



**MINISTRY OF GENDER,
CHILDREN AND
SOCIAL PROTECTION**

GHANA NATIONAL ACTION PLAN

**FOR THE IMPLEMENTATION OF UN SECURITY COUNCIL
RESOLUTION 1325 (2000) ON WOMEN, PEACE
& SECURITY**

GHANAP 2

[2020 – 2025]



NATIONAL ACTION PLAN

FOR THE IMPLEMENTATION OF UN SECURITY COUNCIL
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BUILDING INCLUSIVE SECURED AND PEACEFUL
SOCIETIES FOR WOMEN AND GIRLS IN GHANA

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ACRONYMS

BPA	Beijing Platform for Action
CBOs	Community Based Organisations
CEDAW	Convention for the Elimination of all Forms Of Discrimination against Women
CID	Criminal Investigations Department
CSO	Civil Society Organisations
DACF	District Assembly Common Fund
DISEC	District Security
DV	Domestic Violence
DOVVSU	Domestic Violence and Victim Support Unit
GBV	Gender Based Violence
GES	Ghana Education Service
GHANAP	Ghana National Action Plan
GRB	Gender Responsive Budgeting
IEC	Information Education and Communication
IGF	Internally Generated Funds
MMDAs	Metropolitan, Municipal and District Assemblies
MoGCSP	Ministry of Gender, Children and Social Protection
NADMO	National Disaster Management Organization
NAP	National Action Plan
NPC	National Peace Council
NSC	National Steering Committee
ODAs	Official Development Assistance
PSO	Peace Support Operations
REGSEC	Regional Security
SEA	Sexual Exploitation And Abuse
SGBV	Sexual Gender and Based violence
UN	United Nations
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNSCR	United Nations Security Council Resolution
USAID	United States Agency for International Development
WANEP	West Africa Network for Peacebuilding
WPS	Women, Peace and Security

FOREWORD

The United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security was adopted in October 2000 to recognize the needs, rights, experiences and role of women in the areas of armed conflict, peace building and peace keeping. The Resolution seeks to recognize the participation of women in all aspects of conflict prevention, peace negotiations, peace keeping, peace building as well as post-war reconstruction.

Ghana as a Member State of the United Nations adopted UNSCR 1325 and developed a Ghana-specific National Action Plan (NAP) known as GHANAP 1325 (2012 – 2015), for the implementation of the Resolution, as a response to International and Regional Treaties, Conventions, Protocols, Policies and Legal Frameworks that the country has acceded to and ratified.

It is important that Ghana positions herself well to maintain the relative peace we are enjoying today and to contribute to International Peace and Security through the provision of troops to different peace support and peace keeping operations, as well as resolution of various violent ethnic conflicts in country which adversely affect women and children make it indispensable the need for the implementation of UNSCR 1325. Thus, the Ghana National Action Plan 2 (GHANAP II) is critical for the maintenance of both National and International Peace and Security, as it provides the opportunity to deal with localized pockets of intra-state conflicts, which are as a result of land and chieftaincy disputes, as well as involvement in other multilateral co-operation and active participation in several international peace keeping operations within the United Nations (UN), the African Union (AU) and the Economic Community of West African States (ECOWAS).

Ghana's second National Action Plan (NAP2) for the implementation of UNSCR1325 is for a six-year period from 2020 – 2025. This NAP dubbed GHANAP 2, is a follow up to GHANAP 1 which expired in 2015. GHANAP 2 seeks to address the challenges of GHANAP 1, and prioritize specific areas of action for implementation. The National Action Plan of the GHANAP 2 is structured along the main UNSCR 1325 pillars of Participation of women in Conflict Prevention, Peace and Security Institutions and Processes, Protection of Human Rights of Women and Girls in situations of Conflict and in Peace Support Operations and the Prevention of Violence against Women including Sexual and Gender-Based Conflict related Violence, and Relief, Recovery and Rehabilitation in instances of natural or human induced disaster such as floods and fire outbreaks to ensure equal access to and provision of specific needs of women and girls in all relief and recovery efforts.

The Government of Ghana, wishes to commend all Development Partners, Civil Society organizations and all other stakeholders whose contributions have made GHANAP 2 possible. Government assures all, of its relentless effort in ensuring the full realization of the objectives of GHANAP 2 on Women, Peace and Security in Ghana.

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Hon. Cynthia Mamele Morrison
Minister for Gender, Children and Social Protection

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INTRODUCTION

Ghana's second National Action Plan (GHANAP2) for the implementation of UNSCR1325 is for a five-year period from 2020 – 2024. This National Action Plan (NAP) was developed by the Ministry of Gender, Children and Social Protection with support from UNDP Ghana and is dubbed GHANAP 2 as a follow up to GHANAP 1 which expired in 2015.

It was generally observed that GHANAP 1 was not fully implemented and so its full benefit has not been felt across the country. This observation necessitated a review in order to incorporate the lessons learnt into the development of GHANAP 2. The review identified the following critical gaps among others.

- i. Unavailability of an inter-ministerial steering committee to coordinate the implementation in a concerted manner.
- ii. Lack of dedicated budget for the implementation.
- iii. Lack of a fundraising strategy and initiatives to raise funds to complement the Ministry's limited annual government funding which is usually spread thinly across many other competing activities.
- iv. Competing priorities and resources in the various implementing sector Ministries limiting their inter-

est in GHANAP.

- v. Lack of coordination between different stakeholders making the implementation somewhat haphazard and difficult to monitor.
 - vi. Very minimal awareness on the NAP among various ranks of the security institutions and the general public.
 - vii. Non availability of a pool of women with capacity in Women Peace and Security (WPS) to spearhead the implementation coordinated by MoGCSP.
- These challenges are as a result of weak commitment and support for women and gender issues by state agencies mandated to do so. This lack of commitment reflects in the low budget allocations to the Ministry of Gender, Children and Social Protection by Ministry of Finance towards the implementation of GHANAP. In addition, the Parliamentary Select Committee on Gender and Children on its part hardly raises issues concerning WPS on the floor of parliament. GHANAP 2 therefore seeks to address the challenges and prioritise specific areas of action for implementation.

BACKGROUND AND CONTEXT OF WOMEN PEACE AND SECURITY IN GHANA

Even though Ghana has been internationally recognized as a relatively peaceful country it has had pockets of recurrent conflicts which have resulted into violent clashes. These conflicts which have revolved around chieftaincy, ethnic, land and party politicking as well as crimes such as armed robbery, have negatively impacted the peace and security of women in the country over the years.

Ghana is signatory to international frameworks such as the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), the Beijing Platform of Action (BPfA) and the United Nations Security Council Resolution on Women Peace and Security (UNSCR 1325) which all seek to protect women and girls.

In the last few years Ghana has developed a number of national gender frameworks (legislations and policies) and has also put in place some structures in line with international instruments to ensure the peace and security of women in Ghana are protected. They include the Domestic Violence Act 732 (2007), the National Gender Policy (2015) and most importantly, the Ghana National Action Plan on UNSCR 1325, GHANAP 1 (2012). There is also the Affirmative Action Bill which has been drafted and yet to be passed.

GHANAP 1 was anchored on the pillars of “Participation”, “Prevention” and “Protection” and aimed at:

1. Ensuring that the rights, interests and special needs of women and girls are integrated in policy formulation and implementation as to enhance the protection of women and girls in ordinary times and in conflict situations.
2. Ensuring that the full representation and active participation of women in conflict prevention, resolution, peace negotiation, mediation, crisis and security management at all levels of the Ghanaian Society were met.

3. Contributing to reduced conflict and the eradication of violence against women and girls in both private and public spheres.

4. Ensuring a gender perspective at all levels of decision-making; with regard to conflict prevention and resolution as well as in security institutions.

In addition to the national machinery, the MoGCSP and its departments and agencies, some other structures in place to support the implementation of the legislations are the Domestic Violence and Victims Support Unit (DOVVSU) and the Domestic Violence Secretariat. Despite all these, women and girls in Ghana continue to experience various forms of gender based violence including rape and human trafficking.

A US Department of State report in 2017 suggests that in three consecutive years Ghana had failed to successfully combat human trafficking, mostly young women as victims for sexual exploitation purposes. In recent times for example, women between the ages of 18 and 35 years continue to be lured by the traffickers and are promised a better future in the Gulf countries, where they work as housekeepers but end up as sex slaves largely.

The report placed Ghana in the ‘Tier 2 Watch List’, for countries where the number of victims of severe forms of trafficking is very significant and whose government do not fully comply with the minimum standards.

In another vein, the establishment of DOVVSU and the Domestic Violence (DV) Secretariat has increased attention on issues of violence against women and girls. However, DOVVSU’s statistics on rape and other incidences of gender-based violence have not been disaggregated to show those forms of violence that occur during the various pockets of internal conflict experienced in Ghana and how they affect women. Other forms of gender based violence such as child marriages, female genital mutilation and the various

forms of sexual abuse in schools, work places and in communities continue to be prevalent in Ghana. Regularly, the media has been flooded with reports of rape and defilement stories in schools and communities in recent times.

A six year statistics from Domestic Violence and Victim Support Unit (DOVVSU) of the Ghana Police Service revealed that from 2011 to 2016 approximately six women are likely to be raped every week , Defilement and rape cases particularly in the Central Region gained media attention in 2017. The case that was most widely reported was the defilement of the 4-year old girl in Assin Adadientem.

Regarding participation in peace building and conflict resolution processes, little has been done to build the capacity of women to participate effectively in early warning, mediation and conflict management processes and their participation has largely remained in the informal sphere inspired by NGOs, despite the huge potential among the women population.

To enhance the role of women in the maintenance of peace and security in Ghana in line with the UN Security Council resolution 1325 on women, peace and security (adopted in 2000) and other related resolutions, GHANAP 1 called for an increase in women's participation in peacekeeping missions and post-conflict processes.

Currently in comparison to other countries Ghana sends about 12 percent uniformed female personnel to international peacekeeping operations.¹ This statistics makes Ghana the second highest contributor of females to international peacekeeping globally. On the contrary, female participation in domestic peacekeeping is non-existent. By observation, of all the peacekeeping operations on-going in Alavanyo, Nkonya,

Bimbila, Dagbon, etc, no female has ever been deployed to protect the interest of women in those communities.

Activities of nomadic headsmen continue to pose a security threat for women in certain districts in Ashanti, Eastern and Northern regions in Ghana. Women have suffered rape on their farms. Some have been rendered widows as a result of their husbands being murdered. Others have had to flee their communities as a result of raid on their communities.

Instances of armed robbery in homes and on the highway where women particularly traders have been raped abound but there are no official statistics of such incidences. Fear and panic as a result of highway robberies have put a lot of these women out of work meanwhile because they constitute a large percentage of foodstuff transporters and aggregators from farmsteads to the market centres.

On July 10, 2017 the Daily Graphic reported that The Criminal Investigations Department (CID) of the Ghana Police Service had arrested 24 suspected highway robbers on major highways across the country.² The suspects, believed to be of Fulani decent were alleged to have been operating a network which shared information on the movement of passenger buses from Accra to all parts of the country, the Daily Graphic reports.

It can be concluded therefore that, ensuring the peace and security of women and girls in Ghana is a grim challenge and can only be mitigated through the effective implementation of all the legislations and policies that seek to promote the welfare of women and girls including GHANAP.

¹ Ministry of Defence

² <https://www.graphic.com.gh/news/general-news/24-suspected-robbers-nabbed-for-allegedly-terrorising-travellers.html>

STAKEHOLDER ANALYSIS

GHANAP 2 provides a framework of a well-coordinated approach where different stakeholders pool their individual efforts together to implement the NAP in a more organized way for easy monitoring.

The following table suggests a list of stakeholders for the implementation of GHANAP 2 and their respective roles.

CATEGORY	INSTITUTION	POTENTIAL ROLE
Government & Public Agencies	A. Ministry of Gender, Children and Social protection	Overall Coordination of GHANAP 2
	B. Ministry of the Interior	Provide coordination for internal security and give mandate for execution of internal peacekeeping
	<ul style="list-style-type: none"> Ghana Police Service Ghana Immigration Service Ghana Revenue Authority Customs Division Ghana Prisons Service Ghana National Fire Service 	
	<ul style="list-style-type: none"> National Peace Council 	Design and implementation of national peace agenda ensuring these reflect the essence of UNSCR 1325 regarding issues of UNSCR 12325
	C. Ministry of Defence	Provision of oversight functions of the sectors enumerated under the ministry including external peacekeeping operations relating to UNSCR 1325
	<ul style="list-style-type: none"> Ghana Army Ghana Navy Ghana Air Force Kofi Annan International Peacekeeping Training Centre (KAIPTC) 	
	D. Ministry of Local Government	Awareness creation and sensitization on UNSCR 1325 and GHANAP 2.
	<ul style="list-style-type: none"> MMDAs Institute of Local Government Studies 	Coordination of interventions at the local levels on GHANAP 2.
E. Ministry of Finance	Responsible for allocating budget lines for implementation	
<ul style="list-style-type: none"> Ghana Revenue Authority Customs Division 		
F. Ministry of Foreign Affairs	Facilitation of bilateral affairs regarding UNSCR 1325	
<ul style="list-style-type: none"> NGOs, CBOs, Interfaith/Faith Based 	Awareness creation, Advocacy & Lobbying, Technical support	

STRUCTURE OF GHANAP 2

The overall goal of the Ghana National Action Plan on Women Peace and Security 2 (GHANAP 2) is to build inclusive, secured and peaceful societies for women and girls in Ghana, anchored on the tenets of UNSCR 1325.

The NAP is structured along the main UNSCR 1325 pillars of;

1. Participation
2. Protection
3. Prevention
4. Relief, Recovery and Rehabilitation

To ensure effective implementation, the NAP is also structured in a logical format. Each of the pillars has a specific goal which is derived from the overall goal and is also further broken down into a number of objectives which cumulatively is expected to contribute towards the realisation of the overall goal of the NAP.

Based on the objectives, well thought-out strategies are also formulated which further define the activities to be implemented. Expected outcomes and indicators are also developed to track and monitor the progress of implementation and eventual evaluation of the NAP in the long run.

Participation Pillar

The fundamental principle of UNSCR 1325 is the participation and representation of women in decision making at all levels and in all peace processes including peacekeeping and conflict resolution, peacebuilding and post conflict activities.

The UN Secretary General in his 2017 report on Women Peace and Security lamented that;

“Women continue to be underrepresented in peace processes as negotiators, and mediators despite the existence of a normative framework for women’s meaningful and equal participation and an evidence base supporting the link between women’s participation and the durability of peace agreements”. S/2017/861³

Among other measures, the report recommended that “Member States must develop and implement strategies aimed at increasing the number of women, particularly in decision making positions, including in all security services and also put in place measures to create a pool of qualified women to increase women’s participation in all peace processes at all levels”. It emphasized that “At this time, inclusive processes should be the rule, not the exception”. S/2017/861

Drawing inspiration from this report, the Participation Pillar of GHANAP 2 has been designed to focus on Women’s participation and representation in decision making and in all peace processes. The specific goal of this therefore is to “Promote participation and representation of women in decision making and in peace processes at all levels”.

Protection Pillar

Women and girls often fall victim to the activities of criminals such as armed robbers, land guards, and nomadic herdsmen. Similarly, women and girls have fallen victim to some of the violent community chieftaincy, land and ethnic clashes. Gender Based Violence (GBV) Sexual Exploitation and Abuse (SEA) and other violations of women and girl’s human rights continue to be rampant in communities, homes, schools and work places. As such, there is dire need to improve the pro-

³ UN Secretary General’s Report on Women Peace and Security (S/2017/861)

tection for women and girls in Ghana, Buttressing this same point, the 2017 UN Secretary General's report on Women Peace and Security (S/2017/861) also urges Member States to develop and institutionalize protection mechanisms for women's human rights, including gender based violence and discrimination against them and acknowledge their critical contribution to peace and security.

It is in this regard that the protection pillar of GHANAP 2 focuses on the protection and promotion of the human rights of women and girls with a specific goal to "Improve measures for protection and promotion of the Human Rights of Women and Girls in Situations of Conflict and in ordinary times as well as in Peace Support Operations"

Prevention Pillar

This pillar focuses on elimination of all forms of violence against women and girls in Ghana including sexual violence against women and girls in peace operations, and in conflict-affected communities.

The 2017 UN Secretary General's report on Women Peace and Security (S/2017/861) challenged Member States to improve efforts to address the root causes of violence and provide a blueprint for further action in the area of women and peace and security because women play critical roles in crisis prevention.

This requires comprehensive training and awareness raising on human rights, gender equality, UNSCR 1325 and other UN obligations on women, peace and security for all security personnel and the civilian population.

It is also necessary to support the development of guidelines on preventing and responding to Gender Based Violence (GBV) at community levels.

It is for this reason that the Prevention Pillar of GHANAP 2 has been crafted with a specific goal to "eliminate all forms of violence against women and girls at all levels of society".

Relief and Recovery Pillar

The pockets of violent conflicts recorded in Ghana have not generated internally displaced persons that have attracted the attention of government because

people who flee these conflicts are always accommodated and taken care of by distant relatives outside of the affected area due to the values of external family system largely practiced in Ghana.

However in some instances natural or human induced disaster such as floods and fire outbreaks, have created situations where vulnerable people like pregnant women, nursing mothers and children require relief and recovery. The National Disaster Management Organization (NADMO) has been at the forefront of supporting affected persons with some relief items. In most cases however the specific needs of women and girls are not taken into consideration as items distributed are usually generalised. It is for this reason that GHANAP 2 has included the Relief and Recovery Pillar with a specific goal to "Ensure equal access to and provision of specific needs of women and girls in all relief and recovery efforts".

Implementation Strategy

A strategic direction which encompasses the four thematic pillars and spells out the series of actions needed for the achievement of the goal is formulated to ensure an effective implementation of the GHANAP 2.

Overall, the strategy is to engage relevant stakeholders, existing legislation, policies, institutional structures and available resources to meet the objectives set and lead ultimately to the achievement of the overall goal.

The overall strategy is further broken down into the following specific strategy actions.

1. Build capacity of women for increased participation in decision making and peace processes
2. Build critical mass of stakeholders on issues of Women Peace and Security (WPS).
3. Strengthen Advocacy for effective implementation of legislations and policies on WPS as well as strengthening institutional structures.
4. Strengthen collaboration between different stakeholders
5. Create a strong resource base for the implementation of the GHANAP 2
6. Strengthen monitoring and assessment mechanisms for effective implementation.

Overall Goal	Building Inclusive Secured and Peaceful Societies for Women and Girls in Ghana Anchored on the Tenets of UNSCR 1325.			
Pillar Title	PARTICIPATION	PROTECTION	PREVENTION	RELIEF AND RECOVERY
Specific Pillar Goal	Participation and representation of women in decision making and peace processes ensured.	The human rights of women and girls in conflict situations and in ordinary times promoted and protected.	All forms of violence against women and girls prevented	Equal access to relief and recovery by women and girls in times of emergency and disaster promoted.
Strategic Objectives	Increase participation and representation of women in decision making and in peace processes at all levels	Improve measures for protection and promotion of the Human Rights of Women and Girls in Situations of Conflict and in ordinary times as well as in Peace Support Operations (PSO)	Reduce incidence of all forms of violence against women and girls at all levels of society.	Reform relief and recovery system to cater for special needs of women and girls in times of emergency and disaster
Implementation Strategies	<ul style="list-style-type: none"> i. Build capacity of women for increased participation in decision making and peace processes ii. Build critical mass of stakeholders on issues of Women Peace and Security (WPS). iii. Strengthen Advocacy for effective implementation of legislations and policies on WPS as well as strengthening institutional structures. iv. Strengthen collaboration between different stakeholders v. Create a strong resource base for the implementation of the NAP vi. Strengthen monitoring and assessment mechanisms for effective implementation. 			

COMPREHENSIVE IMPLEMENTATION PLAN

IMPLEMENTATION PLAN
GHANA NATIONAL ACTION PLAN (GHANAP 2) ON WOMEN PEACE AND SECURITY
OVERALL NAP GOAL: Build Inclusive Secured and Peaceful Societies for Women and Girls in Ghana, Anchored on the Tenets of UNSCR 1325.

PILLAR 1 PARTICIPATION						
SPECIFIC GOAL:						
Participation and representation of women in decision making and peace processes ensured						
OBJECTIVE (1)	STRATEGIES	OUTPUT	EXPECTED OUTCOME	INDICATORS	RESPONSIBILITY	TIME FRAME
Increase the capacity of women in conflict management and peacebuilding activities	Capacity building / sensitization Building critical mass of stakeholders. Advocacy on implementation of legislations and policies on WPS	-Database of women available -Early warning system in place and running -Pool of skilled women mediators available - Young women peace activists ready to promote WPS issues	Women effectively engaging in conflict management and peacebuilding processes at all levels	Number of women actively working in early warning, and other peacebuilding activities increased by 30%	MoGCSP ILGS KA IPTC WANEP NGOs/ CSOs	2020-2025
ACTIVITIES						
<ol style="list-style-type: none"> 1. Develop a database of women working or with expertise in early warning, conflict prevention and resolution and peace building .to use as resource persons 2. Expand early warning systems and mechanisms to cover all districts 3. Train 50 women per district per year to collect information and monitor early warning signals for conflict prevention 4. Sponsor 32 women (two from each region) annually to attend West Africa Peacebuilding Institute, WAPI at KA IPTC to undergo training in mediation and conflict resolution skills 5. Establish and launch a mentorship program for fifty (50) young women peace activists to take up various leadership roles in peace building initiatives (5 from each region) 						

OBJECTIVE (2)	STRATEGIES	OUTPUT	EXPECTED OUTCOME	INDICATORS	RESPONSIBILITY	TIME FRAME
Increase the participation of women in leadership and decision making on WPS issues at Traditional, Local, District and National levels	Capacity building / sensitization Building critical mass of stakeholders in WPS. Advocacy on implementation of legislations and policies on WPS	- Implementation Steering committee in place - Key stakeholders trained and sensitized on UNSCR 1325, GHANAP and related frameworks - General awareness on WPS issues - Specific localized plans in place and being implemented	Increased levels of women's leadership and participation in decision making processes on WPS issues	Number of women championing WPS issues in parliament, District Assemblies, Unit committees and local communities	<ul style="list-style-type: none"> • MGCSP • REGSEC, • DISEC • Justice and Security Committees of MMDAs 	2020- 2025
ACTIVITIES						
<ol style="list-style-type: none"> 1. Constitute a steering committee for implementation of GHANAP 2 2. Carry out sensitization and training workshops for all MMDAs, National Peace Council, National House of Chiefs and Community Based Organizations (CBOs) on GHANAP 2 and other legislations and policies on WPS. (Ensure at least 40% participation of women) 3. Develop District specific plans for implementation of GHANAP 2 4. Hold annual experience sharing conferences of all stakeholders 5. Organise national advocacy and awareness raising campaigns on gender peace and security around the following internationally recognized days of peace such as: <ol style="list-style-type: none"> i. 8th March International Women's Day ii. 24th May International Women's day for Peace and Disarmament iii. 21st September International Day of Peace iv. 2nd October International Day of Nonviolence v. 31st October Anniversary of UNSCR 1325 						

vi. January - December Traditional Festivals						
Objective 3	STRATEGIES	OUTPUT	EXPECTED OUTCOME	INDICATORS	RESPONSIBILITY	TIME FRAME
Enhance capacities for gender sensitive external and internal peace keeping operations	Capacity Building, Resourcing implementation of the NAP	Security Personnel knowledgeable and practicing WPS frameworks	High standards exhibited by Ghanatians in external and domestic Peacekeeping regarding WPS	Number of officers adhering to WPS rules in peacekeeping operations	Ministry of Defense Ministry of the Interior Implementation Steering Committee	2020-2025
ACTIVITIES						
<ol style="list-style-type: none"> 1. Intensify training of all security institutions in issues of Gender and WPS including UNSCR 1325 and related resolutions and GHANAP . 2. Support the development of gender policy for all security institutions 3. Develop a comprehensive program for internal /domestic peacekeeping operations and provide adequate logistics and facilities to cater for special needs of at least 30% women who will be deployed to peace keeping operations in conflict communities in Ghana 						
PILLAR 2						
PROTECTION AND PROMOTION OF RIGHTS						
SPECIFIC GOAL						
Measures for protection and promotion of the Human Rights of Women and Girls in Situations of Conflict and in ordinary times as well as in Peace Support Operations improved						
OBJECTIVE (1)	STRATEGIES	OUTPUT	EXPECTED OUTCOME	INDICATORS	RESPONSIBILITY	TIME FRAME
Protect women and girls from Gender Based Violence, including Sexual Violence.	Advocate for the full implementation of laws and policies protecting the rights of women and girls	At least 30% of instruments, frameworks laws and policies implemented	Reduced reported cases of sexual and gender-based violence At least 30% of population aware of WPS instruments, frameworks laws and policies	Number of laws and policies on WPS implemented within the period	MoGCSP MMDAs (Steering Committee) NGOs /CSOs Media	2020 2025

OBJECTIVE 2	STRATEGIES	OUTPUT	EXPECTED OUTCOME	INDICATORS	ACTORS / RESPONSIBILITY	TIME FRAME
ACTIVITIES <ol style="list-style-type: none"> Undertake awareness creation programmes on the provisions of GHANAP, UNSCR 1325 and related resolutions Campaign for full implementation of Domestic Violence law (especially prosecution of perpetrators of acts of sexual and gender-based violence and free endorsement of medical reports on rape and defilement cases.) Develop a reliable database to capture sexual and gender-based offences nation-wide for advocacy. Conduct special training for personnel deployed to conflict communities in Ghana on GHANAP and UNSCR 1325 and related resolutions. Organize community sensitization programs on laws and policies protecting the rights of women and girls. Document the experiences of women and girls who have been affected by conflict in their communities for advocacy Intensify advocacy against traditional and cultural practices that inhibit or obstruct the effective implementation of 1325 Establish reporting mechanisms Establish psycho-social support systems at district levels across the country for victims of SGBV Establish Shelters and rehabilitation centres in all districts 	<ul style="list-style-type: none"> Capacity building for mainstreaming.... Documentation and dissemination of information Advocacy 	Awareness created on all relevant human rights frameworks.	Reduced incidence of violations of women's rights At least 30% of population exhibit awareness on women's rights.	Number of reported cases violations of women's human rights	MoGCSP MMDAs NGOs CBOs Media GES NCCE Information Services Dept	2020-2025
ACTIVITIES <ol style="list-style-type: none"> Organize sensitization on the Human Rights of women and girls for identifiable groups in communities, schools, security services and work places Conduct training on Gender and nonviolence for youth in targeted conflict communities Develop and disseminate IEC materials on Human Rights and safety tips for use by boys and girls in communities and schools. Develop a compendium of international women's rights instruments applicable to Ghana for distribution among people. Sensitize and build capacity of Parliamentarians on international women's rights instruments. Advocate for quick passage of Affirmative Action Law 						

OBJECTIVE 3	STRATEGIES	OUTPUT	EXPECTED OUTCOME	INDICATORS	ACTORS / RESPONSIBILITY	TIME FRAME
Strengthen women and girls' capacity to resist sexual and gender based violence during conflict and ordinary times.	Mentorship and capacity building Networking among young people	High awareness of issues of SGBV among women and girls	Reduction in incidence of SGBV cases	Number of reported SGBV cases	MGCSP Steering Committee Min. of Education NGOs	2020-2025
ACTIVITIES						
<ol style="list-style-type: none"> 1. Undertake assertiveness training at community level for women and youth groups 2. Conduct culturally acceptable sexuality education and assertiveness training for young people in schools 3. Organise seminars for women and youth on Domestic Violence (DV) law and other laws relating to Sexual and Gender Based Violence 						
OBJECTIVE 4	STRATEGIES	OUTPUT	EXPECTED OUTCOME	INDICATORS	ACTORS / RESPONSIBILITY	TIME FRAME
Promote a culture of Peace	Massive community sensitization and education Award schemes for most peaceful Regions/Districts/Communities	Culture of peace promoted in the communities, districts and regions.	Peaceful and harmonious Communities Well-informed citizens Well-Motivated actors	Number of violent incidences reduced by 30%	NPC Min of Education CSOs / NGOs NCCE Ghana Police DOV/SU WANEP Information Services Dept.	2020 - 2025
Activities						
<ol style="list-style-type: none"> 1. Undertake Gender and Nonviolent peacebuilding sensitization at community level for women and youth groups 2. Institute an annual award for CSOs and security institutions adhering to the tenets of UNSCR 1325 						

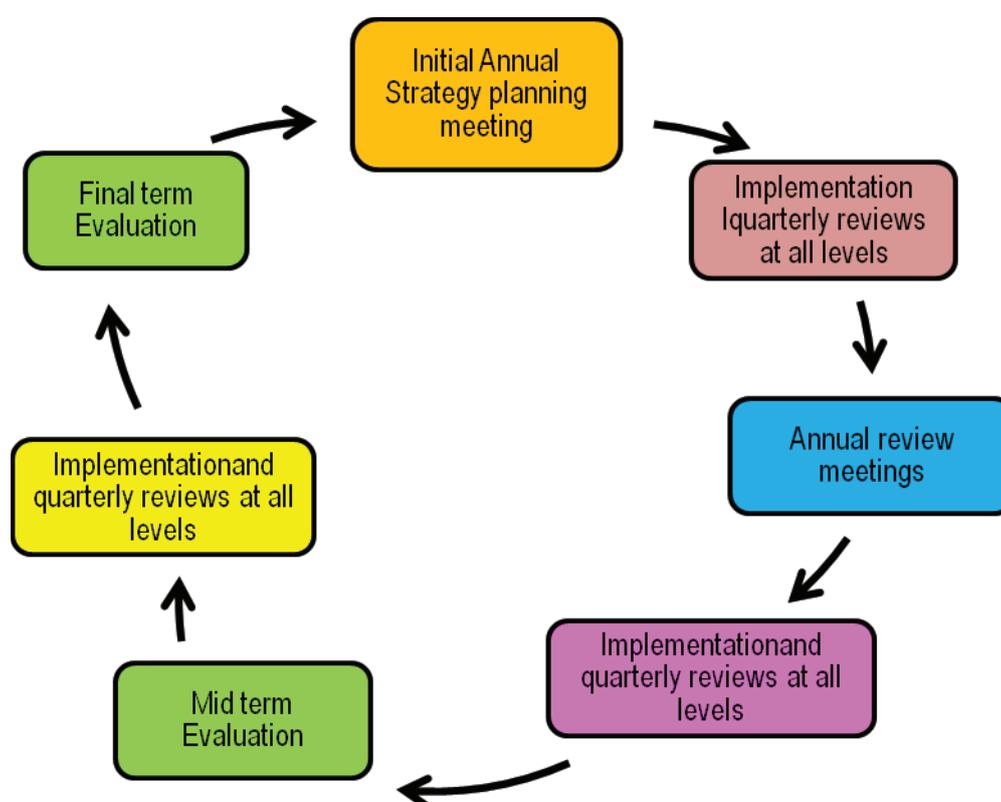
PILLAR		PREVENTION				
SPECIFIC GOAL	All forms of violence against women and girls at all levels of society eliminated.					
OBJECTIVE (1)	STRATEGIES	OUTPUT	EXPECTED OUTCOME	INDICATORS	RESPONSIBILITY	TIME FRAME
Reduce reported cases of sexual and gender-based violence against women and girls (rape, forced & early marriage, defilement, FGM, Widowhood rite) by 30%.	Sensitization / Awareness creation Intensive advocacy on laws, policies and practices Capacity building	Communities sensitized on SGBV	Increased Awareness on issues of SGBV among community members. Reduction in incidences of SGBV recorded.	Level of awareness on laws & policies on WPS among population Number of reported cases of SGBV	MMDAs NGOs /CSOs/CBOs Media	2020-2025
ACTIVITIES						
<ol style="list-style-type: none"> 1. Organize intensive sensitization programs on laws and policies regarding SGBV and some traditional practices that promote SGBV.in communities schools, churches/mosques and workplaces. 2. Track number of successful SGBV prosecutions and publish periodically as part of advocacy against SGBV 3. Expand NPC education activities to District levels 4. Expand activities of the DV secretariat to Regional and District levels 						
OBJECTIVE (2)	STRATEGIES	OUTPUT	EXPECTED OUTCOME	INDICATORS	RESPONSIBILITY	TIME FRAME
Reduce conflict related violence against women and girls	Awareness creation and sensitisation	Code of conduct for personnel on domestic peacekeeping missions developed and enforced	Domestic peacekeepers aware and adhering to WPS instruments and codes of conduct	Number of domestic peacekeeping personnel found guilty and sanctioned for SGBV. Number of personnel found guilty and	Min of Defence Min of Interior Steering Committee House of Chiefs	2020-2025

					prosecuted	
ACTIVITIES						
<ol style="list-style-type: none"> Design and organize special sensitization programmes on GHANAP, UNSCR 1325 and related resolutions in targeted conflict communities in Ghana (Bimbila, Yendi, Alavanyo, Nkonya etc). Provide psychological and counselling services to victims of SGBV in conflict communities Include training on SGBV, GHANAP, UNSCR 1325 and related resolutions in pre-deployment training for personnel on domestic peacekeeping Sensitize populations in conflict communities on issues of SGBV and national laws governing them 						
PILLAR 4						
RELIEF AND RECOVERY						
Promotion of equal access to relief and recovery services for women and girls in times of emergency and disaster						
SPECIFIC GOAL						
OBJECTIVE (1)						
Strengthen measures to promote equal access to specific needs of women and girls in all relief and recovery efforts in times of emergencies	STRATEGIES	OUTPUT	EXPECTED OUTCOME	INDICATORS	ACTORS / RESPONSIBILITY	TIME FRAME
	Building strategic partnerships with NADMO and Health Ministry for relief and recovery services	A well-coordinated relief and recovery system set up	Effective and functional relief and recovery services catering for the needs of women and girls.	Number of women and girls benefiting from the system put in place.	MoGCSP NADMO MMDAs NGOs	2020-2025
ACTIVITIES						
<ol style="list-style-type: none"> Establish a joint committee made up of representatives from NADMO, MOGCSP and Ghana Psychologists Association to develop guidelines for a gender sensitive distribution of relief items during disaster management. Develop a gender responsive rehabilitation plan for IDPs in conformity with the needs and priorities of women in line with UNSCR 1325 Set up functional rehabilitation and recovery centers Train counselling officers to handle survivors of GBV and trauma resulting from other forms of disaster 						

MONITORING AND EVALUATION FRAMEWORK

The following framework has been developed to ensure on-going assessment of progress against the set objectives. While the overall monitoring and evaluation will be the responsibility of the Ministry of Gender Children and Social Protection, the frame-

work has built-in mechanisms at the different levels of implementation which also allows for adjustments to be made in course of implementation based on unforeseen circumstances and emerging opportunities.



Preliminary Annual Strategy Planning Meeting (PASPM)

The Preliminary Annual Strategy Planning Meeting will be convened by the MoGCSP and will be held by members of the National Steering Committee (NSC) drawn from all the key stakeholder institutions as follows.

- Ministry of Gender, Children and Social Protection (MoGCSP)
- Ministry of Defence (MoD)
- Ministry of the Interior (Mol)

- Ministry of Local Government
- Ministry of Foreign Affairs and Regional Inter-gration
- Ministry of Finance
- Ministry of Education / Ghana education Service (GES)
- Civil Society Representative
- Development Partners

The NSC will reduce the five-year plan into specific annual plans with budgets. This should involve analysing and setting priorities and targets.

Implementation at all levels

The levels of implementation include:

- National level activities to be spearheaded and coordinated by the MoGCSP.
- Local level and community based activities to be spearheaded and coordinated at Metropolitan, Municipal and District Assemblies (MMDAs,) Civil Society Organizations (CSOs), Community Based Organisations (CBOs) and by Traditional and Religious Leaders.

Annual Review Meetings

The MMDAs will lead the review at their levels and their reports will feed into the national level report. A national WPS calendar cycle of November – October is to be drawn by MoGCSP to ensure timely reporting. These reports will be compiled into a national annual report, presented at the commemoration of the anniversary of

UNSCR 1325 which falls on 31st day of October every year. These annual progress reports will be presented to the President of the Republic of Ghana through the MoGCSP.

Midterm Evaluation

A mid-term evaluation will be carried out at the end of year three, to assess progress and to document lessons learnt for incorporation into the last two years of implementation for efficiency and effectiveness and desired results.

End of Term Evaluation

An end of term evaluation is carried will be carried out at the end of the fifth year to determine how the plan has impacted on the peace and security of women and girls in Ghana.

FUNDING MECHANISMS

For any National Plan of Action to be successfully implemented, it requires a strong political will to drive regular and adequate stream of funding. GHANAP 2 will therefore be financed using a multi-stakeholder approach including domestic and external sources.

The Domestic sources are state and non-state actors operating within Ghana. They include direct Government of Ghana (GoG) budget funding and funding from private and corporate organizations operating in Ghana.

Government of Ghana

The responsibility of implementing the GHANAP rests on Government of Ghana through its various Ministries Departments and Agencies (MDAs). The government will therefore adopt a Gender Responsive Budgeting (GRB) and statutory allocations approach in funding the implementation of GHANAP 2.

Based on its mandate as the focal and coordinating point for the implementation process, MoGCSP in its annual budget will make provisions for adequate funds for the implementation of GHANAP 2.

The supporting ministries of Defence, Interior, Finance, Local Government and Foreign Affairs will also budget for their roles in relation to the various aspects

the GHANAP 2 pillars they are committed to.

Budgets of the MMDAs will make allocations in the District Assembly Common Fund (DACF) and their Internally Generated Funds (IGFs) towards implementation at their level.

Private and Corporate Sources

Aside GoG allocations, private or corporate organisations would serve as additional sources of funding for implementing GHANAP activities at various levels including CSOs.

External Funding Sources

External funding sources are Development Partners including UN entities, ODAs, Regional and Continental Bodies. UNDP has been the major source of support to Ghana for the implementation of Peace programmes such as the National Peace Council (NPC). The MoGCSP and other ministries will have to tap into this. Other resources in the form of human resource / expertise and documentary materials related to UNSCR 1325 could be sourced from ECOWAS and the African Union (AU) for the implementation of GHANAP 2.

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ANNEX

SIMPLIFIED VERSION OF UNSCR 1325 ON WOMEN, PEACE AND SECURITY

1. Increase the number of women at decision-making levels in national, regional and international institutions involved in preventing, managing, and resolving conflicts.
2. Increase participation of women at decision-making levels in conflict resolution and peace processes.
3. Provide women candidates from a regular-updated, centralized roster for appointment as special representatives and envoys to facilitate the appointment of more women in these positions.
4. Expand the numbers and roles of women in UN field operations, such as military observers, civilian police, human rights and humanitarian personnel.
5. Ensure that a gender component is included in field peacekeeping operations.
6. Provide training guidelines and materials on (1) the protection, rights, and needs of women, (2) the importance of involving women in peacekeeping and peace-building measures, and (3) HIV/AIDS awareness in national training programs for military police, civilian police and civilian peacekeeping personnel.
7. Increase voluntary financial, technical and logistical support for gender-sensitive training.
8. Adopt a gender perspective when negotiating & implementing peace agreements in areas like:
 - Special needs of women and girls during repatriation and resettlement and for rehabilitation, reintegration and post-conflict reconstruction.
 - Support local women's peace initiatives and indigenous processes for conflict resolution and involve women in all of the peace agreement implementation mechanisms.
- Ensure the protection of and respect for human rights of women and girls, particularly relating to the constitution, electoral system, the police and judiciary.
9. Respect international law regarding the rights and protection of women and girls, especially as civilians, during armed conflicts.
10. Take special measures to protect women and girls from gender-based violence, particularly rape and other forms of sexual abuse and violence in situations of armed conflict.
11. Put an end to impunity and prosecute those responsible for genocide, crimes against humanity, war crimes, including those relating to sexual and other violence against women and girls, and exclude these crimes from amnesty provisions.
12. Respect the civilian and humanitarian character of refugee camps and settlements and, in their design, take into account the particular needs of women and girls.
13. Consider the different needs of female and male ex-combatants in the planning for disarmament, demobilization and reintegration and take into account the needs of their dependants.
14. Give consideration to the potential impact of UN Charter Article 41 on the civilian population, keeping in mind appropriate humanitarian exemptions and the special needs of women.
15. Ensure the Security Council missions take into account gender considerations and the rights of women, including through consultations with local and international women's groups.
16. Conduct a study on (1) the impact of armed conflict on women and girls, (2) the role of women

in peace-building and (3) the gender dimensions of peace processes and conflict resolutions. Submit the results to the Security Council and make the study available to all UN Member states.

17. Report progress to the Security Council on gender main-streaming throughout peacekeeping missions and all other aspects relating to women and girls.

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