



NATIONALLY DETERMINED CONTRIBUTIONS IN
WATER, WASTE, HEALTH, TRANSPORT, DISASTER
RISK REDUCTION AND CLIMATE SERVICE SECTORS

GENDER ANALYSIS





*Nationally Determined Contributions in Water, Waste, Health, Transport, Disaster Risk Reduction and Climate Service Sectors:
Gender Analysis*

© Government of Ghana, Ministry of Environment, Science, Technology and Innovation and
Ministry of Gender, Children and Social Protection

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Abbreviations

CEDAW	Convention on the Elimination of all Forms of Discrimination against Women
CONIWAS	Coalition of NGOs in Water and Sanitation
COP	Conference of Parties
CPESDPs	Coordinated Programme of Economic and Social Development Policies
CSO	civil society organization
EPA	Environmental Protection Agency
FAO	Food and Agriculture Organization of the United Nations
GHG	greenhouse gas
GH-NDCs	Ghana's Nationally Determined Contributions
GHS	Ghana Health Service
GMet	Ghana Meteorological Agency
GSS	Ghana Statistical Service
GSWG	Gender Sub-Working Group
IPCC	Intergovernmental Panel on Climate Change
MDAs	ministries, departments and agencies
MDG	Millennium Development Goals
MESTI	Ministry of Environment, Science, Technology and Innovation
MLGRD	Ministry of Local Government and Rural Development
MMDAs	metropolitan, municipal and district assemblies
MoGCSP	Ministry of Gender, Children and Social Protection
MoSWR	Ministry of Sanitation and Water Resources
NADMO	National Disaster Management Organisation
NAP	National Adaptation Plan
NCCAS	National Climate Change Adaptation Strategy
NCCC	National Climate Change Committee
NCCP	National Climate Change Policy
NDC	Nationally Determined Contribution
NDPC	National Development Planning Commission

NGO	non-governmental organization
REDD+	Reducing Emissions from Deforestation and Forest Degradation
SDGs	Sustainable Development Goals
UNDP	United Nations Development Programme
UNFCCC	United Nations Framework Convention on Climate Change
UNICEF	United Nations Children's Fund
WASH	water, sanitation and hygiene
WHO	World Health Organization

Executive summary

As a member of the United Nations, Ghana has signed several international and regional conventions and agreements aimed at promoting women's rights, gender equality and gender mainstreaming in all processes and sectors of development. Some of the relevant conventions include the Convention on the Elimination of All Forms of Discrimination against Women, the International Covenant on Civil and Political Rights, the Beijing Declaration and Platform for Action, the Commonwealth Plan of Action for Gender Equality and the African Women's Protocol. Others include the Maputo Protocol on Gender, the African Charter on Human and Peoples' Rights and the Economic Community of West African States Gender Policy. The country has also signed and ratified the three Rio Conventions – the United Nations Framework Convention on Climate Change (UNFCCC), the United Nations Convention on Biological Diversity and the United Nations Convention to Combat Desertification.

Under the Paris Climate Agreement, Ghana submitted its Nationally Determined Contributions (GH-NDCs)¹ to the Secretariat of the UNFCCC in September 2015. GH-NDCs outline 31 programmes of action (consisting of 20 mitigations and 11 adaptations) spread across seven economic sectors namely, energy and industry, health, transport, agriculture and forestry, waste, water, and gender/the vulnerable. GH-NDCs actions are unique because gender was submitted as a thematic area and as a cross-cutting issue within the other sector actions. However, it is unclear the extent to which these 31 programmes of action integrate issues pertaining to gender.

The Government of Ghana through the Ministry of Environment, Science, Technology and Innovation (MESTI) and the Environmental Protection Agency (EPA) with support from the United Nations Development Programme (UNDP) recruited a team of consultants to facilitate the development of relevant tools and training of key stakeholders for gender mainstreaming and integration in GH-NDCs. The specific tasks as per the terms of reference of the assignment were to: (i) conduct a gender analysis in five NDC sectors (health, water, waste, transport, and disaster risk and climate services) in Ghana; (ii) produce a synthesis report and action plan; (iii) develop a gender mainstreaming toolkit; and (iv) conduct climate change and gender mainstreaming training.

The formulation of gender analysis for Ghana started with a meeting held with principal institutions involved in the gender analysis including UNDP, MESTI, EPA and the Ministry of Gender, Children and Social Protection (MoGCSP). The purpose of the meeting was to lay the foundation for effective collaboration for the successful execution of the assignment and to clarify expectations regarding deliverables and timelines.

The methodological approach for this analysis involved four all-inclusive gender-responsive participatory interlinked phases: an inception workshop, a desk-based review, policy analysis, and stakeholder consultations. We held an inception workshop in February 2019 with 30 relevant stakeholders drawn from the GH-NDC priority sectors and other cross-cutting ministries and agencies and civil society organizations (CSOs). As part of the inception meeting, sector-based stakeholder focus group

“ Ghana’s Nationally Determined Contribution actions are unique because gender was submitted as a thematic area and as a cross-cutting issue within the other sector actions. ”

1 GH-NDCs is the preferred acronym over NDC in the Ghanaian context.

discussions were held to understand the barriers, opportunities and entry points for the integration of gender into the GH-NDC priority sectors.

Policy analysis was conducted using thematic content analysis. Key policies and strategic documents reviewed as part of the policy analysis included the National Gender Policy (2015), the National Climate Change Policy (2013), the National Climate Change Adaptation Strategy (2012), the National Health Policy (2007), the National Transport Policy (2007) and the National Water Policy (2007). Other strategic documents included Ghana's Nationally Determined Contributions (2015) and the Coordinated Programme of Economic and Social Development Policy (2018–2024), among others.

Key institutions consulted for stakeholder engagements included MESTI; the MoGCSP; the Ministry of Sanitation and Water Resources; the Ministry of Health; Ghana Health Service (GHS); the Ministry of Transport; EPA; the Ghana Meteorological Agency; the National Disaster Management Organisation (NADMO); and the Forestry Commission as well as other relevant ministries, departments, and some non-governmental organizations, academia and private sector actors working in GH-NDC priority sectors.

Key findings from our analysis include:

- **Level of gender integration in GH-NDC priority sectors:** The five NDC sectors have gender issues mentioned in their policy and programme documents. However, the extent to which the policy measures have been articulated to integrate gender in the policy and programme documents differ. There is a good level of integration in the water, waste and health sectors. On the other hand, the level of integration is limited in the transport and disaster risk reduction and climate service sectors.
- **Good entry points for mainstreaming gender into GH-NDC sectors:** There is a broad range of stakeholders and institutions that present a platform for ensuring the mainstreaming of gender issues in GH-NDC priority sectors. Active stakeholder engagement is required for any successful gender integration exercise.
- **Strong legal and policy frameworks for gender mainstreaming:** GH-NDCs are anchored on a number of important climate-change- and development-related policies including the Ghana Shared Growth and Development Agenda II, the government's Coordinated Programme of Economic and Social Development Policies (CPESDPs), the National Climate Change Policy and many other national policies that have integrated gender to a varied extent. These policies provide opportunity to integrate gender into the GH-NDC sectors. The CPESDPs demonstrate the relevance and commitment to respond to the challenges and opportunities offered by climate change.
- **Presence of a strong coalition of CSOs:** There is the presence of a strong coalition of CSOs working on women's rights and gender issues, which provides a platform for awareness creation on women's issues and equality in Ghana. The existence of these coalitions and platforms also provides opportunities for training, capacity-building and advocacy. By doing this, they play a complementary role in supporting government in addressing issues pertaining to gender in the country.
- **Inadequate knowledge and tools on mainstreaming gender and climate change:** Limited knowledge on mainstreaming of gender into GH-NDCs is a major obstacle identified among the five GH-NDC priority sectors. Although most government agencies incorporate gender in their proposals and programme of activities, they are unable to implement the gender components. In most cases, gender mainstreaming components were more visible in donor-funded programmes as compared to nationally funded programmes. There is also the absence of sector-specific guidelines or tools for gender mainstreaming into the various sectors. Broad frameworks provided by the MoGCSP do not give adequate coverage, understanding and appreciation of specific gender issues in the various sectors.

- **Inadequate funding for gender integration:** Implementation of the 31 actions under the GH-NDCs is challenged by the uncertainty relating to funding. Ghana's ability to successfully implement the various mitigation and adaptation actions outlined in GH-NDCs will be contingent on its ability to secure international assistance (in the form of funding and technology). Though the ministries, departments and agencies (MDAs) and metropolitan, municipal and district assemblies (MMDAs) have received training on gender budgeting, which has been made a requirement for budget approval by the Ministry of Finance, gender activities are given low priority and end up not being implemented due to budget constraints. Budget release by central government to most institutions is usually delayed, and not all the annually approved budget is released to the institutions. As a result, most institutions place premium on their core activities, which usually affects the integration of gender.
- **Limited resources for gender mainstreaming:** There are inadequate material and human resources in some institutions for integration of gender into their programmes and activities. Resources like vehicles to facilitate movement into communities to implement programmes are lacking in some critical institutions like the MoGCSP.
- **Limited sex-disaggregated data:** One of the key barriers impeding the integration of gender issues into the activities of the various MDAs is the limited sex-disaggregated data to facilitate gender analysis, gender-sensitive planning, implementation, monitoring and evaluation. The GHS and NADMO collect sex-disaggregated data, which is generally quantitative, but this does not pertain to the transport, water, and sanitation sectors. The sex-disaggregated data collected by the GHS is used in the planning, implementation, monitoring and evaluation of the sector programmes while that of NADMO is used for planning disaster management.
- **Inadequate technical capacity of key staff:** The technical capacity in relation to skills and knowledge of key staff needed to mainstream gender issues in the five GH-NDC sectors is mostly lacking. In some of the sectors including water and waste, there are no officially appointed and functioning focal persons to champion the cause of women, men, children and the elderly. Furthermore, gender focal persons nominated by the MDAs and the MMDAs are usually junior officers who do not have the technical capacity to contribute to the issues and effectively implement gender-related activities in their institutions. Additionally, the concept of climate change in relation to gender dimensions is relatively new, thus, there is a lack of technical skills and experience in mainstreaming gender and climate change into sectors' activities.
- **Inadequate capacity of some gender focal persons to influence decision-making:** Junior officers who serve as gender focal persons do not participate in management meetings and are unable to influence decision-making in their organizations and at the national level.
- **Weak institutional coordination mechanisms:** There is a weak institutional coordination mechanism to ensure an effective integration of gender and climate change issues in sector policies, strategies and activities. MoGCSP is meant to be the coordinating ministry for gender issues across these different sectors. However, the MoGCSP is inadequately resourced owing to insufficient staffing and financial resources. Weak institutional coordination may be linked to inadequate intersectoral engagements and communications.
- **Policy alignment:** There is good policy alignment between GH-NDC priority sector policies and key climate change policies in Ghana. Several opportunities for a win-win situation between the various policy actions are stated in the GH-NDCs and sectoral policies. Good policy alignment can enhance policy outcomes, which leads to greater synergy among the sector and climate change policies, increasing the effectiveness of such sector policies to advance solutions towards climate change. These positive alignments can be used to drive national development via a low carbon development pathway and an effective implementation of the gender policy.

Based on these key findings, the following **key recommendations** have been made:

- **Training and capacity-building:** There is the need to provide training for stakeholders in the five GH-NDC sectors on what the GH-NDCs seek to achieve and how they can mainstream gender into their programmes and activities. The role of the Climate Change Unit under EPA and the Gender Department of MoGCSP will be critical in this direction. Where possible, sector focal persons on gender should be seconded to MoGCSP for on-the-job training on gender.
- **Provision of standard guidelines for gender mainstreaming and awareness creation on specific sector gender issues:** In addition to providing standard guidelines for all stakeholders on how to mainstream gender into their programmes and activities, it is important to increase the level of awareness on the specific gender issues in each of these sectors and sub-sectors.
- **Innovative funding mechanism:** When gender issues are understood and appreciated as core to programme success, sector programmes will be gender-centred and subsequently be prioritized despite limited funds. Innovative mechanisms to fund gender issues including private enterprises and financiers must be explored. It is also important to integrate gender and climate change into national and sectoral budgets. This, together with the key indicators of the guidelines, will increase stakeholder interest and priority for gender issues within the GH-NDC sectors.
- **Creation of gender focal units:** The creation of gender focal units within the GH-NDC sector ministries to work in collaboration with MoGCSP will address the capacity issues. This will reduce the burden on the ministry. The gender focal unit will help maintain institutional memories since gender activities will not solely remain with the gender focal person but with the entire unit.
- **Appoint senior level management staff as gender focal persons:** It is also critical to appoint senior level management staff as gender focal persons supervising the gender activities of gender focal units across all the various sectors in order to get the needed attention.
- **Promotion of intersectoral coordination and involvement in policy formulation:** Intersectoral coordination and involvement during policy formulation will also help strengthen sector activities on climate change and gender issues. For instance, the sector MDAs should engage MESTI, the EPA and the National Development Planning Commission to assist them to strengthen the climate change components of GH-NDC sector policies. Subsequently, MoGCSP should be engaged to strengthen the gender components during policy formulation and implementation.
- **Leveraging existing data collection platforms:** There are existing data collection platforms in some of the sectors including the health, water, and sanitation sectors. These data collection platforms should be expanded and leveraged to include both quantitative and qualitative sex-disaggregated data for efficient planning and implementation of gender- and climate-change-related issues.
- **Revision of existing sectoral policies:** A number of sectors are currently revising their policies, and it is a good time to get gender and climate change issues well articulated in these policies. For instance, the water sector policy is under review and the sector has engaged with stakeholders to get gender well incorporated into the revised policy. Furthermore, the National Gender Policy will also be reviewed this year (2020). The GH-NDC team could use the review as an entry point to incorporate climate change issues into the revised National Gender Policy.

1 Chapter One:

INTRODUCTION

1.1 Introduction

This chapter provides general background to the gender analysis including how gender is adversely impacted by climate change. It highlights issues relating to gender mainstreaming and the Nationally Determined Contributions (NDCs) under the Paris Agreement. The purpose of the assignment and the methodological approach used in collecting data for this analysis are also presented in this chapter.

1.2 General background

Climate change presents a considerable challenge to development, especially for developing countries whose economies depend predominantly on rain-fed agricultural systems (Intergovernmental Panel on Climate Change (IPCC), 2014). Climate change is also expected to worsen existing poverty and exacerbate inequalities, especially for those disadvantaged by gender, age, race, class and disability.² Sub-Saharan Africa is particularly vulnerable to the adverse impacts of climate change because of its low adaptive capacity and dependence of the majority of the economies on rain-fed agricultural systems (IPCC, 2014). Ghana is projected to suffer intense drought and increasing rainfall variability, which will adversely affect the attainment of the Sustainable Development Goals (SDGs) as well as the commitments under the NDCs. This will present serious developmental challenges for the country's economy, which is heavily dependent on climate-sensitive sectors including agriculture and forestry. Ghana's vulnerability to climate change and variability has been well documented (Ministry of Environment, Science, Technology and Innovation [MESTI], 2020).

“Ghana is projected to suffer intense drought and increasing rainfall variability, which will adversely affect the attainment of the Sustainable Development Goals as well as the commitments under the Nationally Determined Contributions.”

Different socio-economic groups (including women, men, persons with disabilities and the elderly) experience varying degrees of climate change vulnerability. It is widely acknowledged that women are more vulnerable to the often-devastating effects of climate change (IPCC, 2014) due largely to their limited access and control over productive and economic assets and resources that could help them to address the threats posed by climate change. High vulnerabilities of women are also attributable to widespread entrenched gender inequalities that mean that women and men have differing resources, knowledge and time with which to cope with climate change (Food and Agriculture Organization of the United Nations [FAO], 2007). Additionally, there is inadequate representation of women and of gender issues in climate change policy and decision-making from the local to the international levels (United Nations [UN] WomenWatch, 2009).

2 Denton, F. (2004). 'Gender and Climate Change: Giving the "Latecomer" a Head Start.' *Institute of Development Studies (IDS) Bulletin*, 35(3):42–49. Brighton: IDS. (<https://www.ids.ac.uk/publications/gender-and-climate-change-giving-the-latecomer-a-head-start/>)

In most developing countries, droughts closely linked to climate change often require young girls and women to travel longer distances, spending longer hours in search of water and fuel wood. This often creates vulnerabilities to attacks and harassment (United Nations Development Programme [UNDP], 2011). Prevailing cultural norms as well as legal and regulatory barriers place women in a disadvantaged position and exacerbate their inequalities.³ At the same time, women's responsibilities in households as stewards of natural and household resources position them well as agents of change with critical local knowledge and livelihood strategies useful for the management of climate risks. It is therefore important that climate change policies take cognizance of gender-based vulnerabilities and the unique contribution that women can make in fighting climate change.

Policies addressing various issues including climate change usually tend to be gender neutral/gender blind and mostly inure to the benefit of a few (mostly men). These policies presume that both women and men have the same needs and interests and will benefit equally from such policies without taking into account limitations placed by gender norms, roles and gender inequalities (UNDP, 2004). It is for this and many reasons enumerated above that Ghana is making an effort to ensure that gender is integrated into climate action through the implementation of Ghana's NDCs (GH-NDCs).

1.3 Mainstreaming gender into Nationally Determined Contributions implementation in Ghana

Ghana's National Gender Policy (2015) defines gender as the "array of socially constructed roles and relationships, personality traits, attitudes, behaviours, values, relative power and influence that society ascribes to the two sexes on a differential basis." Whereas biological sex is determined by genetic and anatomical characteristics, gender is an acquired identity that is learned, changes over time, and varies widely within and across cultures. Gender is relational and refers not simply to women or men but to the relationship between them. Gender also refers to socially ascribed roles, responsibilities and opportunities associated with women and men, as well as the hidden power structures that govern relationships between them. Gender roles are learned, and are culturally contextualized, and may place limitations on both men and women, but they generally have a more repressive impact on women.

The IPCC identifies gender as one of the socio-economic factors that influence "the capacity to adapt to changing environmental and economic conditions" (IPCC, 2007). Hence, it has been suggested that these gendered realities directly influence the pathways and ultimate outcomes of climate change policy responses (UNDP, 2011). Furthermore, the 1992 Constitution of Ghana, particularly Article 17(1) and (2) guarantees gender equality and freedom of women and men, girls and boys from discrimination based on social or economic status among other factors. The Constitution also guarantees the human rights of all citizens of the country, including those of women and children, as well as vulnerable and other disadvantaged groups of individuals.⁴

As a member of the United Nations, Ghana has signed several international and regional conventions and agreements, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the International Covenant on Civil and Political Rights, the Beijing Declaration and Platform for Action,⁵ the Commonwealth Plan of Action for Gender Equality and African Women's Protocol. Others include the Maputo Protocol on Gender, the African Charter on Human and Peoples' Rights and the Economic

³ Cultural norms defined along biological lines have limited the roles played by women in the co-management of resources, leadership and in decision-making, thus increasing their vulnerabilities.

⁴ http://sia.arapghana.eu/web/uploads/documents/Gender_Mainstreaming_of_ARAP_and_its_Partner_Institutions.pdf

⁵ In June 2014, Ghana submitted its 4th Progress Report on the Implementation of the African and Beijing Platform of Action and Review Report for Beijing +20 (prepared by MoGCSP).

Community of West African States Gender Policy. The country has also signed and ratified the three Rio Conventions – the United Nations Framework Convention on Climate Change (UNFCCC), the United Nations Convention on Biological Diversity and the United Nations Convention to Combat Desertification. For instance, Ghana was an early signatory of CEDAW, signing in July 1980, followed by ratification in January 1986.⁶ CEDAW has often been considered the international bill of rights for women and is fundamental to advancing gender equality. All these conventions and agreements are aimed at promoting women’s rights, gender equality and gender mainstreaming in all processes and sectors of development.

Gender mainstreaming is a strategy used to achieve gender equality. Gender mainstreaming involves the integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes, with a view to promoting equality between women and men, and combating discrimination.⁷ It involves the re-organization and improvement of policy processes, aimed at ensuring that a gender equality perspective is incorporated into all policies, plans and programmes across different levels of governance and stakeholders in the policy-making process.

The effect of climate change is exacerbated by gender inequalities. Mainstreaming gender into climate change mitigation and adaptation policies and programmes is important to ensure sustainable and resilient development. Issues of concern in mainstreaming gender into climate change include equal representation of women and men in decision-making at all levels, capacity-building and equal access to resources, which would enable both women and men to build their resilience.

To enhance gender equality, it is also important to ensure that issues pertaining to gender equity are promoted in climate change policies, programmes and plans. According to the International Labour Office (ILO) (2000), the concept of gender equity refers to fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations and opportunities.

“ The country has signed and ratified the three Rio Conventions – the United Nations Framework Convention on Climate Change, the United Nations Convention on Biological Diversity and the United Nations Convention to Combat Desertification. ”

6 Darkwa, L. and Laryea, J. R. (2012). The Implementation of the Convention on the Elimination of all Forms of Discrimination against Women in Ghana.

7 Hubert, A., and Stratigaki, M. (2011). ‘The European Institute for Gender Equality: A window of opportunity for gender equality policies.’ *European Journal of Women’s Studies*, 18(2), 169–181.

1.4 The Nationally Determined Contributions under the Paris Agreement

Adopted at the Conference of Parties (COP) 21 on 12 December 2015 and ratified in August 2016, the Paris Agreement is hailed as a 'landmark achievement in multilateral diplomacy in the discourse on climate change'. Subsequently, 196 countries adopted the Paris Agreement. The Agreement represents the first ever universal pact that sets out a global action plan to hold global warming to well below 2°C above pre-industrial levels and pursue efforts to limit this to 1.5°C. Adopting a bottom-up approach, the Paris Agreement requires all parties to the UNFCCC to put forward their best efforts through 'nationally determined contributions'⁸ and to strengthen these efforts in the years ahead. The NDCs are at the heart of the Paris Agreement and detail the commitment and efforts by each UNFCCC country to reduce national greenhouse gas (GHG) emissions.⁹ The NDCs reflect each country's ambition for reducing emissions, within the context of its domestic priorities, circumstances and capabilities.

The Agreement also requires parties to accelerate and intensify the actions and investments needed for a sustainable low-carbon future (UNDP, 2015). Promotion of gender equality and the subsequent empowerment of women are critical components of the Paris Agreement. Therefore, there is a strong call on parties to implement gender-responsive mitigation, adaptation and capacity-building actions.

At the national level, Ghana's National Climate Change Policy (NCCP) (2013) and the National Adaptation Plan (NAP) Framework (2018)¹⁰ both emphasize the need to address gender concerns in climate change. One of the key policy objectives of the NCCP (2013) is to "promote equal opportunities and affirmative action for women and vulnerable groups in climate change adaptation and mitigation through mainstreaming gender issues into national and sub-national climate-change-related policies." In terms of policy action, the NCCP seeks to "ensure the integration of gender equality principles in all social policies such as education, health, water and sanitation." The NAP Framework also stipulates that the national climate change adaptation process should adopt a gender-responsive approach in addressing the threats of climate change. In this regard, issues pertaining to women, men, the elderly, persons with disabilities, children and youth should all be given attention in any adaptation programme or actions in the relevant sectors (including health, agriculture, water, waste, transport, disaster risk reduction, and energy) (Environmental Protection Agency [EPA], 2018). This work adopts a gender lens approach because it provides a better understanding of the different experiences and threats posed by climate change to men and women.

“ The Paris Agreement requires parties to accelerate and intensify the actions and investments needed for a sustainable low-carbon future (UNDP, 2015). Promotion of gender equality and the subsequent empowerment of women are critical components of the Agreement. ”

8 The Nationally Determined Contributions (NDCs) were originally submitted as Intended Nationally Determined Contributions (INDCs). These become binding NDCs when a country ratifies the Paris Agreement. Article 3 requires them to be "ambitious," "represent a progression over time" and set "with the view to achieving the purpose of the Paris Agreement."

9 The United Nations Framework Convention on Climate Change is an international environmental treaty adopted on 9 May 1992 with the objective of "stabilizing greenhouse gas concentrations in the atmosphere at a level that would prevent dangerous anthropogenic interference with the climate system."

10 The National Adaptation Plan (NAP) Framework guides the country in developing, coordinating and implementing its NAP process by clarifying the overarching vision and structure for the process and its added value.

1.5 Purpose of the assignment

To address the adverse impacts of climate change on development, a number of international agreements and conventions have been formulated including the UNFCCC, the SDGs and the Paris Climate Agreement. Reflecting a new global consensus on the major imbalances generated by existing economic and environmental trajectories, the UN SDGs include 17 goals, with 169 specific targets aimed at achieving sustainable development by reconciling economic, social and environmental concerns (UNDP, 2015).

The SDGs address key challenges pertaining to poverty (SDG 1), food security (SDG 2), good health and well-being (SDG 3), quality education (SDG 4), access to clean water and sanitation (SDG 6), affordable and clean energy (SDG 7), infrastructure (SDG 9), climate action (SDG 13) and land degradation (SDG 15). The SDG 5 seeks to achieve gender equality and empower all women and girls. Women's equality and empowerment is integral to all dimensions of inclusive and sustainable development and therefore critical for the achievement of all the SDGs (UNDP, 2015).¹¹

As a party to the UNFCCC, Ghana submitted its NDCs to the UNFCCC Secretariat in September 2015. The Parliament of Ghana ratified the Paris Agreement in 2016, indicating the country's readiness and commitment to implement the NDCs. Ghana's NDCs outline 31 programmes of action (consisting of 20 mitigations and 11 adaptations) spread across seven economic sectors, namely: energy and industry, health, transport, agriculture and forestry, waste, water and gender/the vulnerable. Ghana's emission reduction goal is "to unconditionally lower its GHG emissions by 15 percent relative to a business-as-usual scenario emission of 73.95 MtCO₂e₂ by 2030" (MESTI, 2015). Its adaptation component aims to "increase climate resilience and decrease vulnerability for enhanced sustainable development" (MESTI, 2015).

The uniqueness of GH-NDC actions is that gender was submitted as a thematic area and a cross-cutting issue within the other sector actions. However, it is unclear the extent to which these 31 actions integrate issues pertaining to gender. Again, a background paper on GH-NDCs commissioned by UNDP in 2018 revealed a limited scope and activities for gender. The report therefore suggested that gender equity should be given important considerations through gender mainstreaming to ensure greater uptake of the GH-NDC programme of action (UNDP, 2018). Additionally, the report of the gender analysis commissioned by MESTI and UNDP in 2018 recommended the development of a gender mainstreaming toolkit/manual with smart indicators and targeted capacity-building for key staff in the related sectors to facilitate the implementation of gender mainstreaming in the GH-NDC sectors.

Against this background, the Government of Ghana through MESTI; the Ministry of Gender, Children and Social Protection (MoGCSP); and the EPA, with UNDP support, recruited a team of consultants to complete the gender analysis of the remaining GH-NDC sectors and facilitate the development of relevant tools and training of key stakeholders.¹² The specific tasks as per the terms of reference of the assignment were to: (i) conduct a gender analysis in five NDC sectors (health, water, waste, transport, and disaster risk and climate services) in Ghana; (ii) produce a synthesis report and action plan; (iii) develop a gender mainstreaming toolkit; and (iv) conduct climate change and gender mainstreaming training.

¹¹ The Sustainable Development Goals (SDGs) were adopted by all United Nations Member States in 2015 as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030. The 17 SDGs are integrated – that is, they recognize that action in one area will affect outcomes in others, and that development must balance social, economic and environmental sustainability.

¹² An earlier gender analysis focused on the energy and agricultural sectors.

1.6 Methodological approach

The formulation of gender analysis for Ghana started with a meeting held with principal institutions involved in the gender and climate change sectors, including UNDP, MESTI, EPA and MoGCSP to lay the foundation for effective collaboration for the successful execution of the assignment and to clarify expectations regarding deliverables and timelines. The methodological approach involved four all-inclusive gender-responsive participatory interlinked phases: an inception workshop, a desk-based review, policy analysis and stakeholder consultations.

Phase I of the analysis served as the springboard for the entire exercise. First, an inception workshop was held with 30 relevant stakeholders to present the initial scope and methodology of the work and the support that the team of consultants required to execute the assignment. The stakeholders were drawn from GH-NDC priority sectors and other cross-cutting ministries and agencies. The inception workshop also provided an opportunity for stakeholders' feedback on the proposed methodology for the exercise. As part of the inception workshop, sector-based stakeholder focus group discussions were held to understand the barriers and opportunities for the integration of gender into GH-NDC priority sectors. Second, a stakeholder analysis and mapping exercise was conducted to understand the range of actors within the NDC priority sectors.

In phase II, an extensive desk-based review was conducted to provide context analysis of the gender issues within the five GH-NDC priority sectors – water, waste, health, transport, and disaster risk and climate services.

Phase III involved policy analysis of national policies and strategic documents using an iterative content analysis.¹³ A number of sector-specific policies and strategies informed the gender analysis. For the water sector, policies reviewed included the National Water Policy (2007), the National Community Water and Sanitation Strategy (2014) and the Integrated Water Resources Management and Investment Plan (2012). For the waste sector, policies including the National Environmental Policy (2014), the Environmental Sanitation Policy (2010), the National Environmental Sanitation Strategy and Action Plan (2010), the Rural Sanitation Model and Strategy (2011), the WASH (water, sanitation and hygiene) Behaviour Change Communication Strategy for the Urban sub-Sector (2011) and the Local Governance Act 2016 (Act 936). For the health sector, the review focused on the National Health Policy (2007), the Gender Policy for the Health Sector (2009), and the Adolescent Health Service Policy and Strategy (2016–2020). Policy analysis in the transport sector focused on the National Transport Policy (2008), the Integrated Transport Plan for Ghana (2011–2015) and the Railway Master Plan of Ghana (2013). Policies reviewed under disaster risk reduction and climate services included the Ghana Plan of Action for Disaster Risk Reduction and Climate Change Adaptation (2011–2015), Local Government Act 462, National Building Regulation (1996) and Ghana Meteorological Agency Act 682.

Additionally, cross-cutting policies and strategies including the National Gender Policy (2015), the NCCP (2013), National Climate Change Master Plan (2015), NDCs (2015), the National Climate Change Adaptation Strategy (NCCAS) (2012), the Ghana Reducing Emissions from Deforestation and Forest Degradation (REDD+) Strategy (2016–2035), and the National Climate Change and Green Economy Learning Strategy (2016) were reviewed. At the regional level, the African Union Agenda 2063 was reviewed. During the desk review, we gathered statistical data and evidence at the national level on the current state of gender (in)equalities. This helped in the identification of progress and gaps, as well as the barriers and potential entry points towards enhancing gender equality in Ghana.

13 Antwi-Agyei, P., Dougill, A.J., Agyekum, T.P., and Stringer L.C. (2017) 'Alignment and coherence between sector policies and climate compatible development: opportunities for triple wins.' *Sustainability*, 9, 2130.

In phase III, the analysis also sought to provide an understanding of where women and men are situated in climate change. We particularly paid attention to (i) policy alignment; (ii) institutional coordination; (iii) capacity-building; (iv) sex-disaggregated data and gender information; and (v) dedicated financial resources. In addition, we identified the key barriers for women's empowerment and participation in each sector, and the opportunities for policy articulation to strengthen the integration of gender equality into NDC planning and implementation processes. These areas were selected based on UNDP's recommendations for the Gender Analysis and NDCs.¹⁴

The analysis explored the extent to which national policy or strategy on integrating gender equity and equality have been mainstreamed into current climate change legal, policy and institutional frameworks in the key sectors (water, waste, health, transport, and disaster risk reduction and climate services).

In phase IV, we collected primary data through interviews and consultations held with technical persons working with the various sector ministries. We also consulted civil society organizations (CSOs) working on climate change and gender issues in Ghana. Consultations were initially by face-to-face interaction with heads, deputies and other technical staff members of sector ministries, departments and agencies (MDAs) and CSOs. However, due to the COVID-19 pandemic, the team resorted to virtual meetings via telephone conference calls and Zoom meetings for some of the consultations. In instances where network connections were disrupted, the data collection tools were shared with the stakeholders to enable them to provide as much information as possible. Follow-up virtual meetings were subsequently held for clarifications and further discussions. These provided in-depth understanding of the challenges faced in mainstreaming gender into policy implementation and helped to identify opportunities and entry points for women's empowerment.

1.7 Structure of report

This report is structured into five chapters, with each chapter building on the preceding one. Chapter 1 provides general background to the gender analysis, including how gender is adversely impacted by climate change and the purpose of the assignment. This chapter also presents the methodological approach used in collecting data for this analysis. Chapter 2 provides an understanding of Ghana's climate context, the policy and legal framework. This chapter provides context to the five NDC priority sectors in Ghana – water, waste, health, transport, and disaster risk reduction and climate services. Chapter 2 also documents the institutional arrangements for gender and climate change issues in the five NDC priority sectors. Chapter 3 provides a review of relevant GH-NDC priority sector policies and strategies highlighting gender integration efforts in these sectors. Chapter 4 presents the key opportunities, barriers and the policy and capacity gaps for mainstreaming gender in the NDC priority sectors. Lastly, Chapter 5 presents the key findings, summary of conclusions and recommendations.

¹⁴ By Una Murray, drawing from the United Nations Development Programme's (UNDP's) Guidance Note for Consultants/Gender Specialists Conducting in-depth Gender Analysis; UNDP's ToRs Sample Gender Specialist UNDP, CO; and Topic Guide: Women's Empowerment in a Changing Agricultural and Rural Context (Murray, 2015) <https://www.gov.uk/dfid-research-outputs/topic-guidewomen-s-empowerment-in-a-changing-agricultural-and-rural-context>

2 Chapter Two:

UNDERSTANDING GHANA'S CLIMATE CONTEXT, THE POLICY AND LEGAL FRAMEWORK

2.1 Introduction

Building on the previous chapter, this chapter provides an understanding of Ghana's climate context, highlighting the policy and legal frameworks for GH-NDCs. It provides a context analysis for the five GH-NDC priority sectors in Ghana, including water, waste, health, transport, and disaster risk reduction and climate services. By doing this, it highlights the key gender issues within these sectors and how men and women are impacted differently by climate change. The chapter also maps the key stakeholders and the institutional arrangements for gender mainstreaming within the five priority sectors.

2.2 Climate, policy and legal context

Located on the coast of the Gulf of Guinea in Western Africa, Ghana lies between latitude 4–12°N. The climate is tropical and greatly influenced by West African Monsoon. The rainfall season in Ghana is predominantly influenced by the movement of the Inter-Tropical Convergence Zone, which oscillates between the northern and southern tropics during a particular year. Rainfall over Ghana was particularly high in the 1960s and decreased to particularly low levels in the late 1970s and early 1980s, which caused an overall decreasing trend in the period 1960 to 2006 of an average 2.3 mm per month (2.4 percent per decade) (MESTI, 2020). Rainfall has witnessed a decreasing trend especially in Northern Ghana and southern parts of the country, with the exception of the forest transition zones and the rainforest that have recorded some increases (EPA, 2015). Northern Ghana has a unimodal rainfall pattern that begins in May and ends in September, while southern Ghana is characterized by bimodal rainfall patterns from March to July and from September to November (MESTI, 2020). Ghana's mean temperature on the other hand has risen by 1°C since 1960, increasing on average at a rate of 0.21°C per decade (EPA, 2015). These changes in climatic conditions are having an adverse effect, and they will continue to present significant challenges directly or indirectly for major sectors of the country's economy, particularly climate-sensitive sectors including water, health, energy, agriculture, transport and disaster risk (MESTI, 2020). As in most developing countries, the ravages of climate change in the country pose serious threats to economy and livelihoods. The Ghanaian economy and the majority of rural livelihoods rely heavily on natural resources.

There is a broad legal and policy framework for climate change issues in Ghana. As part of the pursuit of Ghana's agenda of prosperity for all, the strategy is to adopt development choices that promise to deliver growth-focused, people-centred and climate-resilient outcomes. The government's Coordinated Programme of Economic and Social Development Policies (CPESDPs) for 2017–2024 demonstrate the relevance and commitment to respond to the challenges and opportunities offered by climate change (MESTI, 2020). In line with this, the CPESDPs fully embrace Ghana's obligations under the NDC to the Paris Climate Agreement and linkages to the SDGs and the Africa Union's Agenda 2063. The latest CPESDP and the medium-term development policy framework recognize climate change as a development issue. They adopt it as the vehicle to domesticate Ghana's multilateral environmental obligations by mainstreaming it in the MDAs' and metropolitan, municipal

and district assemblies' (MMDAs') medium-term development plans.¹⁵ Taking bold steps to promote climate-compatible development can lead to unlocking investment opportunities to the benefit of Ghana's sustainable development agenda. Indeed, climate adaptation is an uncontested priority of Ghana.

Ghana is perceived to have one of the best environmental policy frameworks in Africa and is usually among the first to sign international conventions. As a signatory to the UNFCCC, Ghana has taken several steps in addressing the socio-economic impacts and the development challenges arising from climate change. Ghana's NCCP provides integrated response to the challenges of climate change. The NCCP seeks to "ensure a climate resilient and climate compatible economy while achieving sustainable development through equitable low carbon economic growth for Ghana". The NCCP (2013) seeks to mainstream climate change into policies and sectoral activities for sustainable growth. Additionally, the NDCs provide an expanded policy framework for the climate change issues in Ghana. The country has also developed the NCCAS (2012) and has instituted a number of programmes and actions to achieve the SDGs and the Sendai Framework (on disaster risk reduction).

2.3 Demography and socio-economic characteristics of the Ghanaian population

The GH-NDCs are expected to address population-related environmental issues in the country and contribute to the general well-being of the people. An analysis of gender mainstreaming in the GH-NDCs cannot be done without an understanding of the demographics and the socio-characteristics of the population. The estimated total population of Ghana in 2019 is 30,955,202, made up of 51 percent females and 49 percent males (Ghana Statistical Service [GSS], 2019). Females continue to constitute a higher proportion of the Ghanaian population, and they play a critical role in all sectors of the economy. The age structure of the population can be described as a young population with about 57 percent of the population under the age of 25 years. The proportion of the economically active population is about 57 percent while the population aged 65 years and above accounts for approximately 4 percent. The country's total fertility rate in 2014 was 4.2, but this has been estimated to be around 3.9 in 2020. The mean household size of 4.4 people in 2010 has declined over the years to about 3.9 in 2020. The northern region still has the highest household size of a little over 5.0 while the Greater Accra region has the least household size of about 2.4. The youthful structure of the population and the estimated total fertility rate of 3.9 is an indication that the population of Ghana will continue to grow in the future (GSS, 2019), and this will have implications for the social and economic well-being of the people.

Females in particular will have important tasks to play in a growing young population by combining their biological functions as mothers and the primary health-care givers of the household, with economic activities outside the household. In addition, the contribution of women, men, children and the elderly to all sectors of the economy needs to be highlighted to identify which of these sectors are not gender sensitive. Both men and women engage in a number of productive and domestic activities in Ghana. However, there is an unbalanced distribution of domestic work between men and women. Studies have found that there is a wide gender gap in the time allocated to domestic activities (unpaid work).^{16,17} The average amount of time that women spend in domestic activities is greater than that of men, even if women spend the same time as men in productive activities. While 65 percent of men spend from 0 to 10 hours per week on domestic activities, 89 percent of women spend 10 hours per week or more.¹⁸

15 Ministry of Environment, Science, Technology and Innovation (MESTI). (2019). Nationally Determined Contributions Implementation Plan. MESTI, Accra.

16 Ghana Statistical Service. (2008).

17 Food and Agriculture Organization of the United Nations. (2012).

18 Ghana Statistical Service (GSS) (2008).

Employment rates for the population 15 years and older show 71.4 percent participation of men and 64.7 percent for women. According to the Ghana Labour Force Report for 2015, of the 9.3 million people formally employed, 3.3 million people, representing 36 percent, were employed in the agricultural sector.¹⁹ The Upper East (58.7 percent) and Ashanti (62.5 percent) regions have relatively low proportions of persons employed compared to the other regions. Northern (76.4 percent) and Bono Ahafo (72.6 percent) regions have more of their populations currently in employment. In both Ashanti and Bono Ahafo regions, female employment is lower than male employment by 8.7 percent and 5.2 percent, respectively. The data shows that 90 percent of the currently employed population 15 years and older are in the informal sector. Men contribute 45.1 percent of labour in the informal sector, whereas women comprise 54.9 percent.²⁰

In 2018, Ghana ranked 89th out of 149 countries in the World Economic Forum's Global Gender Gap Index with a score of 0.688 – indicating that 68 percent of its gender gaps have been closed – ranking roughly midway in the comparison of sub-Saharan African countries.²¹ The literacy rate in 2018 for women was 65.3 percent, and for men it was 78.3 percent.²² Data from the GSS in relation to literacy in Ghana by locality shows literacy for women and men significantly varies between rural and urban areas. In rural areas, 53 percent of men are considered literate compared to 31 percent of women. In urban areas, about 81 percent of men are literate compared to 60 percent of women.²³

Ghana is a lower-middle-income country whose main export commodities include oil, gold and cocoa. The country also has a rapidly expanding services sector. Since 2005, the structure of the economy has been transformed from a heavy reliance on agriculture to one dominated by the services and industries (World Bank, 2016). It had a strong private sector, with credit support from a well-capitalized banking sector. However, due to population growth, the gains attained towards poverty reduction have been eroded as the population living in extreme poverty had risen from 2.2 million to 2.4 million by 2017, with greater growth in poor rural populations.

Agricultural households (with heads whose main occupation is farming) are the poorest and contribute the most to poverty in the country (GSS, 2017). The incidence of poverty is highest in the Upper West Region and lowest in the Greater Accra Region. This reflects the inequalities that underlie poverty and development across the country. Nonetheless, the Government of Ghana has over the years put in place several social intervention programmes to help alleviate poverty among the vulnerable population, including the Livelihood Empowerment Against Poverty, Capitation Grant and School Feeding Programme, and the Free Senior High School Programme, which started in 2017. Other key programmes working towards boosting economic growth include the Planting for Foods and Jobs programme, implemented since 2017.

Disaggregating poverty data by administrative regions reveals a grim picture of the clustering of poverty in the country. It shows the three northern regions (Upper East, Upper West and Northern regions) as the most poverty-stricken. A noteworthy observation about the poverty situation in Ghana is the fact that female-headed households in Ghana have lower poverty rates (19.1 percent) compared with male-headed households (25.9 percent).^{24,25}

19 GSS (2016).

20 Ibid.

21 World Economic Forum (2018).

22 Ibid.

23 GSS (2016).

24 Ghana Statistical Service (GSS). (2014). Ghana Living Standards Survey Round 6: Poverty Profile in Ghana. Accra: GSS. Available at https://statsghana.gov.gh/gssmain/fileUpload/Living%20conditions/GLSS6_Main%20Report.pdf

25 Cooke E., Hague S. and McKay, A. (2016). The Ghana poverty and inequality report – 2016: using the 6th Ghana Living Standards Survey, pp 1–37.

2.4 Situating gender in climate change debates

Over the years, the United Nations has been committed to mainstreaming gender in all its policies and programmes. The debate on climate change and gender came up in 1997 at the UNFCCC COP 3 in Kyoto, where a female environmentalist criticized the United Nations for taking decisions on climate change and gender with less representation of women's views and little consideration being given to survival. It was observed that it was more promising to integrate gender into new developments and new planning instead of trying to 'gender' projects and measure programmes that are already running. That is why the post Kyoto period must provide a better possibility than the already accepted Kyoto Protocol.

The argument for gender mainstreaming and gender statistics became more prominent in Ghana after the Beijing Declaration and Platform for Action in 1995. Moreover, the Programme of Action from the 1994 International Conference on Population and Development highlights the potential connections among policy areas. It pointed out the link between sustainable development and the rights of all people and communities, which has some direct implications for climate-change-related risks and provides the opportunity for women's participation in all programmes and activities.

At COP 20, the first Lima Work Programme on Gender was established to advance gender balance and integrate gender considerations into the work of parties and the secretariat in implementing the Convention and the Paris Agreement in order to achieve gender-responsive climate policy and action.

The first gender action plan of the UNFCCC was established at COP 23 to advance knowledge and understanding of gender-responsive climate action and its coherent mainstreaming in the implementation of the UNFCCC and the work of parties, the secretariat, United Nations entities and all stakeholders at all levels, as well as women's full, equal and meaningful participation in the UNFCCC process. This approach was, therefore, adopted to get gender mainstreamed into subsequent international and national climate-related policies and programmes. Mainstreaming gender in climate change policies and programmes helps ensure the integration of women's issues, needs and contributions across the planning and execution cycle of climate change policies and projects.

The IPCC predicted that "climate change impacts will be differently distributed among different regions, generations, age classes, income groups, occupations and genders" (IPCC, 2001). In addition, the IPCC (2007) Assessment Report confirmed that the impacts of climate change would vary depending on gender, age and class with the poor most likely to suffer. It further noted that because of gender inequalities, women and girls are disproportionately vulnerable. The IPCC, therefore, recognizes that gender plays a critical role in climate change, and most of the key areas of the negative consequences of climate change are strongly connected to gender equality issues. Women in developing countries are mostly considered as part of the vulnerable group.

The Government of Ghana has ratified several international frameworks and protocols for the promotion of gender equality, women's empowerment and social development issues. The frameworks and protocols include the SDGs; the Millennium Development Goals (MDGs); the Universal Declaration of Human Rights; CEDAW; the International Covenant on Economic, Social and Cultural Rights; the Beijing Declaration and Platform for Action of 1995; the African Charter on Human and People's Rights and the Protocol on the Rights of Women in Africa.

In recent times, the NAPs, the NCCAS, the NDCs and the NCCP serve as vehicles for various countries across the globe to mainstream gender into climate change issues.

2.5 Context analysis for the Nationally Determined Contributions priority sectors in Ghana

2.5.1 Gender issues in the water sector

Climate change may lead to increasing frequency and intensity of floods and deteriorating water quality. This is likely to have a particularly harsh effect on women and girls because of their distinct roles in relation to water collection and use and their specific vulnerabilities in the context of disasters (IPCC, 2014). In Ghana, like many other developing countries, women and girls bear the burden of fetching water for their families and spend significant amounts of time daily hauling water from distant sources.²⁶ About 81 percent of the Ghanaian population has access to safely managed and basic service drinking water²⁷ (World Health Organization [WHO]/United Nations Children's Fund [UNICEF] Joint Monitoring Programme, 2019). According to the GSS (2018), 21 percent of women compared to 17 percent of men spend about 1–3 hours per day collecting drinking water when water is absent from their premises. On average, girls and women in Ghana spend at least 4.5 hours per week fetching and carrying water. In drought-prone areas affected by desertification, particularly in northern Ghana, the time spent is much more as women and girls especially spend an average of 43.5 hours per week accessing water for farming.²⁸

The time absorbed by water collection will increase as women and children (mostly girls) will have to travel greater distances to find water. The heavy rainfalls and more frequent floods predicted to result from climate change will also increase women's workloads, as they will have to devote more time to cleaning and maintaining their houses after flooding.²⁹ Floods can affect the quality of surface water and the availability of potable water, and as a result, rural women, who are usually given the task of fetching potable water, have to cover greater distances, thereby increasing their already substantial workload. With climate change and recurring droughts particularly in the northern parts of the country, and chronic water shortages, the poor, especially women and children, usually spend more resources for water.

With regard to water for irrigation, access varies between women and men. Male farmers in Ghana have more access to large-scale irrigation schemes for their larger size farms than women. Small reservoirs are more accessible to women since they are more involved in small-scale farming. In addition, water infrastructure, such as wells, requires human-power to draw water in the absence of motorized pumps. Motorized pumps come with high cost, and this limits women's access to water for irrigation. Irrigation with canals is more accessible to women than other types of irrigation.³⁰

Women's and men's domestic water needs and uses also vary at some point. The amount of water needed by women depends on the size of the women's families. Women with larger-sized families require more water for themselves, their spouses and their children than women with smaller-sized families. The daily water needs of men is one fifth of the needs of the entire family with the rest meeting the water needs of women and children in the family. Women use water for various purposes including personal hygiene, laundry for themselves and their family members, cooking and cleaning. Thus, women tend to take responsibility for fetching water to meet these needs. Even in times of water scarcity, women generally tend to prioritize the needs of their husbands.³¹

26 https://www.un.org/womenwatch/feature/climate_change/downloads/Women_and_Climate_Change_Factsheet.pdf

27 Ghana Statistical Service (GSS) (2018). Multiple Indicator Cluster Survey (MICS 2017/18), Survey Findings Report. Accra, Ghana: GSS.

28 Archer, E. (2005). The Wells are Drying up: Water and Women in Ghana. *Off our Backs*, 35 (3/4), 23–27.

29 Madambura, M., and Mawere, M. (2017). Climate Change, Gender and Development in Africa. In *African Studies in the Academy: The Cornucopia of Theory, Praxis and Transformation in Africa?* (1, 185–210).

30 Bryan, E., and El Didi, H. (2019). Considering gender in irrigation: Meeting the challenges women farmers face in technology adoption. International Food Policy Research Institute. Available at <https://www.ifpri.org/blog/considering-gender-irrigation-meeting-challenges-women-farmers-face-technology-adoption>

31 Buor, D. (2004). Water needs and women's health in the Kumasi Metropolitan area, Ghana. Research Gate.

Traditionally, men and women in developing rural communities have different roles that they play in water access, use, knowledge and governance.³² It is reported that men might have knowledge in water uses such as water for irrigation and other productive uses, while women may focus on quantity and quality of water for domestic uses. Furthermore, men and women often participate differently and unequally in the governance of water. Men are mostly active participants in water-related institutions compared to women.³³ Even when women participate, their character and decisions are often qualitatively different and subordinated to male authority.³⁴ While women play a role in collecting, maintaining and managing community water supply as well as controlling and regulating the use and safe maintenance of water, men partake in decision-making relating to water management. It is also reported that women have the best knowledge, information and skills on the availability and quality of water sources within the household and community contexts.

2.5.2 Gender issues in the waste sector

There is a growing concern regarding the rate of waste generation and its management in Ghana. The rate of waste generation in Ghana stands at 0.47 kg/person/day, which translates into about 12,710 tons of waste per day on average.³⁵ Waste composition in Ghana is 61 percent organics, 14 percent plastics, 6 percent inert, 5 percent miscellaneous, 5 percent paper, 3 percent metals, 3 percent glass, 1 percent leather and rubber, and 1 percent textiles.³⁶ Nationally, solid waste composition is made of waste from organic sources, paper, and plastic waste. Waste from metropolitan and municipal areas is dominated by organic materials compared with waste from the relatively smaller districts, which are mostly dominated by plastics.³⁷ Increasing waste generation in the country has been attributed to increased population, economic activities and a high standard of living, among other factors. Waste management in Ghana has mainly been in the form of waste disposal in open dumps and wetlands, open-air incineration and landfills instead of managing waste as a valuable resource for energy and other uses.³⁸ This has led to poor sanitation especially in the cities of Ghana as only a small amount of the waste is recycled or ends up at a composting site. This method of waste management leads to emissions of GHG (including methane and carbon dioxide) into the atmosphere. Carbon emissions from waste in Ghana was 3.17 MtCO₂e constituting 7.5 percent of total carbon emissions in 2016 (EPA, 2019).

Gender issues present in the waste sector range from daily generation and handling of waste to disposal and decision-making at the household level through to the national level. At the household and community levels, women are responsible for cleaning, sweeping and waste disposal as part of their unpaid domestic work. Waste management at this level is considered and accepted as the role of women. Men perform this role on a temporary basis when women are unavailable or not in the position to do so.³⁹ Men also play a role in bearing the cost of waste disposal in instances where it must be paid for.⁴⁰

32 Boateng, Juliette D., C. K. Brown, and E. Y. Tenkorang. 2013. 'Gender and Water Management Practices in Ghana.' *Journal of Environment and Earth Science* 3 (5), 88–103.

33 Wutich, A. and Ragsdale, K. (2008). Water insecurity and emotional distress: Coping with supply, access, and seasonal variability of water in a Bolivian squatter settlement. *Social Science & Medicine*, 67, 2116–2125.

34 Hemson, D. (2002). Women are weak when they are amongst men: Women's participation in rural water committees in South Africa. *Agenda*, 52, 24–32.

35 Miezah, K., Obiri-Danso K, Kádár, Z. Fei-Baffoe B, and Mensah M.Y. (2015). Municipal solid waste characterization and quantification as a measure towards effective waste management in Ghana. *Waste Management*, 46 (2015), pp. 15–27.

36 Ibid.

37 Ibid.

38 Abalo, E. M., Peparah, P., Nyonyo, J., Ampomah-Sarpong, R., and Agyemang-Duah, W. (2018). A Review of the Triple Gains of Waste and the Way Forward for Ghana. *Journal of Renewable Energy*.

39 Sikweyiya, Y., Addo-Lartey, A. A., Alangea, D. O., Dako-Gyeke, P., Chirwa, E. D., Coker-Appiah, D., Jewkes, R. (2020). Patriarchy and gender – inequitable attitudes as drivers of intimate partner violence against women in the central region of Ghana. *BMC Public Health* 20, 682.

40 Yin, E. T., and Mariwah, S. (2013). A Socio-Legal Approach: Gender and Domestic Solid Waste Management in Ashaiman, Ghana. *The International Journal of Humanities and Social Studies*.

The role of women as household waste managers is evident in household work; women determine the type of waste generated by the items they purchase for home use and serve as environmental educators inculcating habits and values for children. These factors notwithstanding, women are not meaningfully involved in decision-making in the waste sector on a consistent basis.

With regard to decision-making, women are more involved in waste sector decisions, which relate directly to their reproductive duties, but this is sometimes subject to approval by their male partners.⁴¹ Decision-making positions at the community, district and national levels in the waste sector are mostly held by men. Along the waste value chain, mostly men are engaged in waste recycling, waste transport and waste management. Though women are also involved, men are more involved in more lucrative positions than women.⁴²

Other barriers to women's empowerment in the waste sector are the lack of inclusion of gender-specific designs and gender-sensitive approaches in sanitation education and a tendency to design strategies directed only at women.⁴³ Unpaid sanitation work will thus continue to fall more heavily on women rather than both sharing equally in sanitation responsibilities. There is also the challenge of inadequate commitment from leadership to provide resources for training and empowering women.

Cases of cholera, diarrhoea, malaria, malnutrition and heat-related deaths all associated with generation of waste may increase women's burden of taking care of the sick.⁴⁴ Floods can generate lots of waste at the household level thereby increasing women's overall work burden. For example, a dirty environment increases women's caring responsibilities for sick people.⁴⁵ Increased precipitation could elevate groundwater levels and prevent the construction of septic tanks for wastewater treatment. Flooding of on-site systems caused by intense or prolonged rainfall may cause spillage and contamination. There has not been much progress in the sector with current basic service coverage of 21 percent. In effect, only one in five households has access to an improved sanitation facility.⁴⁶

2.5.3 Gender issues in the health sector

The health sector of Ghana has so many players in both the public and private sectors, who collaborate with the Ministry of Health to provide efficient and quality health services delivery to the population. Over the last three decades, the health sector has made significant gains in the provision of health services and improvement in the health of the population. The proportion of fully immunized children increased significantly by 30 percent between 1988 and 2014. Under-five mortality reduced from 119 deaths per 1,000 live births to 60 deaths per 1,000 live births, while antenatal and maternal care utilization among pregnant women has increased steadily since the launch of the Ghana Demographic and Health Survey in 1988 (GSS, 2016). The proportion of stunted children has decreased steadily from 31 percent in 1998 to 19 percent in 2014. Similarly, the proportion of wasted children has decreased from 10 percent in 1998 to 5 percent in 2014. The proportion of underweight children has decreased from 20 percent in 1998, 18 percent in 2003, and 14 percent in 2008 to 11 percent in 2014. Overall, reports from the health sector indicate an improvement in the health of the country's population, but this cannot be generalized because of the spatial inequalities in health services provision across the country.

41 Sikweyiya, Y. Patriarchy and gender.

42 Muchangos, L. S., and Vaughter, P. (2019). Gender Mainstreaming in Waste Education Programs: A conceptual Framework. *Urban Science*.

43 Muchangos, L. S., and Vaughter, P. (2019). Gender Mainstreaming in Waste Education Programs: A conceptual Framework. *Urban Science*.

44 Asante, F.A. and Amuakwa-Mensah, F. (2015). 'Climate Change and Variability in Ghana: Stocktaking.' *Climate* 3(1):78–101.

45 Dankelman, I., and Jansen, W. (2012). 'Gender, environment and climate change: understanding the linkages.' In *Gender and climate change: An introduction* (pp. 49–82). Routledge.

46 Ghana Statistical Service. 2017. Ghana Living Standards Survey (7). Ghana Government, Accra.

Some health indicators in Ghana are poor. Life expectancy at birth in 2017 was 62.4 years for the total population (63.9 years for females and 61.0 years for males). The statistics on maternal mortality and child health have not been encouraging. The maternal mortality ratio of 319 deaths per 100,000 live births, an under-five mortality rate of 61.6 deaths per 1,000 live births and a neonatal mortality rate of 28.3 per 1,000 live births⁴⁷ forms a treacherous triad. Although these statistics may represent improvements over previous years, they are nonetheless frightening and need to be improved. Ghana's total expenditure on health as a percentage of gross domestic product has fluctuated between 1994 and 2014, with a net increase of 0.47 percent over the 19-year period.

The 2014 Ghana Demographic Health Survey data shows that more rural women (60.9 percent) than men (45.8 percent) subscribe to the national health insurance scheme. In some communities (especially in rural communities), the decision to access health care rests on males in the family, and this, to a large extent impedes women's access to critical health-care programmes including antenatal, postnatal and family planning services.⁴⁸ This is also because men have poor access to reproductive health care and do not appreciate the need to encourage women and children to access health care. Long distances to health centres, compounded by the poor nature of roads and means of transport, have also reduced women's and men's access to health care. In urban areas, about 89 percent of women made four or more antenatal visits during pregnancy, compared with 70 percent of women in rural areas.⁴⁹ About 88 percent of women with secondary education or higher delivered in a health facility compared to 31 percent with no education.⁵⁰

Climate change has myriad impacts on the health sector. Increased incidence of diseases because of high temperatures will deteriorate human health. Air pollution due to increased temperature and humidity can worsen allergies and other respiratory diseases, such as asthma.⁵¹ Increasing temperatures also cause poor air quality that can affect the heart and worsen cardiovascular diseases.⁵² When there is an increase in flooding and sea levels rise, water gets contaminated with harmful bacteria, viruses, and chemicals, causing food-borne and water-borne illnesses.⁵³ Floods increasing consistently with climate change may also increase the prevalence of water-related diseases, especially water- and vector-borne diseases, which affect millions of poor people each year.

Existing gender inequalities underlie the vulnerabilities of populations and livelihoods to these impacts of climate change. These inequalities are brought about by the fact that women and men have different physiological and social needs, roles and responsibilities, and livelihood types as well as unequal access to and control over economic resources and decision-making power. The health sector operates within a cultural context that creates gender inequalities in decision-making within the sector. An increase in prevalence of diseases will likely aggravate women's caregiving of family and community members who are ill.⁵⁴ The National Health Policy (2007) advocates for gender- and child-sensitive programmes, which has influenced a number of programmes and activities in the sector. In addition, the development of the Gender Policy for the Health Sector (2009) and the Gender Sensitive Climate Resilience Screening Tool for the Health Sector with support from UNDP in 2014⁵⁵ have guided the sector in the implementation of gender-sensitive programmes and activities. Programmes on maternal and child health strongly target women, while family planning programmes now target both women and men to achieve the desired impact.

47 World Health Organization (2017).

48 Ghana Statistical Service (GSS). (2014). Ghana Living Standards Survey Round 6: Poverty Profile in Ghana. Accra: GSS.

49 Japan International Cooperation Agency (2013). Country gender Profile: Government of Ghana.

50 Ibid.

51 United Nations Development Programme (UNDP). (2007). Human Development Report 2007–2008: Fighting Climate Change: Human Solidarity in a Divided World, Palgrave Macmillan, New York.

52 Ibid.

53 Halm, M. (2014). Integrating climate change into the management of priority health risks in Ghana.

54 https://www.un.org/womenwatch/feature/climate_change/downloads/Women_and_Climate_Change_Factsheet.pdf

55 Government of Ghana, Global Environment Facility and UNDP. (2014). Development of a gender sensitive climate resilience screening tool for the health sector.

The geographical and temporal distributions as well as the incidence of many vector-borne diseases such as malaria and dengue are sensitive to temperature and rainfall. Temperature plays a critical factor in the development of the malaria parasite. The optimum temperature range for the malaria parasite development is between 25°C and 30°C. Malaria cases increase in Ghana during the rainy season,⁵⁶ whilst flooding triggers increases in diarrhoea incidence in the country.⁵⁷ Also, changes in water level temperature due to increasing temperature result in a rise in schistosomiasis infections.⁵⁸ In addition, increasing temperature also leads to increased room temperature in the evenings, causing cerebrospinal meningitis infections, especially in the savannah regions of Ghana.⁵⁹

Rise in temperature, which is climate related, can trigger increased incidences of cerebrospinal meningitis, with statistics indicating that the disease kills both men and women, especially in northern Ghana (WHO, 2014). Cases of cholera, diarrhoea, malaria, malnutrition and heat-related deaths might increase depending on varied climate scenarios. Pregnant women and children are particularly susceptible to malaria, which also contributes to prenatal mortality, low birth weight and maternal anaemia.⁶⁰ Lack of rainfall can expose women and children who are responsible for fetching water to water-borne infections such as Guinea worm, onchocerciasis and schistosomiasis, especially when they have to fetch from rivers and lakes.⁶¹ Extreme weather events such as heavy precipitation, floods and drought, which are attributable to climate change, could affect the health of women and children and affect their socio-economic status and well-being.⁶²

2.5.4 Gender issues in the transport sector

Transport is one of the key sectors for sustainable economic and social development. Efficient mobility of goods and people is what permits the development of markets for goods and labour that support economic growth, the development of social services, and social interactions. In case of climatic disasters and extreme events, a functioning and efficient transport system determines people's ability to cope with the event, evacuate the area if needed, receive emergency support (food, medical services, etc.), and therefore limits the number of deaths from the event. Each transport mode – pedestrian, roads, railways, maritime and inland waterways, and air transport – is impacted differently by climate change depending on geographic location, standards of construction, existing condition, maintenance capacity, and patterns of use.

Changes in the climate, intensified by human activities, have resulted in more frequent storms, an intensification of precipitation, increased flooding and a rise in sea level. A degree rise in temperature is likely to cause coastal flooding and potentially affect the design and implementation of road projects.⁶³ Increased temperature during the summer season reduces pavement life. More frequent and intense rainfall events, including flooding and windstorms, could disrupt transportation networks and services with washout and visibility problems, disrupting existing road networks across the country.

56 Akpalu, W., and Codjoe, S. N. A. (2013). Economic analysis of climate variability impact on malaria prevalence: the case of Ghana. *Sustainability*, 5(10), 4362–4378.

57 Abu, M., and Codjoe, S. N. A. (2018). Experience and future perceived risk of floods and diarrheal disease in urban poor communities in Accra, Ghana. *International Journal of Environmental Research and Public Health*, 15(12), 2830.

58 Codjoe, S. N. A., and Larbi, R. T. (2016). Climate change/variability and schistosomiasis transmission in Ga district, Ghana. *Climate and Development*, 8(1), 58–71.

59 Ibid.

60 Dampney, P. T. (2007). Climate Change and Women's Livelihoods. In National Forum on Climate Change. Accra.

61 Glazebrook, T. (2011). Women and climate change: A case-study from northeast Ghana. *Hypatia*, 26(4), 762–782.

62 Dankelman, I. E. M. (2008). Gender, climate change and human security lessons from Bangladesh, Ghana and Senegal.

63 Ministry of Finance and Economic Planning. (2010). Integrated Transport Plan of Ghana: 2011–2015, 78.

Gender dimensions of transport are evident when transport systems (infrastructure and services) are viewed as enabling the mobility of people and goods for different purposes.⁶⁴ The conditions that apply to mobility obviously vary substantially between men and women and in most cases penalize women more than men in African countries.⁶⁵ Safe travel is a key element in promoting women's mobility, especially considering their higher transport burden. Where safe travel is absent, it tends to hinder women's participation in many activities and perpetuate the existing male dominance in society.⁶⁶

The impact of climate change on transport systems also affects women and men differently, as there are significant differences in their respective travel patterns, modes of transport, mobility and safety.⁶⁷ In most African countries, women make more trips than men, with a greater variety of routes, but within a more restricted geographical area.⁶⁸ Women frequently need to make trips outside rush hours and to destinations different to those of men. Men generally make more personal and work-related trips than women. Women's mobility is more influenced by their domestic responsibilities than men. Women usually take trips to the market, accompany children to school or health centres and attend antenatal and postnatal services.⁶⁹ The frequent travel undertaken by women to make transactions presents opportunities for women to control proportions of household income, as they are responsible for running errands for the family.⁷⁰ Though the transport demands of women are more than men, especially in rural communities in Ghana, women have limited ownership of vehicles and transport infrastructure.⁷¹ According to a survey by the GSS (2012), 92 percent of the bicycles in a household are owned by males while 3 percent of the bicycles were owned by both males and females. Only 5 percent of the bicycles were solely owned by females.

Overall, climate change increases the vulnerability of infrastructure, accelerates the deterioration of infrastructure assets, and increases the need and cost of maintenance. With road transport being by far the most dominant carrier of freight and passengers in Ghana's land transport system, men will be more affected by deterioration in road transport than women.⁷² This is because men make greater use of motorized transport than women, or are engaged in businesses that rely on such infrastructure.⁷³ Women will be affected more by the deterioration of non-vehicular roads infrastructure. The National Household Travel Survey (2013) data suggests that in rural Ghana, 82.4 percent of women and 66.1 percent of men commute on foot to work daily. More women commute by foot and thus are more affected by increased precipitations, sea levels, coastal winds, and increased variability and frequency of extreme events in coastal areas and lowlands, which make pedestrian transport extremely difficult.⁷⁴

Furthermore, women's mobility is largely affected by sociocultural contexts, whereby travelling alone away from home without being accompanied by a male family member or an older woman may not be acceptable. Personal safety, sexual harassment and violence are risks confronted more significantly by women than by men, both in rural and urban areas (e.g. on public transport).⁷⁵

64 <http://asiapacificadapt.net/gender-sourcebook/7-sectoral-modules/7-8-module-h-transport/>

65 Venter, C., Vokolkova, V., and Michalek, J. (2007). Gender, residential location, and household travel: Empirical findings from low-income urban settlements in Durban, South Africa. *Transport Reviews*, 27(6), 653–677.

66 Amoako-Sakyi, R. O. (2017). Scaling up Gender Mainstreaming in Rural Transport: Analysis of Policies, Practices, Impacts and Monitoring Processes Case Study Report: Ghana.

67 <http://asiapacificadapt.net/gender-sourcebook/7-sectoral-modules/7-8-module-h-transport/>

68 Maramba, P., and Bamberger, M. (2001). A gender responsive monitoring and evaluation system for rural travel and transport programs in Africa. (Sub-Saharan Africa Transport Policy Program, the World Bank and Economic Commission for Africa) Working Paper, (55).

69 Adom-Asamoah, G., Amoako, C., and Adarkwa, K. K. (2020). Gender disparities in rural accessibility and mobility in Ghana. *Elsevier*, 49–58.

70 Ibid.

71 Ibid.

72 It carries over 95 percent of all passengers and freight traffic and reaches most communities. Ghana's road network increased from 38,000 km in 2000 to nearly 78,401 km in 2018, out of which 23 percent is paved.

73 <http://asiapacificadapt.net/gender-sourcebook/7-sectoral-modules/7-8-module-h-transport/>

74 <http://asiapacificadapt.net/gender-sourcebook/7-sectoral-modules/7-8-module-h-transport/>

75 Ibid.

2.5.5 Gender issues in the disaster risk reduction and climate service sector

Disaster is a major problem confronting Ghana with the ability to erode all the economic gains that the country has made over the last three decades. Floods, droughts, bush fires and other industrial fires are the main hazards affecting the country. The National Disaster Management Organisation (NADMO),⁷⁶ under the Ministry of the Interior coordinates all disaster-related issues in the country. Apart from NADMO, other state institutions that play a critical part in disaster-related issues in the country include the EPA, the Ghana Meteorological Agency (GMet), the Fire Service, Ghana Police Service, and the Ghana Armed Forces. There are also some non-governmental institutions and CSOs that work in this area. Ghana signed up to the Hyogo Framework for Action (2005–2015) when it was developed under the auspices of the United Nations International Strategy for Disaster Reduction. As a result, there has been a high-level commitment from government to shift the national agenda from a disaster response approach to disaster prevention and risk reduction approach. The development of the Ghana Plan of Action for Disaster Risk Reduction (2011–2015) constitutes a milestone in this process. The intensity and frequency of extreme precipitation events are very likely to increase over many areas, and the return period of extreme rainfall events is projected to decline, resulting in more numerous floods and landslides.

Women's and men's different roles, responsibilities and access to resources influence how each will be affected by different hazards, and how they will cope with and recover from disaster. For example, Owusu (2017) reported that the percentage of males that experienced flooding in the slums of Accra were 77.7 percent compared to 77.1 percent of females. In addition, in terms of heat waves, 77.7 percent of females experienced the climatic hazard compared to 75.4 percent of males. In that same study, 51.4 percent of females experienced rainstorms compared to 56.6 percent of males. Furthermore, 53.1 percent of females experienced soil erosion compared to 43.4 percent of males. Additionally, 39.4 percent of females experienced salt-water intrusion compared to 32.6 percent of males.

Women and children are most affected in disaster situations compared to men due to inequalities in exposure and sensitivity to risk as well as inequalities in access to resources, capabilities and opportunities. The vulnerability level of women is worsened by their limited access to the required resources that would enable them to adapt. In other words, the gendered social norms place women, children and other vulnerable groups at a disadvantage in the sharing of agricultural lands, irrigation systems and other natural resources. Men have more access to good farmlands, household income and other resources and thus are able to build their resilience. A study conducted in some slum areas of Accra revealed that about 60 percent of men own assets such as bank accounts, houses and machinery compared to 40 percent of women. Even when resources are communally owned, men are reported to be in charge of allocating space and time for individual use. Women's limited access to resources and decision-making power over the use of resources places them in more vulnerable positions to adapt to climate change.⁷⁷

Another factor contributing to the vulnerability of women and men is knowledge of and access to climate information services. Research has shown that women and men in Ghana have increasingly become aware of the changes in climatic conditions. They perceive the changes as an increase in strong winds, higher temperatures, increased frequency of drought, increased rainfall variability and increased flooding.⁷⁸ Beyond being aware of these changes, many women and men in Ghana have become increasingly aware of the effect these changes have on their livelihoods and other aspects of their lives. Concerning access to climate information however, there are disparities between women and men. Through the use of mobile phones and radios, men in Ghana

76 The National Disaster Management Organisation (NADMO) was established in 1996 with the responsibility to manage disasters and emergencies. NADMO has traditionally focused on disaster response, in line with the emphasis in Act 927 in which it originated. Act 927 was, however, updated in 2016 to broaden NADMO's mandate to cover more preventative activities.

77 Owusu, M., Rudd, D., and Nursey-Bray, M. (2018). Gendered perception and vulnerability to climate change in urban slum communities in Accra, Ghana. *Reg Environ Change* 19, 13–25 (2019). <https://doi.org/10.1007/s10113-018-1357-z>

78 Partey, S. T., Dakorah, A. D., Zougmore, R. B., Ouedraogo, M., Nyasimi, M., Nikoi, G. K., and Huyer, S. (2018). Gender and climate risk management: Evidence of climate information use in Ghana. *Springer*.

are reported to have more access to climate information to receive early warnings.⁷⁹ Therefore, men have a higher tendency to use climate information services than women.

Occurrence of disasters compounded by other challenges such as lack of capital (including availability and accessibility of funds), limited access to land, lack of skilled human resources, inadequate raw materials, market accessibility and lack of opportunity for growth and expansion⁸⁰ limit the resilience of men and especially women to climate change. The impact of flooding, for instance, is felt more by retailers, the majority of whom are Ghanaian women. Market centres and trading stalls or shops are located in areas that are prone to flooding.⁸¹ When disasters occur, these traders lose their livelihoods since they are also unable to insure their assets.

Drought associated with a rise in temperature can increase women's and girl's vulnerability and undermine their ability to cope with it and other disasters.⁸² A gender analysis of policies related to climate change adaptation is necessary to assess the extent to which policy formulation and implementation can respond to and reduce gender inequalities. This should take into consideration priorities in local gender policies as well as international commitments to eradicating discrimination against women and ensure equitable development plans and programmes in disaster risk and climate services.

2.6 Mapping stakeholders and institutional arrangements for gender mainstreaming in Ghana's five Nationally Determined Contribution sectors

The stakeholder mapping exercise revealed that there are several stakeholders across the various sectors who play various roles in the implementation of programmes of action and activities within the NDC priority sectors in Ghana. We identified the stakeholders and assessed their interests and influence in mainstreaming gender into the various sector activities. Across the various sectors, there are a number of institutions that have high interest and influence in mainstreaming gender into the sectors' activities. However, MoGCSP and GSS came up strongly across all the sectors as stakeholders that have strong interest and influence in mainstreaming gender in all the sectors.

Overall, we identified a range of stakeholders that are critical to the successful mainstreaming of gender and climate change issues across the GH-NDC priority sectors. These include MoGCSP; MESTI; Ministry of Health; Ghana Health Service (GHS); Ministry of Sanitation and Water Resources (MoSWR); EPA; Ministry of Transport; Ministry of Works and Housing; Ministry of Local Government and Rural Development (MLGRD); Water Resources Commission; Community Water and Sanitation Agency; and GSS. Others are CSOs including WaterAid Ghana, Ghana Coalition of Non-governmental Organizations (NGOs) in Health, Coalition of NGOs in Water and Sanitation (CONIWAS), ABANTU for Development, Strategic Youth Network for Development, Youth in Climate Change, and Greener Impact International. The National Development Planning Commission (NDPC) and the Ministry of Finance play critical roles in the mainstreaming of climate change issues into the national development plans and the mobilization of climate finance. With regard to the mobilization of finance from international sources, the Ministry of Finance acts as the national designated authority for the Green Climate Fund.⁸³ It is important to

79 Owusu, M. Gendered perception and vulnerability.

80 Opoku Mensah, A. Fobih, N. and Adom, A. Y. (2017). Entrepreneurship Development and New Business Challenges and Prospects for Ghanaian Entrepreneurs.' In Universities, Entrepreneurship and Enterprise Development in Africa, German African University Partnership Platform for the Development of Entrepreneurs and Small/Medium Enterprises.

81 Aboagye, D. (2012). Living with Familiar Hazards: Flood Experiences and Human Vulnerability in Accra, Ghana. *Journal of Urban Research*.

82 Gell, F. (2010). Gender, Disaster Risk Reduction, and Climate Change Adaptation: A Learning Companion.

83 <https://www.greenclimate.fund/countries/ghana>

take note of critical stakeholders like the Ministry of Finance, because without financial commitments, gender mainstreaming cannot be achieved across the sectors.

These stakeholders, in addition to a number of institutions, agencies and departments, have their activities aligned with climate change and gender issues in Ghana. Hence, the country's report for the institutional set-up for NDC implementation highlights these national institutions and agencies as key institutions required for the successful implementation of the GH-NDCs. Figure 1 below shows this broad institutional landscape.

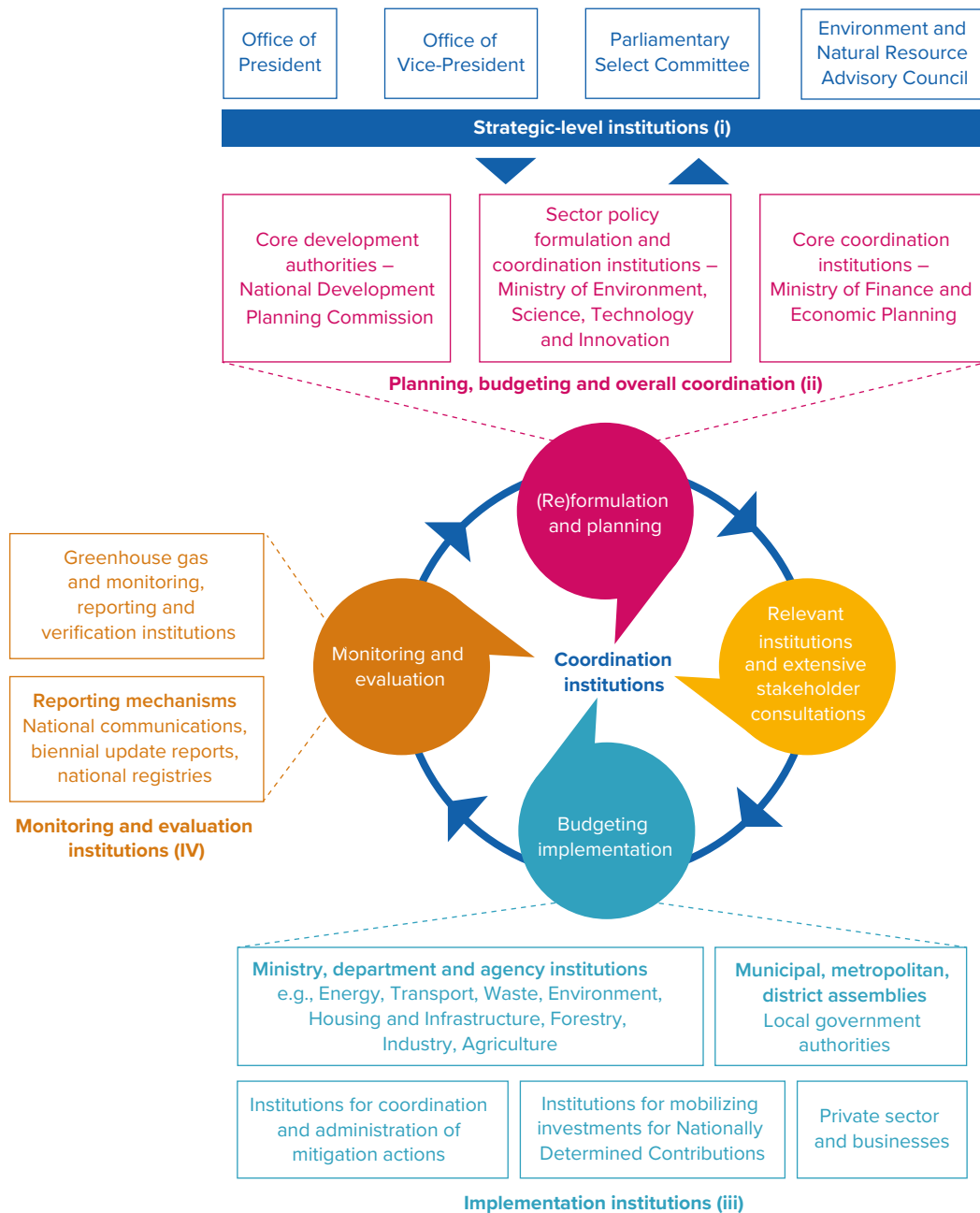


Figure 1: Ghana's Nationally Determined Contributions Institutional Framework

2.6.1 Ministry of Gender, Children and Social Protection

The Government of Ghana over the years has prioritized its social development goals to promote issues of gender equity and equality, and the survival and development of children, as well as to harmonize social protection interventions and programmes to contribute to national development. In 2001 by an Executive Instrument (EI 8), the government created the Ministry of Women and Children's Affairs to ensure that the rights of women and children were promoted for sustainable development. Subsequently, in 2013 by an Executive Instrument (EI 1), the MoGCSP (Ministry of Gender, Children and Social Protection) () was established. The ministry is mandated to coordinate and ensure gender equality and equity; promote the survival, social protection and development of children and people who are vulnerable, excluded or living with disabilities; and integrate fulfilment of their rights, empowerment and full participation in national development. MoGCSP plays the main role in implementing the gender agenda in Ghana by ensuring strategic coordination and policy creation focused on gender, women's empowerment, children, family and social issues. As part of the ministry's mandate, it is required to: coordinate gender, child- and social-protection-related programmes and activities at all levels of development; and facilitate the integration of gender, children and social protection policy issues into the National Development Agenda.

To achieve its mandate, the ministry developed the National Gender Policy in 2015, under which all state institutions and agencies are required to mainstream gender into their plans. Policy commitments in the National Gender Policy seek to engender climate change processes and promote sustainable energy sources. This is a good entry point, particularly for women. MoGCSP has developed curricula for mainstreaming gender into planning, budgeting, and monitoring and evaluation with a module on gender equality and environment. The ministry has also developed a gender analysis framework and planning template and checklist to aid gender mainstreaming. The ministry coordinates all gender-related climate actions across all sectors, including the NDC priority sectors, to ensure that women and men are equal beneficiaries. The ministry is required to provide technical backstopping when it comes to integration of gender into all GH-NDC interventions.

However, data gathered from MoGCSP and other NDC sector stakeholders indicates that there is inadequate support from the ministry to the other MDAs. The ministry has regional staff to coordinate gender work among the regions but does not have staff in the various districts. There was also the absence of functioning and institutionally recognized gender focal persons in the MDAs whose gender duties would be coordinated by the ministry. This is mainly due to inadequate staff with the requisite gender and climate change technical capacity and other resources to support gender mainstreaming activities within MoGCSP and to coordinate gender activities among the other sector MDAs.

2.6.2 The Ministry of Environment, Science, Technology and Innovation

MESTI seeks to ensure accelerated socio-economic development of the nation through the formulation of sound policies and a regulatory framework to promote the use of appropriate environmentally friendly, scientific and technological practices. Within the government, MESTI leads the formulation of climate change policies and supervises the implementation of the Convention and its Protocol activities within the country (MESTI, 2020). MESTI exists to promote sustainable development by deepening and strengthening market-driven research and development for sound environmental governance, science, technology and innovation through intensive awareness creation, collaboration and partnership.

Some of the policy objectives of the ministry are to: strengthen institutional and regulatory frameworks for sustainable natural resource management; reduce loss of biodiversity; enhance capacity to adapt to climate change impacts; promote the green economy; and promote the application of science, technology and innovation in all sectors of the economy. Others include strengthening the institutional framework to promote the development of research and its application; strengthening policy formulation, development planning, and

monitoring and evaluation processes for equitable and balanced spatial and socio-economic development; and promoting a sustainable, spatially integrated and orderly development of human settlements. MESTI hosts the National Climate Change Committee (NCCC), which is a multisectoral task force on climate change. MESTI also hosts the gender focal point to the UNFCCC. With support from MoGCSP, MESTI has incorporated gender equality considerations into its policies and programmes. MESTI is the national designated authority for the Clean Development Mechanism (MESTI, 2020).

2.6.3 Environmental Protection Agency

The EPA is a statutory agency established under the EPA Act 490 (Act 1994) to deal with environmental protection, pesticides control and regulation of environmental issues and for related purposes. It operates under MESTI. The mission of the agency is to manage, protect and enhance the country's environment and seek common solutions to global environmental problems.

EPA developed the National Environment Policy (2014), which looks at the broader environmental issues in the country. It has also contributed to the formulation of climate change policies as part of the NCCC. Such policies include the Ghana National Climate Change Policy Action Programme for Implementation (2015–2020) and the Ghana NCCAS (2013).

Concerning gender, EPA has developed its internal policy on gender in line with the National Gender Policy. The policy is to guide the agency in its actions to ensure gender balance in recruitment, placement, promotions and career development of staff. Under its programmes, EPA integrates gender through the use of gender equality strategies and action plans. EPA is also the focal point for international bodies such as the IPCC, the Climate Technology Centre and Network and the Action for Climate Empowerment (MESTI, 2020).

2.6.4 Ministry of Sanitation and Water Resources

The MoSWR is a ministry in the infrastructure sector under the Office of the Head of Civil Service. It was established in January 2017 under Executive Instrument 28 to act and play a major role in the national, regional and global effort to provide the needed support to the sanitation and water sectors. Until its establishment, the water sector was part of the Ministry of Water Resources, Works and Housing and the sanitation sector was part of the MLGRD.

The ministry's goal is to contribute to improvement in the living standards of Ghanaians through increased access to and use of safe WASH practices and sustainable management of water resources. It is mandated to: (i) ensure sustainable management of the country's water resources for increased access to safe, adequate and affordable water; (ii) ensure sustainable and effective management of liquid and solid waste to reduce pollution of our waterbodies as well as job and wealth creation; and (iii) promote behaviour change programmes and increase access to safe hygiene practices among the populace.

Some of the ministry's core functions are to: initiate, formulate and implement policies and programmes to enhance service delivery in the area of water and sanitation; prepare the Sector Medium Term Plan in consultation with the NDPC; provide, regulate and facilitate access to safe drinking water and sanitation; support the private sector in the provision of safe water and adequate improved sanitation services and infrastructure; support creative and innovative research in the production and use of improved technologies and approaches for effective provision of water and sanitation services within the country; and coordinate, monitor and evaluate the efficiency and effectiveness of sector performance.

In terms of gender, the ministry is mandated to mainstream gender at various levels in the water and sanitation sector. Concerning gender issues, the ministry is focussing empowerment and capacity on improving equity and gender sensitivity and promoting pro-poor water governance and water policies (Water Policy, 2007, p. 25). Table 1 presents the institutional mandates of the various agencies within the water and waste sectors.

Table 1: Institutional mandates of the various agencies within the water and waste sectors

Sector agency/ institution	Institutional mandates
Community Water and Sanitation Agency	<ul style="list-style-type: none"> ■ Established by an Act of Parliament, Act 564 in December 1998, with the mandate to: “facilitate the provision of safe drinking water and related sanitation services to Rural Communities and Small Towns in Ghana.” Prepares communities for increased variability in future physical conditions so as to adapt to the impacts of climate change (National Community Water and Sanitation Strategy, 2014, p. 45). ■ “Implementing a gender approach at all levels and in all aspects of water sanitation and hygiene (WASH) services delivery thereby enhancing the sustainability of services as women are enabled to play a more meaningful role in the service delivery chain” (National Community Water and Sanitation Strategy, 2014, p. 7).
Water Resources Commission	<ul style="list-style-type: none"> ■ Established by an Act of Parliament (Act 522 of 1996) with the mandate to regulate and manage Ghana’s water resources and coordinate government policies in relation to them. “To mainstream gender into the systems and structures of the Water Resources Commission and towards the realization of the goal of sustainable integrated water resources management in Ghana” (Gender and Water Resources Management Strategy, 2011, p. 11). ■ “Facilitate the assessment and analysis of water resources availability and the impact of climate change and catchment degradation on water resources” (Groundwater Management Strategy, 2011, p. 6).
International Water Management Institute	<ul style="list-style-type: none"> ■ To mainstream gender and increase the participation of women, youth and marginalized members of communities. ■ To rethink water storage for climate change adaptation in sub-Saharan Africa.
Ghana Irrigation Development Authority	<ul style="list-style-type: none"> ■ “Overcoming the challenges of the irrigation sub-sector especially at a time when climate change and its effects on rainfall patterns is making it increasing clear that irrigation is key to the agricultural development agenda of Ghana” (National Irrigation Policy, Strategies and Regulatory Measures, 2011, p. 2). ■ “Mainstream gender issues throughout project cycles” (National Irrigation Policy, Strategies and Regulatory Measures, 2011, p. 15).
Coalition of NGOs in Water and Sanitation (CONIWAS)	<ul style="list-style-type: none"> ■ To mainstream gender in WASH services delivery. ■ Provide capacity for and support the implementation of community-based water resources management and climate change adaptation mechanisms with the active CONIWAS members and active participation of beneficiary communities.
National Sanitation Authority	<ul style="list-style-type: none"> ■ To coordinate and regulate activities in the sanitation sector to propel the synergy that is required to make the desired impact in the sector.
Ghana Water Company Limited	<ul style="list-style-type: none"> ■ Established in 1999 following the conversion of Ghana Water and Sewerage Corporation into a state-owned limited liability company under the Statutory Corporations (Conversion to Companies), Act 461 of 1993 as amended by LI 1648. ■ Water Resources Department collaborates with organizations working on climate-sensitive development activities to minimize impact of climate change on access to water.⁸⁴

84 <https://www.gwcl.com.gh/departments.html>, retrieved on 9 August 2020.

Sector agency/ institution	Institutional mandates
Schools of hygiene	<ul style="list-style-type: none"> ■ The schools of hygiene offer courses in certificate, diploma and degree programmes in environmental health. The schools also provide technical assistance and guidelines for basic training including training needs assessment and curriculum development of environmental health and sanitation officers at the various educational institutions.

Source: Authors' construct (2020)

2.6.5 The Ministry of Health

Overseeing a critical sector of the economy, the Ministry of Health seeks to improve the health status of all people living in Ghana thereby contributing to the government’s vision of universal health coverage and a healthy population. The Ministry of Health, working in partnership with its agencies and stakeholders, aims at improving human capital thus “creating wealth through health” through the development and implementation of proactive policies that will ensure improved health and vitality. The ministry’s mission is to contribute to socio-economic development and the development of a local health industry by promoting health and vitality through access to quality health for all people living in Ghana using motivated personnel. The health policy objectives within the Sector Medium Term Development Plan 2014–2017 are to:

- bridge equity gaps in access to health care and nutrition services;
- ensure sustainable financing arrangements that protect the poor;
- strengthen governance and improve the efficiency and effectiveness of the health system;
- improve quality of health services delivery including mental health services;
- enhance national capacity for the attainment of the health-related MDGs and gains; and
- intensify prevention and control of communicable and non-communicable diseases.

Regarding gender, the ministry has a policy document called the Health Sector Gender Policy. This policy seeks to “recognize the ways in which gender relations, roles, responsibilities, access and control of resources impact on women and men’s health” (Health Sector Gender Policy, 2009, p. 7). The ministry also seeks to mainstream gender in the planning and implementation of health sector programmes. Thus, the ministry also seeks to undertake sector gender analysis to support the prioritization of critical gender-related and specific health issues. Moreover, the ministry seeks to promote gender equality “because it recognizes it as key for the achievement of sustainable management and development of the health sector because it ensures that both men and women are in a position to contribute effectively to health delivery and to demand for equitable health services, by recognizing that gender is one of the factors influencing roles, responsibilities, status and influence in society” (Health Sector Gender Policy, 2009, p. 1).

2.6.6 Ghana Health Service

The GHS is a public service body established under Act 525 of 1996 as required by the 1992 constitution. Its mandate is to provide and prudently manage comprehensive and accessible health services with special emphasis on primary health care at regional, district and sub-district levels in accordance with approved national policies. The core objectives of the GHS include: implementing approved national policies for health delivery in the country; increasing access to good quality health services; and prudently managing resources available for the provision of the health services. To be able to achieve its objectives, the GHS undertakes the following functions:

- Develops appropriate strategies and sets technical guidelines to achieve national policy goals/objectives
- Undertakes management and administration of the overall health resources within the service
- Promotes healthy modes of living and good health habits by people
- Establishes an effective mechanism for disease surveillance, prevention and control
- Determines charges for health services with the approval of the Minister of Health
- Provides in-service training and continuing education
- Performs any other functions relevant to the promotion, protection and restoration of health

Regarding gender, the activities and programmes of the GHS are guided by the Health Sector Gender Policy developed by the Ministry of Health in 2009 that has been partially implemented. Table 2 presents the institutional mandates of the various agencies within the health sector.

Table 2: Institutional mandates of the various agencies within the health sector in Ghana

Sector agency/ institution	Institutional mandates
Food and Drugs Authority (FDA)	<ul style="list-style-type: none"> ■ The FDA was established in 1992 as the Food and Drugs Board on the basis of the 1992 Food and Drugs Law (PNDCL 305B), later amended by the Food and Drugs ACT of 1996. The Food and Drugs legislation was revised in 2012 and integrated into a new Public Health ACT 851, 2012, that gave birth to the FDA. The FDA is the national regulatory body responsible for regulating food, drugs, food supplements, herbal and homeopathic medicines, veterinary medicines, cosmetics, medical devices, household chemical substances, tobacco and tobacco products, and blood and blood products as well as for conducting clinical trials protocols.
National Blood Service	<ul style="list-style-type: none"> ■ The National Blood Service's mandate is to ensure an effective and coordinated national approach to the provision of safe, adequate and efficacious blood and blood products; and to make it timely, accessible and affordable to all patients requiring blood transfusion therapy in both public and private health-care institutions in the country.
Ghana Medical and Dental Council	<ul style="list-style-type: none"> ■ The Medical and Dental Council is a statutory body established by law: Health Professions Regulatory Bodies Act, 2013 (Act 857). The council is responsible for working in the public interest to secure the highest standards in the practice of medicine and dentistry in Ghana.
Health Facilities Regulatory Agency (HeFRA)	<ul style="list-style-type: none"> ■ The Health Institutions and Facilities Act, 2011 (Act 829) established the HeFRA in Part One of the Act. HeFRA was set up to license facilities for the provision of public and private health-care services.
National Health Insurance Authority	<ul style="list-style-type: none"> ■ The National Health Insurance Authority secures the implementation of a national health insurance policy that ensures access to basic health-care services for all residents.

Sector agency/ institution	Institutional mandates
Ghana Health Service (GHS)	<ul style="list-style-type: none"> ■ GHS provides and prudently manages comprehensive and accessible health services with special emphasis on primary health care at Ghanaian regional, district and sub-district levels in accordance with approved national policies.
Centre for Plant Medicine Research	<ul style="list-style-type: none"> ■ The Centre for Plant Medicine Research undertakes research and development of herbal products that meet the exacting needs of both patients and industry.
National Ambulance Service	<ul style="list-style-type: none"> ■ The National Ambulance Service provides integrated, high quality, pre-hospital emergency and medical care, health transport, medical retrieval and education services to all people in Ghana.
Mental Health Authority	<ul style="list-style-type: none"> ■ The Mental Health Authority proposes, promotes and implements mental health policies and provides culturally appropriate, humane and integrated mental health care throughout Ghana.

Source: Authors' construct (2020)

2.6.7 Ministry of Transport

The Ministry of Transport is a government establishment responsible for the formulation and coordination of transport sector policies. The ministry is assisted by 11 implementing agencies and departments that provide services, regulations and infrastructure development in maritime and inland waterways and the transport services sub-sector. This is to ensure the integration and coordination of related transport modes for better planning and effective utilization of resources.

The main mandate of the Ministry of Transport is to establish the regulatory framework for transport operations, creating the enabling environment for transport investment and the development of an efficient transport system, which is modally complementary. The mission statement of the ministry is to provide leadership and an enabling environment for the development and maintenance of Ghana's transportation system through effective policy formulation, market regulation, asset management and service provision. Some of the core functions of the ministry are to: (i) formulate and implement policies that are responsive to the changing needs of the nation; (ii) promote private sector participation; and (iii) develop, implement, monitor and regulate standards. Table 3 presents the institutional mandates of the various agencies within the transport sector.

Table 3: Institutional mandates of the various agencies within the transport sector in Ghana

Sector agency/ institution	Institutional mandates
Driver and Vehicle Licensing Authority	<ul style="list-style-type: none"> ■ Promote good driving standards in the country and ensure the use of roadworthy vehicles on the roads and in other public places. (A public-sector organization under the Ministry of Transport, established in 1999 by an Act of Parliament (Act 569), 1999.)
National Road Safety Commission	<ul style="list-style-type: none"> ■ Plan, develop, promote and coordinate policies in relation to road safety.
Metro Mass Transit Limited	<ul style="list-style-type: none"> ■ Provide safe, affordable, efficient and reliable movement of commuters within metropolitan and municipal areas.
Government Technical Training Centre	<ul style="list-style-type: none"> ■ Recruit, counsel and train the youth of Ghana in the automotive trades through a technical cooperation agreement between the Government of Ghana and the Federal Republic of Germany.
Volta Lake Transport Company Limited	<ul style="list-style-type: none"> ■ Operate as public carrier of all forms of water-borne transport, including hovercraft, for persons and/or freight on Lake Volta.

Sector agency/ institution	Institutional mandates
Regional Maritime University	■ Provide teaching and learning with a focus on maritime education and training.
Ghana Ports and Harbour Authority	■ Plan, build, develop, manage, operate and control ports in Ghana.
Ghana Maritime Authority	■ Monitor, regulate and coordinate activities in the maritime industry.
Ghana Shippers Authority	■ Protect and promote the interests of shippers in Ghana, in relation to port, ship and inland transport problems in order to ensure safe, reliable and cost-effective cargo handling.

Source: Authors' construct (2020)

2.6.8 Ministry of Communications

The Ministry of Communications was established under section II of the Civil Service Law, 1993 (PNDCL, 327) as amended by the Civil Service (amendment) Act 2001 (Act 600) and Executive Instrument (EI) 6, 2003. Its core mandate is to initiate and develop national policies aimed at achieving cost-effective information and communications infrastructure and services, for the enhancement and promotion of economic competitiveness in line with the policy guidelines of the 'Coordinated Programme of Economic and Social Development Policies (2017–2024). An Agenda for Jobs: Creating Prosperity and Equal Opportunity for All.' The mission of the ministry is to facilitate the development of reliable, cost-effective and excellent communications infrastructure and services, driven by appropriate technological innovations and accessible by all citizens to enhance the promotion of economic competitiveness in a knowledge-based environment.

Policy objectives as spelled out in the Coordinated Programmes are to improve ICT infrastructure in rural areas, promote electronic transactions for public and private businesses, provide access to electronic public information and services, mitigate the impacts of climate variability and change, and ensure adequate digital capability to support the production and use of ICTs for development. The ministry in recent times has recognized issues of crime against women and the vulnerable in society through the internet. The ministry is sensitizing the general population, especially women, on cybercrimes and bullying by collaborating with the Ghana Police Service and the telecom companies. Even though both men and women are victims of cybercrime, women are the most affected in crimes like blackmailing with nude pictures on the internet.

2.6.9 Ministry of the Interior

The mandate of the Ministry of the Interior and its agencies is guided by the 1992 Constitution of Ghana. The ministry is further guided by the Civil Service Act, 1993 (PNDCL 327) and other relevant enactments. Broad strategic objectives of the ministry in compliance with the Ghana Shared Growth and Development Agenda II are to: improve internal security for human safety and protection; and reduce recidivism and promote effective re-integration of ex-convicts. Specific objectives under the Ministry of Interior are to:

- review the existing laws and regulations that govern the operations of some of the services in order to meet their current needs;
- improve the capacity of security agencies to provide internal security for human safety and protection;
- provide adequate protection of life and property;
- increase police accessibility and visibility in vulnerable communities across the country.

- sensitize and provide technical assistance and advice to schools, markets, MMDAs, lorry parks and other institutions nationwide on fire safety measures; and
- strengthen disaster risk prevention, response and reduction mechanisms and social mobilization in order to reduce disaster risks across the country.

Regarding gender, the ministry believes in and is committed to being responsive, reliable, resourceful, impartial, innovative, client-focused, gender sensitive and disciplined in the delivery of excellent and cost-effective policies, programmes and services to the nation.

Both the Ministries of Communications and Interior work in the area of disaster risk reduction and climate services in Ghana. Sector institutions under these two ministries are presented as follows (see Table 4).

Table 4: Institutional mandates of the various agencies within the disaster risk sector in Ghana

Sector agency/ Institution	Institutional mandates
Ministry of Communications	<ul style="list-style-type: none"> ■ Improve the efficiency of service delivery with particular attention to rural and underserved communities, women and gender parity, and opportunities for the youth. ■ Mitigate the impacts of climate variability and change.
Ghana Meteorological Agency (GMet)	<ul style="list-style-type: none"> ■ Under the Ministry of Communications, “GMet provides weather services through the collection, processing, storage and dissemination of meteorological data to end users. The dissemination of these data plays a significant role in shaping individuals’ autonomous as well as institutionally planned adaptation measures to climate change” (Climate Change Finance in Ghana, 2015 p. 22). ■ Address gender issues in climate change.
Ministry of the Interior	<ul style="list-style-type: none"> ■ Improve internal security for human safety and protection; and reduce recidivism and promote effective re-integration of ex-convicts.
National Disaster Management Organisation	<ul style="list-style-type: none"> ■ Agency under the Ministry of Interior. Draw up, implement and evaluate climate change and disaster risk reduction programmes at all levels of the organization. ■ Promote gender-responsive culture in disaster risk reduction. ■ Improve human and institutional capacity. ■ Promote disaster risk reduction and climate change risk management through the establishment of national and regional platforms for all stakeholders. ■ Strengthen disaster prevention and response mechanisms.
Ghana National Fire Service	<ul style="list-style-type: none"> ■ Under the Ministry of Interior. Provide adequate protection of life and property and sensitize and provide technical assistance and advice to schools, markets, MMDAs, lorry parks and other institutions nationwide on fire safety measures.

Source: Authors’ construct (2020)

2.7 Civil society organizations supporting climate change and gender equality in Ghana

Non-government institutions including NGOs and gender networks have backed and are still championing work in the area of climate change, disaster risk reduction, women's empowerment, gender parity and gender equality in various sectors. These CSOs include the Ghana Red Cross Society, ABANTU for Development, Alliance for African Women Initiative, Daasgift Quality Foundation, Gender Action on Climate Change for Equality and Sustainability and Development Action Association. Some of these CSOs also operate under umbrella bodies such as CONIWAS and Ghana Coalition of NGOs in Health. There are also a number of youth CSOs who work on climate change and gender such as the Ghana Youth Climate Coalition, the Strategic Youth Network for Development and Youth Volunteers for the Environment.

One of the departments of the Ghana Red Cross Society is the Disaster Management Department. The objective of this department is to minimize vulnerabilities and disaster risks and limit the adverse impact of hazards. Its programme areas include disaster preparedness, disaster response and food security. The Alliance for African Women Initiative is a grassroots Ghanaian organization that has been striving to narrow the gender gap and empower women and children in Ghana for over 10 years. It has been involved in empowering women in the WASH and health sectors. The Gender Centre for Empowering Development aims at empowering women and youth for sustainable development in our communities. Network for Women's Rights in Ghana is a network of CSOs and individuals who have a clear interest in working together to bring a gender perspective into national processes and advocate for policy change to strengthen women's human rights. The main thematic focus of the network as a result is economic justice for women although it also works in the areas of natural resources management and movement building.

Some of these CSOs work closely with government institutions such as EPA, MESTI and MoGCSP on various issues including policy formulation. For instance, ABANTU and Gender Action on Climate Change for Equality and Sustainability have together contributed to the mainstreaming of gender into various government policies including the National Adaptation Strategy, the National Disaster Management Plan and Ghana's Readiness Preparedness for REDD+. The Strategic Youth Network for Development has also engaged EPA on policies including the NAP, GH-NDCs and National Climate Change Master Plan. CONIWAS has also contributed to policies in water and waste sectors including the Environmental Sanitation Policy.

The analysis reveals a range of institutions, departments, agencies and CSOs critical for the successful implementation of mitigation and adaptation actions outlined in Ghana's NDCs. The existence of this broad range of stakeholders presents opportunities and an entry point to ensure greater use of a multisectoral approach for integration of gender across important sectors of Ghana's economy. Nonetheless, this presents considerable challenges in trying to coordinate these institutions, departments and agencies that may have differing interests and varying levels of influence. Undoubtedly, this will require greater collaboration among these

“ A range of institutions, departments, agencies and CSOs are critical for the successful implementation of actions outlined in Ghana's Nationally Determined Contributions ”

sector institutions. Approaches for ensuring greater collaboration will include consensus building to minimize differences in interest whilst promoting synergies.

2.8 Intersectoral arrangements for gender mainstreaming in Ghana

In addition to the mandates of these institutions, agencies and departments, there is the need to have a proper platform that will ensure a greater intersectoral arrangement and coordination for gender and climate change considerations in Ghana. MESTI, EPA and NDPC are the primary institutions responsible for coordinating the implementation of policies and programmes on climate change and the general environment in Ghana. MESTI is responsible for overall coordination of implementation of the NDCs, with EPA providing technical advice. The NDPC and the Ministry of Finance will set up special monitoring and mobilization of funds towards the implementation of the NDCs. The MDAs will lead the actual implementation of the NDCs in the respective sectors. In all, nine MDAs (energy, transport, food and agriculture, water resources and sanitation, gender, GHS, Forestry Commission, NADMO and GMet) will plan and implement specific NDCs (MESTI, 2019). Stronger collaboration and coordination among different institutions and ministries are needed to properly situate projects to ensure the effective and efficient implementation of GH-NDCs. Currently, there is an existing Gender and Climate Change Technical Working Group comprising experts and stakeholders from the relevant MDAs and some NGOs and CSOs. The expertise of this group should be vigorously harnessed to ensure that gender issues are properly integrated into sectoral activities and programmes.

A Gender Sub-Working Group (GSWG) has been established to provide gender technical support to the National REDD+ Working Group. The establishment and training of a GSWG was one of the key strategies and a tool for spearheading the implementation of Ghana's gender and REDD+ road map and the national gender mainstreaming process in general, as well as the provision of technical support in the review of REDD+ documents. The GSWG is made up of representatives from the National House of Chiefs, Ministry of Lands and Natural Resources, MESTI, MoGCSP, MLGRD, Energy Commission, Wildlife Division of the Forestry Commission, Forest Services Division of the Forestry Commission, Forestry Research Institute of Ghana, Institute of Environment and Sanitation Studies, University of Ghana-Legon, Centre for Sustainable Development Initiatives, ABANTU for Development and OLAM Ghana.

The GSWG is a critical voice for ensuring gender considerations are integrated into all aspects of Ghana's REDD+ architecture. This is being achieved through advocacy and provision of technical support to the other REDD+ sub-working groups and the broader National REDD+ Working Group in the development and subsequent implementation of the National REDD+ Strategy. The GSWG has also been liaising with decentralized institutions such as the district offices of key government agencies, district assemblies, traditional communities, local communities and CSOs to implement actions at the subnational/landscape and project levels. Since the establishment of the GSWG, the group has reviewed and provided technical inputs into Ghana's draft National REDD+ Strategy and Grievance Redress Mechanism Report as a means of ensuring that the national REDD+ framework and implementation process is inclusive, pro-poor and gender responsive.⁸⁵

85 https://www.forestcarbonpartnership.org/system/files/documents/IUCN%20Ghana%20ERP%20Gender%20Analysis%20and%20Action%20Plan_FINAL.pdf

3 Chapter Three:

REVIEW OF RELEVANT NATIONALLY DETERMINED CONTRIBUTION PRIORITY SECTOR POLICIES AND STRATEGIES FOR GENDER INTEGRATION EFFORTS

3.1 Introduction

Political will, or the lack of it, determines the success or failure of development policies. This chapter reviews the pertinent sector policies relating to the five NDC sectors. Key sectoral policies reviewed include the National Water Policy (2007), the National Community Water and Sanitation Strategy (2014), the Integrated Water Resources Management and Investment Plan (2012), the National Environmental Policy (2014), the Environmental Sanitation Policy (2010), the National Environmental Sanitation Strategy and Action Plan (2010), the Rural Sanitation Model and Strategy (2011), the WASH Behaviour Change Communication Strategy for the Urban sub-Sector (2011) and the Local Governance Act 2016 (Act 936). Others include the National Health Policy (2007), Gender Policy for the Health Sector (2009), the Adolescent Health Service Policy and Strategy (2016–2020), the National Transport Policy (2008), the Integrated Transport Plan for Ghana (2011–2015), the Railway Master Plan of Ghana (2013), the Ghana Plan of Action for Disaster Risk Reduction and Climate Change Adaptation (2011–2015), Local Government Act 462, the National Building Regulation and the Ghana Meteorological Agency Act 682.

Cross-cutting policies reviewed in this chapter include the National Gender Policy (2015), the NCCP (2013), the National Climate Change Master Plan (2015), the NDPs (2015), the NCCAS (2012), the Ghana REDD+ Strategy (2016–2035), and the National Climate Change and Green Economy Learning Strategy (2016).

3.2 Gender responsiveness of sector policies

The analysis set out to assess policies of the five sectors to determine the extent to which gender has been mainstreamed into the formulation of the policies. The major policies assessed were the National Water Policy (2007), the National Environment Policy (2014), the National Health Policy (2007), the NCCP (2013) and the CPESDP (2018–2024). Components of the policy documents – policy statement, policy objectives, underlying principles, implementation strategies, monitoring, and reporting – have been assessed using the following guiding questions:

- Is the policy statement gender responsive?
- Do the underlying principles acknowledge the differences in cultural roles and responsibilities of women and men?
- Do the policy objectives recognize that the needs of women are different from the needs of men?
- Are the strategies for implementing and means of implementation designed to be gender responsive?
- Do the results-based management and reporting frameworks include gender-sensitive indicators, sex-disaggregated data and gender-specific results?

3.3 Water sector policies and gender

3.3.1 National Water Policy (2007)

The National Water Policy was formulated as a framework for the development and use of the water resources in Ghana to ensure water security in all areas and at all times. The main aim of Ghana's National Water Policy is to "achieve sustainable development, management and use of Ghana's water resources to improve health and livelihoods, reduce vulnerability while assuring good governance for present and future generations." The issues in this policy are presented under three sub-sectors: water resources management, urban water supply, and community water and sanitation.

The policy principles respond to the need to be sensitive to the varying needs of women and men. As quoted below, the policy statement takes steps beyond being aware of the water needs of women and girls to respond to these needs.

“Improving water services and uses are essential for increasing hygiene and sanitation service levels that affect productive lives of people, enhance enrolment and retention of girls in school, enhance women's dignity and ability to lead, reduce morbidity and mortality, reduce pre- and postnatal risks and prevent vector and water borne diseases.”

The policy objectives also recognize the need for women in the water sector to be empowered to be in control. Strategies for implementing the policy work at ensuring gender equity through training of women and ensuring accountability and transparency through timely reporting and participatory discussion of results. This responds to women's specific needs in the sector.

However, gender is acknowledged as a guiding principle or key challenge in water resources management and community water and sanitation. Under water resources management, gender sensitivity and equity are included in three out of 10 focus areas: water for food security, capacity-building and public awareness creation, and good governance. Gender is not discussed under integrated water resources management, access to water, financing, climate variability and change, planning and research, and international cooperation. Under community water and sanitation, there is a focus area devoted to gender, i.e. gender mainstreaming and good governance. This sub-sector acknowledges the gender differences in collecting and utilizing water. Overall, gender has been partially integrated into the National Water Policy.

3.3.2 National Community Water and Sanitation Strategy (2014)

The National Community Water and Sanitation Strategy was formulated as a guide for the implementation of the community water and sanitation sub-sector policies of the National Water Policy. One of the objectives of the Strategy is to "ensure the sustainability of services through community ownership and management, community decision-making in WASH facility design, active involvement of women at all stages of implementation, private sector provision of goods and services, and public sector facilitation and support."

Gender mainstreaming at all levels is one of the guiding principles of the National Community Water and Sanitation Strategy. It seeks to promote awareness creation on the different roles of men and women in planning, delivery and implementation of water and sanitation services. This underlying principle is supposed to drive the implementation of water and sanitation services to adequately include and encourage women's participation at all levels.

Among the partners involved in the implementation of the policy, besides the Community Water and Sanitation Agency, is the MoGCSP. However, a critical responsibility of the Community Water and Sanitation Agency is to promote capacity-building through gender sensitization, among other things, in all Agency activities at the district level.

3.3.3 National Irrigation Policy, Strategies and Regulatory Measures (2010)

The goal of the National Irrigation Policy is to ensure the sustainable growth and enhanced performance of irrigation to contribute fully to the goals of the Ghanaian agriculture sector. The policy was developed to provide a detailed framework to guide the Water for Food Security sub-sector of the National Water Policy. There are four groups of challenges that necessitated the policy. These are:

- Low agricultural productivity and slow rates of growth
- Constrained socio-economic engagement with land and water resources
- Environmental degradation associated with irrigated production
- Lack of irrigation support services

The National Irrigation Policy notes that socio-economic engagement with irrigation resources is constrained because irrigation programmes fail to consider existing inequalities between men's and women's land ownership rights, division of labour and incomes. This has placed women at a disadvantage in water resource development programmes. Gender is included under two main strategic actions:

- **Socio-economic inclusion:** to mainstream gender throughout the implementation life cycle of the policy and to train NGOs in gender issues. This is aimed at removing imbalances between land ownership rights, division of labour and incomes because the socio-economic engagement with water resources is inhibited by social inequity, gender imbalance and inadequate attention to women's rights.
- **Enhanced services:**
 - **To provide cost-effective, demand driven irrigation support services available to both public and private irrigators:** by assisting district assemblies in the preparation of gender-sensitive as well as relevant pro-poor agricultural development programmes. This is to enhance the provision of cost-effective, demand-driven irrigation support services available for both public and private irrigators.
 - **Develop appropriate human resources capacities:** to implement major institutional restructuring, expansion and capacity-building of the Irrigation Development Authority to address the needs and opportunities of the informal and commercial irrigation sectors, including gender mainstreaming at all levels. This will ensure appropriate human resources capacity development.

The basis for enhanced services lies in the fact that irrigation service delivery is poor, primarily as a result of inadequate human resource capacity at all levels and ineffective or poorly focused institutional mandates leading to poor service delivery resulting in asset deterioration and reduced profits.

3.3.4 National Rainwater Harvesting Strategy (2011)

The National Rainwater Harvesting Strategy is intended to guide the water sector and actors in the promotion of rainwater harvesting as a supplement to water service delivery. It follows in the priorities of the National Water Policy and is one of the deliverables of the Integrated Water Resources Management Strategic Plan. The promotion of rainwater harvesting as an option for water conservation, flood mitigation and water for food production is an important goal of the Integrated Water Resources Management Strategic Plan.

Among the key issues and challenges that drove the strategy's formulation is that women and children spend unproductive hours in search of water due to inadequate water supply and rationing in many urban centres.

While gender is not explicitly stated, ensuring adequate support for vulnerable entities for their own adaptation is noted as a key challenge. It notes that one of the benefits of rainwater harvesting is that it "saves women and children from the tedious work of walking long distances to fetch water." An assumption for its policy objective on sustained awareness creation on rainwater harvesting is that women and children are aware of their rights, roles and responsibilities. Table 5 presents the responsiveness of the water sector policies and strategies highlighting the gaps, strengths and recommendations.

“ Among the key issues and challenges that drove the Rainwater Harvesting Strategy's formulation is that women and children spend unproductive hours in search of water due to inadequate water supply and rationing in many urban centres. ”

Table 5: Water sector policies and strategies

No.	Policy/strategy	Policy statement	Scale/ responsibility	Gaps	Strengths	Recommendations	Gender marker
1	National Water Policy (2007)	<ul style="list-style-type: none"> Improving water services and uses is essential for increasing hygiene and sanitation service levels that effect productive lives of people, enhance enrolment and retention of girls in school, enhance women's dignity and ability to lead, reduce morbidity and mortality, reduce pre- and postnatal risks and prevent vector- and water-borne diseases. 	<ul style="list-style-type: none"> Ministry of Sanitation and Water Resources (MoSWR) 	<ul style="list-style-type: none"> Non-adherence to the principle of integration of women and gender sensitivity. Policy action to ensure active involvement of women in decision-making in promoting transparency and lack of accountability. 	<ul style="list-style-type: none"> Relating water provision to sanitation and health issues. Identifying gender issues in the provision of water and its implications on women's development. 	<ul style="list-style-type: none"> Empowering women through training at all levels to perform their roles in partnership with their male counterparts. Ensuring accountability and transparency through timely reporting and participatory discussion of results. Facilitating effective coordination of the sector and harmonizing development planning activities and ensuring collaboration, particularly between the MoSWR and MMDAs. 	<ul style="list-style-type: none"> Partial
2	National Community Water and Sanitation Strategy (2014)		<ul style="list-style-type: none"> MoSWR 	<ul style="list-style-type: none"> Ministry of Gender, Children and Social Protection (MoGCS), in collaboration with sub-sector agencies, was to ensure gender mainstreaming into the sector, but this has not been properly coordinated due to financial constraints. The regulatory function of the Community Water and Sanitation Agency had not received adequate priority in the sub-sector. Non-compliance with national norms, standards and guidelines was due to limited knowledge on the provision of the legislative instrument by key stakeholders. 	<ul style="list-style-type: none"> The policy recognizes gender mainstreaming at all levels as one of its principles to ensure that women play a meaningful role in the service delivery chain. It was developed within the framework of the country's national decentralization programme and National Water Policy. It embodies the national commitment to finding sustainable solutions to address the water and sanitation needs of communities, for the betterment of their lives. 	<ul style="list-style-type: none"> Implementing a gender approach at all levels and in all aspects of water, sanitation and hygiene services delivery will enhance the sustainability of services as women are enabled to play a more meaningful role in the service delivery chain. Gender-responsive budgeting should be integrated as part of plans. 	<ul style="list-style-type: none"> Partial

No.	Policy/strategy	Policy statement	Scale/ responsibility	Gaps	Strengths	Recommendations	Gender marker
3	National Irrigation Policy, Strategy and Measures (2011)	<ul style="list-style-type: none"> Irrigation habitually fails to take into consideration existing imbalances between men's and women's ownership rights, division of labour and incomes. Water resource development programmes have proven detrimental to women's land rights and, therefore, to sustainable management and use of water. 	<ul style="list-style-type: none"> Ministry of Food and Agriculture/ Ghana Irrigation Development Authority 	<ul style="list-style-type: none"> Socio-economic engagement with water resources is inhibited by social inequity, gender imbalance and inadequate attention to women's rights. 	<ul style="list-style-type: none"> Identified the gender problems in irrigation, and provided solutions to them. 	<ul style="list-style-type: none"> Mainstream gender issues and sensitivity throughout project cycles. Address land tenure problems especially with respect to women. Assist disadvantaged groups to participate fully in project cycle and benefits. Ensure equitable access to irrigation services by women. Ensure full participation in Water Users Associations/Cooperatives' activities and leadership by women and disadvantaged groups. Train NGOs in gender issues. Adopt downstream level control on shared distribution systems. 	<ul style="list-style-type: none"> Partial
4	Agricultural Water Management Investment Framework (2012)		<ul style="list-style-type: none"> Ministry of Food and Agriculture and Ghana Irrigation Development Authority 	<ul style="list-style-type: none"> Some sections in the document are not explicit on gender variations in needs and roles. 	<ul style="list-style-type: none"> Women's land rights are recognized in the framework. 	<ul style="list-style-type: none"> Extensive actions focused on women's and men's needs should be included. 	<ul style="list-style-type: none"> Limited
5	MoSWR Medium-term Expenditure Framework (2017–2019)		<ul style="list-style-type: none"> MoSWR 	<ul style="list-style-type: none"> The gender disparity is not acknowledged in the framework. No budgetary allocation is made for gender capacity-building or mainstreaming. 	<ul style="list-style-type: none"> The existence of a medium-term expenditure framework is an opportunity to advocate for the inclusion of gender issues. 	<ul style="list-style-type: none"> A gender approach should be taken to mainstream gender into subsequent budget reviews of the framework. MoGCSP should provide the required technical support in this direction. 	<ul style="list-style-type: none"> Low

Source: Authors' construct (2020)

3.4 Waste sector policies and strategies and gender

Policies for the waste sector are under the mandate of MESTI and its supporting agencies; the MoSWR; and the MLGRD, and district assemblies, which work under it. The Environmental Sanitation Policy (2010) and the National Environment Policy (2014) have been developed as the framework for safeguarding the environment in Ghana.

3.4.1 Environmental Sanitation Policy (2010)

The Environmental Sanitation Policy (2010) is a revision of the 1999 policy. The Environmental Sanitation Policy was developed by MLGRD but is now being implemented by the MOSWR.⁸⁶ The aim of the policy is in line with the National Socio-Economic Development Framework with an overall goal to develop a clear and nationally accepted vision of environmental sanitation as an essential social service and a major determinant for improving health and quality of life in Ghana.

The Environmental Sanitation Policy has seven policy focus areas: capacity-building; information education and communication; legislation and regulation; sustainable financing and cost recovery; levels of service; research and development; and monitoring and evaluation. The policy recognizes the need to build the technical capacity of MLGRD, which is, in turn, expected to orient and support the MMDAs on environmental sanitation issues. Though the policy recognized that climate change was an emerging issue (at the time of policy formulation) for which capacity was needed to be built, no steps were outlined in this direction.

With regard to gender, one of the principles on which the policy is formulated is improving equity and gender sensitivity. The policy recognizes the need to involve all stakeholders and to meet the needs of all persons, including vulnerable people, women, children and the poor. Technical capacity to support implementation was given to the Ministry of Women and Children's Affairs, now the Ministry of Gender, Children and Social Protection (MoGCSP). Specific actions on improving equity and gender sensitivity are not stipulated in the policy. Policy actions are not specified to address the different environmental sanitation needs of women and men. There are also no specific directives to the MMDAs to allocate portions of the sanitation budget to improve equity and gender sensitivity. No specific actions are proposed for monitoring and reporting gender impact data except broad directives to develop a responsive reporting and feedback mechanism for results-based monitoring and evaluation. This provides an entry point to develop gender-sensitive indicators for each of the policy focus areas. Through MoGCSP, actions can be formulated in line with the principle of improving equity and gender sensitivity.

“ The Environmental Sanitation Policy recognizes the need to involve all stakeholders and to meet the needs of all persons, including vulnerable people, women, children and the poor. ”

The Environmental Sanitation Policy (2010) provided the framework for the development of the National Environmental Sanitation Strategy and Action Plan at the national level and the accompanying District Environmental Sanitation Strategy and Action Plans for the MMDAs. MMDAs are expected to incorporate the District Environmental Sanitation Strategy and Action Plans into their medium-term development plans, the framework of which was developed by the NDPC.

⁸⁶ The Ministry of Sanitation and Water Resources was carved out of the Ministry of Water Resources, Works and Housing and the sanitation sector was part of the Ministry of Local Government and Rural Development.

3.4.2 National Environmental Sanitation Strategy and Action Plan (2010)

The National Environmental Sanitation Strategy and Action Plan (2010) is a follow-up to the revised Environmental Sanitation Policy of 2010. The Strategy and Action Plan was developed by MLGRD to provide the strategies and action plans that will guide MMDAs to prepare their District Environmental Sanitation Strategy and Action Plans to implement environmental sanitation actions in their respective districts. The Strategy and Action Plan is a response to the need to refocus attention on environmental sanitation in Ghana. The focus areas of the Strategy and Action Plan follow the focus areas of the Environmental Sanitation Policy: capacity development; information, education and communication; legislation and regulation; levels of service; sustainable financing and cost recovery; research and development; and monitoring and evaluation.

Strategies outlined to build capacity in accordance with the directives of the Environmental Sanitation Policy include technical capacity on climate change and opportunities therein. The strategy recognizes the need for a different mix of professionals with the requisite background experience and qualifications to enable the sector to respond to these challenges and emerging trends. It proposes tailor-made on-the-job training for selected staff with the right aptitude.

The strategy recognizes the contributions to and the effects of global warming and climate change. It recommends the capture of methane gas and admits that climate change opportunities such as carbon trading and crediting have not been taken advantage of.

It also acknowledges that the environmental sanitation needs of various target groups vary. Under the capacity-building activities, no actions are taken to enhance the capacity of staff to meet the varied sanitation needs of women and men. Short-, medium- and long-term plans proposed to attract and retain qualified personnel is silent on attracting women as technical personnel into the waste sector. Revision of the School of Hygiene curriculum does not include key training on gender though the strategy acknowledges that the sanitation needs of different target groups vary. Though National Environmental Sanitation Strategy and Action Plan acknowledges the principle of equity and gender sensitivity, no actions have been proposed in this direction.

Under monitoring and evaluation, an effective framework for capturing sector statistics and performance and reporting it to users at all levels will be developed. Reporting on the vulnerable is sex aggregated. Differences in the kind and level of the plan's impacts on women and men are likely to be lumped together. Thus, actions on continuous improvement will not be responsive to the varying sanitation needs of women and men.

3.4.3 National Environment Policy (2014)

The National Environment Policy (2014) was developed by MESTI with technical support from EPA. It aims at getting buy-in from government and other non-governmental institutions to achieve a holistic system of environmental management. The goals indicate the direction government will follow in meeting the ultimate goal of sustainable development and an integrated holistic system of environmental management. The aim is to move the country

“ The strategy recognizes the need for a different mix of professionals with the requisite background experience and qualifications to enable the sector to respond to challenges and emerging trends. It proposes tailor-made on-the-job training for selected staff with the right aptitude. ”

from the previous situation when development was undertaken with little consideration for the environment to a stage when the economy will be in balance with ecological processes. However, there are no specific indications to improve the position of women. Social and gender issues are one of the cross-sectoral concerns taken into consideration in the National Environment Policy, but they are not visible among the sector issues.

The policy statement recognizes climate change as a major development challenge and calls for the participation of all government and non-governmental institutions. There is, however, no gender equity statement or reference to gender roles. Equitable access is recognized as part of the policy principles, though cultural attributes of women and men are not acknowledged. Implementation measures articulated in the policy include facilitating women's empowerment and women's participation in awareness creation, capacity-building and decision-making processes. Issues on gender equality are not extensively covered in the policy. The challenges of climate change are acknowledged in the policy as well as the need to include every citizen including the poor and vulnerable. The policy only specifies the bodies responsible for monitoring its projects and programmes.

As one of the cross-sectoral issues, gender issues as they relate to the various sections of the policy can be developed and implemented alongside outlined policy activities. This can be achieved through deliberate and dedicated gender-formulated action plans. Issues of climate change have been captured under the policy, but gender itself is partially covered and thus has been scored as such.

3.4.4 Guidelines for targeting the poor and vulnerable for basic sanitation services in Ghana (2018)

Guidelines for targeting the poor and vulnerable for basic sanitation services in Ghana was prepared in 2018 by MoSWR. It recognizes the effect poor sanitation has on women and proposes steps to identify some vulnerable persons including female-headed households and widows/widowers without external support. The goal of the guidelines is to contribute to improved health, dignity and quality of life for all people. The main objective is to achieve 100 percent open defecation free status and equitable and adequate access to sanitation and hygiene for all by 2030, with special emphasis on the poor and vulnerable.

The issue of sustainability is identified as an approach that considers sanitation holistically. There are however no visible measures taken to address the challenges of climate change. The cost and financial burdens of open defecation, especially affecting women, have been taken into consideration in the formulation of the guidelines.

However, the community-led process of identifying vulnerable persons does not include the queen mothers and other women and youth groups. There is the tendency that other vulnerable women and girls who may not be widows or heads of their families may be left out. A monitoring and evaluation framework is to be developed as part of the implementation plan. This provides an opportunity to formulate gender-sensitive indicators to capture sex-disaggregated data and report on gender impacts of interventions.

“ Social and gender issues are one of the cross-sectoral concerns taken into consideration in the National Environment Policy, but they are not visible among the sector issues. ”

3.4.5 Water, Sanitation and Hygiene Behaviour Change Communication Strategy for the Urban sub-Sector (2011)

The Water, Sanitation and Hygiene (WASH) Behaviour Change Communication Strategy for the Urban sub-Sector was developed in 2011 by the Environmental Health and Sanitation Directorate of MLGRD and the Water Directorate of the Ministry of Water Resources Works and Housing (now MoSWR.) This resources strategy has been developed to address the gap of inadequate integration of behaviour change communication issues into WASH interventions for urban areas. The overall objective is to reduce diarrhoeal-related mortality in children living in urban areas by 50 percent within five years. To achieve the overall objective, 11 behaviour change communication objectives have been set with measures and indicators.

The primary target audience for each of the desired behaviours has been segregated along gender lines with some of the measures challenging traditional gender roles. For instance, fathers of children under the age of five years have been targeted as an audience for behaviour change communication in addition to mothers who are traditionally responsible for caring for children. However, some of the indicators are not segregated by sex. An example of this is: the proportion of people using a public latrine properly increased from 65 percent to 85 percent. Collecting this data by sex will help bring to the fore any differences in behaviours attributed to gender roles for the development of appropriate measures in subsequent reviews.

3.4.6 Rural Sanitation Model and Costed Scaling Up Strategy for Community-Led Total Sanitation (CLTS) and Hygiene in Ghana (2011)

The Rural Sanitation Model and Costed Scaling up Strategy for Community-Led Total Sanitation and Hygiene in Ghana was developed in 2011. The ultimate aim of the model is to create an enabling environment where all households can achieve and use a minimum affordable and acceptable standard, which is suitable to local conditions and can effectively be managed with relatively low levels of user effort.

It builds on all the positive elements of community-led total sanitation in terms of building demand while recognizing the importance of facilitating supply through a more market-based approach. It has been developed on five main pillars that aim to: build the enabling environment; strengthen capacity; create demand; facilitate supply; and perform monitoring and evaluation. Under the pillar on 'create demand,' facilitators will apply simple gender profiling to assess the relative merits of women or men as natural leaders in different societal contexts. The female and male natural leaders will be responsible for carrying out hygiene and sanitation promotion, promoting community/peer influence and monitoring community level activities. Capacity-building on the construction of latrine slabs (which is an occupation dominated by men) will be offered to groups, including women's groups. The issue of access to finance is also tackled through linking of savings groups, including women's groups, to formal rural credit and savings organizations. In promoting the demand for improved sanitation infrastructure, the marketing of latrines targets both women and men.

Attempts have been made to integrate gender into the model. However, efforts are not made to ensure consideration of differences in the sanitation requirements for women and men in rural communities in Ghana. Accommodating the sanitation needs of women, men, boys and girls into sanitation products and services will ensure easy adoption and continued use. Table 6 presents the responsiveness of the waste sector policies and strategies highlighting the key gaps, strengths and recommendations.

Table 6: Waste sector policies and strategies

No.	Policy/strategy	Policy statement	Responsibility	Gaps	Strengths	Recommendations	Gender marker
1	National Environment Policy (2014)	<ul style="list-style-type: none"> The policy statement primarily "takes account of the national environmental priorities while sufficient attention is also given to longer-run sustainability concerns." The policy statement recognizes climate change as a major development challenge. It calls for the participation of all government and non-governmental institutions. 	<ul style="list-style-type: none"> Ministry of Environment, Science, Technology and Innovation and Environmental Protection Agency 	<ul style="list-style-type: none"> The policy does not acknowledge the differences in cultural roles and responsibilities of women and men and thus does not put in place measures to enhance equitable participation. It does not take cognizance of the fact that women and men have varying vulnerability levels. 	<ul style="list-style-type: none"> The policy recognizes that poor and marginalized individuals have the right to participate and be represented. 	<ul style="list-style-type: none"> Invite women's groups to participate in implementation and future policy review. Differentiate between the vulnerability of women and men to address the varying needs during implementation. 	<ul style="list-style-type: none"> Partial
2	Guidelines for Targeting the Poor and Vulnerable for Basic Sanitation Services in Ghana (2018)		<ul style="list-style-type: none"> Ministry of Sanitation and Water Resources (MoSWR) 	<ul style="list-style-type: none"> The community-led process of identifying vulnerable persons does not include the queen mothers and other women and youth groups. There is the tendency that other vulnerable women and girls who may not be widows or heads of their families may be left out. The financial support is not specified for vulnerable women and men. 	<ul style="list-style-type: none"> The MMDAs in consultation with the Ghana National Household Registry will map all poor and vulnerable households and individuals within communities. The identified vulnerable persons and households will benefit from direct government. 	<ul style="list-style-type: none"> Community involvement should include queen mothers and leaders of women and youth groups. Budgeting should be made for vulnerable women and girls and separated from the support for vulnerable men and boys. 	<ul style="list-style-type: none"> Partial
3	National Sanitation Strategy and Action Plan (2010)		<ul style="list-style-type: none"> MoSWR 	<ul style="list-style-type: none"> Reporting on the vulnerable is sex-aggregated. Different impacts of policy on women and men will be lumped together. This will not ensure that continuous improvement actions respond to the varying sanitation needs of women and men. 	<ul style="list-style-type: none"> The Strategy and Action Plan recognize that women and children are the most adversely affected by poor and inadequate environmental sanitation services/facilities. 	<ul style="list-style-type: none"> Monitoring and reporting should disaggregate data along sex lines. Gender impact report should also be captured. 	<ul style="list-style-type: none"> Limited

No.	Policy/strategy	Policy statement	Responsibility	Gaps	Strengths	Recommendations	Gender marker
4	Environmental Sanitation Policy (2010)	<ul style="list-style-type: none"> The principle of improving equity and gender sensitivity. 	<ul style="list-style-type: none"> MoSWR 	<ul style="list-style-type: none"> The policy is targeting all segments of the population but does not segregate the segments by sex. Interventions will therefore not meet specific needs of women and men. Financial budgeting is not specified to address the needs of women and men. No specific actions are formulated for monitoring and reporting gender impact data. Implementation of sanitation measures in the communities does not recognize that women are mostly the ones undertaking unpaid sanitation work in their homes and the community. 	<ul style="list-style-type: none"> The principle of improving equity and gender sensitivity provides a good entry point to strengthen gender issues in policy implementation. 	<ul style="list-style-type: none"> Actions to support vulnerable groups should include deliberate actions to include and address the needs of women and men. Budget allocation should include activities that ensure gender inclusiveness and equity. The framework for monitoring and reporting should include gender-sensitive indicators. 	<ul style="list-style-type: none"> Limited
5	WASH (water, sanitation and hygiene) Behaviour Change Communication Strategy for the Urban sub-Sector (2011)		<ul style="list-style-type: none"> MoSWR 	<ul style="list-style-type: none"> Not all indicators are segregated by sex. 	<ul style="list-style-type: none"> Primary target audience for each of the desired behaviours has been segregated by sex. Some of the measures challenge traditional gender roles. 	<ul style="list-style-type: none"> Data should be segregated by sex to ensure that differences in behaviours attributed to gender roles are brought to the fore to ensure the development of appropriate measures in subsequent reviews. 	<ul style="list-style-type: none"> Partial
6	Rural Sanitation Model and Costed Scaling Up Strategy for Community-Led Total Sanitation and Hygiene in Ghana (2011)		<ul style="list-style-type: none"> MoSWR 	<ul style="list-style-type: none"> Differences in the sanitation requirements for women and men in rural communities in Ghana have not been considered as key in the design of sanitation products and services. 	<ul style="list-style-type: none"> Capacity-building for both women and men in the construction of sanitation infrastructure enhances women's involvement in sections of the value chain, which is dominated by men. 	<ul style="list-style-type: none"> Implementation of the model should accommodate the sanitation needs of women, men, boys and girls regarding sanitation products and services. This will ensure easy adoption and continued use. 	<ul style="list-style-type: none"> Partial

Source: Authors' construct (2020)

3.5 Health sector policies and strategies and gender

3.5.1 The National Health Policy (2007)

The National Health Policy (2007) was formulated in line with Ghana's vision to achieve middle-income status by 2015, situating health at the core of socio-economic development. It followed the Medium-Term Health Strategy and 5-Year Programme of Work (1997–2001) and the second 5-Year Programme of Work (2002–2006). The policy emphasizes the significant role of investing in health and nutrition and the importance of healthy lifestyles in a health-enhancing environment. Based on its guiding principles, which are (gender) specific on improving the health of women, the policy aims to implement programmes to ensure “healthier mothers and children through the scaling-up implementation of high-impact and rapid-delivery health interventions.”

Policy objectives advocate for gender sensitivity and push for gender equality. In its objective to ensure equitable access to quality and affordable health, population and nutrition services, the policy aims “to support the development of a holistic gender-sensitive, integrated and seamless health service comprising (i) allopathic, traditional and alternative providers; (ii) public and private sectors; (iii) home-based care, community-based services, facility-based services (maternity homes, clinics, health centres, and all categories of hospital); and (iv) preventive, diagnostic, therapeutic and rehabilitative services.” The implementing principle of the policy is to provide a set of gender-sensitive set of indicators that are easy to collect and analyse to provide the needed information that will enable gender concerns to be integrated into all decision-making, policies, plans and practices at all stages within the health system, while building resilience into health systems operations in Ghana. Implementation responds to the needs of specific groups, including mothers. This makes the strategies gender responsive.

It notes that sociocultural barriers, including gender, are among the various barriers to health services. The different roles and responsibilities of men and women as well as unequal resource distribution are reflected in health-seeking behaviour and the quality of access to health care. Though gender has been captured in portions of the policy, other sections like health information systems do not provide any directive on sex-disaggregated data and capturing of gender impacts of policy.

3.5.2 Health Sector Gender Policy (2009)

The Health Sector Gender Policy was formulated by the Ministry of Health in the year 2009 to address gender issues in the health sector. The policy identifies key gender issues in the sector to include: access to health care for men and women; gender and life expectancy; communicable and non-communicable diseases; sexual and reproductive health; gender and HIV and AIDS; sexual and gender-based violence; gender and mental health; implications of traditional and cultural gender issues on health; gender and nutritional health; and emerging trends and issues with gender and health implications. The goal of the policy is to contribute to better health for both women and men, through health research, policies and programmes that give due attention to gender considerations and promote equity and equality between women and men. Measures have been articulated under each of the seven broad policy objectives to achieve better health for women and men.

One of the policy objectives is to increase availability and improve accessibility to sex-disaggregated data for in-depth gender analysis in decision-making, implementation, monitoring and evaluation at all levels in the health sector. In this direction, measures have been articulated to ensure achievement of monitoring gender impact

of interventions in the health sector. The effect of climate change on the health of women and men is not recognized in the policy.

3.5.3 The Adolescent Health Service Policy and Strategy (2015)

The Adolescent Health Service Policy and Strategy was designed to provide an explicit policy that prioritizes the specific health needs and issues affecting young people and adolescents beside sexual and reproductive health. The goal of the policy is “to enhance the health status and quality of life of adolescents and young people in Ghana, to contribute towards the realization of their full potential in national development through mainstreaming information and gender-sensitive and responsive health services.”

Like the National Health Policy, the Adolescent Health Service Policy and Strategy notes gender as one key sociocultural barrier that disproportionately affects access to health and decision-making for boys and girls. One of its key guiding principles is gender equity and gender sensitivity. This recognizes the importance of addressing the needs of different genders of adolescents equitably and non-discriminatorily since strong gender-based stereotypes and differentials pose separate health risks and challenges. Besides this main principle, other principles incorporate the issue of gender differences in attaining equitable access to health care and services. These other principles include respect for human rights and fundamental freedoms; strategic partnerships; diversity; and equity in service delivery.

To attain its main goal, the Adolescent Health Service Policy and Strategy calls for the disaggregation of health data by age and gender. Other policy strategies and measures include improving access to information on health and health services relevant to the age- and gender-specific needs of adolescents and young people to enable them to make informed decisions. Another is to improve access to a specified package of health services that are of high quality, gender-sensitive and disability-responsive in an appropriate environment at all levels. Table 7 provides the responsiveness of the health sector policies and strategies, highlighting the key gaps, strengths and recommendations.

“ The Adolescent Health Service Policy and Strategy notes gender as one key sociocultural barrier that disproportionately affects access to health and decision-making for boys and girls. ”

Table 7: Health sector policies and strategies

No.	Policy/ strategy	Policy statement	Responsibility	Gaps	Strengths	Recommendation	Gender marker
1	National Health Policy (2007)	<ul style="list-style-type: none"> To contribute to socio-economic development and wealth creation by promoting health and vitality, ensuring access to quality health, population and nutrition services for all people living in Ghana; and promoting the development of a local health industry. 	<ul style="list-style-type: none"> Ministry of Health 	<ul style="list-style-type: none"> Some sections of the policy, like the health information systems, do not provide any directives on sex segregation of data and capturing of gender impacts of the policy. 	<ul style="list-style-type: none"> The policy recognizes the need for ensuring healthier mothers and children through the scaling-up implementation of high impact and rapid delivery health interventions. 	<ul style="list-style-type: none"> Indicators developed for monitoring should include both sex-disaggregated data and sex impacts of the policy. 	<ul style="list-style-type: none"> Partial
2	Gender Policy for the Health Sector (2009)	<ul style="list-style-type: none"> To contribute to better health for both women and men, through health research, policies and programmes that give due attention to gender considerations and promote equity and equality between women and men. 	<ul style="list-style-type: none"> Ministry of Health 	<ul style="list-style-type: none"> There are no actions on gender and climate change in the policy. 	<ul style="list-style-type: none"> The policy focuses on gender and provides direction on mainstreaming of gender into the sectors programmes and activities. The policy is strong on gender equality in health care. 	<ul style="list-style-type: none"> The effect of climate change on the health of women and men should be catered for in subsequent review of the policy. 	<ul style="list-style-type: none"> High
3	Adolescent Health Service Policy and Strategy (2016–2020)	<ul style="list-style-type: none"> The surge of interest in adolescent and youth health also responds to the improved global understanding of the developmental process that takes place during adolescence, which guides designing and delivering tailored interventions for subgroups in this segment of the population, taking into account their age and gender-specific needs and interests. 	<ul style="list-style-type: none"> Ghana Health Service/Ministry of Health 	<ul style="list-style-type: none"> There are no actions on gender and climate change in the policy. 	<ul style="list-style-type: none"> Gender differences between adolescent boys and girls have informed the formulation of the strategy. Gender sensitivity and gender equity is one of the strategy principles. Gender-sensitive actions have been formulated as part of the strategy. 	<ul style="list-style-type: none"> The impact of climate change on adolescent health should be included in subsequent review of the policy. 	<ul style="list-style-type: none"> High

Source: Authors' construct (2020)

3.6 Transport sector policies and strategies and gender

3.6.1 The National Transport Policy (2008)

The transport sector plays a critical role in the development process. The National Transport Policy (2008) was therefore developed in line with the development objectives of the Growth and Poverty Reduction Strategy and other international agreements affecting the transport sector. The National Transport Policy seeks to promote the role of women in the transport sector, not only as service providers but also as professionals and managers. The policy took into consideration all modes of transportation with the aim of creating an integrated, efficient, cost-effective and sustainable transportation system responsive to the needs of society, supporting growth and poverty reduction and establishing and maintaining Ghana as a transportation hub of West Africa. The policy's specific objective was to create a sustainable, accessible, affordable, reliable, effective and efficient transport system that meets user needs.

As a result, there was a critical policy statement targeting specific modes of transportation. The policy was committed to transport infrastructure investment, which will be targeted to better serve population, production and tourist centres with the aim of reducing overall transport costs to government and users. In addition, a statement was made to develop non-motorised transport infrastructure to improve affordability and accessibility for urban and rural communities. Furthermore, a bulk goods transportation strategy was targeted to be developed based on specific user needs, identifying critical investments in the rehabilitation of railway and inland waterways infrastructure. However, the policy does not recognize the differentiated transportation needs of women and men.

The underlying principle of the policy was for government to create an appropriate enforcement environment to ensure transport investors and users derive maximum benefit from existing assets. Differences in cultural roles and responsibilities of women and men in the transport sector are not acknowledged. As part of the policy principles, it was stated that government will continue to invest in transport infrastructure and services that meet the vision of providing access and mobility to all users, particularly the poor and people living with disabilities.

In terms of the policy implementation plan, a statement was made to the effect that the sector would promote the role of women in the transport sector as providers of services, professionals and managers. There were, however, no visible policy actions to realize this. The involvement of stakeholders in the transport policy and plan formulation should be deliberate to include women and men, CSOs and private sector players. Specific efforts should be put in place to improve transport services to schools, market centres and health centres (including child and maternal health centres). The inclusion of women's transport issues is only partial as no further steps are taken to ensure these concerns are met. It is for these reasons that the policy has been rated as limited for gender inclusion.

“ The National Transport Policy took into consideration all modes of transportation with the aim of creating an integrated, efficient, cost-effective and sustainable transportation system responsive to the needs of society, supporting growth and poverty reduction and establishing and maintaining Ghana as a transportation hub of West Africa. ”

3.6.2 Integrated Transport Plan (2011–2015)

The Integrated Transport Plan (2011–2015) was the first in Ghana to utilize an integrated economic and transport planning methodology to identify investment priorities based on the future demand for transport. The plan provided strategies and actions for all modes of transport in the country over the period 2011–2015 with the aim of enhancing the policy formulation and coordination capability and engaging wider stakeholder representation including other sectors of the economy.

The objectives of the plan are to create a well-regulated market for the provision of transport and infrastructure services that is fair, efficient, orderly, and non-corrupt; meets the needs of customers; safeguards the interests of the users and private sector operators; and prevents discrimination against women, children, the elderly and people living with disabilities. It was also to develop knowledge, key skills and competencies needed by transport sector organizations to fulfil their functional mandates, roles and responsibilities. In addition, gender equality is one of the strategic objectives of the Integrated Transport Plan with corresponding action to incorporate gender analysis into all transport planning so that gender impacts are studied before project implementation.

On climate change, the plan acknowledges the effect of climate change on road infrastructure and articulates actions to build capacity of staff to mainstream climate variability factors in the design of transport infrastructure. Strategic objectives of the plan include the development of transportation systems capable of withstanding changes resulting from climate change and able to reduce the carbon footprint of transport systems.

3.6.3 Railway Master Plan of Ghana (2013)

The Railway Master Plan was developed for the Ghana Railway Development Authority of the Ministry of Transport in 2013. There is no reference to climate change or climate resilience in the plan. With regard to gender, little reference is made to it. Gender is one of the issues taken into consideration in economic and financial analysis of projects.

Aside from this statement on gender consideration, no further details are provided on how the transport needs of women and men have been addressed in the Railway Master Plan (2013). Though passenger comfort is planned for, the differences in transport comfort for women and men have not been taken into consideration. Data provided on transport movement is not segregated by sex.

Proposed monitoring indicators are on financial progress. The Railway Master Plan (2013) recommends establishing an efficient instrument to monitor the course of development. It also recommends the establishment of long-term monitoring interventions and periodic revision of the Railway Master Plan (2013) to update it with the requirements that may arise. Although there are no gender or climate change indicators, the recommendations provide entry points for integrating climate change and gender concerns into the plan. Table 8 presents the responsiveness of the transport sector policies and strategies, highlighting the key gaps, strengths and recommendations.

Table 8: Transport sector policies and strategies

No.	Policy /strategy	Policy statement	Responsibility	Gaps	Strengths	Recommendations	Gender marker
1	National Transport Policy (2008)	<ul style="list-style-type: none"> Transport infrastructure investment will be targeted to better serve population, production and tourist centres aiming to reduce overall transport costs to government and users. Non-motorised transport infrastructure will be developed to improve affordability and accessibility for urban and rural communities, aiming for 10% of passenger movement. 	<ul style="list-style-type: none"> Transport sector ministries (Ministry of Aviation, Ministry of Railways Development and Ministry of Transport) 	<ul style="list-style-type: none"> Strategies to promote the involvement of women are not extensive. Policy does not highlight varying transport needs (vehicles and infrastructure) of women and men, thus there are no specific measures to address existing variations. 	<ul style="list-style-type: none"> There are some strategies to promote women's involvement. 	<ul style="list-style-type: none"> The involvement of stakeholders in the transport policy and plan formulation should be deliberate to include women and men, CSOs, and private sector players. Specific efforts should be put in place to improve transport services to schools, market centres and health centres (including child and maternal health centres). 	<ul style="list-style-type: none"> Limited
2	Integrated Transport Plan (2011–2015)		<ul style="list-style-type: none"> Ministry of Finance and Economic Planning 	<ul style="list-style-type: none"> Capacity-building is not targeted at women's empowerment. 	<ul style="list-style-type: none"> Strategic objective on gender equality has corresponding plan to incorporate gender analysis into all transport planning. 	<ul style="list-style-type: none"> Capacity-building should explicitly target women and men to ensure gender equity in human resources in the transport sector. Women, men and youth groups should be included in the wider stakeholder engagements. 	<ul style="list-style-type: none"> Limited
3	Railway Master Plan (2013)		<ul style="list-style-type: none"> Ministry of Transport 	<ul style="list-style-type: none"> There is no reference to climate change in the plan. Railway infrastructure can be susceptible to extreme weather conditions. The different transport needs of women and men have not been taken into consideration. Monitoring indicators therefore do not have gender elements. 		<ul style="list-style-type: none"> The next review of the plan provides an opportunity to articulate for climate change and gender consideration. 	<ul style="list-style-type: none"> Low

Source: Authors' construct (2020)

3.7 The disaster risk reduction sector policies and strategies and gender

3.7.1 National Building Regulation (1996)

The National Building Regulation (1996) was developed by the Ministry of Works and Housing in consultation with the MLGRD. The regulation applies to the erection, alteration or extension of buildings. At the time of developing the regulation, climate change was still an emerging issue in Ghana. However, other environmental considerations are included in the regulation. For instance, directions are provided for biogas installation and for buildings to be oriented to take advantage of air/wind movement. The regulation also calls for buildings to be resistant to weather conditions by making provisions for adequate drainage of rainwater, enhancing surface and subsoil drainage, and regulating the siting of trees.

Changes in the weather pattern are not considered, thus no provisions have been made to protect buildings from excessive rains, wind or heat. Buildings are not regulated to be climate resilient.

With regard to gender mainstreaming, not many directives are given to ensure buildings and other infrastructure make separate provisions for women and men. Regulation 182 sub-regulation 2 states: “where more than six persons made up of male and female are employed at the same time, there shall be provided separate privy accommodation for each sex separate from that provided for the occupants of the house.” Regulation 135 sub-regulation 8 also highlights: “every building used as a factory, workshop, or work place shall have adequate sanitary conveniences for persons of both sexes and have regard to the number of persons in the building.”

Where there are fewer than six persons, there is no directive on separating accommodation. There are no directives to accommodate the needs of women and men in places such as markets and lorry parks. However, although there are directives to provide sanitary facilities for both men and women, there are no directives to address their different sanitary needs. Though the regulation does not provide directives on addressing the infrastructure needs of women and men, gender requirements can be integrated into implementation guides.

3.7.2 Ghana Plan of Action on Disaster Risk Reduction and Climate Change Adaptation (2011–2015)

The Ghana Plan of Action on disaster risk reduction and climate change adaptation was developed by NADMO with support from UNDP. It has an overall objective of minimizing disaster risks and reducing vulnerability to disasters. It also serves as a resource mobilization tool to fill the current budgetary gaps. Climate variability and planning for such is the core of the document. Action plans have been outlined with corresponding budget lines for reducing the risk of climate change.

Gender inclusion and women’s empowerment is recognized under the Hyogo Framework of Action 4 and the Sendai Framework for disaster risk reduction. This section outlines activities to empower women to be resilient to climate change and makes budget provision for this. The other sections do not recognize the differences in roles, needs and knowledge of women and men.

“Changes in the weather pattern are not considered, thus no provisions have been made to protect buildings from excessive rains, wind or heat. Buildings are not regulated to be climate resilient.”

3.7.3 Ghana Meteorological Agency Act, 2004 (Act 682)

The Ghana Meteorological Agency Act was passed in 2004 to provide for the establishment of GMet to replace the Meteorological Services Department and to oversee related matters. The Minister of Communications has responsibility for the agency. The object of the agency is to provide meteorological services in the country and ensure the operation and maintenance of international standards and practices in meteorology in the country.

One of its responsibilities is to promote meteorology services in agriculture, drought management and desertification activities. The climate change dimension of its responsibilities is, however, not articulated in the act. Another function of the agency is to participate in the global exchange of meteorological and related activities for the welfare of humankind; and to train, conduct and undertake research, particularly in the field of tropical, agricultural, hydrological and other aspects of meteorology. Special seats (two in number) have been allocated for women on the agency's governing body. The act does not recognize the varied impact of meteorological and related activities on women and men, thus gender aspects are not extensive in the act. Table 9 presents the responsiveness of the disaster risk reduction and climate service sector policies and strategies highlighting the key gaps, strengths and recommendations.

“ A function of the Ghana Meteorological Agency is to train, conduct and undertake research, particularly in the field of tropical, agricultural, hydrological and other aspects of meteorology. ”

Table 9: Policies and strategies in the disaster risk reduction and climate service sector

No.	Policy/strategy	Responsibility	Gaps	Strengths	Recommendations	Gender marker
1	National Building Regulation (1996)	<ul style="list-style-type: none"> Ministry of Works and Housing 	<ul style="list-style-type: none"> There are no directives to address the sanitation and accommodation needs of women and men in public places. 	<ul style="list-style-type: none"> There are a few regulations on providing separate accommodation and sanitary services for both sexes. 	<ul style="list-style-type: none"> There is a call for the review of the regulation to reflect current trends. This will then serve as an opportunity to integrate issues of climate change and gender. 	<ul style="list-style-type: none"> Low
2	Ghana Plan of Action for Disaster Risk Reduction and Climate Change Adaptation (2011–2015)	<ul style="list-style-type: none"> National Disaster Management Organization 	<ul style="list-style-type: none"> Some sections do not recognize the differences in roles, needs and knowledge of women and men. 	<ul style="list-style-type: none"> Gender is recognized in a few areas, more particularly under Hyogo Framework for Action 4. 	<ul style="list-style-type: none"> Specific gender-responsive activities should be incorporated at the next review or as additional implementation actions. 	<ul style="list-style-type: none"> Partial
3	Ghana Meteorological Agency Act, 2004 (Act 682)	<ul style="list-style-type: none"> Ministry of Communications 	<ul style="list-style-type: none"> Gender and climate change dimensions are not articulated in the act. 		<ul style="list-style-type: none"> The integration of gender and climate change aspects is highly recommended for future revisions. 	<ul style="list-style-type: none"> Low

Source: Authors' construct (2020)

3.8 Cross-cutting policies and strategies

3.8.1 The National Gender Policy (2015)

Ghana's 1992 Constitution under Article 17(1) and (2) guarantees gender equality and freedom of all categories of persons including women, men, boys and girls from any form of discrimination on the grounds of their social or economic status, among other attributes. MoGCSP produced the National Gender Policy in 2015. The policy aims at mainstreaming gender equality and women's empowerment into the nation's development effort. The policy hopes to achieve this by emphasizing the need for improvement of social, political, economic, civic, legal and sociocultural conditions of the entire populace with a special emphasis on children, the vulnerable and people with special needs. This followed the 2004 National Gender and Children Policy that reflected concerns for addressing gender and children's issues in key national policy frameworks including the Ghana Shared Growth and Development Agenda. It clearly identifies inequalities between women and men in sharing of power and decision-making at all levels and in dealing with all kinds of conflicts and insecurities and threats on women (MoGCSP, 2015). The policy also acknowledges the need to draw men and boys into attempts at removing systematic sociocultural practices that slow down women's empowerment and efforts to end violence against women and girls. Every aspect of the policy highlights gender with outlined strategies for empowering women.

The policy provides broad policy guidelines, strategies and an institutional framework to operationalize the government's commitments for achieving gender equality and women's empowerment targets in its national vision of "a stable, united, inclusive and prosperous country with opportunities for all." Stemming from the broad policy guide, sector-specific guidelines are to be developed for each sector under the guidance of MoGCSP. The following is articulated in the National Gender Policy concerning the NDC sectors.

Climate change is only presented as one of the challenges under agriculture. There are no actions on gender and climate change. On gender and agriculture, strategic measures are proposed to ensure women's equitable access to land and other natural resources for agriculture and other productive uses. Others include the enforcement of the implementation of extension services to cover gender equality and women's empowerment issues.

For the health sector, strategic measures have been proposed under health and nutrition. Measures have been articulated to promote the health of women and girls (maternal and reproductive health) and ensure equal access to health provision for men and women, girls and boys under school health programmes. WASH programmes targeted at women and girls are cited as an example of the programmes that need to be reviewed regularly. On transport, the policy proposes that measures be put in place to cater to the special needs of pregnant women and persons living with disabilities. There are also measures to ensure that the elderly have access to affordable, reliable and decent transport services and infrastructure. Additional measures have been articulated to make transport service providers and agencies prioritize the vulnerable and review operations to make them compliant with gender equality and women's empowerment. On disaster risk reduction, the policy articulates the collaboration with NADMO and the UN system/organizations (e.g. the United Nations High Commissioner for Refugees) to implement emergency response actions to benefit women, girls, boys, people with disabilities and other vulnerable groups.

One of the challenges the National Gender Policy was formulated to address was the weak gender mainstreaming coordinating role of MoGCSP. The ministry has provided frameworks for the sectors and involves them in its programmes but has been limited due to inadequate finance and inadequate gender technical staff to support the various sectors. The policy outlines the many obstacles women face towards gaining equal rights; access to resources and services; and participation in social, cultural, economic and political spheres.⁸⁷

87 Ministry of Gender, Children and Social Protection. (2015). National Gender Policy: Mainstreaming Gender Equality and Women's Empowerment into Ghana's Development Efforts. Accra, Ghana.

3.8.2 Coordinated Programme of Economic and Social Development Policy (2018–2024)

The CPESDP replaced the Ghana Shared Growth and Development Agenda II (2014–2017).⁸⁸ The objective of the government's social development policies and programmes is to achieve a fair and inclusive society, with opportunity for all. In this regard, interventions will focus on the following key areas: (i) education and training; (ii) health and health services; (iii) food and nutrition security; (iv) population management; (v) poverty and inequality; (vi) water and sanitation; (vii) child and family welfare; (viii) support for the elderly; (ix) gender equality and empowerment of women and girls; (x) sports and recreation; (xi) youth development; (xii) social protection; (xiii) disability and development; and (xiv) employment and decent work.

This coordinated programme has four main goals. They are:

- Creating opportunities for all Ghanaians
- Safeguarding the natural environment and ensuring a resilient built environment
- Maintaining a stable, united and safe country
- Building a prosperous country

Gender was included under the strategy of creating opportunities for all Ghanaians. The strategic objectives to be pursued under this goal include: (i) expanding opportunities where large-scale job creation is possible; (ii) expanding access to and improving the quality of education at all levels for all socio economic groups; (iii) expanding access to and improving the quality of health care; and (iv) strengthening social protection, especially for children, women, persons with disabilities and the elderly.

The policy's objectives have been set to achieve social inclusion and equal opportunity for all. It does not recognize that the different needs of women and men will require gender-responsive measures to achieve it. Creating equal opportunity for all without acknowledging cultural roles and responsibilities of women and men will result in the opportunities being skewed towards men.

The statement is gender sensitive but not gender responsive. The strategy recommends a radical approach to addressing the underlying structural barriers, including the economic, political, educational, sociocultural and traditional beliefs that negatively affect the promotion of gender equality. The policy statement sets out to strengthen social protection for women. Though gender is recognized, mainstreaming it into the policy is limited and rated as such.

“ The Coordinated Programme of Economic and Social Development Policy’s objectives have been set to achieve social inclusion and equal opportunity for all. It does not recognize that the different needs of women and men will require gender-responsive measures to achieve it. ”

⁸⁸ The Ghana Shared Growth and Development Agenda II acknowledges the importance of gender equity and women's empowerment to advance good governance in the medium term. It is guided by commitments made by the government, which include “ensuring gender equity in access to productive resources, such as land, labour, technology, capital/finance and information” and “to reduce gender and geographical disparities in the distribution of natural resources.” The programme has a policy thrust on gender equality and women's empowerment to “address the slow progress made in the elimination of gender-based inequalities; low recognition of gender equity in public sector; lack of gender responsive budgeting; inadequate representation and participation of women in public life and governance; and insufficient candidature of females in elections, among others.”

With regard to climate change, this policy acknowledges the reality of challenges posed by changes in climatic conditions. Ghana's vulnerability to climate change is manifested in increased flooding, drought and extreme temperatures, vector-borne diseases, declining soil fertility and seismic hazard. The policy articulates the country's commitment to international protocols, including the SDGs, Agenda 2063 and the Paris Agreement, which are to be implemented through the development plans of MDAs and MMDAs.

3.8.3 Nationally Determined Contributions (2015)

The NDCs submitted under the Paris Climate Agreement, the Sendai Framework on Disaster Risk Reduction and the SDGs are three international policy frameworks that provided a new trajectory for addressing climate change by offering opportunities for a low-carbon, climate-resilient development pathway. Countries are expected to be inspired by the Paris Agreement towards progressive and transformative climate action. Ghana submitted her Intended Nationally Determined Contributions (INDCs) to the UNFCCC in September 2015, detailing the country's mitigation and adaptation commitments to reduce global emission by 2.0°C and where possible to reduce this a further 1.5 C. The Parliament of Ghana ratified the NDCs in September 2016. The NDCs are to be implemented within a 10-year period (i.e. from 2020–2030), with the readiness period (2017–2019), NDC1 (2020–2024), review period (2025), and NDC2 (2026–2030). Most developing countries included means of implementation in relation to technology, finance and capacity-building in their INDCs.

Ghana's NDC consists of 31 programmes of action, comprising 20 mitigation and 11 adaptation actions. The 31 actions contained in GH-NDCs highlight seven priority sectors, including health, agriculture, energy, water, waste, transport, and disaster risk and climate services. The development of the NDC was anchored on the Ghana Shared Growth and Development Agenda II-2014–2017; the NCCP (2015); and the 40-Year National Development Plan (2018–2057).

Gender was recognized in Ghana's NDCs, and a whole programme has been dedicated to building gender resilience by implementing a community-led adaptation and livelihood diversification for sensitive groups. Gender and the vulnerable is one of the sectors under the policy. One of the implementation actions is the community-led adaptation and livelihood diversification for vulnerable groups. Data on vulnerable groups is not sex disaggregated. In addition to the sector on gender and the vulnerable, gender is an add-on under the other sectors.

3.8.4 National Climate Change Master Plan Action Programmes for Implementation (2015–2020)

Prepared under the auspices of MESTI, the National Climate Change Master Plan Action Programmes (2015–2020) elaborate detailed strategies covering a five-year period. This action plan elaborates various programmes for implementation in terms of the sectors, initiatives and with estimated budgets. It is meant for the responsible actor institutions and organizations to be able to mainstream the action programmes into their mandate areas. By providing tentative costs to the envisaged programmes and initiatives, the Master Plan Action Programmes offer an effective tool for policy makers to understand the cost implications for undertaking different initiatives.

Gender issues and climate change is one of the policy focus areas. Gender is fused into energy and natural resources management. Apart from these areas, gender is only mentioned as an add-on (such as water and sanitation, and health). The strategy is not explicit on ensuring the involvement of women in both the planning and implementation stages. Some of the indicators are not sex aggregated, while others, especially those under the focus area gender and climate change, have outlined some gender-sensitive indicators for monitoring.

3.8.5 National Climate Change Policy (2012)

The NCCP is Ghana's integrated response "to ensure a climate resilient and climate compatible economy while achieving sustainable development through equitable low carbon economic growth" (MESTI, 2012).

The three objectives of the policy are effective adaptation, social development and mitigation. The policy was guided by the then Ghana Shared Growth and Development Agenda. It has five main policy areas, which are each divided into 10 programme areas, one of which is to "address gender issues in climate change." This is guided by the principle of improving equity and gender sensitivity. It acknowledges that women, children, the elderly and people living with disabilities are most vulnerable to the impacts of climate change (particularly with respect to water, food and household energy fuel) and that social protection and safety nets are important to reduce the inequalities as well as improve national resilience towards climate change. The principles are gender sensitive as they acknowledge that social relations between men and women are context specific and have differential impacts on women, men, girls and boys.

Existing gender inequalities will make women more vulnerable, and climate justice is largely dependent on the resolution of gender issues. The NCCP has a focus area on addressing gender issues in climate change – focus area 8. The two main objectives of this policy focus are to:

- promote equal opportunities and affirmative action for women and vulnerable groups in climate change adaptation and mitigation through mainstreaming gender into national and subnational climate-change-related policies; and
- increase knowledge and strengthen capacities at all levels on gender-responsive climate change policies, strategies and programmes.

The objectives have been set to respond to climate-related gender issues.

Under focus area 8, the key programme areas are gender-responsive climate change research, livelihood protection and poverty reduction, budget allocation on gender and climate change, and gender-responsive disaster risk reduction and management. The policy statement is gender sensitive as it acknowledges the impact of climate change on women for action. The policy works at ensuring that the principle of gender equality is integrated into all social policies. Gender equality and gender impact of climate change are also to be captured. The implementation strategies under focus area 8 are gender responsive.

The MoGCSP is a key institution that should be adequately represented in the governance structure of the policy. Under its systemic pillar of capacity-building, the NCCP states the need to "ensure that women have equal access to training and capacity-building programmes to ensure their full participation in climate change initiatives." It promotes the conducting of "systematic gender analysis, collection and utilisation of sex disaggregated data, the establishment of gender sensitive benchmarks and indicators."

With regard to health, the policy acknowledges that climate change will significantly affect the range of the vectors of some infectious diseases as well as disrupt access to health-care services. There may be high levels of stress due to increased temperature and drought-related factors. Therefore, one of the key policy objectives under "Focus area 6 – address impacts of climate change on human health" is to "enhance knowledge and sensitize the health sector on the impacts of climate change including issues for vulnerable groups like aged, women and children."

While the policy context of the NCCP acknowledges that women and children bear the brunt of the burden of household water access, focus area 7, which seeks to minimize the impacts of climate change on access to water and sanitation, is silent on the issue of gender.

3.8.6 National Climate Change Adaptation Strategy (2012)

The NCCAS was developed as a strategy to effectively integrate climate resilience and adaptation measures into all facets of national development planning, particularly at the local level. It follows Ghana's commitment to the UNFCCC and the Hyogo Framework for Action to ensure adequate consideration of climate change issues and impacts of climate-related disasters in national development planning. It is also driven by Ghana's reliance of climate-sensitive sectors, including agriculture, forestry and energy, for economic development.

The preparation of the NCCAS was therefore driven by a participatory approach involving inputs from various stakeholders across different sectors of the economy. The goal of the strategy is to enhance Ghana's current and future development in relation to climate change impacts by strengthening its adaptive capacity and building the resilience of society and ecosystems. The specific objectives of the policy are to:

- improve societal awareness and preparedness for future climate change;
- enhance the mainstreaming of climate change into national development to reduce climate change risks;
- increase the robustness of infrastructure development and long-term investments;
- enhance the adaptability of vulnerable ecological and social systems by increasing the flexibility and resilience of these systems; and
- foster competitiveness and promote technological innovation.

Though gender was not mentioned as one of the specific objectives, one of the key guiding principles of this strategy is the extensive adoption of gender sensitivity and reduction of vulnerability. The document acknowledges that female small-scale farmers are among the most vulnerable groups impacted by climate change. The strategy is not explicit in ensuring women's involvement in both the planning and implementation stages. Gender is not adequately addressed in the strategy.

3.8.7 National Climate Change and Green Economy Learning Strategy (2016)

Ghana developed the National Climate Change and Green Economy Learning Strategy under the One UN Climate Change Learning Partnership (UN CC: Learn) to design and implement action plans to enhance capacity-building to address climate change issues. This learning strategy was developed to enable the implementation of learning and capacity-building actions in order to attain the objectives of the NCCP and the National Climate Change Master Plan. The specific objectives of the learning strategy are to:

- assess existing capacity to address climate change within key sectors;
- identify and prioritize actions to enhance climate change and green economy learning through existing national education and training systems;
- provide a tool to implement Ghana's NDCs;
- foster a systematic and country-driven process to enhance climate and green economy learning for the implementation of the national actions;
- strengthen institutional capacity for good governance, institutional coordination, science and innovation, accountable monitoring and reporting;
- link climate change and green economy learning to the objectives of the NCCP and help achieve sustainable development through capacity-building and knowledge enhancement;
- help mobilize resources for training, education, public awareness, and capacity-building from national budget and other internal and external sources; and
- ensure the creation of a sustainable pool of a human resources to address climate change and catalyse the transition to a green economy.

Among its Actions for Immediate Implementation is to “develop manuals and train stakeholders on gender and social inclusion on Climate Change and Green Economy.” (MESTI, 2016, p. 23) The key institutions responsible for the climate response and green economy transition include the MoGCSP responsible for the formulation of policies and programmes to promote the well-being of women, children and vulnerable groups.

This learning strategy has six main learning priorities including agriculture and food systems; disaster preparedness and response; natural resources management; equitable social development; energy, industrial, and infrastructural development; and general education and capacity-building (cross-cutting). Gender is mentioned under equitable social development where the following are identified as key gender-related learning needs:

- Generate gender-specific information including sex-disaggregated data for determining the gender impacts of climate change.
- Build the capacity of relevant institutions to mainstream gender into climate change policy formulation, planning, monitoring and evaluation.
- Identify and analyse gender-specific roles, needs, impacts, protection and support measures related to climate change and variability.
- Strengthen the implementation of gender responsiveness in disaster risk management.

The capacity needs related to these are to develop expertise in gender mainstreaming, specifically gender analysis and gender-sensitive evaluation of climate change and green economy programmes.

3.8.8 Reducing Emissions from Deforestation and Forest Degradation + Strategy (2016)

REDD+ denotes the suite of interventions that seek to reduce emissions from deforestation and forest degradation whilst incorporating the role of conservation, sustainable forest management and enhancement of forest carbon stocks in developing countries. Ghana’s vision for REDD+ is to significantly reduce emissions from deforestation and forest degradation over a 20-year period, while at the same time addressing threats that undermine ecosystem services and environmental integrity in order to maximize co-benefits from forests.

One of the strategy principles is to ensure that both women and men are fully recognized as REDD+ stakeholders and that they have equal access, use and control of forest resources as well as an equitable share of associated benefits. In this view, the strategy recognizes the need to develop the capacities of both women and men to fully and effectively participate, contribute and benefit from REDD+ initiatives. The strategy also recognizes that over the years women have been marginalized in decision-making processes and therefore emphasizes the need to prioritize women’s representation in key REDD+ institutions and programmes.

The development of the strategy placed emphasis on creating a gender-sensitive, participatory, and inclusive process. To guide the implementation of the strategy, seven technical sub-working

“ Ghana’s vision for REDD+ is to significantly reduce emissions from deforestation and forest degradation over a 20-year period, while at the same time addressing threats that undermine ecosystem services and environmental integrity in order to maximize co-benefits from forests. ”

groups, one of which is the GSWG, have been created to provide technical guidance on gender for the national REDD+ Working Group. Membership of the GSWG has been drawn from MDAs, private sector, CSOs and traditional authorities. The role of the GSWG is to spearhead gender advocacy and ensure that gender is fully mainstreamed into Ghana's REDD+ process. The REDD+ Strategy has gender and climate change strongly articulated, with measures put in place to ensure effective implementation.

3.8.9 Agenda 2063: The Africa We Want (2015)

At the 50th anniversary of the African Union, Agenda 2063 was formulated. It builds on the pledges made through the 50th Anniversary Solemn Declaration. Agenda 2063 is a collective vision and road map for Africa's development for the next 50 years. The document echoes the voices of the women, men, boys and girls of Africa and the diaspora. The aspirations reflect the desire to bring out the full potential of women and youth, boys and girls.

Gender equality is proposed as one of the strategies to place African countries among the best performers in global quality-of-life measures. Eliminating gender disparities in education is one of the means prescribed to fully develop human capital. Women's empowerment runs through all the aspirations as crucial to attaining a developed Africa in the Agenda.

Aspiration 6 is focused on women, youth and children. Decision-making will involve women and men, and gender parity would be achieved in political office and public and private sectors. Gender-based violence will be eliminated. With respect to climate change, there is a desire for the protection of natural resources and environment and for climate resilient communities and economies. Adaptation will be prioritized to address climate change challenges. A call is made to act with urgency on the programme on climate action in Africa, which among other issues, targets gender and climate change. Table 10 presents the responsiveness of cross-cutting policies and strategies, highlighting the gaps as well as strengths and recommendations.

“ Eliminating gender disparities in education is one of the means prescribed to fully develop human capital. Women's empowerment runs through all the aspirations as crucial to attaining a developed Africa in the Agenda 2063. ”

Table 10: Cross-cutting policies and strategies

No.	Policy/strategy	Policy statement	Scale/ responsibility	Gaps	Strengths	Recommendations	Gender marker
1	Ghana's Intended Nationally Determined Contributions (2015)	<ul style="list-style-type: none"> Mindful of its international obligations as a party to the United Nations Framework Convention on Climate Change, Ghana aims to pursue coordinated domestic policy actions that in effect seek to develop a policy framework that integrates adaptation, mitigation and other climate-related policies within broader development policies and planning in order to safeguard developmental gains from the impacts of climate change and build a climate resilient economy. 	<ul style="list-style-type: none"> National level cross-ministry action. 	<ul style="list-style-type: none"> There are very few mentions of gender and the vulnerable in the document though <i>gender and the vulnerable</i> is one of the sector areas. 	<ul style="list-style-type: none"> Gender is one of the sectors identified in the document. Gender is also seen as a cross-cutting issue in the document. 	<ul style="list-style-type: none"> The associated programmes of action should be gender responsive. 	<ul style="list-style-type: none"> Partial
2	National Climate Change Policy (NCCP) (2013)	<ul style="list-style-type: none"> There is already evidence on the impact of climate change on the national economy, with clear signs that the coastal zone, agriculture and water resources are all affected, as well as poverty, health and livelihoods, especially for women. 	<ul style="list-style-type: none"> Ministry of Environment, Science, Technology and Innovation (MESTI) 		<ul style="list-style-type: none"> Focus area 8 of the policy addresses gender issues in climate change. Budgetary allocation has been made for gender and climate change activities. 		<ul style="list-style-type: none"> High
3	National Climate Change Adaptation Strategy (2013)		<ul style="list-style-type: none"> MESTI/National Climate Change Committee (NCCC) 	<ul style="list-style-type: none"> Gender is only mentioned under a few sections as an add-on. The strategy is not explicit in ensuring the involvement of women in both the planning and implementation stages. 	<ul style="list-style-type: none"> Gender is partially recognized in the document, which provides an opportunity to make a case for making progress in integration in programmes and activities. 	<ul style="list-style-type: none"> Collection of data for establishing the baseline and for monitoring should include sex-disaggregated data and gender analysis. 	<ul style="list-style-type: none"> Partial

No.	Policy/strategy	Policy statement	Scale/ responsibility	Gaps	Strengths	Recommendations	Gender marker
4	National Climate Change Policy Master Plan (2015–2020)		<ul style="list-style-type: none"> ■ MESTI/NCCC 		<ul style="list-style-type: none"> ■ In accordance with the NCCP, the corresponding focus area 8 outlines actions for implementing gender-responsive activities. ■ There is a budget line for gender mainstreaming. 		<ul style="list-style-type: none"> ■ High
5	Climate Change and Green Economy Learning Strategy (2015)	<ul style="list-style-type: none"> ■ Capacity-building, skills development and education on climate change and green economy principles have been identified as critical tools to ensure sustained climate action and a green economy transition to catalyse sustainable development. 	<ul style="list-style-type: none"> ■ MESTI 	<ul style="list-style-type: none"> ■ Gender mainstreaming is not treated as cross-cutting. ■ Monitoring indicators are not sex disaggregated. 	<ul style="list-style-type: none"> ■ Gender is captured under social inclusion, but this section is not extensive. 	<ul style="list-style-type: none"> ■ Equitable social development is one of the learning actions of the strategy. Women are identified as one of the vulnerable groups under this section. Actions on gender equity should be broadened. 	<ul style="list-style-type: none"> ■ Partial
6	Ghana Shared Growth and Development Agenda (2014–2017)		<ul style="list-style-type: none"> ■ National Development Planning Commission (NDPC) 	<ul style="list-style-type: none"> ■ Slow progress towards the attainment of the MDGs, especially those relating to gender equality. ■ Gender inequality, with women and girls performing worse across all the main social indicators. 	<ul style="list-style-type: none"> ■ Development of an efficient system for generating relevant, reliable and timely quantitative and qualitative gender-disaggregated information. 	<ul style="list-style-type: none"> ■ The upsurge in micro-finance institutions to help bridge the gaps in gender inequalities in access to credit, especially in the informal sector where women can dominate. 	<ul style="list-style-type: none"> ■ Partial
7	The Reducing Emissions from Deforestation and Forest Degradation + Strategy 2016 (2016–2035)		<ul style="list-style-type: none"> ■ Forestry Commission 		<ul style="list-style-type: none"> ■ Measures are put in place to ensure effective implementation. ■ The establishment of the Gender Sub-Working Group provides technical support for gender issues. 		<ul style="list-style-type: none"> ■ High

No.	Policy/strategy	Policy statement	Scale/ responsibility	Gaps	Strengths	Recommendations	Gender marker
8	Coordinated Programme of Economic and Social Development Policy (2018–2024)	<ul style="list-style-type: none"> ■ Creating opportunities for all. The strategic objectives to be pursued include: (i) expanding opportunities where large-scale job creation is possible; (ii) expanding access to and improving the quality of education at all levels for all socio-economic groups; (iii) expanding access to and improving the quality of health care; and (iv) strengthening social protection, especially for children, women, persons with disabilities and the elderly. 	<ul style="list-style-type: none"> ■ NDPC 	<ul style="list-style-type: none"> ■ Women's limited access to economic resources and participation in public life, which is a manifestation of entrenched sociocultural constructs and traditional practices. ■ Under-representation of women in Parliament and the general political and economic landscape. 	<ul style="list-style-type: none"> ■ The necessary legislative and institutional architecture to promote gender were put in place. 	<ul style="list-style-type: none"> ■ A radical approach to addressing the underlying structural barriers, including the economic, political, educational, sociocultural and traditional beliefs that negatively affect the promotion of gender equality. 	<ul style="list-style-type: none"> ■ Limited
9	National Gender Policy (2015)	<ul style="list-style-type: none"> ■ The overarching goal of this policy is to mainstream gender equality concerns into the national development processes by improving the social, legal, civic, political, economic and sociocultural conditions of the people of Ghana, particularly women, girls, children, the vulnerable and people with special needs; persons with disabilities and the marginalized. 	<ul style="list-style-type: none"> ■ Ministry of Gender, Children and Social Protection 	<ul style="list-style-type: none"> ■ There are no actions on gender and climate change. 	<ul style="list-style-type: none"> ■ The policy is strong on women's empowerment 	<ul style="list-style-type: none"> ■ The policy should open up to address gender issues as they relate to specific sectors including climate change. 	<ul style="list-style-type: none"> ■ High

Source: Authors' construct (2020)

3.9 Sex-disaggregated data in Ghana's Nationally Determined Contribution priority sectors

Gender statistics have become critical over the last three decades because they have been identified as the necessary starting point for advancing the situation of women. Gender-disaggregated data provides an opportunity to advance issues of gender equality and inclusiveness in policies and programmes at all levels. Statistical publications and survey reports abound in Ghana, but none of these is devoted solely to gender statistics and gender issues. MoGCSP, under the Ghana Statistics Development Project in collaboration with the GSS and partner MDAs, undertook an assessment study into gender statistics at the national, regional and district levels of Ghana in 2017. The study found that there is no national policy on the production of gender statistics, but some NDC sectors have stand-alone gender policies or gender incorporated into their programmes, which serve as a guide in the implementation of projects and programmes. The production of gender statistics is clearly spelled out in the Ghana Statistics Development Project 2009–2013 of the GSS strategic plan. Over the years, the GSS has played a critical role in data gathering in all forms and providing capacity-building to the statistical units of sector agencies.

All the GH-NDC sectors produce data that is disaggregated, but not all of them produce sex-disaggregated data. The use of the data is also limited in most of the sectors due to inadequate knowledge in gender analysis. Most of the analysis that is done by the sector agencies is based on sex differentials (male and female), without critically examining the gendered issues (time use, violence against women, power relations, etc.). The analysis is focused on variables like education, employment, and health without engaging the sociocultural variables that drive the gender issues in the sectors. The GHS has been disaggregating its statistics on sex with some background information on age and social characteristics, but this is not the same for other sectors. The GSS also produces reports on sex-disaggregated information based on the surveys and censuses conducted.

The statistics generated by some GH-NDC sectors do not adequately reflect differences and inequalities in the situation of women and men in all areas of life. The transport sector will require information on sex-disaggregated data and the climate impact on the sector for effective planning. The disaster risk and climate service sector uses sex-disaggregated data for relief, assessment and rescue. In addition to quantitative data, gender-sensitive indicators are required to assess the degree of impact on both women and men. Players in the water and sanitation sectors are disaggregating their data by sex to show the needs of each of the genders in the sector. Data on toilet facilities for schools and communities is disaggregated by sex. In addition, issues related to distance to source of drinking water, the person responsible for fetching water and disposing refuse for the household are captured and disaggregated by sex.

Through the Ghana Statistics Development Project, the GSS provided support to other ministries in the form of ICT infrastructure, office equipment and vehicles to strengthen their statistical units. The GSS has also compiled a set of concepts and definitions, which will serve as a guide for the statistical operations of all departments and for better harmonization of data collected by MDAs.

3.10 Dedicated financial resources

Stakeholders in the NDC sectors reported having gender-responsive budgets as part of the documents submitted to the NDPC for their annual programmes and activities to be approved. Some of the stakeholders also look to the MoGCSP for funding for gender-related activities. There are, however, delays in the release of funds by government for sector activities in the country. Therefore, most of the sector institutions rely on donor funding, which is disbursed based on the specific objectives of the programme.

MoGCSP relies mostly on government for funding for its programmes. The ministry also receives support from development partners, which is mostly used to provide training for MDAs on how to mainstream gender into their programmes. The ministry does not have the capacity to provide funding to stakeholders to undertake gender-related programmes. The ministry also lacks the requisite resources such as vehicles and other logistics to monitor the activities of sector partners.

The other NDC sectors implement activities under specific programmes that are funded by either the government or other development partners. Generally, government finances to NDC sector organizations are delayed, and major activities of these organizations are donor driven. Although most of the NDC sector institutions prepare gender-sensitive budgets, the inadequate funding from government makes it difficult for them to implement their programmes. Notwithstanding this, the health sector has funds for child immunization, maternal health and other gender-related programmes. In addition, the water and sanitation sectors have funding under the community water and sanitation programme. Even though good quality water and sanitation are strongly correlated with good health, the health and sanitation sectors have limited collaboration, and financial resources in each of these sectors are disbursed independently of the other sector. The disaster risk reduction and climate services, and the transport sectors do not have dedicated financial resources for gender mainstreaming activities.

The successful implementation of GH-NDCs demands available and adequate financial resources for MDAs. A critical review of Ghana's NDC reveals that the country will need significant international financial assistance to implement its adaptation and mitigation actions under the NDC. The sources of funding for NDC sector programmes and activities are from government and international development partners. There is huge uncertainty concerning funding for the implementation of the NDC actions. The country requires US\$ 22.6 billion from both domestic and international sources to finance the actions in the NDC (MESTI, 2015). Out of the \$ 22.6 billion investment, \$ 9.81 billion (representing 45 percent of the total investment) is needed for mitigation whereas the remaining \$ 12.79 billion will be required for adaptation. For mitigation, the \$ 9.81 billion is the total investment cost for implementing the 20 transformational mitigation actions over the 10-year period (2020–2030). Yet, only \$ 6.33 billion (comprising \$ 2.02 billion for mitigation and \$ 4.21 billion for adaptation) will be mobilized at the national level. Therefore, Ghana's ability to successfully implement the various mitigation and adaptation actions outlined in Ghana's NDC will be contingent on its ability to secure international assistance (in the form of funding and technology). The lack of funding to implement NDCs in general and specifically NDC gender actions presents challenges to the successful integration of gender into NDC priority sectors. Therefore, more and targeted innovative local and international private and public sources of funding should be explored (MESTI, 2015). At the international levels, the Green Climate Fund could be a major option. Private financing through regulations and a carbon tax system (targeting REDD+ and the aviation industry) should be vigorously explored. The private sector will require efforts by national governments to remove existing regulatory barriers as well as the creation of a favourable business environment (World Bank, 2015).

3.11 Capacity-building actions for gender and climate change mainstreaming in Ghana's Nationally Determined Contribution priority sectors

MoGCSP, which coordinates gender programmes in the country, provides capacity-building for MDAs on specific gender issues depending on availability of funding. This is usually through training workshops, and the support is usually from development partners. MESTI, through EPA, also provides training to sector agencies on the NDCs and what is expected of them as stakeholders. Almost all the sector agencies visited indicated that they require some additional training on how to mainstream gender into their activities and programmes. The expectation

is that MoGCSP will provide them with such capacity training, but the ministry has inadequate gender technical staff and also lacks the financial resources to be able to organize such trainings. Some of the stakeholders also mentioned that the lead ministry and agency for the GH-NDC – MESTI – and EPA could enhance the levels of engagements with stakeholders in order to create the necessary education and awareness on the NDCs.

MoSWR, EPA, the National Commission for Civic Education and some NGOs collaborate with MoGCSP on a number of programmes that help in the transfer of skills from one institution to the other. There has been weak collaboration between the health and transport sectors and MoGCSP. Collaborations can be strengthened through building proper communication channels among the key stakeholders. In addition to this, the work of intersectoral working groups and committees with an enhanced information dissemination mechanism will increase collaboration.

3.12 Policy alignment among climate change policies and gender

Policy alignment involves the adjustment of different sectoral policies aimed at bringing greater coherence between them. The essence is to promote policy effectiveness among different policies by creating synergies while moderating conflicts among policy objectives. The review of sectoral policies and strategies highlights good policy alignment between NDC priority sector policies and key climate change policies in Ghana. Several opportunities exist for a win-win situation between the various policy actions stated in the NDC and sectoral policies. Good policy alignment can enhance policy outcomes, which leads to greater synergy among the sector and climate change policies, increasing the effectiveness of such sector policies to advance solutions towards climate change.

However, with regard to gender, the review indicated that there is no evidence to suggest the sector policy supports the integration of gender-related issues. While some of the sector policies and cross-sector policies acknowledge and incorporate gender-differentiated aspects and effects of climate change, it is unclear how the different needs, opportunities and impacts of climate change on men and women have been considered in the sector policies and other documentations. This could be explained by the fact that most of these sector policies and strategies were formulated to achieve specific objectives that did not take into account the implications for gender. Promoting alignment would involve pursuing climate change opportunities that boost national social economic agendas and deliver broader sustainable development. The broad national directives for the promotion of gender as outlined in the National Gender Policy (2015) is not strongly reflected in the gender elements of the NDC sector policies.

3.13 Institutional coordination

The review has highlighted a number of key institutions that play a crucial role for the implementation of Ghana's NDC actions and gender issues. Concerning gender and the NDC-priority sectors, the sector institutions include MoGCSP; MESTI; EPA; the Ministry of Health; GHS; the Ministry of Transport; MoSWR; the Forestry Commission; the Energy Commission; the National Commission for Civic Education; GMet; the University of Ghana Gender Centre; the Department of Gender under MoGCSP; Ministry of Food and Agriculture; and ABANTU for Development. EPA is expected to take a leading role, with the NDPC undertaking the monitoring and evaluation role. There are existing coordination mechanisms in place for climate change and gender-related issues – in the form of the GH-NDC Gender Working Group. The working group has representations from key NDC priority sectors including gender, health, energy and agriculture. The involvement of a large number of both private and public and CSOs in gender issues provides a unique opportunity for an enriched institutional platform that will ensure the successful implementation of the NDCs and gender issues. Nonetheless, these also present considerable challenges in relation to institutional coordination.

4

Chapter Four:

OPPORTUNITIES, BARRIERS AND CAPACITY GAPS IN
NATIONALLY DETERMINED CONTRIBUTION SECTORS
FOR MAINSTREAMING CLIMATE CHANGE AND GENDER**4.1 Introduction**

In Chapter 2, this report provided an understanding of Ghana's climate context and its legal and policy frameworks. In Chapter 3, the key sectoral and cross-sector policies relating to the NDCs were reviewed. This chapter presents findings on the key opportunities, barriers and capacity gaps in the NDC priority sectors. The review of the five GH-NDC priority sectors and stakeholder consultations has shown some opportunities for mainstreaming gender and provided insights into some of the barriers for mainstreaming. Moreover, the gaps in policies and programmes as well as capacities were examined to identify the entry points for gender-responsive mainstreaming.

4.2 Stakeholder engagement – summary of water sector gender issues

The interviewed water sector stakeholders are MoSWR, the Water Resources Commission, the Water Research Institute of the Council for Scientific and Industrial Research, CONIWAS, and Water Aid. MoSWR is the government body responsible for water management with support from other government agencies such as the Water Research Institute and the Water Resources Commission. CONIWAS is the umbrella body of NGOs in the WASH sector. The coalition works at both the district and national levels and has its own gender policy that is due for review. Water Aid, an NGO in the water sector, has been engaging the government on sector issues, some of which are to ensure that all educational infrastructure is provided with the necessary WASH facilities. The sector ministry has developed WASH sector guidelines and a toolkit for gender mainstreaming, but there is a likelihood that it may face implementation challenges.

Though the sector policies have gender dimensions, they do not go far enough. Some of the sector interventions also directly target women. The sector benefits from technical and financial support from development partners. For instance, UNICEF supported the preparation of a gender analysis and developed a strategy for the WASH sector. The coalition has engaged with the Parliamentary select committee on WASH issues. They influence gender issues at the policy level (see Table 11 for the opportunities, barriers and capacity gaps in the water sector).

“ The review of Ghana's Nationally Determined Contribution priority sectors and stakeholder consultations has shown some opportunities for mainstreaming gender and provided insights into some of the barriers for mainstreaming. ”

4.2.1 Opportunities and entry points

- One major opportunity for policy articulation is identifying and appointing gender champions in the communities, especially men championing for gender and women's empowerment.
- Policy briefs and occasional carefully prepared press releases on barriers to mainstreaming gender into the water sector policies could be published. Another opportunity for policy articulation is for sector practitioners to publish opinion papers on gender issues persisting in the water sector.
- Stakeholder consultations provided a critical insight into what each of the sectors is doing to achieve the goal of mainstreaming gender into their programmes and activities.
- One entry point for mainstreaming climate change and gender into the sector is stakeholder engagements for the ongoing review of the National Water Policy.
- Donor requirement is another entry point for mainstreaming gender. Gender technical persons could provide the required support and mentorship for sector agencies who secure funding from donors.
- In line with this, gender experts can be engaged to incorporate gender issues into the National Water Policy.

4.2.2 Barriers

- One identified major barrier is weak policy coherence between WASH sector policies and other policies. One of the reasons attributed to this is the fact that the policies were developed at different times.
- No strong link exists between the water policy and the climate change policy. There is also a low level of collaboration between sectors. For instance, EPA implements sanitation programmes without involving the WASH sector; and the agriculture sector drills boreholes for irrigation without involving the water sector.
- There is weak collaboration between the water sector and the health sector. Another barrier is the low level of awareness of the GH-NDCs among coalition members. The involvement of CONIWAS in climate change policies is limited to post-hazard solution discussion and not in policy formulation.
- With respect to gender mainstreaming, few women are occupying decision-making positions in the sector. Although the Community Water and Sanitation Agency guidelines indicate that committee membership should comprise 30 percent women, their involvement is limited to organizer, treasurer and secretary positions.
- There is also the challenge of cultural barriers, which limit women's participation in decision-making at the district level. In addition, there is lack of expertise and adequate collaboration between stakeholders in the area of gender. Related to this is the general lack of resources and commitment towards gender mainstreaming.

4.2.3 Capacity gaps

- There is inadequate technical capacity to mainstream climate change and gender into programmes at MoSWR. Although there is some level of training, it is inadequate to equip members to mainstream gender.
- The level of gender awareness at management level is also low. It is the junior officers who often participate in gender training, but these officers are not officially recognized as the gender focal persons. The desired impact of the training is not realized, as the structures within organizations require the junior staff to seek approval before translating training into their work schedules.
- Sector agencies add gender components to their proposals to attract funding, but they do not have the requisite technical capacity to implement. Key roles can be identified and offered to women to empower and engage them in decision-making.
- Another capacity gap is the absence of a tracking system for gender- and climate-change-responsive budgeting. The sector ministry tried to create a gender desk as per the directives of MoGCSP, but this did not actually serve the purpose for which it was created because it was under resourced.

4.3 Stakeholder engagement – summary of gender issues in the waste sector

The waste sector policies have been developed by three ministries: MESTI, MLGRD and MoSWR. The environmental policies and plans have varying levels of climate change and gender consideration (see Table 11 for the opportunities, barriers and capacity gaps in the waste sector).

4.3.1 Opportunities and entry points

Entry points for mainstreaming gender include the following:

- Sex-disaggregated data and gender impact could be included in monitoring protocols. The GSS is responsible for data collection for all sectors, including data on number of men and women.
- The GSS could be engaged to collect and analyse sex-disaggregated data and policy impact on gender for waste sector ministries and could also collaborate on the corresponding budget for policy activities.

4.3.2 Barriers

- One major barrier identified from the stakeholder engagements within the waste sector included lack of clarity in policy actions with regard to climate change and gender mainstreaming within the sector.
- There is also weak policy coherence between WASH sector policies and climate-change-related policies. One reason for this is that they were developed at different times. Climate change was new to the sectors at the time of formulating sector-specific policies. For gender, WASH sector policies have incorporated women's issues in order to meet international standards or donor requirements.
- The few mentions of gender in sector policies are not accompanied with adequate direction on action points. Climate change and gender are recognized but with few policy actions as add-ons.
- Another major barrier is inadequate intersectoral engagements on the formulation of policies. The waste sector ministries look to MoGCSP for technical support and guidance on mainstreaming gender into their sector activities.
- Gender focal persons are not in the organogram of the sector institutions. Responsibilities for gender are sometimes assigned to low-ranking officials who do not influence decisions.
- Also, gender budgeting is not given priority, thus related activities end up not being implemented.

4.3.3 Capacity gaps

Capacity gaps identified during the stakeholder engagements include:

- Inadequate number of women with requisite technical skills to occupy management and decision-making positions within the sector. Though there has been some training on gender mainstreaming and gender-responsive budgeting for selected staff of institutions within the sector, a lot more is required to equip stakeholders. For climate change, only a few were aware of the GH-NDCs.
- Another identified capacity gap was the lack of financial support for gender mainstreaming. In instances where budgetary allocations have been made, gender is low on the priority list, and activities end up not being implemented.

4.4 Stakeholder engagement – summary of gender issues in the health sector

The health sector has several policies and programmes that provide an opportunity to mainstream gender into the sector's activities. As part of its objectives, the National Health Policy (2007) advocates for gender- and child-sensitive policies, and laws on health, and emphasizes ensuring equity, rights, gender balance, efficiency and a results-based approach in health management. There are generally targeted programmes within the health sector that address the needs of some vulnerable groups. The Maternal Health Policy (2007) for instance, targets mothers, while immunization programmes target children of certain ages. The various strategic documents within the health sector are a good entry point for gender mainstreaming.

The ministry is currently implementing the green hospital initiative and revising some of its strategic documents, which involves numerous stakeholder consultations. These revisions and new initiatives could incorporate issues of gender. There is also the need to ensure constant awareness creation on gender that would lead to it being mainstreamed during the revision or development of policies. Again, it is important to find space for gender in the sector's organogram to ensure that it is not overlooked in the sector's activities. Finally, it is important to advocate for gender issues on the agenda of directors' monthly meetings, which brings together all directors of the sector's various departments. This can be a critical entry point for mainstreaming gender into health sector activities (see Table 11 for the opportunities, barriers and capacity gaps in the health sector).

“ It is important to find space for gender in the health sector's organogram to ensure that it is not overlooked in the sector's activities. ”

4.4.1 Opportunities and entry points

The health sector has a strong statistics unit that collects sex-disaggregated data that could be used as an entry point to conduct gender analysis and reporting. The sector should be encouraged to carry out gender impact reporting because that will help to properly target programmes with limited resources. In addition, the director's monthly meetings in the sector could be a critical entry point whereby a senior management person represents gender at the meeting.

4.4.2 Barriers

The following barriers were identified:

- There is a lack of continuity of projects when there is a change of an administrative head or lack of donor support.
- There is no gender desk in the Ministry of Health that facilitates incorporation of gender issues into Ministry of Health//GHS activities.
- Women are culturally intimidated by the presence of men, and their health decisions are usually influenced by men. In most instances, domestic activities do not give women the required time to attend community health gatherings. The health sector is big and involves so many departments and stakeholders. It is usually difficult to tell which unit coordinates gender activities in the sector. There is the need to build staff capacity on gender mainstreaming at the various units. It is also important to create a space for gender focal persons in the organogram so it can be properly represented at the managerial level.

4.4.3 Capacity gaps

The health sector is large, and the individual departments have limited skills for gender analysis. Capacity-building in the area of gender analysis and reporting will facilitate gender reporting in the health sector. Also, the sector does not have a gender focal person to drive the gender issues.

4.5 Stakeholder engagement – summary of gender issues in the transport sector

The following were the key opportunities, barriers and capacity gaps identified in the transport sector (see Table 11 for details).

4.5.1 Opportunities and entry points

Opportunities for policy articulation on mainstreaming gender and climate change in the transport sector include the fact that climate change and gender are of interest to development partners. Gender desk officers also provide a great opportunity for policy articulation on mainstreaming gender if they are well placed with sector institutions.

4.5.2 Barriers

- The transport sector is one of the sectors that has developed very little on gender.
- Barriers to gender mainstreaming in the sector include limited capacity of sector officers.
- It is difficult to convince decision makers to prioritize gender in sector policies and activities. The patriarchal system has defined cultural roles for women and men, and this has been translated into the transport sector.
- On climate change, there is no succession plan to equip junior staff with the required skills for climate change as well as gender mainstreaming.
- Inadequate logistics and finance have given climate change and gender low priority. The limited funds from government to the sector and inadequate appreciation of the issues as relevant for successful implementation of transport sector issues have relegated the issues to the bottom of programme priorities.

4.5.3 Policy and capacity gaps

Capacity and competency gaps identified in the transport sector include inadequate human resources skilled on climate change and gender issues. Inadequate capacity on gender mainstreaming, gender analysis, sex disaggregation, gender budgeting, gender programming, monitoring and evaluation, and models and approaches for gender trainings are the major gender areas identified. The International Monetary Fund directive against government employment has led to huge capacity gaps between the managers and their subordinates on technical issues including climate change and gender. There is also the lack of institutional capacity. Gender has no 'house' in the organogram of sector MDAs. The responsibility is often delegated to national service persons or staff subordinate to decision-making positions.

“ Capacity and competency gaps identified in the transport sector include inadequate human resources skilled on climate change and gender issues. ”

4.6 Stakeholder engagement – summary of gender issues in the disaster risk reduction sector

4.6.1 Opportunities and entry points

- Opportunities for policy articulation on mainstreaming gender and climate change in disaster risk reduction is through institutional capacity-building of NADMO and GMet.
- Creation of a gender desk unit and selection of qualified personnel at management level to oversee gender activities and articulate for gender is to be mainstreamed into sector policies.
- There is donor funding in the area of gender and climate change and this should be an entry point for getting sector agencies more involved in gender and climate change issues.
- Strategic documents like the NCCP (2013) articulate the relevance of climate change and gender, and this provides an opportunity for policy articulation.

4.6.2 Barriers

- There is a lack of gender in policy documents to guide the mainstreaming of gender.
- Sector institutions have not put measures in place to prevent the loss of institutional memory; thus, a gap is created when staff trained on climate change and gender issues leave the institution.
- There is also the challenge of getting technically trained women in the climate change sector, especially at the decision-making level.
- Only a few people are aware of the GH-NDCs (see Table 11 for the opportunities, barriers and capacity gaps in the disaster risk reduction and climate service sector).

4.6.3 Policy and capacity gaps

The review of appropriate documentation in the disaster risk reduction sector shows a weak gender mainstreaming capacity in terms of logistics, finance and technical capacities among sector institutions.

Table 11: Opportunities, barriers, capacity gaps and recommendations for mainstreaming climate change and gender

Opportunities for policy articulation	Barriers	Capacity gaps	Recommendations/ways forward
Water sector			
Review of existing policies to conform to the current trends.	Cultural beliefs, social roles, norms and taboos.	Gaps in sector policies making it difficult to effectively implement climate change and gender issues.	Ensure climate change and gender issues are integrated into the ongoing review of the water policy.
Establishment of a firm for gender and climate change issues.	No strong link between the water policy and the climate change policy.	Inadequate data and information on climate change and gender issues.	The water policy, which is currently under review, should take into consideration issues raised in the climate change and gender policy.
Substantial representation of women in the water management committees at the local and community levels.	Inadequate data on gender issues in the water sector.	Inadequate technical capacity of personnel to mainstream gender into climate change issues.	There is the need to encourage the collection of sex-disaggregated data in the sector.
Awareness creation or advocacy on gender and climate change issues.	Limited capacity to mainstream gender and climate change issues into the water sector.	Inadequate intersectoral collaboration among sectors.	Capacity training is needed in climate change and gender.
Waste sectors			
The time when reviews of policies, strategies and plans are due, e.g. the Environmental Sanitation Policy.	Inadequate resources including finance and technical resources.	Inadequate technical capacity of personnel to mainstream gender into climate change issues.	Climate change and gender issues need to be included in the sector annual budget. This should be accompanied with timely release of funds to enable sectors to implement their programmes and activities.
Press statement and opinion papers on emerging issues and the need for gender mainstreaming.	Absence of knowledge materials on climate change and gender.	Limited knowledge on the issues related to climate change and gender.	There is the need to produce training manuals on gender mainstreaming and to share them with stakeholders.
Meetings with parliamentary select committees.	Lack of sensitization and awareness creation.	Poor institutional coordination.	Ensure sector institutions are sensitized on climate change and gender issues.
Waste sectors			
	Low leadership commitment.	Poor institutional commitments towards gender issues.	Sensitize management on climate change and gender issues to get their buy-in.
	Absence of gender focal unit.	Inadequate intersectoral collaboration among sectors.	Ensure that there are gender focal persons and units in all sector institutions.

Opportunities for policy articulation	Barriers	Capacity gaps	Recommendations/ways forward
	Activities not coordinated by their sectors, especially in programmes. Sectors operating in silos.	Inadequate technical capacity to implement gender programmes.	Ensure coordination of sector programmes through frequent engagements among sectors with Environmental Protection Agency and Ministry of Gender, Children and Social Protection (MoGCSP) playing a lead role.
	Structural challenges in translating training into work schedule since staff need approval to incorporate new knowledge and skills.	Bureaucratic processes in implementing new ideas in sectors.	Senior level management should be involved in climate change and gender mainstreaming issues.
	Women involved in water, sanitation and hygiene, but many not in decision-making positions.	Weak synergies among sector policies.	Knowledge materials should be developed and updated from time to time to cover new emerging issues.
	Cultural barriers to women participating in decision-making at the district level.		Ensure the population is sensitized on cultural issues and educated on the role women can play in decision-making in the water sector.
	Gender included in proposals mainly because it attracts funding, but inadequate skills available to mainstream gender.		Train officers on how to mainstream gender in their programmes and activities. This should be coordinated and led by MoGCSP.
Waste sectors			
			Ensure equal involvement of both women and men in sector programmes and activities from the planning to the implementation stages. Engage queen mothers and other women leaders.
Health sector			
Inculcating gender and climate change issues into the various health sector strategic plans.	No continuation of projects undertaken by previous administrations, which abruptly ends interventions and policies on health.	Inadequate technical capacity to occupy decision-making positions at the national level.	The need for the establishment of a gender desk and a gender focal person at the occupational health unit of the GHS.

Opportunities for policy articulation	Barriers	Capacity gaps	Recommendations/ways forward
Green hospital initiative.	No central database on health issues – health data distributed among various institutions, e.g. Ministry of Health, Ghana Health Service (GHS), Ghana Statistical Service.	Sociocultural challenges in mainstreaming gender.	It is critical to make sex-disaggregated data in the sector available to other stakeholders to help guide their programmes and activities.
Maternal health policy.	Domestic activities preventing women from having the time needed to attend community health gatherings.		
Revision of old policies and developing new ones both involve stakeholder consultations.	Cultural intimidation of women in the presence of their husbands.		It is important to schedule community programmes at a time that would be convenient for both men and women.
Constant awareness on gender will lead to it being mainstreamed during policy revision or development.	At the community level, husbands influence the health decisions of their wives.		It is important to create a gender desk in the occupational health division, and it should be headed by a senior officer.
Transport sector			
Development partners' presence and interest in climate change and gender.	Limited technical capacity for mainstreaming gender.	Technical capacity gaps.	There is the need for capacity training in gender mainstreaming.
National Development Planning Framework.	Lack of succession plan for staff who go on retirement or leave the institutions.	Poor institutional commitments towards gender issues.	Educate the population on climate change and the role of women and men in addressing the consequences of climate change.
Some policies recognize gender and climate change.	Challenges in convincing decision makers on the importance of gender mainstreaming.	Inadequate intersectoral collaboration among sectors.	Involve policy decision makers at the planning stage of climate change and gender issues.
SDG Goals (Goals 5 and 13).	Patriarchy system as part of culture allotting power position to men.	Inadequate technical capacity to implement gender programmes.	
Parliamentary sub-committee on gender.	Weak involvement of policy makers.		
Disaster risk reduction and climate service sector			
Documents like the National Climate Change Policy provide some guidance on climate change and gender.	Inadequate understanding of climate change and gender issues.	Capacity gap in climate change and gender issues.	Capacity-building is needed in the area of climate change and gender mainstreaming for staff in the sector.

Opportunities for policy articulation	Barriers	Capacity gaps	Recommendations/ways forward
<p>Established institutions like National Disaster Management Organization (NADMO) and Ghana Meteorological Agency have unwritten policies on gender, which could be formalized.</p> <p>Donor funding exists for gender and climate change, and this should be an entry point for getting staff more involved in gender and climate change.</p>	<p>Weak gender mainstreaming capacity (financial, technical, logistical).</p> <p>Awareness/education is not adequate. Not much is in the media on climate change or the NDCs.</p>	<p>Low involvement of women in climate change decision-making.</p> <p>Inadequate media publicity of Ghana's NDCs.</p>	<p>Increase awareness creation on the Nationally Determined Contributions (NDCs) in the media.</p> <p>Advocate for women's participation in climate change decision-making.</p>
Disaster risk reduction and climate service sector			
	<p>Loss of institutional memory when staff leave, e.g. NADMO where trained staff have left the organization.</p>		<p>There is the need for senior officers to mentor junior officers in their areas of expertise.</p>
Cross-cutting			
<p>MoGCSP needs to be proactive and be noticed in emerging issues, such as the gender dynamics of the effect of the COVID-19 pandemic, and lead the process of providing gender differentiated support.</p> <p>The Gender Policy will be reviewed by the second quarter of 2020 and climate change and other sectors such as oil and gas will be brought on board.</p> <p>Some of the proactive women's groups would be easier to work with.</p> <p>Building the capacity of women.</p> <p>Ghana can take advantage of the fact that gender is on the global agenda, and this can be used to augment its own efforts.</p>	<p>The agencies are not committed to gender mainstreaming. MMDA activities are not gender targeted.</p> <p>Inadequate resources to undertake fieldwork and follow-ups on training.</p> <p>Cultural barriers like women's unpaid work not understood, even among the women, so changing the status quo becomes challenging.</p> <p>Research work done by consultants not made available for use like the consultancy work on gender budgeting.</p> <p>Violence and discrimination against women.</p>	<p>Lack of commitment from sector agencies to mainstream gender.</p> <p>Inadequate financial and logistical resources to monitor activities.</p> <p>Inadequate financial resources.</p> <p>MoGCSP understaffed with inadequate technical capacity and a low level of influence.</p> <p>Gender issues not clear to implementers.</p>	<p>Provide training and resources to MMDAs to enable them to collect sex-disaggregated qualitative and quantitative data.</p> <p>Financial, human and material resources should be made available to support the smooth implementation of policies.</p> <p>Education of the general population is needed on cultural barriers that hinder gender integration.</p> <p>Research report should be shared with all stakeholders.</p> <p>Capacity-building is needed in gender and climate change for all MMDAs.</p>
Cross-cutting			

Opportunities for policy articulation	Barriers	Capacity gaps	Recommendations/ways forward
Sectors are revising their policies. A one-day interaction session can be organized on the importance of gender mainstreaming.	The MMDAs not taking ownership of gender interventions even when they have received capacity-building.	MoGCSP not actively involved in climate change issues.	There is the need to make funds available for implementation of climate change and gender programmes.
The revision of the NDCs should include new areas like bauxite, nuclear energy and gender dynamics, which will be in play there.	Inadequate skilled staff at MoGCSP. Climate change is a new area for the ministry.	Less attention being paid to gender issues in emerging economic sectors like bauxite mining and the oil sectors.	Clarity must be provided on the specific gender issues to be addressed.
Engaging women at the local and district level and tapping into the knowledge base of their community and how best they can be involved in the development process.	Activities having only a few interventions or mention of women just to satisfy donor requirements, but gender mainstreaming weak in these activities.	Inadequate number of senior management level officers as gender focal persons.	It is critical for MoGCSP to get actively involved in climate change issues.
Stakeholder information sharing.	Women's groups in many organizations, but unable to implement gender actions after training sessions.	Weak capacity of existing gender groups in communities.	Develop structures for the implementation of gender activities.
Sensitization of traditional leaders and opinion leaders to become ambassadors of change on gender issues, social change affirmative action, and using male collaborators in bridging the gender gap.	Focal persons nominated by the MDAs and the MMDAs are junior officers.		Senior staff should be encouraged to serve as gender focal persons in institutions.
Working with other stakeholders and educating the general public on issues.	Donor funding restrictive without catering to items such as transportation.		Ensure that a revision of the gender policy addresses issues of all sector agencies.
Cross-cutting			
Identifying key roles and offering them to women to empower and engage them in decision-making.	The National Gender Policy skewed towards certain areas without taking cognizance of the other sectors.		
Allowing women to contribute on an issue that affects them.	'Gender issues' only stated in the policy documents, without clarifying what the exact gender issue is that we want to deal with.		
Engaging women at the top level of decision-making.	MoGCSP not involving itself in climate issues.		

Source: Authors' construct (2020)

5 Chapter Five:

KEY FINDINGS, RECOMMENDATIONS AND CONCLUSIONS

5.1 Introduction

This chapter presents the key findings of the Gender Analysis of the five sectors (water, waste, health, transport, and disaster risk reduction and climate services). The presentation of the findings is structured around four thematic areas: (i) extent of gender integration in GH-NDC sector policies and strategies; (ii) opportunities and entry points for gender integration in the GH-NDC sectors; (iii) key barriers impeding the integration of gender issues in sector policies; and (iv) policy and capacity gaps for gender mainstreaming in NDC-priority sectors. Following the findings, this chapter suggests appropriate recommendations to improve gender mainstreaming in Ghana. The final section of this chapter presents the conclusion from this analysis.

5.2 Key findings

We present the key findings from the desk review, policy analysis and stakeholder consultations. Through an extensive desk-based review of key policies and strategic documents, and stakeholder consultations, the following key issues were identified:

5.2.1 Extent of gender integration in Ghana's Nationally Determined Contribution sector policies and strategies

- The five NDC sectors have gender issues mentioned in their policy and programme documents. However, the extent to which the policy measures have been articulated to integrate gender in the policy and programme documents differ.
- The water sector recognizes the role of gender in the provision of water and advocated for women's empowerment through training to enable them to participate with their male counterparts in the design and implementation of water projects. Some stakeholders in the sector adhered to this policy direction and implemented their programmes by taking note of all key gender issues in water provision.
- In the area of sanitation, there has been some integration of gender into the sectors' activities. The National Community Water and Sanitation Strategy (2014) has an objective to ensure that gender equity and social inclusion are mainstreamed in all WASH activities. Stakeholders in the sanitation and hygiene sector consider and integrate gender issues in the provision of toilet facilities and other hygiene services in institutions and communities.
- There is also some level of integration of gender in the health sector. For instance, the National Health Policy (2007) advocates for gender- and child-sensitive policies. This is reflected in health programmes such as maternal health programmes, child immunization programmes and health insurance exemption for the elderly population. The statistics unit of the health sector disaggregates health data by sex, and this helps in targeting programmes and activities.
- The integration of gender into sector issues within the disaster risk reduction and climate services has been limited. This is largely attributed to a lack of any comprehensive internal policy document on how gender issues should be integrated.

- Assessment of transport sector policies revealed that there are measures formulated in the policies to cater to the vulnerable among whom are pregnant women and the elderly. Apart from this, there are no extensive strategies on gender. Essentially, the provision of transport infrastructure and services in Ghana is dominated by males.
- MoGCSP in collaboration with the GSS has trained stakeholders on sex-disaggregated data, and some stakeholders are now putting these skills into practice. In addition, MoGCSP has developed a framework for stakeholders to facilitate the integration of gender into their programmes and activities, but this has not been effective.

5.2.2 Opportunities and entry points for gender integration in Ghana's Nationally Determined Contribution sectors

- There is a broad range of stakeholders and institutions that present a platform for ensuring the mainstreaming of gender issues in GH-NDC priority sectors. Active stakeholder engagement is required for any successful gender integration exercise.
- The introduction of gender champions in communities with men leading the education for gender equality across all the sectors could facilitate the process of gender mainstreaming.
- The generation and use of sex-disaggregated data by various sectors could provide a good opportunity for gender mainstreaming.
- Education and sensitization of traditional leaders (queen mothers and chiefs) and opinion leaders to become ambassadors of change on gender issues and social-change affirmative action, as well as using male collaborators, could assist in bridging the gender gap.
- Ghana's NDCs are anchored on a number of important climate-change- and development-related policies including the Ghana Shared Growth and Development Agenda II, the government's CPESDPs, the NCCP and many other national policies. These policies provide opportunities to integrate gender into the NDC sectors. The CPESDPs for 2017–2024 demonstrate the relevance and commitment to respond to the challenges and opportunities offered by climate change.
- There is a presence of a strong coalition of CSOs working on women's rights and gender issues, and this provides a platform for awareness creation on women's issues in Ghana.
- Ghana has signed and ratified several international frameworks, conventions and protocols on gender and climate change, and these present opportunities for mainstreaming gender in the country.
- There are ongoing funded programmes and projects within the various sector ministries and departments, and these can be used as entry points for gender mainstreaming.
- Promoting alignment between sector policies and climate change policies provides opportunities that could boost national socio-economic agendas and deliver broader sustainable development.

5.2.3 Key barriers impeding the integration of gender issues in sector policies

- The review revealed that there is inadequate capacity on how to mainstream gender and climate change into sectoral programmes and activities because climate change is a fairly new area among the five NDC sectors. Gender issues attract funding from donors. Although most government agencies incorporate gender issues in their proposals, they are often not able to implement the gender components. In most cases, gender mainstreaming components were more visible in donor-funded programmes as compared to nationally funded programmes. Climate change and the GH-NDCs are not well known among sector MDAs. The waste and water sector actors have little knowledge about current national actions on climate change.

- Weak coordination and intersectoral engagement pose a barrier. The desk review and stakeholder engagement revealed that there are inadequate intersectoral engagements across the different sectors on the formulation of policies. This leads to poor alignment of various sector policies aimed at addressing related issues pertaining to gender and climate change.
- Communication is also key to promoting stakeholder engagement. Communication ensures smoother flow of information between different ministries and departments in order to avoid any potential misunderstandings.
- The review showed that financial barriers remain a key challenge for gender integration in sector activities. There is low priority given to gender activities across the GH-NDC priority sectors in Ghana. The MDAs and MMDAs have received training on gender budgeting, and it is a requirement for budget approval. However, due to budget constraints, gender activities are given low priority and end up not being implemented. Issues pertaining to funding are also related to budgetary constraints.
- Related to financial barriers, there is no clear information on gender in policy documents to guide the mainstreaming of gender in the transport and disaster risk and climate service sectors. There has also been no or little analysis of the gender situation across all the sectors. Therefore, some of the sector institutions do not appreciate the gender issues particular to their sectors.
- During the stakeholder engagements, it was revealed that there is a problem of loss of institutional memory when staff who have been trained on gender issues leave, through either transfer or pension. There is usually no proper mentorship in the institutions, and so when someone in a technical position leaves, it becomes very difficult to get a replacement.
- The National Gender Policy (2015) provides broad policy directives for mainstreaming gender in the various sectors. Gender and climate change are only recognized as a challenge under agriculture. The absence of a sector-specific policy on gender in the various sectors does not provide the required guidance for mainstreaming gender into the respective sectors. One of the challenges the National Gender Policy was formulated to address was the weak gender mainstreaming coordinating role of MoGCSP. The level of the ministry's engagements with the various sectors has been relatively low due to challenges of inadequate finance and gender technical staff.
- Gender focal persons nominated by the MDAs and MMDAs are usually junior officers who do not have the technical capacity to influence decision-making in their organizations and at the national level.
- Additionally, most of the gender desks that were set up did not actually serve the purpose for which they were created because they were under capacitated.
- Finally, the analysis revealed that one of the key barriers impeding the integration of gender issues in the activities of the various MDAs is the lack of sex-disaggregated data to facilitate gender analysis, gender-sensitive planning, implementation, monitoring and evaluation. This makes it difficult to make meaningful plans for effective implementation of gender-responsive policies based on different socio-economic groups.

5.2.4 Policy and capacity gaps for gender mainstreaming in Nationally Determined Contribution priority sectors

- Institutional capacity to mainstream gender into sectoral programmes and activities is weak. The technical skills needed to mainstream gender issues in these sectors are mostly lacking. In some of the sectors, including water and waste, there are no officially appointed focal persons to champion the cause of women, men, children and the elderly in the NDC sectors. Persons nominated to attend gender meetings and champion gender issues are not fully equipped with the necessary skills to execute their mandates.
- Additionally, the concept of climate change in relation to gender dimensions is relatively new, thus, there is a lack of technical skills and experience in mainstreaming gender and climate change into sector activities.

- There are also poor institutional coordination mechanisms to ensure an effective integration of gender and climate change issues in sector policies, strategies and activities. There are some existing coordination arrangements of sector programmes through MoGCSP and EPA that can be further strengthened to ensure greater coordination among the MDAs.
- There is good policy alignment between NDC priority sector policies and key climate change policies in Ghana. Several opportunities for a win-win situation exist between the various policy actions stated in the NDC and sectoral policies. Good policy alignment can enhance policy outcomes, which leads to greater synergy among the sector and climate change policies, increasing the effectiveness of such sector policies to advance solutions towards climate change. These positive alignments can be used to drive national development via a low carbon development pathway.

5.3 Key recommendations

Based on the key findings, the report proposes the following recommendations:

Recommendations for strengthening policy and institutional coordination including gender representations

- There is the need to provide training for stakeholders in the five NDC sectors on what the NDCs seek to achieve and how they can mainstream gender into their programmes and activities. The role of MESTI and the Climate Change Unit under EPA will be critical in this direction.
- It is important to provide standard guidelines/toolkits for all stakeholders on how to mainstream gender into their programmes and activities. The key indicators of these guidelines will facilitate the process of integration across most of the sectors.
- It is also critical to appoint senior level management staff as gender focal persons supervising the gender activities of gender focal units across all the various sectors in order to get the needed attention.
- The Department of Gender of MoGCSP should be strengthened and assisted to provide the required gender technical support to the various sector institutions.
- Intersectoral coordination and involvement during policy formulation on climate change and gender issues should be strengthened. For instance, the relevant MDAs in the applicable sectors should engage MESTI/EPA/NDPC to assist them to strengthen the climate change components of GH-NDC sector policies. Likewise, MoGCSP should be engaged to support the strengthening of gender integration during policy formulation and implementation.
- A climate change and gender desk should be established under the Occupational and Environmental Health Unit of the GHS.
- There should be an established coordination mechanism to ensure a harmonized approach for aligning Ghana's gender equality and climate agendas and for GH-NDC priority sector institutions. The NCCC and the Climate Change Gender Working Group should be leveraged to ensure proper coordination.
- There are existing data collection mechanisms in some of the sectors, including the health, water and sanitation sectors. These data collection mechanisms should be expanded and leveraged to produce sex-disaggregated data for planning and implementation purposes.
- Periodic auditing of gender-sensitive results allows policies and accountability and implementation mechanisms to be adjusted. This should be considered in the initial design.
- Additionally, departments, agencies and sector ministries should prioritize dedicated budgets for gender-related activities.

Recommendations for enhancing opportunities and entry points for gender integration in Nationally Determined Contribution priority sectors

- A number of sectors are currently revising their policies, and this is a good time to get gender and climate change issues well articulated in these policies. For instance, the water sector policy is under review, and the sector has engaged with stakeholders to get gender well incorporated into the revised policy. The National Gender Policy will also be reviewed this year (2020). The NDC team could use the review as an entry point to incorporate climate change and gender issues into the National Gender Policy.
- Engagement with parliamentary select committees on the GH-NDC sectors should be strengthened to educate them and get their buy-in on the integration of gender into the GH-NDC sectors. This approach will foster discussions on the issues at the policy level and facilitate the allocation of funds for gender-related activities across the sectors.
- Issues on gender and climate change across the NDC priority sectors should be channelled through the established Climate Change and Gender sub-Committee under the NCCC to attract the needed support.
- Gender and climate change should be made visible within sector institutions through awareness-raising among staff and creation of gender focal units.
- The gender focal units should receive additional training and support with tools (including gender action plans) and resources to enable them to plan, monitor and report on gender and climate change activities within sector institutions.
- CSOs and NGOs should be encouraged to seek technical support (if not found in-house) to implement the climate change and gender components of their projects for which donor funding has been secured. There is donor funding in the area of gender and climate change, and this should be an entry point for getting staff more involved in gender and climate change issues. CSOs and NGOs should be supported in writing bankable proposals on mainstreaming gender issues into their programmes and activities.
- In addition, policy briefs and occasional carefully prepared press releases on gender issues in the various sectors could also help to create awareness among policy makers and foster a better understanding of issues related to gender.
- Gender and climate change can be enhanced within sectors if there is a good understanding of the sector-specific gender and climate change situations. In addition to the gender situational analysis provided under this report, specific analysis for specific interventions should be prepared by the gender focal unit to enable management to appreciate the impact a gender-focused approach can bring. This could enhance the prioritization of the implementation of gender activities.
- The creation of gender focal units and selection of qualified persons to manage the units could serve as an opportunity to integrate gender into the programmes and activities within the sectors. Working in collaboration with MoGCSP, the gender focal units within the sectors will address capacity issues. This will reduce the burden on the ministry. The gender focal unit will help maintain institutional memories in transfers since gender activities will not sit with only the gender focal person but with the entire unit.

Recommendations for addressing policy and capacity gaps for gender mainstreaming in Nationally Determined Contribution priority sectors

- Funding is a major determinant of implementation. When gender issues are understood and appreciated as core to programme success, programmes will be gender-centred and subsequently be prioritized despite limited funds. Innovative mechanisms of funding gender issues including private enterprises and

financiers must be explored. There is the need to translate the various commitments outlined in the NDCs into investment opportunities for the private sector.⁸⁹

- Prepare gender mainstreaming capacity needs assessment on sector-by-sector basis and use it to inform comprehensive capacity planning. It is critical for MDAs to develop proposals and compete for funding from international funding agencies to implement their programmes.
- Strengthen gender mainstreaming capacity in key climate sectors to ensure equal participation and benefits for women and men. This could be done through regular tailor-made training that is more structured and held on special topics, based on the gender mainstreaming capacity needs assessment.
- It is also important to integrate gender and climate change into national and sectoral budgets. In line with these, gender-responsive budgeting that incorporates a gender perspective into the regular budgetary process should be adopted by MDAs for effective monitoring of gender activities.
- In addition, there needs to be comprehensive monitoring and evaluation mechanisms to ensure that funds allocated to gender activities are fully utilized on gender issues.
- The MDAs have an important role to play in the implementation of the NDCs. Hence, MLGRD should provide support to oversee the regular planning and implementation of NDCs.
- MoGCSP must lead training and capacity-building on gender issues across sectors. Where possible, sector focal persons on gender should be seconded to MoGCSP for on-the-job training on gender.

5.4 Conclusions

Based on the findings, the following conclusions are made:

- Ghana has a National Gender Policy that encourages all MDAs and other stakeholders to mainstream gender in all their programmes and activities. MoGCSP is the implementing agency of the National Gender Policy and has over the years encouraged gender budgeting by all MDAs to ensure the proper mainstreaming of gender. In the area of climate change, Ghana has a climate change policy and has prepared the country's NDCs, which focus on seven priority sectors. Gender, however, is one of the priority sectors and is a cross-cutting issue that runs through all the other sectors.
- The review revealed that some of the sector ministries such as water, waste and health have incorporated gender into their policies, but these were not reflected at the programme level due to inadequate funding and gender technical capacity for most sectors to implement their activities.
- The review and stakeholder engagements suggest a lack of comprehensive data collection and management platforms, especially in relation to sex-disaggregated data. This makes planning gender integration activities problematic. Thus, a data hub on sex-disaggregated data should be provided in line with relevant national data protection laws and regulations.
- There is also weak monitoring of sector programmes and activities to determine the level to which gender has been integrated into sectoral programmes and activities. In this regard, the NDPC should be charged and empowered to lead monitoring of gender integration across the MDAs. Appropriate indicators of gender integration should be identified and monitored by the NDPC.

89 German Agency for International Cooperation (GIZ) and United Nations Development Programme (UNDP). (2017). Global Nationally Determined Contributions Conference Report. Integrated governance, finance, and transparency for delivering climate goals. Berlin, Germany. Conference Report. Jointly published by GIZ and UNDP. Available at <https://www.slideshare.net/UNDP-Adaptation/global-ndc-conference-report>

- The analysis also revealed weak collaborations among the sectors, which makes it difficult to track the progress made in GH-NDC implementation across sectors. There is, therefore, the need to encourage inter-agency and institutional collaborations and information sharing among different agencies aimed at addressing issues related to climate change and fostering knowledge networks. Intersectoral working groups provide good foundations for strengthening collaboration.
- To make progress in the implementation of the GH-NDCs, it is important for EPA and MoGCSP to sensitize and educate implementing agencies and institutions on the NDCs and how to mainstream gender into the NDCs. It is imperative that government commits the needed resources for NDC sector activities. Moreover, the resources should be monitored by NDPC, EPA and MoGCSP. For instance, MoGCSP lacks both financial and technical resources to be able to project the agenda of gender mainstreaming across the sectors.
- It is also imperative that regular capacity-building workshops on gender and climate change issues are provided for key staff, including focal persons, to provide an enhanced awareness and understanding of the complex issues involved in climate change discourses. EPA and MoGCSP should facilitate capacity-building on gender and climate change.
- Despite the fact that progress has been made on mainstreaming gender into the GH-NDC priority sectors, much still needs to be done to ensure climate change interventions bring equal benefits to women and men.

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