

QUESTIONNAIRE

OVERVIEW OF TRENDS IN ACHIEVING GENDER EQUALITY AND WOMEN'S ADVANCEMENT

In Ghana, since the declaration of the International year of women in 1975 and also the establishment of the National Council on Women and Development, Ghana's Machinery on Women, remarkable progress has been made towards addressing both practical short term needs and strategic long term needs of women. The NCWD formulated a ten and fifteen year plan of action towards the advancement of women in 1975 and 1985 respectively. This plan of action identified activities to be undertaken in the areas of education, employment, health and legislation in Ghana. Since after the fourth World Conference in Beijing, China in 1995, a consolidated National Plan was developed based in a review of previous year plans of action, the Nairobi Forward Looking Strategies for the African and the Global Platforms of Action and Declarations and or other international conferences such as the World Summit for Development, the International Conference on Population and Development, the City Summit on Habitat.

The Ghana Plan for Action for implementation of the Beijing Platform following priority areas considered very crucial in ensuring socio-economic and political emancipation of women and towards the fulfilment of the goal of gender equality and advancement of women.

- Poverty and Economic structure
- Education and the Girl Child
- Health and Environment
- Power-sharing and decision making
- Violence, Peace and Human Rights

Media

the Advancement of Women.

media.

The Plan for Action indicated strategies, expected targets and responsible organisations and collaborative partners, soon after Beijing a brief on the Beijing Conference, the Beijing Declaration and the Platform for Action of concern was submitted to Cabinet. Government accepted the report and indicated its commitment to the implementation of the Beijing Platform of Action. Appropriate programmes and projects were designed to implement the recommendations within the Ghanaian institutional environment in order to enhance Ghanaian capacity to develop their full potential. Examinations of such programmes are poverty alleviation programmes, micro-credit facilities for women and educational and legal reforms.

A lot have been achieved in the area of gender equality and advancement of women since after the Beijing Conference. The Government of Ghana demonstrated its commitment towards the implementation in many concrete ways.

First, the National Machinery on Women and Development (NCWD) organised a two day workshop to gain consensus on a draft 15 year Plan of Action for implementation of the Beijing and the African Platform for Action. The Plan of Action covered strategies for implementation of the Beijing and the African Platform for Action.

It also identified Ministries and key sectors responsible for implementation of the Plan of Action and specific actions.

Secondly, the Government of Ghana, Nana Konadu Agyeman-Bawings to draft an Affirmative Action Policy for women. The proposal was accepted in principle by government in 1995. The policy provides for 40% representation of women in all decision making bodies. The proposal was accepted in principle by government in 1995. The policy provides for 40% representation of women in all decision making bodies.

The Commission on Gender Equality (CGE) was established in 1997. It is an independent body which considers and studies proposals and issues a statement of policy and systematic and sustained implementation of Action towards equality of rights and opportunities for women in Ghana. AS such, Government hereafter shall be guided by the recommendations for Affirmative Action provided a set of guidelines on the various aspects of Affirmative Action for women in Ghana.

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that at the local level, District Assemblies have 30% representation of women. To achieve this target, the National Commission on Civic Education (NCCE) will be charged to create the necessary awareness on the importance of women offering themselves as candidates whilst at the same time embarking on a campaign to educate the electorates on the election of more women to such places as Parliament, District Assemblies and Unit Committees. In pursuance of these, the National Machinery (NCWD) will be resourced to implement the Commission's efforts in the creation of political awareness amongst women to enable them take advantage of the choices and opportunities available to them.

Another major achievement towards gender mainstreaming is the development of a gender policy document and a strategy framework for reducing gender

discrimination. The need for a gender strategy for development framework cannot be over emphasized. The gender strategy policy in the process of being finalised. As a result of this initiative, other agencies such as health, Education, Agriculture, the Trade Union Congress, Services Commission are developing Gender policy documents in their respective sectors drawing from the Board policy guidelines and strategy framework. A National Gender policy document is also being developed.

The Gender policy document will guide all development partners in development to coordinate and integrate gender issues in their programmes and activities.

In addition, the Government has been successful in mainstreaming gender issues in its various policies and programmes. The Government has also been successful towards establishment of a gender management system which is being implemented by the National Machinery and other agencies. The Government has also been successful in mainstreaming gender issues in its various policies and programmes. The Government has also been successful towards establishment of a gender management system which is being implemented by the National Machinery and other agencies. The Government has also been successful in mainstreaming gender issues in its various policies and programmes. The Government has also been successful towards establishment of a gender management system which is being implemented by the National Machinery and other agencies.

Another major achievement is the commission of a research study on the nature and incidence of violence against women. The Research findings and a case study on violence against women are ready for dissemination to the wider public. A lot of awareness has been created. Women and children who are harassed or treated violently are openly talking. The print and electronic media have also been instrumental in this regard.

MEASURES

emonstrated it's commitment towards the Plan of Action aimed at improving the eral and rural women in particular, by its

FINANCIAL AND INSTITU

The Government of G Implementation of the

Government's allocation of an amount of 216.4 million Cedis under the 1995 Budget, Women Community and Development project to enhance women's economic status. Government also made available an amount of one billion (1,000,000,000.000) Cedis under the rural finance scheme through

and groups, including study and registered financial institutions to women

able for feasibility study and Africa Women Bank (Ghana) to women. Another one billion Cedis was

for start-up expenses to limited aimed at enhancing women's access to credit and their eco

and Government under the 1995 Budget. The subsequent Budgetary allocat

the National Machinery for 1997, saw some improvement. With the introduction

of the new Budget system, the National Machinery budget comprehensively

three years and was allocated a total sum of 299 million Cedis towards

implementation of programmes and activities for 1999. On the issue of cre

facilities for women entrepreneurs, efforts were made to link women to tr

traditional banking systems and various rural banks. Specific credit scheme

of Action to mitigate the Social Cost of Structural Adjustment. Ministry for Women

Development (ENOWD). Today credit facilities avail

the Bank of Ghana. Credit scheme for women Entrepreneurs, National Board

for Small Scale Industries, Business Assistance Fund, Cur savings

credit Bank to be set up by the 31 December Women's Movement to

support women international and bilateral donors have contributed financially

towards implementation of the Beijing Platform for Action. UNDP and WHO

sponsored a research on the nature and incidence of Violence Against Women

to a tune of about 80 million Cedis. UNICEF sponsored the translation and

printing of the Beijing Platform for Action in five local dialect to a tune of about 20

year International Wor sponsored a number Commission on the S Population Conference

The Government has established a more clear-cut Administrative framework for handling women's affairs. The National Machinery on Women and Development is placed at the highest level possible in within the Government Machinery of Governance. NCWD is under the office of the president and has direct and indirect linkages with key Ministries, Departments and Agencies as well as with Non-governmental Organisations. At the apex of Administration within the Executive Arm of Government, an officer is charged with the responsibility of handling women's affairs. The officer links up with a permanent Desk at the NCWD Headquarters to deal with the implementation of the policy on Affirmative Action. All Ministries, Departments and Agencies are mandated to create women's desk or focal persons to ensure that prompt action is taken on issues on implementation of Affirmative Action on a nine-member committee on Affirmative Action is being constituted.

arked on a serious effort of planning for the future the nation envisages.
on 2020 Ghana development policy framework aims at achieving gender

r management system to monitor how gender is being mainstreamed
ernment sector policies will also be established with support from the
wealth Secretariat.

ement through the UNFPA formulated in October 1997. In 1998, the

with NGOs identifying priority areas and

monitoring and allocating resources for imple

addressed are poverty reduction and access to credit

decision making and women in health

of the National Machinery and Health

incorporates recommendations from Government and NGO

es which met to develop action plans on selected areas of

All Ministries are in the process of mainstreaming gender in their policies

Ministry of Health

priority are
educat
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vasectomy are being promoted vigorously through use of male dominant activities. The Ministry is promoting adolescent health clubs.

dominant social

Policy, the National Reproductive Health Policy, the National Adolescent Health Policy, and the National Family Planning Policy. The Ministry is promoting adolescent health clubs.

Notable 2002-2003

The Ministry of Health has regularly held bi-annual conferences for service

providers from the public and private sectors as a

established Regional Resource teams for reproductive health have been

productive health service

s, comprising physicians,

from all the regions have

cross-sections of media personnel have

feeding promotion.

ic and private sectors have received in-

a focus on Inter-Uterine device (IUD)

onal Healers have been trained in safe

respectively.

ceive attention.

g prepared. A number of NGOs and

ed programmes dealing with practical matters. Government has also

-free medical care schemes for elderly people which became

in 1998

trained to function in the regions and to

providers in the districts. About 350 health

providers from

been trained in lactation manage

also been given an update on b

Over 1000 nurse midwives from

service training in family plan

insertion.

A significant number of TBAs an

motherhood skills and infection c

Issue of elderly people have beg

A national policy on the aged

have

just

one

COALITION ON GENDER

There is also a Gender Coalition that seeks to secure the support and commitment of policy makers, opinion leaders programmers on the Affirmative Action policy developed as a Post Beijing activity. It also supports on-going

en and girls with specific reference to their opportunities, inheritance, marriage, divorce, tenure, harmful traditional practices, sexual violence that intensive advocacy and lobby since of Female Genital Mutilation in the country. intensify the efforts to achieve the effective unity levels.

in order to protect the right health, economic and personal ownership of property violence. A positive example the ICPD and Beijing led to Further advocacy is needed implementation of laws at the

WOMEN IN DECISION MAKING

of the participation of women at national and international levels have increased

in ODA Row Department for namely the National Council

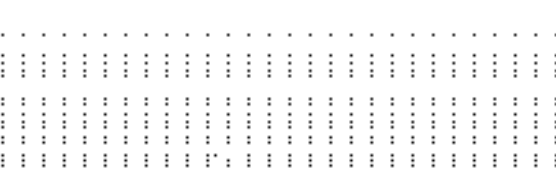
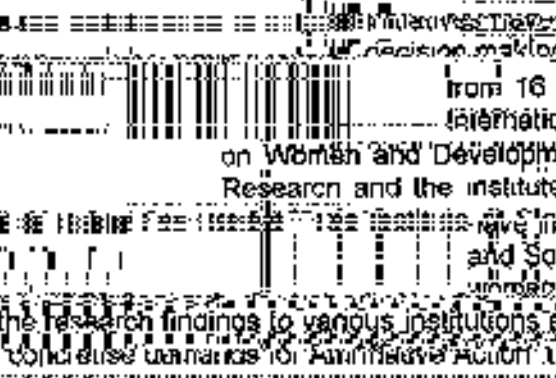
Economic Commission (GIMPA)

for research on the situation of women in decision making

development relevant training

of NCWD needs and NCWD disseminated the research findings to various institutions

will also serve as a major sensitization and advocacy endeavour



Under the same programme, NCWD has set up a documentation centre. With

management information system will be set up to further disseminate gender and

development data to enhance its mainstreaming efforts and disseminate best

practices of women with leadership qualities of the grassroots level

A programme of interaction between adolescents and women's groups which

begin to identify acceptable modalities for delivery of reproductive health

education as part of school curriculum is to cover all into the Women in Public

and they will serve as peer advocates

**IMPLEMENTATION OF CONVENTION ON THE ELIMINATION
OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN**

A National Sub-Committee on CEDAW

to monitor the implementation of
women's rights. The implementation of
CEDAW is being monitored in
collaboration with other human rights bodies such as the
Committee on Economic, Social and Cultural Rights and
Administrative Justice.

the implementation of the Convention
the Affirmative Action as well as
collaboration with other human rights bodies such as the
Committee on Economic, Social and Cultural Rights and
Administrative Justice.

THE ECONOMY AND POVERTY ALLEVIATION

Ghana Government continues to implement pilot programmes in
beneficiaries have access to revolving loans on soft terms for
activities such as oil processing. A holistic programme approach
such as health, education and reproductive health
family well-being, business management, non-formal education, sheltered
facilitated in collaboration with relevant agencies. The objective is to enhance
beneficiaries' ability to make informed life choices. These projects are funded by
Government of Ghana and the United Nations Fund for Population Activities.

A survey has indicated that although many of the beneficiaries have
menopause and outside the reproductive age, as group
information themselves, they have

the being critical areas of concern is financial, human and material
allocation.

This challenge was met with support from some donor community
UNFPA, WHO, UNICEF and UNPA to augment Government's
allocation.

2. The human resource constraints are being resolved. Staff who
result of poor conditions of service have been replaced. The National
NGOs at the regional and district levels to reach

about men and women and ensuring gender balance in development.

available.

capped.

sms.

programme, a gender working

ensure that programmes are

digitalization based on social

eliminate some of the main causes

levels global, international

individual levels

ensure that the benefits of economic

distributed equitably to forestall further

with the AIDS pandemic, the

deeper, more serious and

global debt which is crippling

LIVES

of Population and Development

Against Women

- Make poverty reducing technologies

- Improve the position of women and t

- Improvement in social development t

o ensure that poor women benefit from

group working group has been establish

gender sensitive and meet the needs o

The ending all forms of discrimination

status, gender though would go a long

of poverty remains a major challenge.

Fulfilling such a task will require effort

nationalism regional, community and a

Another equally difficult challenge is h

and social growth and development an

impoverishment of the poor and power

How can we prevent further impoveris

to inner city problems, environmental degradation,

conflict and even nuclear war and the mounting

poorer countries.

COMMITMENTS TO FURTHER ACTION AND

1. Implementation of the International Co

Declarations and Commitments and Plan of A

2. The Vienna Declaration on Human Rig

3. The African Charter of people and Hun

4. The CEDAW Convention

5. The UN Declaration on Elimination of A

6. The World Summit for Social Develop

AR 2000

Elimination of all
ic laws of

ment planning as essential components

5 health delivery system.

the optional Protocol to CEDAW

T AND EQUALITY

political progress in the years ahead.

ce now underway in Ghana, al
esponds more to the public demands for
and sanitation services at the top.

der cause itself, women's issues are on the
agenda. The Government is fulfilling its

le at various international fora concerning the development of
s rights are being recognised as Human Rights. The Ghana
um term programme addresses issues of gender and
Women's specific needs. The Constitution of Ghana affirms equal

FURTHER ACTIONS AND INITIATIVES TO BE TAKEN IMPLEMENT THE PLATFORM FOR ACTION BEYOND

- Incorporation of the remaining articles of the Conven
Forms of Discrimination not yet incorporated into the
Ghana.

- integration of population tre
of Ghana's population polic

- Integration of reproductive

- The adoption and implement

VISION FOR WOMEN'S ADVANCEMENT FOR WOMEN IN THE NEW MILLENNIUM

We can envision enormous so
There are positive changes in
democratic government which
have services of which educat

Another fundamental shift

commitment to women's advancement
Women
Vision 2020

JOY OF

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girls/women
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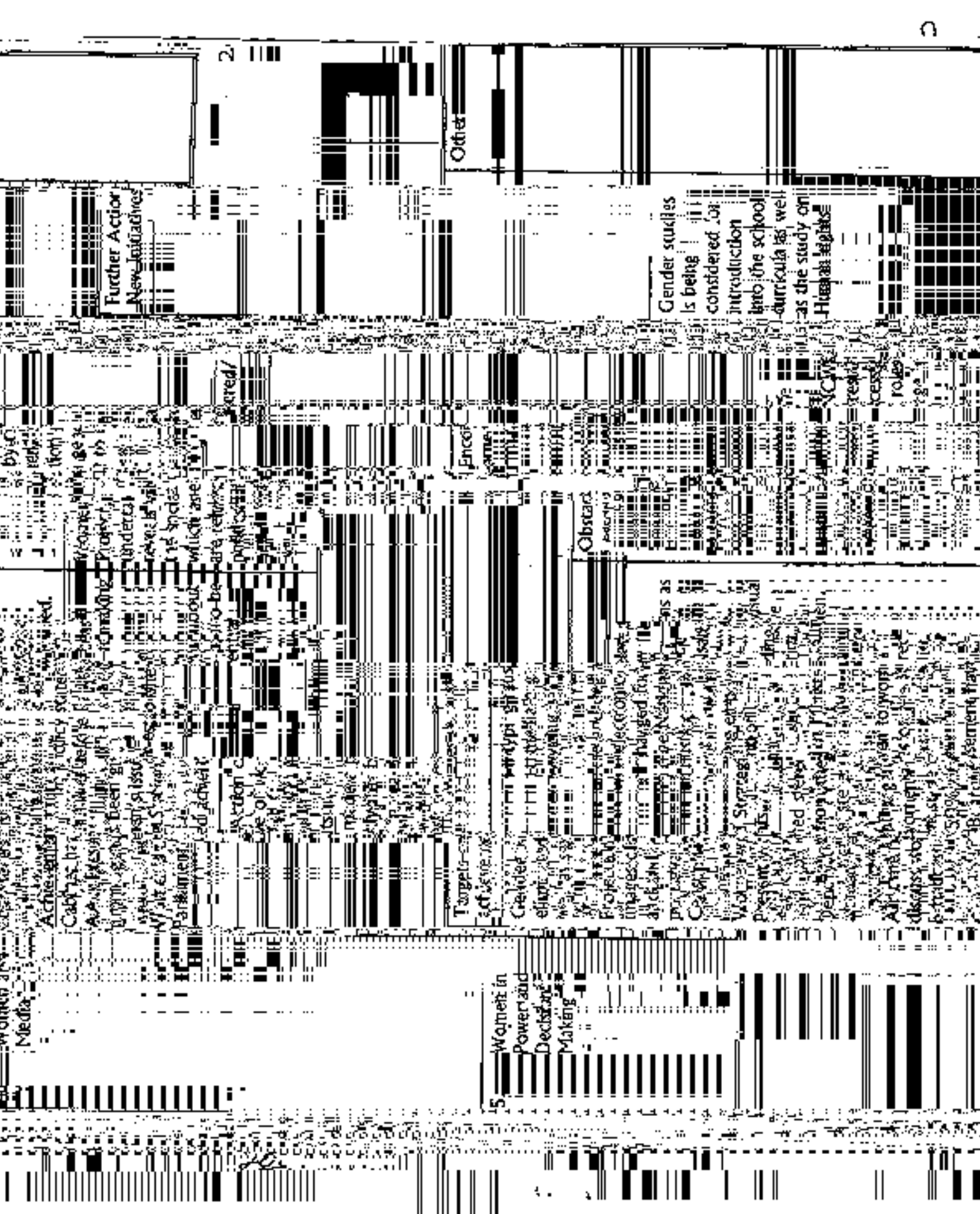
per Actio
Initiative

LATFC

Acies Encou
res Learned

Other

Lessons Encountered/ What Was Learned	Further Action New Initiatives	Other
<p>Environment for rapist to be safer.</p>		
<p>They are now coming talk about their experiences.</p>		
<p>They are being exposed.</p>		
<p> </p>		



Further Action
New Initiatives

Gender studies
is being considered for
introduction into the school
curricula as well
as the study on
Husband's rights

Other

2

15
Women in
Power and
Decision
Making

Obstac

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Further Action New Initiatives	Other
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<p>... among ...</p> <p>... monthly ...</p> <p>... meeting ...</p> <p>... has been ...</p> <p>... in the ...</p>	<p>Obstacles Encountered/ Lessons Learned</p>
<p>Taylor and ...</p> <p>... related</p> <p>... intervention is</p> <p>... to</p> <p>... build</p> <p>... used over</p> <p>... purpose</p> <p>... points</p> <p>... will</p>	<p>This building is dilapidated and needs refurbishing</p>