

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.

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

inequality. The need for a gender strategy for development framework cannot be over emphasized. The gender strategy policy is 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 Gender policy document will guide the development of gender management systems in all government ministries, departments and agencies. The Gender management system will be a commonwealth Secretariat initiative to be implemented in all Commonwealth countries.

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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 been very active in disseminating the findings of the research.

MEASURES

demonstrated its commitment towards the Plan of Action aimed at improving the rural and rural women in particular, by its

FINANCIAL AND INSTITUTIONAL

The Government of Ghana has implemented the

Government's commitment towards the Plan of Action aimed at improving the rural and rural women in particular, by its allocation of an amount of 216.4 million cedis under the 1995 Budget, for the Women's Community and Development project to enhance women's economic status. Government also made available an amount of one billion (1,000,000,000) cedis under the rural finance scheme through all

and groups, including the National Bank of Ghana, to register financial institutions to women credit institutions. Another one billion cedis was allocated for start-up expenses for the National Bank of Ghana to provide credit facilities to women. Another one billion cedis was allocated for start-up expenses for the National Bank of Ghana to provide credit facilities to women.

limited aimed at enhancing women's access to credit and their economic empowerment under the 1995 Budget. The subsequent Budgetary allocations for the National Machinery for 1997, saw some improvement. With the introduction of the new Budget system, the National Machinery budget comprehensively increased over three years and was allocated a total sum of 299 million cedis towards

implementation of programmes and activities for 1999. On the issue of credit facilities for women entrepreneurs, efforts were made to link women to traditional banking systems and various rural banks. Specific credit schemes were developed for women entrepreneurs, such as credit lines under the National Bank of Ghana, the National Board for Small Scale Industries, Business Assistance Fund, Cur Savings Bank, and the National Bank of Ghana.

of Action to mitigate the Social Cost of Structural Adjustment. The National Bank of Ghana, the National Board for Small Scale Industries, Business Assistance Fund, Cur Savings Bank, and the National Bank of Ghana, have all contributed towards the implementation of the Plan of Action.

Development (ENOWU). Today credit facilities are available through the Bank of Ghana, Credit scheme for women Entrepreneurs, National Board for Small Scale Industries, Business Assistance Fund, Cur Savings Bank, and the National Bank of Ghana.

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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 million cedis. UNFPA had supported the National Machinery in many diverse

to carry out educational and sensitization programme on population, family planning and reproductive health issues. UNFPA also supported the 35th anniversary of Women's Week celebrations. UNFPA also supported the 35th anniversary of Women's Week celebrations.

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delegates to the 43rd Session of the Commission on the Status of Women and the preparatory meetings for the 1995 year International Women's Decade. The Commission on the Status of Women and the preparatory meetings for the 1995 year International Women's Decade.

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 a nine-member committee on Affirmative Action is being constituted to coordinate the implementation of the policy.

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 1997, 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 areas
educational
strengthen
The
repr
conc

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

dominant soci

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

policy

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

gement. Cross-sections of media personnel have

breastfeeding promotion.

from the public and private sectors have received in

training with focus on Inter-Uterine device (IUD)

and Traditional Healers have been trained in safe
control respectively.

egan to receive attention.

d is being prepared. A number of NGOs and

associations have taken

have specified programmes dealing with practical matters. Government has also

stituted a free medical care scheme for elderly people which became

operational in 1998.

trained to function in the regions and to
providers in the districts. About 350 health

midwives public health

been trained in lactation

also been given an up

Over 1000 nurse midwives

service training in family

insertion.

A significant number of

motherhood skills and

Issue of elderly people

A national policy on

is being prepared.

Government has also

stituted a free medical care scheme for elderly people which became

operational in 1998.

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

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**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
Commission on Human Rights and Administrative Justice.

the implementation of the Convention
the Affirmative Action as well as
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
people's 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 commun
UNFPA, WHO, UNICEF and UNPA to augment Government's b
allocation.

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

3. A national dialogue
about men and women and ensuring gender balance in development.

available.

capped.

sms.

programme, a gender working

ensure that programmes are

tinualization based on social

eliminate some of the main causes

vels' global, international

individual levels)

ensure that the benefits of economic

uted equitably to forestall further

str the AIDS pandemic, the

eser, inter alia, or a new

al debt which is crippling

LIVES

on 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

to a system of power and
commitment to women.
Vision 2020
development

JOY

musicals
girls/women
dedication
press see also
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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 needs.</p> <p>They are being exposed.</p> <p> </p>		

Further Action New Initiatives	Other
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<p>... among ...</p> <p>... Monday ...</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>... over to</p> <p>... purpose</p> <p>... points</p> <p>... will</p>	<p>The building is dilapidated and needs refurbishing</p>