

Gender Equality and Youth Inclusion in Extractive Areas and National Gender Policy: the Case for Ghana

WAGES Regional Forum

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The Case for Ghana

Agenda

Ghana National Gender Policy
Bridging the gender gap in Ghana
Where does Canada's Feminist International
Policy fit?

WAGES Gender and Youth Inclusion Strategy (GEYI)

GEYI Strategies and Interventions

Achievements so far

Next Steps



Women's Support Group, Takoradi, October 2018

Ghana National Gender Policy

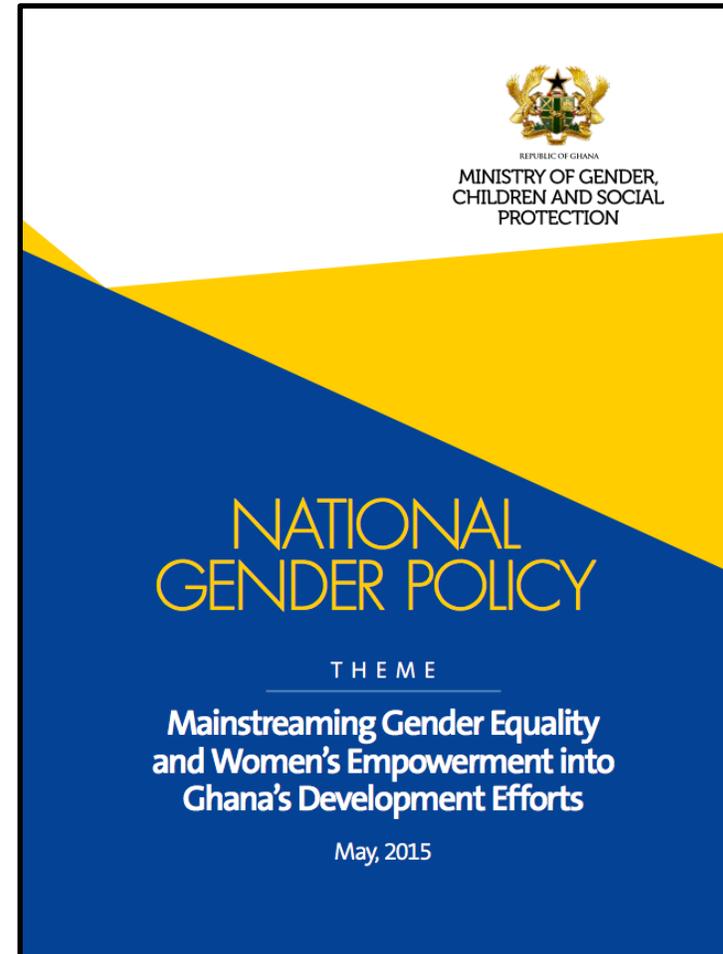
National Gender Policy

National Gender Policy, May 2015

Ministry of Gender, Children and Social Protection

Theme: Mainstreaming Gender and Women's Empowerment in Ghana's Development Efforts

Overall goal of the policy is to mainstream gender equality and women's empowerment concerns into the national development process in order to improve the social, legal, civic, political, economic and cultural conditions of the people of Ghana; particularly women and men, boys and girls in an appreciable manner and as required by National and International Frameworks.



Ghana National Gender Policy

Policy commitment and value areas

Commitment 1	Women's Empowerment & Livelihood	The Overarching Goal: Mainstreaming gender equality, women empowerment concerns into national development processes for equitable livelihood for women and men, boys and girls
Commitment 2	Women's Rights and Access to Justice	
Commitment 3	Women's Leadership and Accountable Governance	
Commitment 4	Economic Opportunity for Women	
Commitment 5	Gender Roles and Relations	

Figure 1 Policy commitment value areas

Ghana National Gender Policy

Bridging the Gender Gap in Ghana – Ways in which national and local government will address gender gap

National Gender Policy Objectives

- To speed up enforcement and domestication of ratified International Treaties, policies and strategies adopted by the Government to tackle violence, discrimination and promote gender equality and women's empowerment nationwide. In pursuance of this objective the rights based approaches will be emphasized. This objective addresses what the Policy classifies as Women's Right and Access to Justice.
- To enhance the participation of women in leadership, governance and decision-making at all levels.
- To improve women's economic opportunities including engendering macro economic and trade policies so that the basic and strategic needs of both men and women are addressed.

Ghana National Gender Policy

Bridging the Gender Gap in Ghana – Ways in which national and local government will address gender gap

Municipal Metropolitan and District Assemblies

- Will play a vital role in the successful implementation of the National Gender Policy (NGP) as they are the main machinery for the implementation, monitoring and evaluation of action plans at the district and community levels.
- Gather, collate, analyse and disseminate gender and poverty disaggregated information at the district level.
- Identify relevant and pertinent gender issues for incorporation into annual district, sector and national plans.
- Initiate policies and legislation to promote gender equity and mainstream gender concerns at the district level.
- Develop and implement programmes to reduce inequity at the district level.
- Develop and implement programmes to reduce poverty at the district level.
- Monitor and ensure implementation of the NGP and the Child and Family Welfare Policies through the decentralized departments, Non-Governmental Organizations (NGO) and Development Partners.

National Gender Policy 6.2 Institutions and their Key Roles in Implementation

CANADA's FIAP-Baseline Observations

- **Inequalities are growing** and undermine development.
- They affect men and women, but women **face specific barriers** that limit their ability to make their voice heard and their autonomy.
- **Removing these barriers** helps make women and girls actors of change for themselves, their families, their communities and their country.
- **It is a common goal** with Ghana in connection with its National Gender Policy (2009).

Obstacles to specific needs of women and girls

- Reduced access to resources and opportunities
- More family responsibilities
- Limited control over their bodies
- The constant threat of violence, including sexual violence
- Less economic autonomy and opportunities to attend school
- Unequal participation in government decision-making processes

From these findings: Objective of the policy

- **Address inequalities**, especially of women and girls, in order to strengthen their capacity to act and narrow the gap between women and men.
- For GAC, **this is the most effective way to reduce poverty** for all, and to contribute to fairer development.
- Is based on the fundamental principle of **INCLUSION**

What does a feminist approach mean?

- All people have the same **rights** and the same **opportunities**.
- **Transformative** : transform social norms, harmful practices, unequal power relations, and all forms of discrimination.
- Gender equality is **at the heart of the efforts**.
- Women and girls **with** men and boys

Canada's FIAP & Ghana National Gender Policy

Where does Canada's FIAP fit in?

Canada's feminist international assistance policy states that to achieve the goals of gender equality and the empowerment of women and girls, Canada will focus its efforts on six action areas.

Ghana National Gender Policy and FIAP



WAGES Gender & Youth Inclusion Strategy (GEYI)

Guiding Principles

The current GE and inclusion of youth strategy of the WAGES project integrates the approach of economic empowerment for women and the approach of inclusion and involvement of youth based on the NGP & FIAP's guiding principles.

The Preferred Approach

This strategy proposes the integration of GE and inclusion of youth into all project activities.

Key Ghana National Youth Policy Points

Youth and employment

Entrepreneurial Development

Youth in Modern Agriculture

Gender Mainstreaming

Governance, Democracy and Leadership

WAGES Gender & Youth Inclusion Strategy



Prestea Huni Valley District Assembly
Stella, WAGES youth intern

Desired Outcomes

Strengthened capacity of women, young women and young men, to take part in local development and advocacy processes both for the consideration of their own needs and interests as well as their access to the various decision-making bodies – **Capacity gap assessment, trainings and coaching.**

Improved access to and control of available resources and opportunities. Both in terms of economic within trade groups and associations, for women and youth – **Engagement with DAs and Chiefs around the rice subsector identified**

Strengthened organizational and institutional capacity of local government institutions to consider GE and the inclusion of youth in inclusive economic development plans – **Capacity Gap analysis, DAs GEYI Strategies developed and Gender Mainstreaming training for DA staff**

WAGES Gender & Youth Inclusion Strategy (GEYI)

Desired Outcomes cont'd

Strengthened women, young women and young men's ability (individually and within associations) to improve attitudes and social skills that value non-violence against women, GE and development of women and young women's self-esteem – **GBV training included in trainings, for beneficiaries and Service Providers**

Strengthened organizational and institutional capacity for training centers, financial organizations, service firms, (for the support of entrepreneurship and employability) and private companies (recruitment of new personnel), to take into account the needs and specific interests of women and youth – **Capacity gap assessment, ToTs- GNDTA, SP utilized these skills.**

Strengthened capacity of the WAGES project team in the implementation of the GE and youth inclusion strategy and tracking outcomes related to GE and youth inclusion in their respective responsibilities – **Training for staff on GEYI**



Interventions and some key achievements



District Assembly staff and community representatives trained on how to mainstream GEYI into their project life cycle. – **Commitment of funds to GEYI programming**

Gender Desk Officers have trained and have been engaging with stakeholders by training and monitoring the inclusion of GEYI in activities - **Delivered GEYI trainings to over 1000 community members**

Local Procurement linkages – **SOCFINAF Plantations and GSR.**

Primus – Oil Palm, Tropical Starch Company – Cassava processing – in the process

Women Support Group established, Fiaseman Mbaa Yiedie Kuo

Capacity building of 28 youth and women groups in leadership, advocacy, and lobbying – Over 20 youth directly mentored and coached by WAGES through the youth internship program



Some achievements...

After GEYI training:

-Some trades are now training more women to increase their skills. For example, a photographer in PVH is now training women and a tailor from WED hired young women

Committee chair of an electoral area changed community meeting times so women could attend.

Entrepreneurship training times adjusted by BACs and service providers to enable women to participate fully.

Provision made so women with children can participate fully by bringing their children with caretakers to the trainings/ additional support provided by WAGES youth interns.



Achievements So Far ...

Women's Support Group

Leadership training in
Takoradi
October 2018



Next Steps

Linkages and market access

Support the District Gender Desk Officers to guide the heads of Department to adopt and implement the District GEYI strategies into their operational plans project life cycle.

Continued support for Women's Support Group including facilitating quarterly meeting, whatsapp group communication and engagement with WAGES staff and volunteers

Revisit the project GEYI strategy and operational plan to ensure that Specialists incorporates required GEYI issues in planned activities