,877 beneficiaries out of which 977,012 are females representing 56%.
- Labour Intensive Public Works (LIPW) provided short term employment to 167,636 poor persons in over 1,120 communities in 60 districts. 61% of the beneficiaries are females.
- Productive and Financial inclusion seeks to provide technical vocational and business management skills as well as small grants and start-up capital for livelihood activities for LEAP and LIPW beneficiaries. 7,072 LEAP and LIPW beneficiaries (95%) are females.
- Microfinance and Small Loans Centre (MASLOC) which was set up by the government to provide microfinance to facilitate poverty reduction, job creation and wealth for small businesses has granted micro-financial support to beneficiaries to enhance their business. Out of a total amount of GHS 29,719,050 (USD 5,943,810), 24,582 of beneficiaries were women representing 87%.
- The government has initiated a Nation Builders Corps (NABCO) programme aimed at addressing graduate unemployment to solve social problems. The focus is to bridge the personnel capacity gaps in public service delivery in health, education, agriculture technology, governance and drive revenue mobilisation and collection. The programme has since enrolled 100,000 unemployed graduates.
- The country has initiated Planting for food and jobs initiative to promote growth in food production and job creation in Ghana. The programme has since 2017 created 745,000 jobs.

Challenge

- Financial literacy remains inimical to women entrepreneurs
- Credit and high lending interest rates for SMEs
- Gender-discriminatory conditions hinders women for accessing loans and credit facilities.

Way Forward

- Microfinance and Small Loans Centre (MASLOC) should sustain giving of loans to women without collateral
- Scale up training of women and girls in technical and vocational skills
- Build capacity of women in digital marketing and sales

2.7 WOMEN IN POWER AND DECISION MAKING

a) Overview of progress

Women are gradually increasing in number at decision making levels. Though progress is slow, there has been some remarkable improvement with an increase in the numbers. No laws limit participation of women and/or members of minorities in the political process. Women, however, held fewer leadership positions than men, and female political figures faced sexism, harassment, and threats of violence. Cultural and traditional factors limited women's participation in political life. For example, the government-recognized National and Regional Houses of Chiefs inducted no women as members, although some regional chieftaincy bodies recognized affiliated Queen Mothers and Female Chiefs.

Women's participation in the 275-member parliament increased by 2.5 percent in 2016, with 37 women winning parliamentary seats. Presidential candidates included one woman and one person with a disability. Reports indicated female candidates received substantially less media coverage than their male counterparts. (2017 Country Reports on Human Rights Practices: Ghana)

b) Achievements

1. Out of a total of 36 sector ministers appointed in 2017, 9 are female ministers compared to 6 in 2013.
2. Out of the 5 Ministers of State at the presidency appointed in 2017, 2 are females.
3. Ghana has deployed 56 Ambassadors abroad in 2019. Out of this number, 24 are females representing 42.85% as against 41% in 2017.
4. Out of 25 members of the Council of State, 5 are females since 2017.

c) Challenges

1. Social ostracism of women in public space
2. Fear of public ridicule and intrusion into women's private life
3. Financial obstacles for women in Politics at all levels due to monetization of politics
4. Patriarchal norms

Way Forward

1. Intensify sensitisation of women to ensure meaningful participation of women in politics
2. Advocacy for the passage of the Affirmative Action Bill into Law
3. Foster strategic partnerships with the Media to create space for female aspirants and become champions for female candidates.
4. Develop gender and elections strategic framework and action plan

2.8 INSTITUTIONAL MECHANISM FOR THE ADVANCEMENT OF WOMEN

a) Overview of progress

In January 2013, pursuant to Executive Instrument (EI 8), the Ministry of Gender, Children and Social Protection (MoGCSP) was created to replace MOWAC placing social protection and welfare within mainstream governmental policy direction alongside issues of gender and children. This led to an expansion in the mandate of the Ministry, representing Government of Ghana's vision of creating an all-inclusive society through the provision of sustainable mechanisms for the protection of persons living in situations of extreme poverty, vulnerability and exclusion.

Since its creation and more especially from 2015 MoGCSP has initiated a number of projects and policies to advance the course of women. The activities of the ministry has encouraged a lot of institutions to develop gender policies including the security and energy sectors. There is increased awareness on gender equality in the country.

There is also better collaboration with the development partners and civil society to the extent that there is a quarterly meeting with our partners to assess the work from both sides on gender equality under Gender Equality Sector Team.

Also, CSO's are most of the time members of planning committees for our key and big events like International Women's Day and preparation of statements for CSW and other international conferences.

b) Achievements

1. The institutional mandate of Ministry was expanded with renaming from Ministry of women and Children (MOWAC) to Ministry of Gender, Children and Social Protection (MoGCSP) in 2013.
2. MoGCSP in May, 2015 launched the National Gender policy; this is to help in mainstreaming gender equality concerns into the national development processes by improving the social, legal, civic, political, economic and social-cultural conditions of the people of Ghana particularly women, girls, children, and the vulnerable and people with disabilities.
3. In 2016, the Ministry of Gender, Children and Social Protection launched a five year strategic to redefine the country's strategic direction, policy goals and objective and strategies based on its mandate. The plan serves as guide to align the ministry's operations with national development policy framework consistent with international gender and development goals.

c) Challenges

1. Limited institutional capacity to collect, compile and analyse gender data and statistics relating to inclusive development and measurement of progress towards achievements of national and international goals.
2. Weak inter-institutional and multi-sectoral coordination of national gender response and efforts.

3. Poor synergies in national strategies addressing gender equality, women and girls empowerment issues.
4. Resource constraints
5. Non-alignment of sectoral policies, plans and programmes to the national gender policy and the related strategic implementation.

Way Forward

1. Develop institutional capacity building action plan
2. Strengthen the M&E of the Gender Ministry capacity in gender data, gender statistics, gender information, gender analysis and gender-sensitive planning
3. Train sector Ministries, Departments and Agencies on gender mainstreaming
4. Partnerships between government and private sector to support institutional capacity
5. Support the development of gender policies, related plans and programmes at the different sector ministries and agencies.

2.9 HUMAN RIGHTS OF WOMEN

a) Overview of progress

Ghana has adopted a number of Human rights initiatives and activities in response to domestic violence, human trafficking, sexual harassment and other inhuman practices. Both national and international human rights groups operate in the country without restrictions.

b) Achievements

1. Special units have been created under the MoGCSP to lead activities in domestic violence and human trafficking.
2. Ghana recognising the need to synergize efforts of various institutions for greater impact, tasked three state institutions namely, the National Commission on Civic Education, Domestic Violence and Victim Support Unit, and Ministry of Gender, Children and Social Protection (NCCE, DOVVSU, and MoGCSP respectively) to collaboratively address key gender-based issues.
3. The Commission on Human Rights and Administrative Justice in Ghana has trained all its regional, district directors, investigators and key management staff totalling 220 on HIV and Human Rights to respond to Stigma and Discrimination complaints by PLHIVs. It has since 2018 developed a six-module e-learning manual on HIV Stigma and Discrimination for all staff nationwide for continuous self-learning and capacity development.
4. DOVVSU unit of the police, the NCCE, CHRAJ, and MoGCSP are working together to empower and sensitize girls and women on social protection and issues that matter to social inclusion.

5. As part of the promotion of menstrual rights among young girls in schools, government also reversed an earlier decision that targeted an upward taxation of imported sanitary wares and sale of menstrual pads. (28% tax on sanitary pads).
6. The closure of Witch Camp and family reintegration brought back the rights to life and dignity of 55 women inmates who were freed in 2014.
7. The Social Protection Single Window Citizens Service has been established with a single window call centre (Help Line of Hope) to receive complaints through a toll-free number. It has since helped to rescue a number of girls from child marriage and has received calls to intervene in abuse and child maintenance cases.
8. There has been a percentage increase in the Common Fund to PWDs to 2.5%. Government in May 2019 released \$2.5 million to address disability issues.
9. A structural accessibility design policy had been launched since 2016 to ensure disability friendly access in all buildings and public places.
10. There is freedom of movement hence migrant workers enjoy their basic rights without any violence. Many of the internal migrants (rural-urban migration mostly for economic reasons) engage in commercial activities in the centre. Others are trained and equipped with skills by NGO's and FBO's to ply their trade. There is also the opportunity for those who want to return home to continue the skills acquired in the cities. The Government of Ghana contracted \$156 million loan facility from the World Bank in 2014 for education and procurement of sanitary pads in high schools.

c) Challenges

1. Sexual harassment especially remains a challenge at both public and private institutions and leaders of institutions have been encouraged to enforce anti-harassment regulations.
2. The inability of government to close down all witch camps and to reintegrate women back to their families and society is a major challenge.
3. Child trafficking has been a challenge to the full realization of the rights of women, children. Most of the young girls promised jobs in the Gulf States are trafficked on an annual basis.
4. Despite the presence of CHRAJ and N.C.C.E, it is obvious that they are not up and doing in terms of sensitization hence the information on the rights of women do not go to the people.
5. Domestic violence and harassment of diverse forms at work is inhibiting women from voicing that their rights are trampled upon. While efforts are put in place to address challenges of domestic violence and workplace abuse, victims fear to report for reasons of higher punishments.
6. Limited opportunities for open and engaged discussions on menstrual rights and hygiene is a challenge to social cohesion and inclusion.

7. Inadequate government-supported, community-based mental health services including housing, healthcare, and medical care
8. Low budgetary allocations are a challenge to the operations of most of the institutions involved in gender empowerment. While the budgets allotted are low, it hardly gets to the institutions early in time for them to work.
9. The biggest obstacle was a lack of adequate funding, which resulted in low salaries, poor working conditions, and the loss of many of its staff to other governmental organizations and NGOs.
10. Threats on CHRAJ staff on several occasions during investigations into witchcraft accusations in the Northern Region.

Way Forward

1. Increase sensitisation on human rights and laws
2. Ensure enforce of laws

2.10 WOMEN AND MEDIA

a) Overview of progress

Women's immense contributions to national development of democratic space, the media continue to help in protecting women's concerns and issues. These included institutional arrangements that enable the media to promote democracy and women empowerment.

The introduction of digital Television (TV) has seen a lot of women involved in news reporting, news casting and as hosts. Two prominent TV stations have only women panels on specific days which helped to increase visibility of women in media discussions on topical issues.

The Association of Women in the Media (ASWIM), an all-female affiliate of the Ghana Journalists Association (GJA) was relaunched in 2018, which is aimed at recognising the works of female journalists across the country to forge a united front and bring about change on the Ghanaian media landscape. The launch was held on the theme, "Ghana's development needs, and strategic contributions from women in the media.

b) Achievements

1. The number of legislative and policy interventions such as the Ghana ICT Policy for Accelerated Development, has yielded a number of positive results in the media landscape for women. Under this Policy, the Ghana Investment Fund for Electronic Communications (GIFEC) had been created to facilitate the provision of internet connectivity and ICT infrastructure to the underserved and un-served areas of the country.
2. The Girls in ICT Project continue 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 technology innovation and artificial intelligence.

c) Challenges

1. Although the media landscape in Ghana has generally improved women's representation, gaps still exist. There is under-representation of women in the media space compared with men.
2. Poor media reportage on minority groups, the vulnerable and the excluded in society; who are mostly women and girls.
3. Women and girls in the rural areas still have limited access to television and telecommunication services. This is exacerbated by poor digital and radio signals.
4. Media sexism and stereotypical representation of women remains a setback in the media landscape. This is a results of the gender biases and prejudices in the media which often project women in negative stereotypical roles.

Way forward

1. Continue to encourage girls to pursue ICT programmes
2. The re-inauguration of Women in Media will sustain the visibility of women in the media
3. The MoGCSP shall continue to collaborate with the media in promotion of gender equality and women and girls' empowerment

2.11 WOMEN AND THE ENVIRONMENT

a) Overview of progress

Climate change issues are of utmost important to the government of Ghana and there are efforts in place to tackle the issue.

b) Achievements

1. A Gender and Reducing Emission from Deforestation and Forest Degradation (REDD+) Road map was developed to mainstream gender considerations into the forestry sector, paying special attention to REDD+ processes. It aims to give both men and women equal opportunities to access, to participate in, contribute to, and henceforth benefit from various REDD+ policies, and programs, hence, contribute to environmental and social sustainability.
2. Banned illegal mining for almost 2 years to improve pollution of the environment especially farm lands and water bodies
3. Mining companies challenged to reclaim lands they have mined on.

c) Challenges

1. Affordability of improved energy sources.
2. Illegal mining still ongoing despite efforts by government to eradicate the menace.

2.12 THE GIRL CHILD

a) Overview of progress

Ghana has a Child and Family Welfare Policy (2015) ⁷that outlines the varied challenges that children across the length and breadth of the country face. It equally has proffered antidotes to the identified challenges, numbered among them are: improve quality of services for children and families; improve inter-sectoral coordination of interventions related to child protection and family welfare; better enforcement of policies to protect children from child trafficking, streetism, and

⁷ Voluntary national review of the sustainable development goals (2019)

exposure of children to harmful online content⁸. More so, the government of Ghana in 2016 adopted a strategic framework for ending child marriage, seeking to uproot the practice within the boundaries of Ghana.

The country continues to make considerable progress at attaining gender parity in education, particularly at the lower educational levels. Gender parity has been achieved for instance at the kindergarten, primary and junior high school (JHS) levels. However, it has not been achieved at senior high school (SHS) levels, but has seen improvement— it has risen from 0.86 in 2012/13 to 0.94 in 2015/16. This is an indication that the number of girls in SHS is catching up with the number of boys at the same level of education⁹.

b) Achievements

1. A total of **8004** varied scholarships had been awarded to girls from parts of the country over the period of 2014 to 2018.
2. Capacity-building for Girls' Education Officers (GEOs) and other stakeholders on the GES/GEU's guidelines on the Re-Entry of teenage mothers into school after their childbirth.
3. Rolled out Comprehensive Sexuality Education programmes.
4. **Food Ration support** to help retain girls in school till they completed JHS. This has since been converted into money and stipends through digital access.
5. Five-Year Strategic Plan for girls' on STEM education.

c) Challenges

1. School-related and Gender-Based Violence including early marriage (SRGBV/DV) remains a critical challenge for many girls. These incidences affect girls' participation, progression and achievement in schools.
2. Limited or no concrete support services exist in Ghana for victims and survivors of SRGBV/DV.

Way Forward

1. Continue to support partners to undertake programmes in favour of the girl child.
2. Increase the number of Girls' Vocational Camps.
3. Strengthen capacity-building programmes for Science, English Language, Mathematic and Social Studies teachers.
4. Enforce the laws and implement policies on the girl child.
5. Expand the comprehensive sexual education programme.

SECTION 3 – OTHER DATA AND STATISTICS

UNFPA is demystifying fistula and restoring dignity in women

⁸ MoGCSP's Medium Term Expenditure Framework, 2019-2022

⁹ Voluntary national review of the sustainable development goals (2019)

UNFPA, through its family planning programs and products, has helped avert 83,999 unintended pregnancies, avoided 29,588 unsafe abortions and prevented 181 maternal deaths.

UNFPA emphasizes family planning as crucial to preventing unnecessary maternal mortality and other preventable morbidities and complications, such as obstetric fistula.

The UNFPA also facilitated the distribution and receipt of Sexual and Reproductive Health (SRH) and Rights (SRHR) information to over twelve hundred adolescents. Over 320 adolescent girls, located in refugee camps, received additional information on Sexual and Gender-based Violence (SGBV) and Ghana's Legal Framework on sexual abuse. UNFPA advocates ending the causal risk factors of obstetric fistula, such as child marriage, gender inequality and inequity, along with harmful practices such as Female Genital Mutilation (FGM).

In September 2018, UNDP supported the Government of Ghana to launch the Ghana SDG Indicator baseline report. They continue to be a strong partner of the MoGCSP and has supported the discourse in developing the Affirmative Action Bill.

SECTION 4 -EMERGING PRIORITIES FOR GHANA

The Republic of Ghana since submitting Beijing +20 report has continued to work hard to chalk some significant progress in the plan of Action for Implementation of Beijing platform for Action, at all levels of governance in respect of gender equality and the empowerment of women and girls. In order to advance the course of women and girls in the country, the following is Ghana's future outlook:

1. Planting for Food and Jobs
2. Stimulus Package for distressed industries
3. One District, One Factory
4. Zongo Development Fund
5. National Entrepreneurship Programme
6. Free Senior High School
7. National Identification Scheme
8. National School Feeding Programme
9. Ghana Beyond Aid
10. End child marriage
11. Reduce teenage pregnancy
12. Implement strategy to mainstream gender in climate change programme