



GHANAP 2

**EVALUATIVE MONITORING REPORT
(PHASE 1): AN INDEPENDENT MONITORING**



**WOMEN'S VOICE
AND LEADERSHIP
IN GHANA** Canada

**GHANAP 2 EVALUATIVE MONITORING REPORT
(PHASE 1)**

AN INDEPENDENT MONITORING

**Project period:
April 2023 to September 2023**

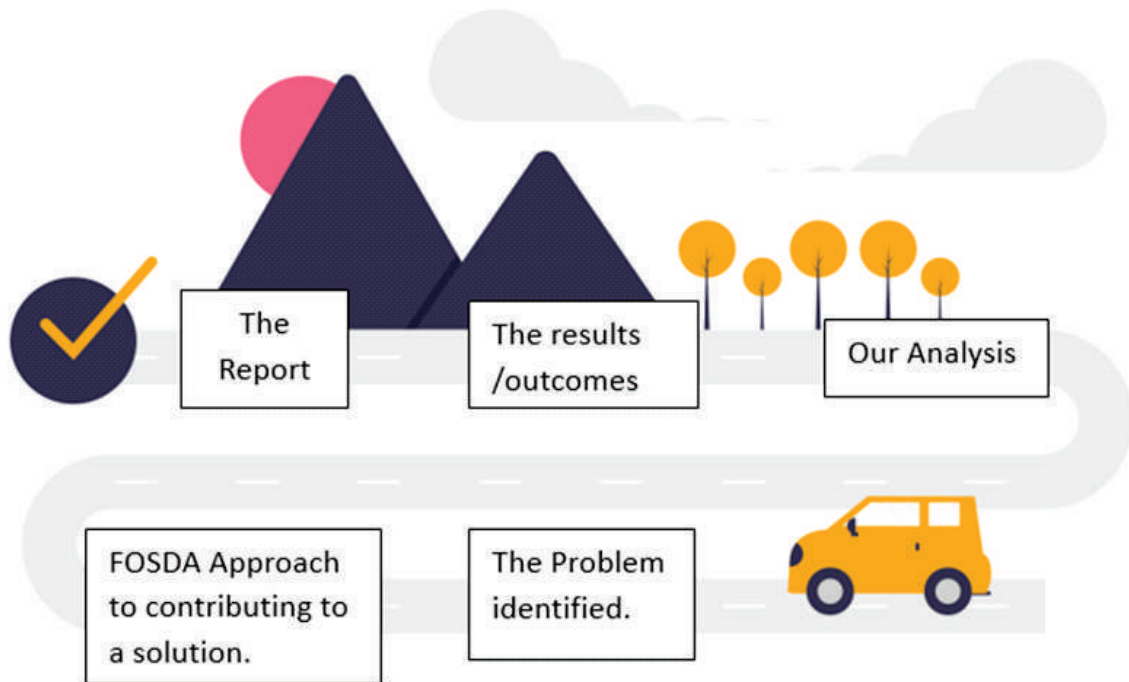
ACKNOWLEDGMENT

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The dedication and expertise demonstrated by each stakeholder significantly contributed to the success of this project. We are grateful for the time spent with our team.

We also acknowledge the support of Plan International- Ghana and Global Affairs Canada under the WVL Project, whose collaboration added valuable perspectives and depth to the project. This report is a testament to the collaborative culture and commitment to excellence that defines FOSDA. We are proud of the collective achievements reflected in this document.

THE ROAD MAP TO THE REPORT



This project serves as a mirror of Ghana's commitment to advancing the Women, Peace and Security (WPS) agenda. It reflects the state of the WPS agenda in Ghana and stands as an essential instrument for sharpening our focus on ensuring women's comprehensive inclusion and active participation across all dimensions of peace and security endeavors.”

– Theodora Williams Anti - FOSDA Executive Director

TABLE OF CONTENT

EXECUTIVE SUMMARY.....	9
BACKGROUND AND RATIONALE.....	10
THE GHANAP 2 MONITORING PROJECT.....	12
METHODOLOGY.....	13
FINDINGS.....	15
SUCCESSES AND CHALLENGES CAPTURED FROM EACH RESPONDENT INSTITUTION.....	35
RESPONDENTS BY GENDER (The gender-disaggregated data).....	40
GENDER ANALYSIS - FOSDA observation.....	42
VALIDATING THE GHANAP 2 MONITORING PROJECT AND FINDINGS.....	42
COMMITMENTS TO GHANAP 2 CAPTURED DURING THE VALIDATION MEETING....	50
OUR PROGRESS AS COMPARED TO THE FIRST GHANAP.....	51
WHERE DOES GHANA FALL IN THE AFRICAN UNION (AU) CONTINENTAL RESULTS FRAMEWORK (CRF)?.....	52
CHALLENGES OF THE PROJECT.....	55
KEY CONCERNS.....	64
KEY OBSERVATIONS.....	56
PROJECT IMPACT/RESULT.....	56
CONCLUSION.....	57
RECOMMENDATIONS TO ACCELERATE THE IMPLEMENTATION OF GHANAP 2.....	58
APPENDIX – FOSDA Assessment tool.....	60

LIST OF CHARTS

<i>Chart 1: Visual representation of what the methodology seeks to bring out.....</i>	<i>14</i>
<i>Chart 2: Graphical representation of Pillar one's objective average scores.....</i>	<i>19</i>
<i>Chart 3: Graphical representation of Pillar two's objective average scores.....</i>	<i>26</i>
<i>Chart 4: Graphical representation of Pillar three's objective average scores.....</i>	<i>30</i>
<i>Chart 5: Graphical representation of Pillar four's objective average scores.....</i>	<i>32</i>
<i>Chart 6: Graphical representation of the overall performance of the GHANAP 2 using information from 6 respondent institutions from 2020 to 2023.....</i>	<i>33</i>
<i>Chart 7: Graphical representation of respondents by gender.....</i>	<i>40</i>

LIST OF FIGURES

<i>Figure 1: FOSDA field enumerators (WPS program officer and M&E officer) interacting with the head of the gender unit and the director of capacity development and outreach at the National Peace Council.....</i>	<i>36</i>
<i>Figure 2: FOSDA field enumerators (WPS program officer and M&E officer) interacting with some executive members of the Fire Service Ladies Association (FISLA) at the Ghana National Fire Service Headquarters.....</i>	<i>37</i>
<i>Figure 3: FOSDA field enumerator (WPS program officer) interacting with the Head of the Gender Unit at the Prisons Headquarters.....</i>	<i>39</i>
<i>Figure 4: FOSDA M&E Officer presenting during the validation meeting.....</i>	<i>43</i>
<i>Figure 5: A presentation being made on the analysis and results of the project by FOSDA WPS program officer.....</i>	<i>43</i>
<i>Figure 6: Group discussion on “how stakeholders can properly implement the Ghana NAP 2.....</i>	<i>44</i>
<i>Figure 7: Former Gender Policy Advisor to the Chief of Defense Staff (Ghana Armed Forces) at the Validation meeting.....</i>	<i>44</i>
<i>Figure 8: Representatives from CSOs engaging on the outcomes of the project.....</i>	<i>45</i>
<i>Figure 9: Representative from the Ghana Prison Service at the Validation meeting.....</i>	<i>45</i>
<i>Figure 10: FOSDA Executive Director making remarks on the Validation.....</i>	<i>46</i>
<i>Figure 11: Figure 11: Le to right: MoGCSP representative and MINTER representative listening attentively during the Validation meeting.....</i>	<i>46</i>
<i>Figure 12: Group photo taken at the Validation meeting.....</i>	<i>47</i>
<i>Figure 13: CSO representatives from WANEP commenting on analysis and results of monitoring during Validation meeting.....</i>	<i>48</i>
<i>Figure 14: FOSDA Project lead and M&E Officer at the Validation meeting.....</i>	<i>48</i>
<i>Figure 15: Participants in the Validation meeting (Plenary Session)</i>	<i>49</i>
<i>Figure 16: Participants in the Validation meeting (Group Session)</i>	<i>49</i>

LIST OF TABLES

<i>Table 1: Participation Pillar - Objective 1 with activities.....</i>	<i>16</i>
<i>Table 2: Participation Pillar - Objective 2 with activities.....</i>	<i>17</i>
<i>Table 3: Participation Pillar - Objective 3 with activities.....</i>	<i>18</i>
<i>Table 4: Protection and Promotion Pillar - Objective 1 with activities.....</i>	<i>22</i>
<i>Table 5: Protection and Promotion Pillar - Objective 2 with activities.....</i>	<i>24</i>
<i>Table 6: Protection and Promotion Pillar - Objective 2 with activities.....</i>	<i>25</i>
<i>Table 7: Protection and Promotion Pillar - Objective 4 with activities.....</i>	<i>25</i>
<i>Table 8: Prevention Pillar - Objective 1 with activities.....</i>	<i>28</i>
<i>Table 9: Prevention Pillar - Objective 2 with activities.....</i>	<i>29</i>
<i>Table 10: Relief and Recovery Pillar - Objective 1 with activities.....</i>	<i>31</i>
<i>Table 11: Progress so far in comparison with GHANAP 1.....</i>	<i>51</i>

ACRONYMS

AHSTIP	–	Anti-Human Smuggling and Trafficking Persons Unit
CSO	–	Civil Society Organization
DOVVSU	–	Domestic Violence and Victims Support Unit
DV Secretariat	–	Domestic Violence Secretariat
FOSDA	–	Foundation for Security and Development in Africa
GAC	–	Global Affairs Canada
GHANAP 1	–	First Ghana National Action Plan for the implementation of UN Security Council Resolution 1325 (2000) on Women, Peace and Security
GHANAP 2	–	Second Ghana National Action Plan for the implementation of UN Security Council Resolution 1325 (2000) on Women, Peace and Security
GIS	–	Ghana Immigration Service
GNFS	–	Ghana National Fire Service
IDP	–	Internally Displaced Person
KAIPTC	–	Kofi Annan International Peacekeeping Training Centre
MINTER	–	Ministry of the Interior
MMDA	–	Metropolitan, Municipal and District Assemblies
MoGCSP	–	Ministry of Gender, Children and Social Protection
NCCRM	–	National Centre for Coordination of Early Warning and Response Mechanism
NPC	–	National Peace Council
SGBV	–	Sexual and Gender-based Violence
UNDP	–	United Nations Development Programme
UNODC	–	United Nations Office on Drugs and Crime
UNSCR	–	United Nations Security Council Resolution
WANEP	–	West Africa Network for Peacebuilding
WILPF-GH	–	Women's International League for Peace and Freedom- Ghana Chapter
WPS	–	Women, Peace and Security
WVL	–	Women's Voice and Leadership



EXECUTIVE SUMMARY

The Second Ghana National Action Plan (GHANAP 2) on the United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS) represents Ghana's commitment to the WPS agenda. The plan has the aim of fostering an inclusive, peaceful, and secure environment for women and girls. The 'Monitoring GHANAP 2 project' initiated by the Foundation for Security and Development in Africa (FOSDA) seeks to track progress made so far to minimize challenges and guide the action plan toward successful execution. This involves engaging with stakeholders to assess achievements, challenges, and areas requiring further acceleration.

The primary activity within this project involved conducting field interviews with stakeholders to ascertain their level of the implementation of GHANAP 2 including their level of awareness and understanding of their role in the implementation of



the plan. Each interaction was in-person and based on the four key pillars of UNSCR 1325 and GHANAP 2. Interviewees were 15 women in various leadership roles within the various institutions.

Six (6) state respondent institutions were engaged in this phase of the project. The analysis of the results of the engaged stakeholders reveals an overall average implementation rate of 20.84% from 2020 to 2023.

Some key findings in the report include:

1. An upward trend in the inclusion of women in decision-making roles within three respondent-institutions during the implementation period of GHANAP 2, although parity has not been achieved. The institutions include the Ghana Immigration Service, Ghana National Fire Service, and Ghana Prisons Service.
2. A significant lack of awareness on UNSCR 1325, GHANAP 2, and related international and national frameworks, particularly among security personnel in target institutions.

- 3. The three security services engaged (Ghana Immigration Service, Ghana National Fire Service, and Ghana Prisons Service) did not have gender policies, However they have Legal Instruments and administrative policies to protect and support female officers and employees against Sexual-Gender Based Violence.
- 4. Inadequate funding and lack of dedicated funding for the implementation of GHANAP 2 and WPS issues emerges as a common challenge faced by all stakeholders in effectively executing the implementation.

Key Recommendations

The report presents several recommendations to accelerate the implementation process. They are not limited to:

- 1. Collaboration between the Ministry of Gender and media outlets to periodically educate the Ghanaian public on GHANAP 2 through radio and TV programs, newspaper articles, and online publications.
- 2. The establishment of a dedicated day to commemorate the Ghana National Action Plan on UNSCR 1325 on Women, Peace and Security (WPS).
- 3. Extending the commitment from the national level to grassroots initiatives, such as training trainers on WPS and GHANAP 2 and introducing WPS into school clubs.
- 4. Enhanced collaboration between the Ministry of Gender and stakeholders to facilitate confidential reporting on significant platforms like the African Union (AU) or the United Nations (UN).



BACKGROUND AND RATIONALE



(GHANAP 2). Despite compelling scientific evidence demonstrating the positive impact of women in peace processes, there remains much ground to cover on Women, Peace and Security in the country.

In 2020 Ghana Launched the second National Action Plan popularly called GHANAP 2. It is a 5- year plan, to last till 2025 to promote Women, Peace and Security in Ghana. It is structured along the four main pillars of the UNSCR 1325: **Participation** of women in Conflict Prevention, Peace and Security Institutions and Processes; **Protection** of Human Rights of Women and Girls in situations of Conflict and in Peace Support Operations; **Prevention** of Violence against Women including Sexual and Gender-Based Conflict-related Violence; and **Relief, Recovery and Rehabilitation** in instances of a natural or human-induced disaster such as floods and fire outbreaks to ensure equal access to and provision of specific needs of women and girls in all relief and recovery efforts.

Ghana's commitment to advancing the United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security is exemplified through the National Action Plan (NAP). This strategic framework is designed to foster inclusivity, security, and peace for women and girls across the nation.

Historically, Ghana has faced difficulties in realizing the full potential of women in peace and security processes, largely due to the underachievement of the previous National Action Plan on UNSCR 1325. The failure to fully implement GHANAP 1 (2010 to 2015) was due to a lack of funding, coordination, limited interest within stakeholder sector Ministries, Department and Agencies (MDAs), and competing priorities among others. This led to poor public knowledge of the plan and the relatively low numbers of women participation in the peace and security space at all levels in the country

Almost three years after the launch of the Action Plan, one key stride made in the implementation of the GHANAP 2 is the formation of a Steering Committee by the MoGCSP, partly owing to the onset of the COVID-19 Pandemic. To address these significant challenges that are impeding the effective implementation of GHANAP 2, the Foundation for Security and Development in Africa (FOSDA) has undertaken the pilot phase of the 'Monitoring GHANAP 2 project.' This initiative is tailored to work collaboratively with key stakeholders to ensure the successful execution of UNSCR

1325 and, in turn, enhance women's participation and protection within the Peace and Security Sector.

The primary goal of the 'Monitoring GHANAP 2 project' is to significantly boost women's participation and representation in Ghana's peace and security processes at all levels. This is pursued through the specific objective of generating vital monitoring data on GHANAP 2's implementation. The data is intended for use by Civil Society Organizations (CSOs) in advocacy and influence activities to drive the effective implementation of GHANAP 2 by all stakeholders. FOSDA is fully committed to actively encouraging and supporting these stakeholders to fulfill their roles and contribute to the achievement of the Ghana National Action Plan 2 on UNSCR 1325 by the end of 2025.

The initial phase of this project, spanning six months (April 2023 to September 2023), has been made possible through funding provided by Plan International under the Women's Voice and Leadership (WVL) program, supported by Global Affairs Canada (GAC).

During this phase, FOSDA actively engaged and assessed the efforts of the following key institutions identified as Category A and B stakeholders, including:

1. The Ministry of Gender, Children, and Social Protection (MoGCSP)
2. The Ministry of the Interior (MINTER)
3. Ghana Immigration Service (GIS)
4. Ghana National Fire Service (GNFS)
5. Ghana Prisons Service
6. National Peace Council (NPC)

Through strategic collaboration and data-driven advocacy, FOSDA is determined to bring about substantial positive change in Ghana's Peace and Security Sector, promoting the active participation and protection of women. This report provides a snapshot Ghana's progress and sets the stage for a more accelerated inclusive, secure, and peaceful future for all Ghanaian women and girls.



THE GHANAP 2 MONITORING PROJECT

The active and independent involvement of Civil Society Organizations (CSOs) like FOSDA in national policy formulation and implementation is crucial for achieving substantive progress and development. The primary project objective is to promote peace and security in Ghana by facilitating the meaningful participation of women in peace processes at all levels, in accordance with United Nations Security Council Resolution (UNSCR) 1325 and Ghana's second Action Plan on 1325 (GHANAP 2). Our overarching goal is to create an environment in which the marginalization of women in the peace and security sector becomes a thing of the past.

At the core of the project strategy is a simple theory of change:

“Evidence-based advocacy, continuous engagement, and steadfast support from independent CSOs which will in turn motivate key stakeholders, primarily governmental institutions, to fulfill their roles as outlined in the action plan, will drive the effective implementation of GHANAP 2.”

Successful execution of the action plan by the stakeholders is expected to result in the achievement of key outcomes, ultimately leading to the transformative change we envision—a Ghana where women's marginalization in the peace and security sector is eliminated.

The FOSDA approach is built upon careful, independent monitoring, reporting, and documentation of GHANAP 2. Through this rigorous oversight, we ensure that every action taken aligns with our shared vision for a more equitable and secure Ghana.

In the following sections of this report, we delve into the details of our project, the dedication of stakeholders engaged, and our unwavering commitment to realizing our shared vision through the recommendations. Together, we aspire to pave the way for a Ghana that exemplifies peace, security, and gender equality, inspiring not only our nation but also the world with its commitment to positive transformation.



METHODOLOGY

This project is designed to independently and continuously assess Ghana's effective implementation of the Ghana National Action Plan for the implementation of UNSCR 1325 on Women, Peace and Security (GHANAP 2). This phase lasted for 6 months from April 2023 to September 2023.

GHANAP 2 has four main pillars, each with a specific goal and at least one objective with activities to be executed for expected outputs. Our assessment focused on activities implemented and the outputs achieved.

Within this first phase, the monitoring focused on the eight (8) institutions captured as categories A and B stakeholders in the Action Plan. These are government and security institutions as follows;

- The Ministry of Gender, Children, and Social Protection (MoGCSP).
- Ministry of the Interior (MINTER).
- Ghana Police Service.
- Ghana Immigration Service.
- Ghana Revenue Authority – Customs Division.
- Ghana Prisons Service.
- Ghana National Fire Service.
- National Peace Council.

Questionnaires that interrogated the level of implementation of the objectives, activities, and outputs of GHANAP 2 were then developed and tailored to each institution based on their expected role and responsibility. The data obtained was therefore primary data from in-person interviews.

At the end of this phase, we engaged 6 respondent institutions out of the intended 8 in their efforts to implement GHANAP 2. These institutions nominated individuals to represent and answer interview questions on their behalf. We engaged a total of 15 individuals from the 6 respondent institutions. We had further correspondence with nominated officers and staff members throughout the monitoring period.

Each interview lasted for at most 2 hours to be able to measure the impact of the evaluative exercise on the institutions, a pre and post-test were done during each interview session.

Five out of the six interviews took place at the Headquarters of the various institutions while one took place at the Regional Office of the institution, all based in Accra.

We used an evaluative inquiry approach in this exercise. It involved using both quantitative analysis (statistical methods) and qualitative analysis (content analysis).



Chart 1: Visual representation of what the methodology seeks to bring out.

Validation of Data

We had two levels of validation. First after each interview, all interview reports were shared with the representatives to validate the data before it was analysed and assessed. All reports were then analysed through the assessment tool developed by FOSDA. This tool computed each activity under each pillar using a rating scale of 0% to 100% to record the implementation rate (0 being no effort made to implement and 100% being successfully implemented). From this, an overall average score was computed.

Four months into the project, We organised a stakeholder a validation workshop to share the project progress and discuss the findings from engagements with various institutions listed within Category A and B of the National Action Plan. During this workshop, FOSDA shared the report on the implementation so far for discussion including lessons learnt, way forward and actions to take to execute the Action Plan.



FINDINGS

This report presents three levels of findings in the implementation of GHANAP 2 based on the engagement with the six institutions engaged. The levels include Activity Implementation, rate of achievement of objectives and the overall performance. Even though these findings are specific to these institutions, we believe they are reflective of the general implementation of GHANAP 2 to date.

Level of Activity Implementation

The level of activity implementation was assessed in three categories under each of the four pillars of the Action Plan as follows:

No effort (0%)



Some effort (1-80%)



Successfully implemented (81-100%)



THE PARTICIPATION PILLAR

Pillar One- Participation has three (3) objectives and a total of thirteen (13) activities across the 3 objectives. Within our project period, it was recorded that among the six respondent institutions, some activities had been implemented while others were yet to be implemented.

	Objective 1: Increase the capacity of women in conflict management and peacebuilding activities	Status	Remarks
Planned Activities	<p>1. Develop a database of women working or with expertise in early warning, conflict prevention and resolution and peace building to use as resource persons</p> <p>2. Expand early warning systems and mechanisms to cover all districts</p> <p>3. Train 50 women per district per year to collect information and monitor early warning signals for conflict prevention</p> <p>4. Sponsor 32 women (two from each region) annually to attend West Africa Peacebuilding Institute, WAPI at KAIPTC to undergo training in mediation and conflict resolution skills</p> <p>5. Establish and launch a mentorship program for fifty (50) young women peace activists to take up various leadership roles in peace building initiatives (5 from each region)</p>	<p>There is currently no developed national database. Three out of six interviewed institutions have their own database</p> <p>Currently no such system has been expanded. However, it is worth noting that A National Coordinating Centre for Early Warning and Response Mechanism (NCCRM) has been established since 2022</p> <p>Based on interviews so far, there have not been any trainings organised yet to equip women to collect and monitor early warning signs for conflict prevention</p> <p>Institutions interviewed so far have not conducted any such training or have knowledge of any such trainings.</p> <p>The ministry of gender captured as the lead of this activity had not established and launched a mentorship program for 50 young women peace activists to take up various leadership roles in peacebuilding initiatives</p>	<p>The ministry of Gender which was assigned this role did not have any accessible data</p> <p>The institutions interviewed so far had not done any activity to expand early warning mechanisms</p> <p>No coordinated effort from MoGCSP. There is also no collaboration between NCCRM and the ministry</p> <p>MoGCSP did not sponsor any women. and is not privy to any information in that regard at the time of the interview. There were also no coordinated efforts from stakeholders interviewed to conduct skills training in mediation and conflict resolution</p> <p>However, individual activities undertaken over the period of 2020 to 2023 by the The Ministry of Gender and the National Peace Council reported to have delivered some mentorship forums at the tertiary and high-school level to girls and young women on leadership as well as Women, Peace and Security issues.</p>

Table 1: Participation Pillar - Objective 1 with activities

	Objective 2: Increase the participation of women in leadership and decision-making on WPS issues at the traditional, local, district and national levels	Status	Remark
ACTIVITIES	1. Constitute a steering committee for implementation of GHANAP 2	This has been successfully fully done (NCCRM) has been established since 2022	The MoGCSP led the successful constitution of a steering committee composed of both governmental institutions and CSOs. The committee has held 2 meetings so far
	2. Carry out sensitization and training workshops for all MMDAs, National Peace Council, National House of Chiefs and Community Based Organizations (CBOs) on GHANAP 2 and other legislations and policies on WPS. (Ensure at least 40% participation of women)	Launch of the GHANAP document was the first sensitization and training on GHANAP Also, in 2022, MGCSP undertook a sensitization workshop in Koforidua on GHANAP	No coordinated effort from MoGCSP. There is also no collaboration between NCCRM and the ministry
	3. Develop District specific plans for implementation of GHANAP 2 mediation and conflict resolution skills	According to interviewed institutions, no district plans have been developed since the inception of GHANAP 2	This is to be led by the Ministry of Gender
	4. Hold annual experience sharing conferences of all stakeholders	According to interviewed institutions, no annual experience sharing done since the inception of the NAP 2	This is to be led by the Ministry of Gender

Table 2: Participation Pillar - Objective 2 with activities

	Objective 3: Enhance capacities for gender sensitive external and internal peacekeeping operations	Status	Remarks
ACTIVITIES	<p>1. Intensify training of all security institutions in issues of Gender and WPS including UNSCR 1325 and related resolutions and GHANAP</p> <p>2. Support the development of gender policy for all security institutions</p> <p>3. Develop a comprehensive program for internal/domestic peacekeeping operations and provide adequate logistics and facilities to cater for special needs of at least 30% women who will be deployed to peacekeeping operations in conflict communities in Ghana</p>	<p>The Department of Gender reported that Gender trainings are held at the Ghana Armed Forces (Army, Airforce and Navy), Ghana Immigration Service and the Ghana Police Service among other security institutions.</p> <p>Interviews with the Ghana Fire, the Ghana Immigration and Ghana Prisons Services confirmed that such trainings are done and for Immigration and Prisons they have been intensified.</p> <p>For the interviewed security services, Ghana Immigration, Ghana Prisons and Ghana Fire Services are in the process of developing a gender policy</p> <p>According to the Ministry of the Interior, there is no such policy rolled out from the ministry level.</p> <p>The security institutions also have no such policy</p>	<p>According to the interviews and FOSDA engagements with security institutions outside of those officially interviewed, most security institutions have gone through some intensified gender training.</p> <p>However, when it comes specifically to WPS, UNSCR 1325 and other related resolutions, trainings have hardly been done.</p> <p>According to these security institutions, the process has been slow</p>

Table 3: Participation Pillar - Objective 3 with activities

The assessment tool developed by FOSDA to evaluate the performance of the implementation of activities is depicted in the graph below which highlights the total average score of activities under each objective in pillar one (participation).

Pillar 1: Participation

Specific goal: Participation and representation of women in decision making and peace processes ensured

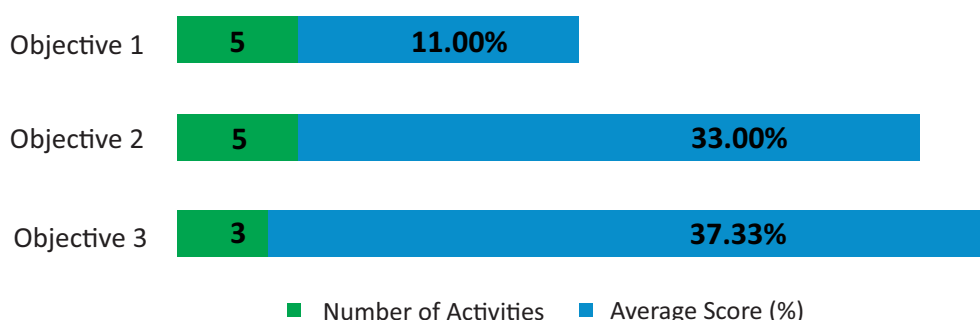


Chart 2: Graphical representation of Pillar one's objective average scores.

Pillar one Outputs

GHANAP 2 outlines anticipated outputs for each objective, rooted in the planned activities. FOSDA conducted a qualitative content analysis during the monitoring project to assess the outputs.

Objective one in the Participation Pillar outlines the following outputs:

- Database of women available.
- Early warning system in place and running.
- Pool of skilled women mediators available.
- Young women peace activists ready to promote WPS issues.

Objective one – output remarks

1. Three out of the six institutions, including the Ghana Immigration Service, Ghana National Fire Service and Ghana Prisons Service, reported they have a database of women working with expertise in early warning, conflict prevention and resolution, or peacebuilding to use as resource persons. The Ministry of Gender reported that at the national level, there is no available compiled database of all women working with expertise in early warning, conflict prevention and resolution, or peacebuilding to use as resource persons.

2. From the six-respondent institution, there are no noticeable early warning systems in place to allow women to gather information and run such systems.
3. It was established that some CSOs including FOSDA and KAIPTC are the main institutions that deliver technical training on mediation for women contributing to having a pool of skilled women mediators.
4. The Ministry of Gender and the National Peace Council have delivered some mentorship forums at the tertiary and high-school level to girls and young women to promote Women, Peace and Security issues.

Objective two in the Participation Pillar outlines the following outputs:

- Implementation steering committee in place.
- Key stakeholders trained and sensitized on UNSCR 1325, GHANAP and related frameworks.
- General awareness on WPS issues.
- Specific localized plans in place and being implemented.

Objective two – output remarks

1. A steering committee inaugurated in November 2021 oversees the implementation of GHANAP 2.
2. During the interviews, it was captured that hardly any training and sensitization on the UNSCR 1325, GHANAP 2 and other related frameworks had been done for these six respondent institutions who are also stakeholders.
3. According to FOSDA interactions during this exercise, it was observed that the challenge of a “minimal awareness of the Ghana NAP among various ranks of the security institutions and the general public” as stated in the second Ghana National Action has improved slightly in recent times, due to advocacy work by development institutions working in security.
4. The six respondent institutions do not have specified localized plans and district-specific plans for implementation of GHANAP 2.

Objective three in the Participation Pillar outlines the following output:

- Security personnel knowledgeable and practicing WPS frameworks.

Objective three – output remark

1. Within the 3 respondent security institutions, it was recorded that for the Ghana National Fire Service and the Ghana Immigration Service, some security personnel had gone for WPS trainings. For the Ghana Prisons service, there has not been any WPS-specific training for security personnel.

Success Stories from Pillar One (Participation Pillar)

1. The Security institutions engaged (Ghana Immigration Service and Ghana Prisons Service) are working to get a gender policy: The immigration service has developed and drafted its Gender Policy awaiting approval by management. According to the gender unit of the Prisons Service, they sent in a proposal last year 2022 for developing a gender policy.
2. Even though the National Peace Council, Ghana National Fire Service, and Ghana Prisons Service are yet to attain gender parity in their various management bodies, the overall trend currently regarding the inclusion of women in decision-making roles has shown improvement in these institutions during the implementation period. Data breakdown is as follows:
 - i. National Peace Council: In the National Peace Council, as at 2023, 3 out of 13 governing board members are women (23%), marking an improvement from having one female in the governing board in 2019.
 - ii. Ghana National Fire Service: The Ghana National Fire Service has seen an increase in the number of women in leadership positions, rising from 6 in 2019 to 12 at present.
 - iii. Ghana Prisons Service: Within the Ghana Prisons Service, 3 out of 10 (30%) females hold directorate positions at the Headquarters, representing an improvement from the 2 female directors in 2019.

THE PROTECTION AND PROMOTION OF RIGHTS PILLAR

Pillar two- Protection and Promotion of Rights has four (4) objectives and a total of twenty-one (21) activities across these objectives. Within our project period, it was recorded that among the six respondent institutions, some activities had been implemented while others were yet to be implemented.

	Objective 1: Protect women and girls from Gender Based Violence and sexual violence	Status	Remarks
ACTIVITIES	<p>1. Undertake awareness creation programmes on the provisions of GHANAP, UNSCR 1325 and resolutions/resolutions</p>	<p>The National Peace Council has undertaken an awareness creation programme on peace and security. Various development organisations and institutions like FOSDA, KAIPTC and WANEP have also undertaken awareness creation programmes on the provisions of GHANAP, UNSCR 1325 and resolutions.</p>	<p>The MoGCSP through the Department of Gender has undertaken some awareness creation programmes. With the launch of the GHANAP 2 document as the platform for the first training, sensitization and awareness creation to be done by the Department of Gender. The MoGCSP is stated as the foremost stakeholder responsible for objective 1.</p>
	<p>2. Campaign for full implementation of Domestic Violence law (especially prosecution of perpetrators of acts of sexual and gender-based violence and free endorsement of medical reports on rape and defilement cases.)</p>	<p>Efforts made to campaign for the full implementation of the domestic violence law.</p>	<p>The Department of Gender reported that MoGCSP's domestic violence secretariat handles the campaign for the full implementation of the domestic violence law.</p>
	<p>3. Develop a reliable database to capture sexual and gender-based offences nation-wide for advocacy.</p>	<p>The Department of Gender reported that the Ghana Police Service provides records on offences.</p>	<p>According to them, aside police data, there is no other reliable data.</p>
	<p>4. Conduct special training for personnel deployed to conflict communities in Ghana on GHANAP and UNSCR 1325 and related resolutions.</p>	<p>Out of the interviews, the security institution most likely to be deployed to conflict communities in Ghana .i.e. The Ghana Immigration Service does not conduct such special training.</p>	<p>According to the Department of Gender, any effort made is based on the fact that there are gender desk officers of the security services in every district.</p>

Planned Activities			
5. Organize community sensitization programs on laws and policies protecting the rights of women and girls		Most efforts made here are undertaken by the NPC, NGOs and CSOs	
6. Document the experiences of women and girls who have been affected by conflict in their communities for advocacy		The ministry has documented the experiences of market porters aka 'kayayes'. The GIS does document women and girls in refugee or Internally Displaced Persons camps based on age, country of origin, and some other factors.	
7. Intensify advocacy against traditional and cultural practices that inhibit or obstruct the effective implementation of 1325		No effort recorded	This is to be led by the MoGCSP
8. Establish reporting mechanisms		Domestic Violence secretariat in the MoGCSP works with police, social welfare, child protection unit which also serve as reporting centers and have their reporting mechanisms for such issues.	
9. Establish psycho-social support systems at district levels across the country for victims of SGBV		No data on the availability of psycho-social support systems at district levels across the country for victims of SGBV.	However, there is an informed trauma center for trafficking (adult and children centers).
10. Establish shelters and rehabilitation centres in all districts		Availability of some trafficking shelters and the One-stop Domestic Violence Centre in the Greater Accra Region.	Apart from some trafficking shelters and the One-stop Domestic Violence Centre in the Greater Accra Region, which has been refurbished, there are no other 'official' shelters in the other regions.

Table 4: Protection and Promotion Pillar - Objective 1 with activities.

	Objective 2: Mainstream the protection of the human rights and safety of women and girls at all sectors	Status	Remarks
Planned Activities	<ol style="list-style-type: none"> 1. Organize sensitization on the Human Rights of women and girls for identifiable groups in communities, schools, security services and workplaces 2. Conduct training on Gender and nonviolence for youth in targeted communities 3. Develop and disseminate Information, Education, and Communication (IEC) materials on Human Rights and safety tips for use by boys and girls in community schools 4. Develop a compendium of international women's rights instruments applicable to Ghana for distribution among people 5. Sensitize and build capacity of Parliamentarians on international women's rights instruments 6. Advocate for quick passage of the Affirmative Action Law 	<p>Efforts made here as reported by the Department of Gender are from NGOs and CSOs</p> <p>Since 2020 the NPC has done sensitization and trainings on Vigilantism and violent extremism for women and youth groups.</p> <p>In 2020, the NPC disseminated some IEC materials before the elections</p> <p>No effort recorded</p> <p>No effort recorded</p> <p>In the process of advocacy</p>	<p></p> <p></p> <p></p> <p></p> <p></p> <p>Most effort put in by MoGCSP and CSOs</p>

Table 5: Protection and Promotion Pillar - Objective 2 with activities

	Objective 3: Strengthen women and girls' capacity to resist sexual and gender-based violence during conflict and ordinary times	Status	Remarks
Planned Activities	<ol style="list-style-type: none"> Undertake assertiveness training at community level for women and youth groups Conduct culturally acceptable sexuality education and assertiveness training for young people in schools Organize seminars for women and youth on Domestic Violence (DV) law and other laws relating to Sexual Gender Based Violence 	<p>Since 2020, the NPC has been undertaking assertiveness training for women and youth groups</p> <p>Efforts made to implement</p> <p>Efforts made to implement</p>	<p>Efforts undertaken mostly by NGOs/CSOs</p> <p>Efforts undertaken mostly by NGOs/CSOs</p>

Table 6: Protection and Promotion Pillar - Objective 2 with activities.

	Objective 4: Promote a culture of Peace	Status	Remarks
Planned Activities	<ol style="list-style-type: none"> Undertake Gender and Nonviolent peacebuilding sensitization at community levels for women and youth groups Institute an annual award for CSOs and security institutions adhering to the tenets of UNSCR1325 	<p>Since 2020 the NPC has done sensitization and trainings on Vigilantism and violent extremism for women and youth groups.</p> <p>No effort recorded</p>	

Table 7: Protection and Promotion Pillar - Objective 4 with activities.

The graph below highlights the total average score of activities under each objective in pillar two (protection).

Pillar 2: Protection and Promotion

Specific goal: Measures for protection and promotion of the Human rights of women and girls in situations of conflict and in ordinary times as well as in peace support operations improved.

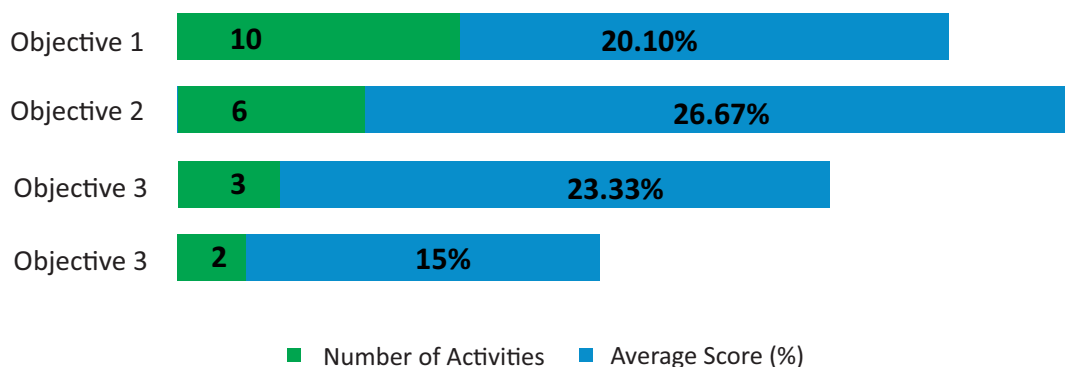


Chart 3: Graphical representation of Pillar Two's objective average scores.

Pillar two Outputs

GHANAP 2 outlines anticipated outputs for each objective, rooted in planned activities. FOSDA conducted a qualitative content analysis during the monitoring project to assess the outputs.

Objective one in the Protection and Promotion Pillar outlines the following output:

- At least 30% of instruments, frameworks, laws and policies implemented.

Objective one – output remark

1. From the six respondent institutions, and from 2020 to 2023, there are hardly any WPS instruments, frameworks, laws and policies that have reached at least 30% implementation.

Objective two in the Protection and Promotion Pillar outlines the following output:

- Awareness created on all relevant human rights frameworks.

Objective two – output remark

1. When it comes to safeguarding and advancing the human rights of women in the security sector, the three respondent security institutions (GIS, GNFS and the Prisons Service) have established legal instruments and administrative policies designed to protect and assist female officers and employees in cases of Sexual-Gender Based Violence. They have also conducted training programs aimed at raising awareness about these policies and frameworks, with a specific focus on the human rights principles designed to safeguard the rights and well-being of security personnel.

Furthermore, for institutions like GIS which interacts with internally displaced persons and immigrants and the Prisons Service which interacts with inmates, there are specific measures in effect to uphold the rights of these individuals especially the females. These measures are complemented by efforts to ensure gender-responsive reformation and rehabilitation.

Objective three in the Protection and Promotion Pillar outlines the following output:

- High awareness of issues of SGBV among women and girls.

Objective three – output remark

1. Most of the respondent institution have conducted an awareness creation programme either in the workplace or with the public on issues of protecting women and girls against sexual gender-based violence.

Objective four in the Protection and Promotion Pillar outlines the following output:

- Culture of peace promoted in the communities, districts and regions.

Objective four – output remark

1. In the efforts to promote a culture of peace in various communities, districts, and regions, both the Ministry of the Interior (MINTER) and the National Peace Council (NPC) have engaged in activities that support peaceful coexistence. For instance, MINTER has effectively managed and reduced violent incidents in certain areas of Ghana by implementing curfews. Additionally, under MINTER's authority, the Ghana Police Service has enhanced its visibility through the Motor Traffic & Transport Department, deploying more police officers on motorcycles for improved surveillance and a reduction in violent incidents.

The NPC conducts sensitization workshops and awareness campaigns at both the district and regional levels, focusing on countering violent extremism.

THE PREVENTION PILLAR

Pillar Three- Prevention has two (2) objectives and a total of eight (8) activities across these objectives.

	Objective 1: Reduce reported cases of sexual and gender-based violence against women and girls (rape, forced and early marriage, defilement, FGM, widowhood rite) by 30%	Status	Remarks
ACTIVITIES	1. Organize intensive sensitization programs on laws and policies regarding SGBV and some traditional practices that promote SGBV in schools, churches/mosques, and workplaces	Efforts made to implement	Efforts undertaken mostly by NGOs/CSOs
	2. Track number of successful SGBV prosecutions and publish periodically as part of advocacy against SGBV	No effort recorded	
	3. Expand NPC education activities at District levels	NPC works in some districts across the country. Since 2020, the NPC educates the groups it engages with at the district level about the Peace Council, and Act 818. The NPC has a roadmap for eradicating vigilantism which they use.	
	4. Expand activities of the DV secretariat to Regional and District levels	This is done through gender desks in the Ghana Police Service across the country.	

Table 8: Prevention Pillar - Objective 1 with activities.

	Objective 2: Reduce conflict related violence against women and girls	Status	Remarks
ACTIVITIES	1. Design and organize special sensitization programmes on GHANAP, UNSCR 1325 and related resolutions in targeted conflict communities in Ghana (Bimbila, Yendi, Alavanyo, Nkonya etc)	No effort recorded	
	2. Provide psychological and counselling services to victims of SGBV in conflict communities	No effort recorded	
	3. Include training on SGBV, GHANAP, UNSCR 1325 and related resolutions in pre-deployment training for personnel on domestic peacekeeping	No effort recorded	
	4. Sensitize populations in conflict communities on issues of SGBV and national laws governing them	No effort recorded	

Table 9: Prevention Pillar - Objective 2 with activities.

The graph below highlights the total average score of activities under each objective in pillar three (prevention).

Pillar 3: Participation

Specific goal: All forms of violence against women and girls at all levels of society eliminated

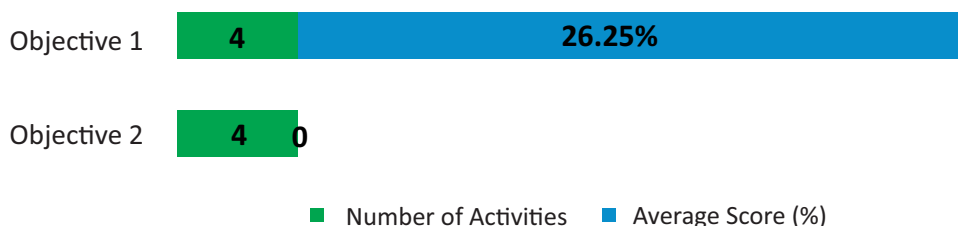


Chart 4: Graphical representation of Pillar three's objective average scores.

Pillar three Outputs

GHANAP 2 outlines anticipated outputs for each objective, rooted in planned activities. FOSDA conducted a qualitative content analysis during the monitoring project to assess the outputs.

Objective one in the Prevention Pillar outlines the following output:

- Communities sensitized on SGBV.

Objective one – output remark

1. It was established that there needs to be more sensitization on SGBV at the community level by all 6 respondent institutions.

Objective two in the Prevention Pillar outlines the following output:

- Code of conduct for personnel on domestic peacekeeping missions developed and enforced.

Objective two – output remark

1. The Ghana Immigration Service which is the only respondent institution among those engaged that is likely to go for domestic peacekeeping missions, have a code of conduct for personnels deployed on domestic peace keeping missions to guide them in the performance of their duties.

THE RELIEF AND RECOVERY PILLAR

Pillar Four- Relief and Recovery has one (1) objective with a total of four (4) activities across this objective.

	Objective 1: Strengthen measures to promote equal access to specific needs of women and girls in all relief and recovery efforts in times of emergencies	Status	Remark
ACTIVITIES	1. Establish a joint committee made up of representation from NADMO, MoGCSP and Ghana psychologists Association to develop guidelines for a gender sensitive distribution of relief items during disaster management	No effort recorded	
	2. Develop a Gender-responsive rehabilitation plan for IDPs in conformity with the needs and priorities of women in line with UNSCR 1325	The GIS through the Anti-Human Smuggling and Trafficking Persons Unit (AHSTIP) has gender-responsive mechanisms to deal with IDPs	To be led by the MoGCSP
	3. Set up functional rehabilitation and recovery centres	The Domestic Violence and Victims Support Unit (DOVVSU) one-stop centre is a start	
	4. Train counseling officers to handle survivors of GBV and trauma resulting from other forms of disaster	Some counselors have been trained. Counselors at the centre, the shelter, the 'Boame' app, the Domestic Violence secretariat and call centres for reporting SGBV cases as provided by DOVVSU.	

Table 10: Relief and Recovery Pillar - Objective 1 with activities.

The graph below highlights the total average score of activities under each objective in pillar four (relief and recovery).

Pillar 4: Relief and Recovery

Specific goal: Promotion of equal access to relief and recovery services for women and girls in times of emergency and disaster

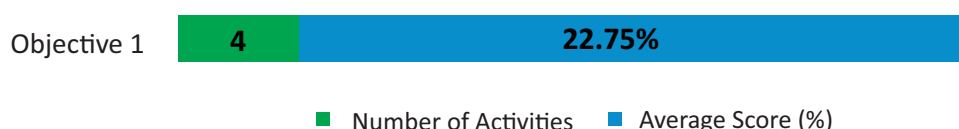


Chart 5: Graphical representation of Pillar four's objective average scores.

Pillar four Outputs

GHANAP 2 outlines anticipated outputs for each objective, rooted in planned activities. FOSDA conducted a qualitative content analysis during the monitoring project to assess the outputs.

Objective one in the Relief and Recovery Pillar outlines the following output:

- A well-coordinated relief and recovery system set up

Objective one – output remark

1. As reported by the Ministry of Gender, the establishment of the Domestic Violence Victim Support Unit (DOVVSU) One-Stop Centre is a good contribution to having a well-coordinated relief and recovery system.

The Ghana Immigration Service (GIS) also reported that the Anti-Human Smuggling and Trafficking in Persons Unit (AHSTIP) provides comprehensive support and protection to women and girls in situations involving trafficking and Internally Displaced Persons (IDPs). This support encompasses their entire journey, from the moment of their rescue to their successful reintegration into society. It includes provisions for shelter, medical care, psychological counseling, legal assistance, and, at times, vocational training. This also contributes significantly to a well-coordinated relief and recovery system.

OVERALL ANALYSIS FROM THE SIX INSTITUTIONS

Based on our analysis of the data provided by the six respondent institutions, we have calculated an overall average implementation rate of **20.84%** across all four pillars. This also means that from 2020 to 2023, about one-fifth of the implementation has been met.

Performance of various pillars under GHANAP 2 (activity average scores) and Overall average

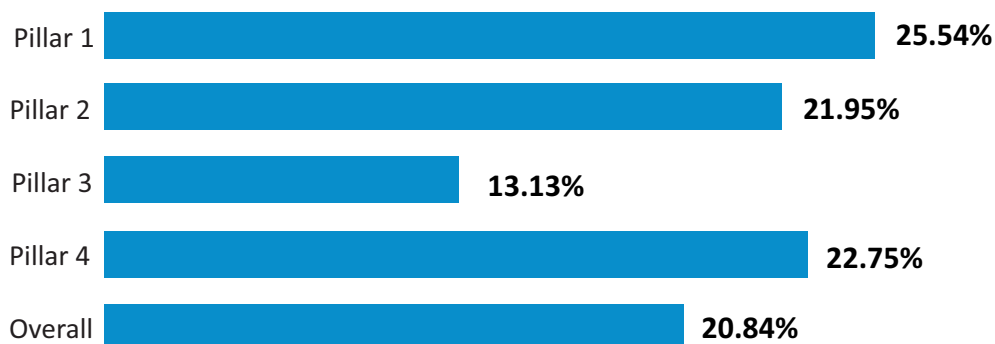


Chart 6: Graphical representation of the overall performance of the GHANAP 2 using information from 6 respondent institutions from 2020 to 2023.

Hence, the Ghana government must intensify its efforts and collaborate with all stakeholders to achieve a minimum overall average of 50% by the end of the implementation period in 2025. This report highlights a significant scope for improvement in the implementation of GHANAP 2, especially if we consider the recommendations provided herein.

Ratings and Interpretation

0	No effort at all to implement.
1%-20%	Effort made, yet to implement.
21%-40%	In the process of Implementation.
41%-60%	Implemented but not satisfactory.
61%-80%	Fairly implemented.
81%-100%	Successfully implemented.

THE PRE AND POST-TEST

The various pre-tests were done right before the main interviews and the post-tests were done after FOSDA's engagement or interaction with the nominated representative(s). This was done for us to measure our outcome which is:

'Improved awareness among the selected ministries, departments, and agencies of the expected results of GHANAP 2, and their roles in its implementation'.

This data is qualitative.

Awareness

1. Five out of the six respondent institutions (83%) were aware of the Ghana National Action Plan for the Implementation of UNSCR 1325 on Women, Peace and Security (GHANAP 2). The Ghana National Fire Service was the only institution (17%) that was unaware of GHANAP 2.
2. Five out of the six respondent institutions (83%) knew which Pillar they contributed to in GHANAP 2. The Ghana National Fire Service was the only institution (17%) that did not know.
3. One out of the six respondent institutions (17%) knew their stakeholder category in GHANAP 2. This was the Ministry of Gender, the lead stakeholder in the GHANAP 2 implementation.
4. Three out of the six (MoGCSP, NPC, and GIS making up 50%) displayed knowledge about the outcomes and objectives of GHANAP 2 while three out of the six (MINTER, GNFS, and Ghana Prisons making up 50%) did not know about their specific roles and activities they contributed to in GHANAP.



SUCCESSES AND CHALLENGES CAPTURED FROM EACH RESPONDENT INSTITUTION

The Ministry of Gender, Children and Social Protection (MoGCSP)

MoGCSP holds the primary responsibility for addressing gender-related matters including the implementation of GHANAP 2. It works in close collaboration with security services and various stakeholders who often seek the ministry's guidance and input. Reportedly, although MoGCSP is content with its current efforts, it recognizes the opportunity for enhancing its capabilities further.

Successes attained in the implementation period

1. The inauguration of the technical working group (this is the steering committee)

Challenges met during the implementation

1. The overarching challenge is the general inadequacy of funds to undertake activities.
2. Obtaining information on WPS for reporting from external stakeholders has proven to be a significant hurdle.
3. Lack of data on Women, Peace and Security (WPS) for reporting.
4. Inability to extend sensitization programs from the national level to grassroots communities.
5. Financial constraints have prevented the implementation of technical monitoring efforts.
6. Local funding is often delayed due to prolonged bureaucratic processes within the ministry.

The Ministry of the Interior (MINTER)

The Ministry of the Interior is listed as a Category B stakeholder, and it has been captured as the landlord for most of the security agencies in Ghana.

No Recorded Successes.

Challenges met during the implementation.

1. Inadequate funding, hence, non-committal WPS budgeting to undertake activities.
2. WPS frameworks and gender concepts are still not considered valuable by the public.
3. There is nothing about GHANAP 2 in the internal Ministry work plan – the ministry has not incorporated the outcomes, objectives, or activities of GHANAP 2 into its work plan.

The National Peace Council (NPC)

As captured on the website of the National Peace Council, the objective of the Council is to facilitate and develop mechanisms for conflict prevention, management, resolution and to build sustainable peace in the country.

Successes attained in the implementation period

1. The increase of female board members and total number of female members across the regional peace councils.
2. Trained women and youth in hotspot communities in January 2023 and inaugurated 40 peace ambassadors from this training who serve as a source of early warning mechanism by gathering intelligence and reporting to the National Peace Council. These Peace ambassadors have also embarked on individual projects to promote peace in their communities.
3. Organised mentorship programs for young female students in second cycle institutions.
4. There is an effective collaboration between the NPC and CSOs who work in WPS space.

Challenges met during the implementation

1. Inadequate funding.

Figure 1: FOSDA field enumerators (WPS program officer and M&E officer) interacting with the head of the gender unit and the director of capacity development and outreach at the National Peace Council



The Ghana Immigration Service (GIS)

The Ghana Immigration Service contributes to peace and security by regulating the movement of people and goods across borders, preventing illegal activities, and collaborating with other security agencies to address various security challenges within the country.

Successes attained in the implementation period.

1. Their Gender Mainstreaming Unit has operated for three years and successfully established gender desk units in every region.
2. The Nigerian Immigration Service understudied the Gender Mainstreaming Unit of the GIS for insights and knowledge exchange.
3. Conducting a "Training of Trainers" program focused on trafficking awareness and prevention.

Challenges met during the implementation.

1. Insufficient Funding to undertake activities.

2. Lack of Adequate Resources, such as shelter for internally displaced persons (IDPs) and trafficked persons.
3. Inadequate Logistics, such as vehicles for transporting IDPs and trafficked persons.

The Ghana National Fire Service (GNFS)

While the GNFS primarily deals with fire-related emergencies, its actions contribute to overall peace and security by mitigating risks, saving lives, and maintaining order during emergencies. Additionally, it often collaborates with other security agencies in disaster management and emergency response efforts to ensure a coordinated and effective approach to public safety.

Because there was limited awareness within the Ghana National Fire Service about their specific roles in the implementation of GHANAP 2, they had not intentionally documented instances of challenges, accomplishments, or recommendations.



Figure 2: FOSDA field enumerators (WPS program officer and M&E officer) interacting with some executive members of the Fire Service Ladies Association (FISLA) at the Ghana National Fire Service Headquarters

The Ghana Prisons Service

While the primary focus of the prison service is on rehabilitation and custodial care, its activities indirectly support peace and security by reducing recidivism, fostering reintegration, and ensuring that individuals who pose a risk to society are securely confined. Additionally, it plays a vital role in maintaining the integrity of the criminal justice system, which is essential for upholding the rule of law and social order.

Successes attained in the implementation period.

1. Increase in Female Recruitment and Senior Appointments: There has been a notable rise in the recruitment of female officers during the period of GHANAP 2 implementation so far. Furthermore, three senior female officers have been appointed to top management positions within the service's directorate.
2. Incorporation of Female Officers into Operational Teams: Female officers have been appointed to serve within the operational teams of the service.
3. Establishment and Training of Regional Gender Focal Officers: Regional gender focal offices have been established and officers trained to address issues related to Women, Peace and Security within the service.
4. Gender-Based Violence Sensitization Efforts: Over 700 officers have received training and sensitization on gender-based violence. These sessions took place both last year (2022) and this year (2023), encompassing three out of four stations in Accra, namely James Camp, the training school, and headquarters. Additionally, a similar session was conducted at Awutu Prisons with over 100 participants. During these sessions, participants were provided with the toll-free orange number.

Challenges met during the implementation.

1. The foremost challenge lies in securing adequate funding for conducting awareness programs for officers, particularly in the domain of UNSCR 1325 and related resolutions, along with the provision of necessary material resources.
2. A significant number of officers lack a comprehensive understanding of UNSCR 1325 and its associated resolutions.
3. Limited Access to GHANAP 2 Documentation: The Prison Service did not have access to the GHANAP 2 document, which is essential for formulating their work plans to align with GHANAP 2 activities.
4. Lack of Continuity/consistency in sending officers to Gender/WPS Workshops. This means that there isn't efficient accountability in stepping information down to the service. There is therefore a need to establish a mechanism for ensuring continuity in training.
5. Female officers are not actively assuming roles within the service, necessitating empowerment, mentorship, and confidence-building initiatives.



Figure 3: FOSDA field enumerator (WPS program officer) interacting with the Head of the Gender Unit at the Prisons Headquarters

**BEST PRACTICE:
The Ghana Immigration Service**

In the case of the Ghana Immigration Service, their Gender Unit has performed marvelously in mainstreaming gender to regional offices within the 3 years of its existence. This is the main reason the Nigerian Immigration Service is understudying the Unit so they can replicate the success of the Ghana Immigration Service.

**BEST PRACTICE:
Sensitization and awareness creation at the local level for young people**

Creating awareness of the importance of peace and security for young people feeds into promoting sustainable peace and security. In the case of the National Peace Council, over the years since implementation began in 2020, they have delivered capacity-building forums on Women, Peace and Security for students.



RESPONDENTS BY GENDER (The gender-disaggregated data)

The project involved conducting field visits to various government institutions. During these visits, nominated individuals from each institution were engaged to complete the assessment questionnaires on behalf of their respective organizations. A total of 15 individuals, all of whom were women, conducted these interviews. The respondents had various roles within their institutions, including 5 as Heads of Gender Units, 1 as an M&E officer, 2 as Directors, 1 as a regional commander, 2 as district commanders, 1 as an instructor, 1 as a Second in Charge (2IC), 1 as a legal secretary, and 1 as a control room operator.

RESPONDENT BY GENDER

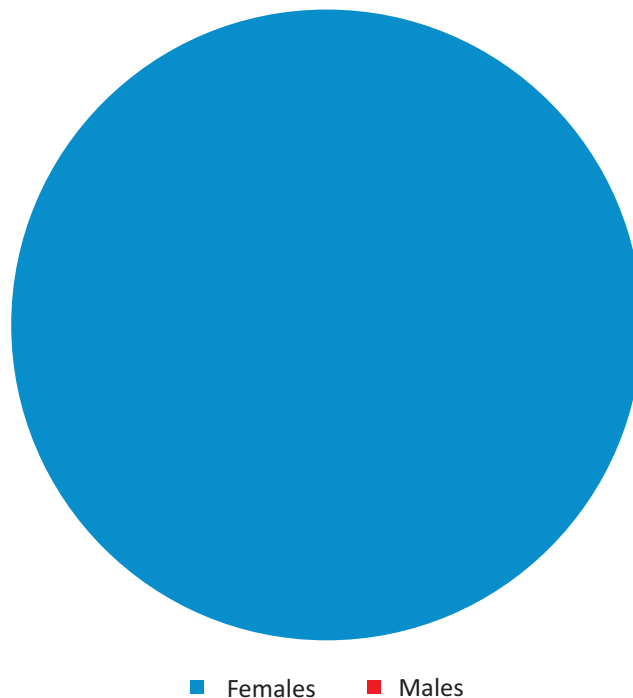


Chart 7: Graphical representation of respondents by gender.

During the Interactions with the security services, from sending letters at the beginning of the monitoring project to face-to-face interviews, the team came to learn that within the security institutions, many departments/units contribute to the operational efficiency of the various services.

For example, with the Ghana Immigration Service, the team had the opportunity to meet with the head of the gender unit and the director of the Anti-Human Smuggling and Trafficking in Persons Unit. Both individuals, who happened to be women, with the combined information they had on operations within the service were able to answer questions on all four pillars.

The Ghana Prisons Service also has different directorates that play a vital role in safeguarding the mandates and interests of the service. During the face-to-face interview, FOSDA had the opportunity to meet with the head of the gender unit who happened to be female. However, it is worth noting that the FOSDA team's initial point of contact was the Director of Prisons, Human Resources, who happened to be a male. He directed the team to meet with the Director of Prisons, Operations, also a male. During the first visit to the prison headquarters, it was the Director of Prisons, Operations who had been tasked to assist the team with the assessment on behalf of the Service. However, recognizing the need for a more specialized perspective, since most of the questions were centered on women, he forwarded the team to the Director of Prisons, Welfare, who happened to be a female. This is because the Gender Unit of the Prisons falls under the purview of the Welfare Directorate.

Like its sister security services, the Ghana National Fire Service operates in a similar manner. Here, FOSDA ended up meeting with the executive body of the Fire Service Ladies Association (FISLA) during the interview. However, in initial interactions with the institution, the team was to meet with the Deputy Director of Safety in charge of certification (male) and the President of FISLA (female).



GENDER ANALYSIS - FOSDA observation

The challenge from the scenarios mentioned above is that issues of WPS had been associated only with the aspects of operations that were perceived as 'for women only' hence the gender unit and Women's Group.

The objective of GHANAP 2 is to mainstream the WPS agenda in all relevant operations at all levels. This means that the two (2) out of the three (3) respondent security institutions mentioned above, need to consider the broader picture when presenting the service's WPS implementation. In essence, we should have had some men answering questions during the interview. This is because most Directors and deputy directors in all the engaged security institutions are men.

VALIDATING THE GHANAP 2 MONITORING PROJECT AND FINDINGS

Four months into the project on 5th July 2023, a validation meeting was set up. This was done to share the project progress and discuss the findings from engagements with various institutions listed within Category A and B of the National Action Plan. During this workshop, FOSDA shared their report on the implementation so far for discussion including lessons learnt, way forward and actions to take to execute the Action Plan.

Most of the challenges mentioned in that meeting had already been captured during the field interviews. There was a common trend for what impedes the implementation process. However, below are three challenges not captured in any of the interviews above:

1. Challenges in engaging with the Ministry of Finance and ensuring they adequately budget to respond to some of these gender needs.
2. The need for proper stakeholder mapping.
3. For civilians (i.e., CSOs), engaging the right officers when collecting data and information to monitor the implementation process is a challenge.



Figure 4: FOSDA M&E Officer presenting during the validation meeting.



Figure 5: A presentation being made on the analysis and results of the project by FOSDA WPS program officer.



Figure 6: Group discussion on “how stakeholders can properly implement the Ghana NAP 2”



Figure 7: Former Gender Policy Advisor to the Chief of Defence Staff (Ghana Armed Forces) at the Validation meeting



Figure 8: Representatives from CSOs engaging on the outcomes of the project.



Figure 9: Representatives from Ghana Prisons Service at the Validation meeting

Figure 10: FOSDA Executive Director making remarks at the Validation



Figure 11: Left to right: MoGCSP representative and MINTER representative listening attentively during Validation meeting





Figure 12: Group photo taken at the Validation meeting

FOSDA

ABOUT US

RECEPTION

THE MONITORING
GHANAP 2 PROJECT



WOMEN'S VOICE
AND LEADERSHIP
IN GHANA



WOMEN'S VOICE
AND LEADERSHIP
IN GHANA

Canada



Figure 13: CSO representative from WANEP commenting on analysis and results of monitoring during Validation meeting



Figure 14: FOSDA Project lead and M&E Officer at the Validation meeting



Figure 15: Participants in the Validation meeting (Plenary Session)



Figure 16: Participants in the Validation meeting (Group Discussions)



COMMITMENTS TO GHANAP 2 CAPTURED DURING THE VALIDATION MEETING

During the validation meeting, the following commitments towards the implementation of GHANAP 2 by some institutions present were captured.

MoGCSP – the Ministry to collaborate with women groups and CSOs to seek funding and support from donors for the implementation of the GHANAP 2, training of trainers, and sensitization programs.

MINTER – proper coordination between the Ministry of the Interior and the agencies under it. The Ministry of the Interior will encourage its agencies of which NPC is included to incorporate the objectives of GHANAP 2 into their work plans.

NPC – to engage and sensitize grassroots people on WPS and GHANAP 2 through Queen Mothers.

Ghana Prisons Service – development of gender policy for the service.

Ghana Immigration Service – write quarterly reports to the Ministry of the Interior on WPS and GHANAP 2 implementation.

WILPF-GH – Outreach seminar with young girls and boys on WPS and UNSCR 1325 in schools.

NCCRM – to intensify data collection on the implementation by the various state organizations.



OUR PROGRESS AS COMPARED TO THE FIRST GHANAP

MAIN CHALLENGES FACED BY GHANAP 1	BY THE END OF GHANAP 1 IMPLEMENTATION IN 2015	THE CURRENT SITUATION AS OF 2023 (GHANAP 2)
BUDGET	Lack of a dedicated budget	There is still no dedicated budget
FUNDRAISING STRATEGY	Lack of a fundraising strategy to complement government-limited funding	Most Institutions (the MoGCSP, the NPC, and CSOs) use donor funding for most implementation activities
STEERING COMMITTEE	Unavailable	There is a steering committee (the technical working group) that coordinates the implementation in a cooperative manner
SYNERGY	Lack of coordination between stakeholders	With the establishment of the committee, this has improved
GHANAP Awareness	Very minimal among the public	Still minimal but has improved slightly in some sectors e.g., Academia
Pool of women with technical know-how	Non-availability of a pool of women with capacity in Women Peace and Security to lead processes	More women have been trained to lead Peace and Security processes from organisations like WPSI/KAIPTC, FOSDA, WANEP

Table 11: Progress so far in comparison with GHANAP 1



WHERE DOES GHANA FALL IN THE AFRICAN UNION (AU) CONTINENTAL RESULTS FRAMEWORK (CRF)?

The goal of the continental results framework for monitoring and reporting on the Women, Peace and Security Agenda in Africa is to ensure that monitoring and reporting on the WPS Agenda in Africa is effective, clear, and coordinated.

The AU CRF has two main objectives:

- To make frequent and detailed monitoring and reporting on WPS Agenda implementation in Africa a habit; and
- To increase accountability for WPS Agenda implementation in Africa.

The AU CRF, also has indicators, classified under the four main pillars of UNSCR 1325. Most of these indicators measure implementation by AU member states. Therefore, in the following, we will capture some of the indicators that align with Ghana's National Action Plan and gauge the performance of Ghana under each i.e., Ghana's status.

PARTICIPATION PILLAR

- **Indicator 1** - Assessment of national laws, policies, and mechanisms supporting women's participation and leadership in peace and security decision-making.

Ghana's status - The lack of an affirmative action law.

- **Indicator 2** - Percentage of women in decision-making positions in oversight structures for peace building.

Ghana's status - The existence of a National Peace Council with 3 women in the governing board out of a total of 13 members in the board.

- **Indicator 3** - Percentage of women in security institutions and measures adopted to encourage women to join security services.

Ghana's status - As reported by the 3 respondent security institutions, there are equal opportunities during recruitment and enlistment processes which have encouraged more women to join the respective security services, hence a general increase in the number of females in the Immigration, Fire Service and Prisons Services.

In the immigration Service, in 2022, about half of the 12,000 officers were women.

In the recruitment of new fire service officers in April 2023, 47.7% of recruits were female and 52.3%, were male.

In the recruitment of new prison officers in August 2023, 41.56% of recruits were female and 58.44%, were male.

- **Indicator 4** - Percentage of women in leadership positions in the Foreign Service related to peace and security.

Ghana's status - As of date, management in the Immigration Service is 26% females and 74% males. Noteworthy is that the percentage of females has dropped since the implementation period in 2020 because in 2019, the percentage of females was 39%.

- **Indicator 5** - Percentage of women involved as technical experts supporting mediation and negotiation processes.

Ghana's status - There are some CSO efforts to train more women mediators and negotiators.

PROTECTION PILLAR

- **Indicator 1** - Existence of legal and policy frameworks safeguarding women's rights, including protection from sexual and gender-based violence, along with the effectiveness of mechanisms for both implementing and monitoring these laws and policies.

Ghana's status - There are some efforts made by the Domestic violence secretariat to fully implement the domestic violence law.

- **Indicator 2** - Measures taken to capacitate security forces to protect women's rights, including the prevention of and response to sexual and gender-based violence.

Ghana's status - The Existence of Legal Instruments in the administrative regulations of Immigration, Fire and Prisons Services that enforce the protection of women's rights and protects officers from discrimination and abuse.

- **Indicator 3** - Measures established to respond to women and girl survivors of sexual and gender-based violence.

Ghana's status - In 2022, the commissioning of the Domestic Violence and Victim Support Unit (DOVVSU) ultra-modern one-stop Centre for survivors of SGBV.

- **Indicator 4** - Measures taken to protect the rights of women in refugee and internally displaced persons (IDP) camps.

Ghana's status - The GIS's Anti-Human Smuggling and Trafficking in Persons Unit (AHSTIP) is dedicated to addressing trafficking and internally displaced persons (IDPs), providing shelter, medical services, psychological counseling, legal services, and vocational training, ensuring their reintegration into society.

PREVENTION PILLAR

- **Indicator 1** - Existence of laws and policies that incorporate a gender perspective into peace and security efforts, including the availability of mechanisms for both implementing and monitoring the effectiveness of these laws and policies.

Ghana's status - As of 2023, there is a lack of a working Gender Policy in the Immigration, Fire and Prisons Services.

- **Indicator 2** - Proportion of national budget allocated to government departments that address the WPS Agenda.

Ghana's status - Across most stakeholders engaged, there has hardly been any budget allocation from the ministry of finance for the implementation of the WPS.

- **Indicator 3** - Number and percentage of women in decision-making positions in institutions for peace and security.

Ghana's status - As of 2023, the number of female directors in the Prisons Service Headquarters is 3 out of 10 directors.

The statistics for the Immigration service is captured in indicator 4 under the Participation Pillar.

- **Indicator 4** - Existence of early warning and response mechanisms that integrate a gender perspective.

Ghana's status - According to information received from the six respondent institutions, Ghana is yet to actively integrate a gender perspective into early warning systems.

RELIEF AND RECOVERY PILLAR

In the AU Continental results framework, the relief and recovery pillar focuses on addressing women's and girls' relief and recovery needs during conflict and post-conflict situations. Ghana, therefore, being a relatively peaceful country, does not have activities in its Action Plan that align with the indicators stated in the AU CRF.



CHALLENGES OF THE PROJECT

1. The long delay in getting any positive feedback from institutions letters were sent asking for an interview.
2. As a result of point 1, FOSDA has engaged six out of the total eight institutions in categories A and B we intended to interview.
3. The challenge of getting some respondent institutions to give feedback on the interview report for validation.

KEY CONCERNS

1. As of 2023, none of the Security Institutions above has a working Gender Policy.
2. None of the institutions at an institutional level has had an annual review meeting on the implementation of GHANAP 2 since 2020.
3. None of the institutions has a budget allocated to WPS activities.



KEY OBSERVATIONS

1. The Ministry of Finance has not made specific financial allocations to the six engaged institutions to implement activities.
2. Five years is not enough time to undertake all the activities captured within GHANAP 2.
 - a. It would have been better to focus on a smaller number of activities by approaching them from a collaborative effort where we can create synergy to promote GHANAP 2.

One of the issues with GHANAP 2 is that the distribution of tasks to stakeholders, particularly within the security services, is insufficient. It should have been more explicit about which specific group of stakeholders, as outlined in the stakeholder analysis list, is responsible for each task or activity.

PROJECT IMPACT/RESULT

A key achievement of this project so far is that, due to FOSDA interactions with the institutions, the key stakeholder institutions have increased their knowledge of GHANAP 2 and are more alert about their roles in the implementation of the plan.



CONCLUSION

The Women, Peace and Security agenda has become a well-established and crucial topic for promoting sustainable peace and development. This project specifically addresses the challenge of potential failure in the execution of the Second Ghana National Action Plan for the Implementation of UNSCR 1325 on Women, Peace and Security (GHANAP 2). To assess the extent to which Ghana has effectively carried out this national action plan, the GHANAP 2 monitoring project initiated its first phase. Despite some limitations, particularly in terms of involving stakeholder institutions, this report offers valuable insights into the current status and trajectory of GHANAP 2.

Based on the responses gathered, there is a heightened interest in advancing gender equality issues in a broad sense. Some initiatives are underway within various institutions to increase the inclusion of women in the workforce, a significant move given the current underrepresentation of women in the peace and security sector. However, these efforts do not specifically align with GHANAP 2 activities and desired outcomes. This highlights the slow progress in fully integrating the Women, Peace and Security agenda at the national level. Most institutions do not appear to have embedded the action plan into their institutional work plans, and there is a notable challenge arising from insufficient funds due to the absence of a dedicated WPS budget.

Nevertheless, the project has played a crucial role in enhancing the understanding of stakeholders regarding GHANAP 2, particularly their roles in implementing the Action Plan. Looking ahead, it is essential to increase the visibility of GHANAP 2 and UNSCR 1325 through civic education and to maintain regular engagement with stakeholders to ensure the ongoing relevance of these frameworks in the country. To obtain a comprehensive picture of GHANAP 2 implementation, to create an inclusive, secure, and peaceful environment for women and girls, further research and monitoring efforts will be conducted, involving all stakeholders included in the plan.



RECOMMENDATIONS TO ACCELERATE THE IMPLEMENTATION OF GHANAP 2

1. The MoGCSP should partner with the media houses to periodically sensitize Ghanaians on the GHANAP 2 through radio and TV programs. They should also publish articles in the newspapers and online.
2. A day set aside to commemorate the Ghana National Action Plan on UNSCR 1325 on WPS. Alternatively, create a whole week to create awareness on GHANAP 2 and publicize it through radio stations, TV stations, articles, etc. CSOs, NGOs, and the NPC can work together to have a GHANAP 2 awareness week celebration.
3. Translating commitments at the national level into the grassroots level e.g. training of Trainers on WPS and GHANAP 2, initiating WPS in school clubs
4. The MoGCSP should work closely with their stakeholders so that reporting can confidently be presented on big forums like the African Union (AU) or United Nations (UN)
5. An assessment guideline for reporting should be developed for all Ministries so they know what to capture concerning the implementation of the GHANAP 2.
6. An online form developed by MoGCSP to allow CSOs to capture information on the implementation of the Action Plan, to reconcile all the reports that CSOs are doing which will allow the ministry to present one story on Ghana's WPS implementation.
7. Encourage more collaboration among stakeholders for the rest of the implementation period.
8. Mentorship and Empowerment programs should be undertaken to encourage and promote more women to take up some operational roles in the security services.
9. Sensitizing the Ministry of the Interior on WPS mainstreaming to equip them to do more WPS activism and to have a culture of asking more for WPS-sensitive reports from the security agencies under them.
10. Ghana through the MoGCSP and the Ministry of Finance should work on innovative approaches for securing money to sponsor GHANAP activities.

11. There is a need for documenting gender disaggregated statistics which is important for knowing the kinds of training and capacity-building activities needed for security personnel. Gender-disaggregated data also helps to focus on specific unique outcomes of such trainings and activities.
12. There is a need to integrate Monitoring and Evaluation into all levels of GHANAP implementation.



**APPENDIX –
FOSDA Assessment Tool**



**WOMEN'S VOICE
AND LEADERSHIP
IN GHANA**

Canada

NARRATIVE		PILLAR 1 – PARTICIPATION_ Specific goal: Participation and representation of women in decision making and peace processes ensured		INSTITUTION(S) WORKING (INSTITUTIONS) RESPONSIBLE		Ratings		Rating Table Interpretation	
ACTIVITIES		REASONS	SCORES	REASONS	INSTITUTION(S) WORKING	INSTITUTION(S) RESPONSIBLE	REASONS	SCORES	REASONS
Objective 1: Increase the capacity of women in conflict management and peacebuilding activities									
1. Develop a database of women working or with expertise in early warning, conflict prevention and resolution and peace building to use as resource persons		MoGSP does not have a MoGSP, CSOs, NPC, GIS, MoGSP, KAIPTC, ILS, WANEP, other no coordinated effort from MoGSP, NCCRM	30	MoGSP does not have a MoGSP, CSOs, NPC, GIS, MoGSP, KAIPTC, ILS, WANEP, other no coordinated effort from MoGSP, NCCRM	MoGSP, KAIPTC, ILS, WANEP, other	MoGSP, KAIPTC, ILS, WANEP, other	0	No effort at all to implement	No effort at all to implement
2. Expand early warning systems and mechanisms to cover all districts		No effort at all to implement	0	No effort at all to implement	MoGSP, KAIPTC, ILS, WANEP, other	MoGSP, KAIPTC, ILS, WANEP, other	1%-20%	Effort made but yet to implement	Effort made but yet to implement
3. Train 50 women per district per year to collect information and monitor early warning signals for conflict prevention		No effort at all to implement	0	No effort at all to implement	MoGSP	MoGSP, KAIPTC, ILS, WANEP, other	21%-40%	In the process of implementation	In the process of implementation
4. Sponsor 32 women (two from each region) annually to attend West Africa Peacebuilding Institute, WAPI at KAIPTC to undergo training in mediation and conflict resolution skills.		MoGSP does not sponsor MoGSP, CSOs	15	MoGSP does not sponsor MoGSP, CSOs	MoGSP, KAIPTC, ILS, WANEP, other	MoGSP, KAIPTC, ILS, WANEP, other	41%-60%	Implemented but not satisfactory	Implemented but not satisfactory
5. Establish and launch a mentorship program for fifty (50) young women peace activists to take up various leadership roles in peace building initiatives (5 from each region)		No effort made but yet to implement	10	Effort made but yet to implement	MoGSP, CSOs, NPC	MoGSP, KAIPTC, ILS, WANEP, other	61%-80%	Fairly implemented	Fairly implemented
Objective-1 Average									
Objective 2: Increase the participation of women in leadership and decision-making on WPS issues at the traditional, local, district and national levels									
ACTIVITIES									
1. Constitute a steering committee for implementation of GHANAP 2		There is a steering committee	100	Successfully implemented	MoGSP, MINTER, NPC, G	MoGSP, REGSEC, DISEC, Justice and security committees of MMDAs			
2. Carry out sensitization and training workshops for all MMDAs, National Peace Council, National House of Chiefs and Community Based Organizations (CBOs) on GHANAP 2 and other legislations and policies on WPS. (Ensure at least 40% participation of women)		Launch of the GHANAP 2	10	Effort made but yet to implement	MoGSP, NPC	MoGSP, REGSEC, DISEC, Justice and security committees of MMDAs			
3. Develop District specific plans for implementation of GHANAP 2		No district plans have been developed	0	No effort at all to implement	MoGSP, MINTER	MoGSP, REGSEC, DISEC, Justice and security committees of MMDAs			
4. Hold annual experience sharing conferences of all stakeholders		No annual experience sharing conferences held	0	No effort at all to implement	MoGSP, MINTER, NPC	MoGSP, REGSEC, DISEC, Justice and security committees of MMDAs			
5. Organise national advocacy and awareness raising campaigns on gender peace and security around the following internationally recognized days of Peace such as: (i) 8th March_ International Women's Day (ii) 24th May_ International Women's day for Peace and Disarmament (iii) 21st September_ International Day of Peace (iv) 2nd October_ International Day of nonviolence (v) 31st October_ Anniversary of UNSCR 1325 (vi) January- December_ Traditional Festivals		MoGSP usually undertakes MoGSP, NPC, GIS, GNFS	55	Implemented but not satisfactory	MoGSP, REGSEC, DISEC, Justice and security committees of MMDAs	MoGSP, REGSEC, DISEC, Justice and security committees of MMDAs			
Objective-2 Average									
Objective 3: Enhance capacities for gender sensitive external and internal peacekeeping operations									
ACTIVITIES									
1. Intensity training of all security institutions in issues of Gender and WPS including UNSCR 1325 and related resolutions and GHANAP		Ministry of gender representation	75	Fairly implemented	MoGSP, MINTER, NPC, G	Ministry of Defence, Ministry of the Interior, Steering Committee			
2. Support the development of gender policy for all security institutions		Out of the 8 security institutions	37	In the process of implementation	MoGSP, MINTER, NPC, G	Ministry of Defence, Ministry of the Interior, Steering Committee			
3. Develop a comprehensive program for internal/domestic peacekeeping operations and provide adequate logistics and facilities to cater for special needs of at least 30% women who will be deployed to peacekeeping operations in conflict communities in Ghana		Local peacekeeping is not implemented	0	No effort at all to implement	MoGSP, MINTER	Ministry of Defence, Ministry of the Interior, Steering Committee			
Objective-3 Average									
[PILLAR 1] Overall Activity Average Score									
			25.5	In the process of implementation					

NARRATIVE		Scores		REASONS		INSTITUTION(S) WORKING/INSTITUTION(S) RESPONSIBLE		Rating Table	
Objective 1: Reduce reported cases of sexual and gender-based violence against women and girls (rape, forced and early marriage, defilement, FGM, widowhood rite) by 30%		Interpretation						Ratings	Interpretation
PILLAR 3 – PREVENTION_Specific goals: All forms of violence against women and girls at all levels of society eliminated									
ACTIVITIES									
1. Organize intensive sensitization programs on laws and policies regarding SGBV and some traditional practices that promote SGBV in schools, churches/mosques and workplaces		25	In the process of implementation			MoGGSP, GIS, GPS, GNFS	MMDAs, NGOs/CSOs/CBOs, Media	0	No effort at all to
2. Track number of successful SGBV prosecutions and publish periodically as part of advocacy against SGBV		0	No effort at all to implement	Nothing done		MoGGSP	MMDAs, NGOs/CSOs/CBOs, Media	1%-20%	Effort made but y
3. Expand NPC education activities at District levels		50	Implemented but not satisfactory	NPC works in some districts		MoGGSP,NPC	MMDAs, NGOs/CSOs/CBOs, Media	21%-40%	In the process of
4. Expand activities of the DV secretariat to Regional and District levels		30	In the process of implementation	Through gender desks in th		MoGGSP	MMDAs, NGOs/CSOs/CBOs, Media	41%-60%	Implemented but
Objective-1 Average		26.25	In the process of implementation					61%-80%	Fairly implemente
ACTIVITIES									
Objective 2: Reduce conflict related violence against women and girls								81%-100%	Successfully impl
1. Design and organize special sensitization programmes on GHANAP, UNSCR 1325 and related resolutions in targeted conflict communities in Ghana (Bimbila, Yendi, Alavanyo, Nkonya etc)		0	No effort at all to implement	Nothing done		MoGGSP, MINTER, NPC	Min of Defence, Min of Interior, steering committee, House of Chiefs		
2. Provide psychological and counselling services to victims of SGBV in conflict communities		0	No effort at all to implement	No information		MoGGSP, MINTER	Min of Defence, Min of Interior, steering committee, House of Chiefs		
3. Include training on SGBV, GHANAP, UNSCR 1325 and related resolutions in pre-deployment training for personnel on domestic peacekeeping		0	No effort at all to implement	No information		MoGGSP, MINTER, GIS	Min of Defence, Min of Interior, steering committee, House of Chiefs		
4. Sensitize populations in conflict communities on issues of SGBV and national laws governing them		0	No effort at all to implement	No information		MoGGSP, MINTER			
Objective-2 Average		0	No effort at all to implement						
[PILLAR 3] Overall Activity Average Score		13.1	Effort made but yet to implement						

PILLAR 4 – RELIEF AND RECOVERY _specific goal: Promotion of equal access to relief and recovery services for women and girls in times of emergency and disaster

NARRATIVE	Scores	Interpretation	REASONS	WORKING INSTITUTION(S)	RESPONSIBLE INSTITUTION(S)
Objective 1: Strengthen measures to promote equal access to specific needs of women and girls in all relief and recovery efforts in times of emergencies					
ACTIVITIES					
1. Establish a joint committee made up of representation from NADMO, MoGCSF and Ghana psychologists Association to develop guidelines for a gender sensitive distribution of relief items during disaster management		0	No effort at all to implement	Nothing done	MoGCSO, MINTER MoGCSF, NADMO, MMDAs, NGOs
2. Develop a Gender responsive rehabilitation plan for IDPs in conformity with the needs and priorities of women in line with UNSCR 1325	20	Effort made but yet to implement		The GIS under the AHSTIP	MoGCSO, MINTER, GIS
3. Set up functional rehabilitation and recovery centres	30	In the process of implementation		The DOWSU one-stop cent	MoGCSO, MINTER
4. Train counselling officers to handle survivors of GBV and trauma resulting from other forms of disaster	41	Implemented but not satisfactory		Yes some counsellors have	MoGCSO, MINTER
Objective-1 Average	22.75	In the process of implementation			
[PILLAR 4] Overall Activity Average Score	22.8	In the process of implementation			

1325

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