GHANA

GENDER ANALYSIS OF NATIONALLY DETERMINED CONTRIBUTION SECTORS

SYNTHESIS REPORT

IN CONTRIBUTION TO THE NDC PARTNERSHIP
ACCELERATING CLIMATE AND DEVELOPMENT ACTION

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Gender Analysis of Nationally Determined Contribution Sectors: Synthesis Report

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Foreword

The degree to which people are affected by climate change impacts is partly a function of their social status, gender, poverty, power and access to and control over resources. Women still have less economic, political and legal clout and are hence less able to cope with (and are more exposed to) the adverse effects of the changing climate, despite the increasing acknowledgement of the differential experiences and skills women and men bring to development and environmental sustainability efforts. Drawing on women's experiences, knowledge and skills and supporting their empowerment will make climate change responses more effective. However, the impacts of gender inequalities and women's recurrent socio-economic disadvantages continue to be ignored and remain a critical challenge to adaptation efforts.

In view of the foregoing, the Government of Ghana, under the auspices of the Nationally Determined Contributions (NDCs) Support Programme by the United Nations Development Programme has, since 2017, been aggressively taking measures to make the NDC actions submitted under the Paris Agreement more gender responsive. In order to base the responses on evidence, the government conducted a gender analysis and assessments for all the sectors of the NDCs. The analysis explored the sector contributions and gender-differentiated impacts of the seven priority sectors highlighted in Ghana's NDCs: agriculture, energy, health, transport, waste, water, and disaster risk reduction and climate services. Even though there are some common challenges such as limited capacity, there are also sector-specific unique opportunities and challenges that have been highlighted in the analysis.

This synthesis report presents summaries of the key issues from the analysis of the seven NDC sectors for easy reading. It also brings together two independent gender assessments (the first undertaken for the agriculture and energy sectors and the second for the health, transport, waste, water and disaster risk reduction sectors) to provide a seamless connection for the entire scope of work.

The path we have taken as a country on gender and climate action is an unending one in the sense that we will strive to ensure continuous improvement and lead the way for other countries in the region. It is my hope that you will find this report useful as you read the pages of the document.

Hon. Dr. Kwaku Afriyie
Minister
Ministry of Environment, Science, Technology and Innovation

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Abbreviations

CEDAW	Convention on the Elimination of all Forms of Discrimination against Women
CPESDPs	Coordinated Programme of Economic and Social Development Policies
CSO	civil society organization
ECOWAS	Economic Community of West African States
EPA	Environmental Protection Agency
GH-NDCS	Ghana's Nationally Determined Contributions
GSS	Ghana Statistical Service
JICA	Japan International Cooperation Agency
MDAs	ministries, departments and agencies
MESTI	Ministry of Environment, Science, Technology and Innovation
MMDAs	metropolitan, municipal and district assemblies
MoFA	Ministry of Food and Agriculture
MoFAD	Ministry of Fisheries and Aquaculture Development
MoGCSP	Ministry of Gender, Children and Social Protection
NCCP	National Climate Change Policy
NDC	Nationally Determined Contribution
NGO	non-governmental organization
NGP	National Gender Policy
REDD+	Reducing Emissions from Deforestation and Forest Degradation
SDG	Sustainable Development Goals
UNDP	United Nations Development Programme
UNFCCC	United Nations Framework Convention on Climate Change
WHO	World Health Organization
WIAD	Women in Agricultural Development Directorate

Executive summary

The Paris Agreement requires all Parties to the United Nations Framework Convention on Climate Change to put forward their best efforts through 'nationally determined contributions' (NDCs). The NDCs reflect each country's commitment to reducing greenhouse gas emissions. In September 2015, Ghana committed to a set of 31 adaptation and mitigation actions (consisting of 20 mitigation and 11 adaptation programmes of action) and ratified the Paris Agreement in 2016. This Synthesis Report provides a snapshot of the sector contributions and gender-differentiated impacts of the seven priority sectors highlighted in Ghana's NDCs (GH-NDCs): agriculture, energy, health, transport, waste, water, and disaster risk reduction and climate services.

Opportunities

- **The existence of a broad range of stakeholders:** Stakeholders including the Ministry of Gender, Children and Social Protection (MoGCSP), sector ministries for all the seven priority sectors, sector agencies, commissions and the Ghana Statistical Service present entry points to mainstream gender, and this ensures a greater multisectoral approach for integration of gender across important sectors of Ghana's economy.

- **GH-NDCs are anchored to a number of important climate change- and development-related policies:** These development policies and programmes include the Ghana Shared Growth and Development Agenda II, the government's Coordinated Programme of Economic and Social Development Policies, 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 GH-NDC sectors.

- **Good policy alignment:** There is good policy alignment between NDC priority sectors and key climate change policies. This provides a win-win situation between the various policy actions and sectoral policies.

- **Ongoing policy reviews**: 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.

Gaps and barriers

- **Coordinating challenges:** The existence of a broad range of stakeholders presents considerable challenges in coordinating these institutions, departments and agencies that may have differing interests and varying levels of influence.

- **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 inadequate in some critical institutions like MoGCSP.

- **Weak institutional coordination mechanisms:** There is a weak institutional coordination mechanism to ensure effective integration of gender and climate change issues in sector policies, strategies and activities.

- **Financial barrier:** This remains a key challenge for gender integration in sector activities. Low priority is given to gender activities across the GH-NDC priority sectors in Ghana.

- **Limited sex-disaggregated data:** One of the key barriers impeding the integration of gender issues into the activities of the various ministries, departments and agencies is the limited sex-disaggregated data to facilitate gender analysis and gender-sensitive planning, implementation, monitoring and evaluation. The Ghana Health Service, Ministry of Food and Agriculture and National Disaster Management Organisation collect sex-disaggregated data, which is generally quantitative, but this does not pertain to the transport, water and sanitation sectors.

Key recommendations

- **Training and capacity-building:** There is the need to provide training for stakeholders in the seven GH-NDC sectors on what the GH-NDCs seek to achieve and how they can mainstream gender into their programmes and activities.

- **Innovative funding mechanism:** 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 in and place higher priority on 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 the MoGCSP will address the capacity issues. This will reduce the burden on the Ministry. The gender focal unit will help maintain institutional memory since gender activities will not solely remain with the gender focal person but rather with the entire unit.

- **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.

1 Chapter One:

INTRODUCTION

The Paris Agreement sets out a global action plan to limit global warming to well below 2° above pre-industrial levels and pursue efforts to restrict it to 1.5°. The Agreement requires all Parties to the United Nations Framework Convention on Climate Change (UNFCCC) to put forward their best efforts through 'nationally determined contributions' (NDCs). The NDCs reflect each country's commitment to reducing greenhouse gas emissions within the context of its domestic priorities, circumstances and capabilities.

Ghana's NDCs (GH-NDCs) outline 20 mitigation and 11 adaptation programmes of action spread across gender and seven economic priority sectors: energy, health, transport, agriculture, waste, water, and disaster risk and climate services. Analyses[1] were conducted to highlight the extent to which issues pertaining to gender equity, equality and empowerment have been incorporated into national climate change and sectoral policies of Ghana for socio-economic development and resilience building.

Climate change impacts men and women differently, given their different roles and responsibilities at the household and community levels. Women are less able to adapt and are mostly treated as victims, suffering disproportionately from the effects of climate change. Women's vulnerability is partly attributed to their high representation in informal employment, which is based on natural resources or agriculture, as well as their lower levels of education. They also experience greater financial and resource constraints and lower levels of access to information (World Bank, 2012; Food and Agriculture Organization, 2011). Women are also affected by the gendered divisions of labour that cause them to spend the majority of their time in unpaid and time-consuming activities.

In Ghana, patriarchal practice in most parts of the country enforces male dominance in society. In the few communities where matriarchal practices persist, ultimate responsibilities and decision-making still lie with the men. Household chores, which are the primary responsibility of women, place limitations on their level of involvement in management and decision-making. Nonetheless, women possess considerable local knowledge that is often pertinent for adaptation to and mitigation against climate change.

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 actions integrate issues pertaining to gender. To address this gap, an analysis was conducted to provide an understanding of the differential impacts of climate change within seven NDC priority sectors – energy and industry, agriculture and forestry, health, transport, waste, water and gender/the vulnerable, and disaster risk and climate services. This report highlights the extent to which issues pertaining to gender equity, equality and empowerment have been incorporated into the national climate change and sectoral policies of Ghana for socio-economic development and resilience building.

1 Energy and agriculture analyses were conducted in 2018, and the remaining five sectors were conducted in 2020.

2 Chapter Two:

COUNTRY CONTEXT

2.1 National gender equality context

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 when comparing sub-Saharan African countries.[2] The gender equality gap is still significantly high in Ghana. Literacy is crucial for promoting women's rights, achieving empowerment, enhancing livelihood skills, strengthening women's participation and leadership in the public sphere, and ensuring gender justice. The literacy rate in 2018 is 65.3 percent for women and 78.3 percent for men.[3] Data from the Ghana Statistical Service (GSS) in relation to literacy in Ghana by locality show that literacy for women and men varies significantly from rural and urban areas. In rural areas, 53 percent of men are literate compared to 31 percent of women. In urban areas, about 81 percent of men are literate compared to 60 percent of women.[4] The population living in extreme poverty in Ghana had risen from 2.2 million to 2.4 million by 2017, with greater growth in poor rural populations. Agricultural households (where farming is the head of household's main occupation) are the poorest and contribute the most to poverty in the country (GSS, 2017). A noteworthy observation about the poverty situation in Ghana is that female-headed households have lower poverty rates (19.1 percent) compared with male-headed households (25.9 percent).[5]

> "DESPITE WOMEN'S DEMOGRAPHIC STRENGTH, COMPRISING MORE THAN 51 PERCENT OF GHANA'S POPULATION, WOMEN CONTINUE TO FACE HISTORICAL, ECONOMIC, POLITICAL AND SOCIAL EXCLUSION."

Despite women's demographic strength, comprising more than 51 percent of Ghana's population,[6] women continue to face historical, economic, political and social exclusion. For instance, women made up only 13 percent of Ghana's Parliament in January 2017. Women's participation in governance at the subnational level follows similar trends. Though most women are aware that they can stand to be elected to participate in governance, they shy away from this. A major reason given for women's minimal participation in governance is their low level of education and inability to speak and write the English language, which serves as the medium of communication at the district assemblies and national level governance. Other reasons include sociocultural restrictions and limited access to finance to contest for election.

2 World Economic Forum (2018).
3 Ibid.
4 Ghana Statistical Service (2016).
5 Ghana Statistical Service (GSS) (2014). Ghana Living Standards Survey Round 6: Poverty Profile in Ghana. GSS, Accra. Available at: https://statsghana.gov.gh/gssmain/fileUpload/Living%20conditions/GLSS6_Main%20Report.pdf
6 GSS (2011). 2010 population and housing census.

Over the years, women have increasingly been appointed into various decision-making positions as ministers and deputy ministers in all sectors of governance, though the majority of these positions have been filled with men. For instance, in 2015, females made up 29 percent of ministers, 23 percent of deputy ministers, 16 percent of chief directors, and 8 percent of metropolitan, municipal and district chief executives.[7] Sector ministries responsible for gender, foreign affairs and local government have been perceived as feminized and as such are given mostly to women appointees. The level of involvement in planning both at the national and subnational levels has seen more men and fewer women participating across the sectors.

The country has made attempts to bridge the gender gaps through the global conventions and protocols enacted to fight against marginalization of women such as the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW-1981), the Beijing Declaration and Platform for Action (1995), the Sustainable Development Goals (SDGs) and the Solemn Declaration on Gender Equality (2004). Nationally, the Ministry of Gender, Children and Social Protection (MoGCSP) formulated the National Gender Policy (NGP) (2015), which provides guidelines for ensuring gender equality and women's empowerment, and eliminating gender-based discrimination and violence against women, across sectors including climate change. Recent efforts led by the Ministry are pushing for the passage of the Affirmative Action Bill into law, which will provide for a 40 percent quota of women's representation on all government and public boards, commissions, councils, committees and official bodies.

2.2 Domestication of international commitments: gender and climate change

Ghana is signatory to CEDAW, 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. Ghana is also a signatory to the African Union's Agenda 2063, which is a blueprint and development plan to transform Africa into a global powerhouse. Other regional treaties include the Maputo Protocol on Gender, the African Charter on Human and People's Rights and the Economic Community of West African States (ECOWAS) Gender Policy. The country has also signed and ratified the three Rio Conventions – the UNFCCC, United Nations Convention on Biological Diversity and the United Nations Convention to Combat Desertification.

Ghana's 1992 Constitution; national policies, strategies and programmes; and Ghana as signatory to international pledges all demonstrate the country's commitment to gender and climate change.

To strengthen gender issues in the country, 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. This and international commitments have influenced the development of a number of national policies and legislative frameworks, including the National Climate Change Policy (NCCP) (2013), the NGP (2015), the Gender Mainstreaming and Gender-Responsive Budgeting within the ministries, departments and agencies (MDAs) and metropolitan, municipal and district assemblies (MMDAs). Ghana has also developed a Reducing Emissions from Deforestation and Forest Degradation (REDD+) and Gender Road Map to mainstream gender issues into the forestry sector.

[7] Dovia, Selorm, Y. (2015). 'Delegates celebrate Africa's advancement in gender equality, women empowerment.' *Daily Graphic*, p. 13. Accessed on 28 February 2016 at http://www.graphic.com.gh

The NGP (2015) provides a broad framework to guide gender mainstreaming in all sectors of the country. The policy 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." The NGP aims at mainstreaming gender equality and women's empowerment into the nation's development effort. It acknowledges the need to remove 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 and girls.

The government's Coordinated Programme of Economic and Social Development Policies (CPESDP) for 2017–2024 demonstrates the relevance of and commitment to responding to the challenges and opportunities offered by climate change.[8] The CPESDP fully embraces Ghana's obligations under the NDC to the Paris Climate Agreement and linkages to the SDGs and the African 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 MMDAs' medium-term development plans.[9]

Ghana's NCCP provides an integrated response to the challenges of climate change. The NCCP ensures a climate resilient and climate compatible economy while achieving sustainable development through equitable low-carbon economic growth for Ghana. The GH-NDCs provide an expanded policy framework for climate change issues in Ghana. The country has also developed a National Climate Change Adaptation Strategy (2012) and has instituted several programmes and actions to achieve the SDGs and the Sendai Framework (on disaster risk reduction).

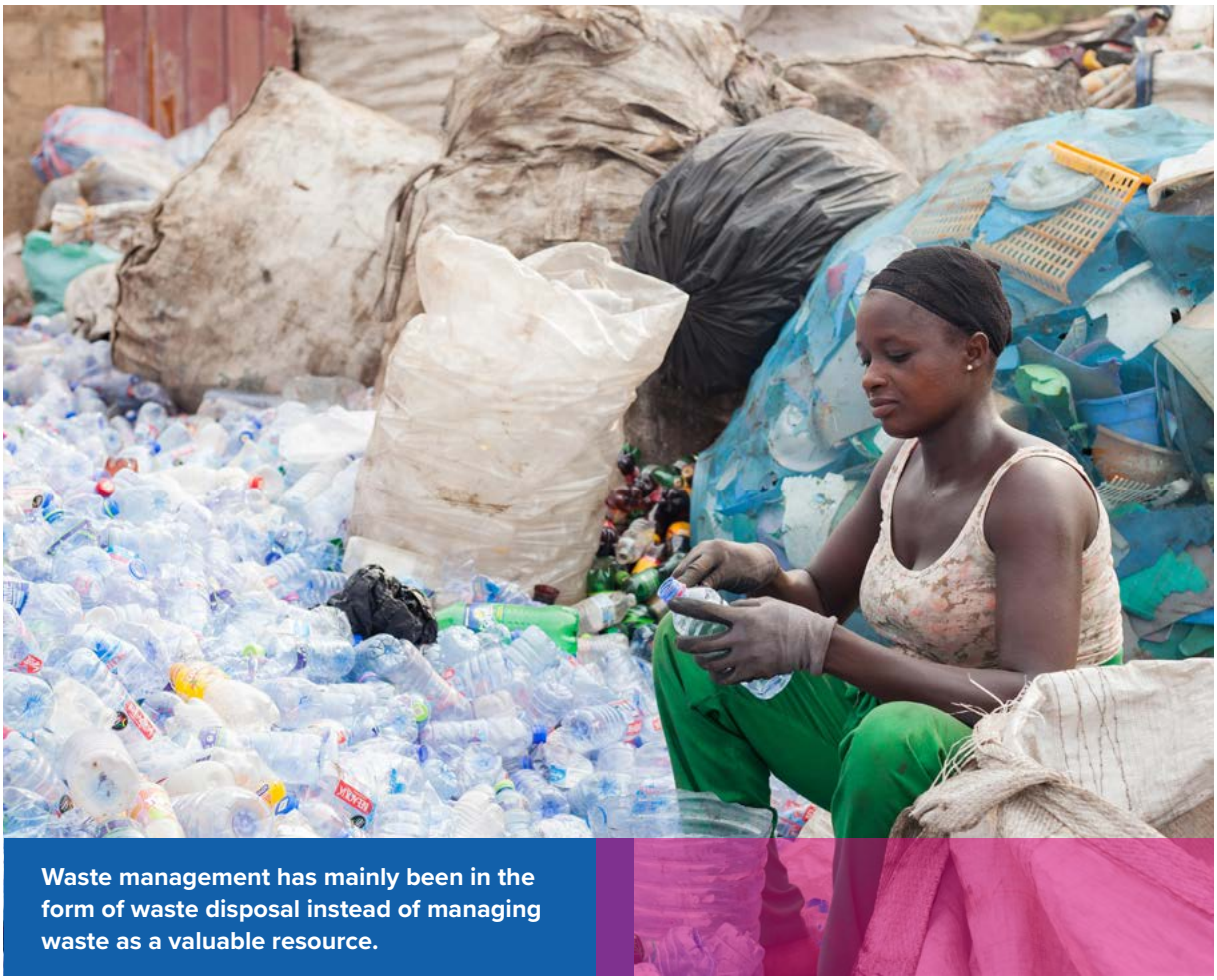
8 Ministry of Environment, Science, Technology and Innovation (MESTI). (2020). Ghana's Fourth Communications to the UNFCCC.
9 MESTI (2019). NDC Implementation Plan. MESTI, Accra.

3 Chapter Three:

METHODOLOGICAL APPROACH

The formulation of gender and climate change analysis for Ghana started with a meeting held with principal institutions involved in gender and climate change including the United Nations Development Programme (UNDP), MESTI, Environmental Protection Agency (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, interactive and interlinked phases: an inception workshop; a desk-based review; policy analysis; and stakeholder consultations for the waste, water, health, transport, and disaster risk reduction and climate services sectors.

Earlier analysis had been conducted for the agriculture and energy sectors under a separate assignment in 2018. Stakeholders within these two sectors were consulted to update the findings from the earlier analysis. This served as a basis for merging the analysis of these two sectors with the five other sectors together into this Synthesis Report.



Waste management has mainly been in the form of waste disposal instead of managing waste as a valuable resource.

4 Chapter Four:

OVERVIEW OF GENDER AND CLIMATE CHANGE ANALYSIS ACROSS GHANA'S NDC SECTORS

The analysis explored the sector contributions and gender-differentiated impacts of the seven priority sectors highlighted in GH-NDCs: agriculture, energy, health, transport, waste, water, and disaster risk reduction and climate services.

4.1 Gender and the agricultural sector

Agriculture is the dominant sector in the Ghanaian economy in terms of its share of gross domestic product (GDP), foreign exchange earnings and employment. Agriculture, together with forestry and fishing, accounts for 62.5 percent of informal sector employment. For the formal sector, about 3 million people (representing 36 percent) are formally employed in agriculture.[10] Agriculture is predominantly practised on smallholder, family-operated farms using rudimentary technologies that produce about 80 percent of Ghana's total agricultural output (GSS, 2018). The Ministry of Food and Agriculture (MoFA) is the lead public institution for developing and executing policies and strategies for the agricultural sector. The sector consists of five main subsectors: crops (cereals and starchy crops); livestock (cattle, sheep, goats, pigs and poultry); fisheries (marine, inland and aqua-culture); forestry; and cocoa.

Women are more active in food crop production, while men are more active in cash crop production.

10 Ghana Statistical Service (GSS). (2016). 2015 Labour Force Report. GSS, Accra.

The structural roles of men and women in the agricultural sector reveal that women are more active in some agricultural activities than men, specifically in food crop production and the marketing and processing of agricultural products. Men generally dominate cash crop farming like cocoa since this requires individualized land ownership.[11] Access to land is critical for farming, and control over land is usually synonymous with wealth, status and power. It is estimated that 80 percent of lands in Ghana belong to stools (a land-owning community) and families.[12] Customary land, by law, has been vested in chiefs (who are largely men) to hold in trust for their subjects.[13] The customary laws related to land in this system vary from one ethnic group to another. In most ethnic groups, women can access land through their fathers, brothers, husbands or other male figures.[14] Patriarchal practices give men authority over resources including land. These land laws inevitably make women more vulnerable in terms of access to land. It is therefore essential to strengthen women's ability to own and access land as a means of increasing yield and enhancing women's economic power.

Women's unequal access to productive resources such as land has led to a feminization of poverty in Ghana. It has been noted that women experience greater levels of poverty, and lower literacy rates, which lead to minimal access to and use of technology for agricultural purposes, limited access to health and educational services, and heavier time burdens in terms of labour, both inside and outside the home (Women in Agricultural Development Directorate (WIAD), 2015). Women are mostly engaged in farming as farm labourers performing duties such as planting, weeding, fertilizer application, harvesting and storage. These activities are rarely rewarded equitably in monetary terms.

Major challenges facing women in the agricultural sector include:

- Women have limited access to information, modern farming technology, knowledge and inputs. Access to technical knowledge on agriculture is limited due to numerous barriers to accessing information and profiting from extension services and training. This can be attributed to women's low self-confidence in areas and roles other than socially constructed roles and the overdependence on men who usually have access to information and manage its flow in such a way that women mostly do not benefit.

- It is estimated that if female farmers are granted similar access to productive resources as male farmers, women could increase yields on their farms by 20–30 percent, which could raise total agricultural output in Ghana by 4 percent, leading to a reduction in hunger of 17 percent.[15] The long-term effect of this would improve health through improved nutrition, good environmental management and fewer conflicts.

- Women's participation and representation in decision-making spaces in the agriculture sector is woefully inadequate.

- Gender and related issues are often not key in policy development but rather an afterthought. There is often a mere mention of gender but no clearly stated frameworks or strategies for addressing gender and related concerns.

11 Mensah-Kutin, R. (2018). 'In-depth Gender Analyses for the Nationally Determined Contributions (NDC) Process In Ghana.' United Nations Development Programme, Accra.
12 Bugri, J. T. (2012). 'Improving Land Tenure Governance in Ghana: Implementation of the Land Governance Assessment Framework (LGAF).' Feb. 2012.
13 Art. 267 of the 1992 Constitution of Ghana.
14 Richardson, A. and Gaafar, R. (2016). Ghana: Land Access and Tenure Security Project. Landesa.
15 SEND Ghana. (2014, October).

- Climate change is a relatively new concept. Capacities of key staff in the MoFA, Forestry Commission, Ministry of Fisheries and Aquaculture Development (MoFAD) and other related agencies must therefore be built on gender and climate change responsiveness for effective mainstreaming.
- MoFA provides inadequate funding for female farmers. WIAD has consistently been underfunded. MoFA's GH¢ 221 million budget allocation in 2011, for instance, had allocated GH¢ 867,762 to WIAD, representing a paltry 0.4 percent.[16] Funds and resources are needed within WIAD and MoFA to facilitate the implementation of their annual capacity-building work plan.
- It is essential to build the capacities of all gender focal persons within the directorates and all technical staff in the seven technical directorates of MoFA on gender and climate change responsiveness.
- MoFAD presents an opportunity for gender mainstreaming as a rather new ministry, cut out from MoFA. There is therefore the need for capacities of key stakeholders to be built on gender- and climate-change-related issues for effective mainstreaming.
- The over-dependence of MoFA, MoFAD, the Forestry Commission and other key institutions under the agricultural sector poses a challenge for sustainability of efforts and continuation of gender- and climate-change-related interventions.
- Monitoring for gender-responsive programming within the sectors is relatively absent. The Monitoring and Evaluation Unit within MoGCSP should be empowered and supported to monitor the activities of all sectors to ensure gender responsiveness.
- There is the need for increased sensitization on the GH-NDCs in the energy and agriculture sectors to ensure that staff who would be implementing GH-NDCs and related actions understand the concepts and gender issues surrounding climate change.

4.2 Gender and the energy sector

Climate change affects the energy sector, including supply, demand, endowment, infrastructure and transportation. On the other hand, the sector is also responsible for a significant share of historic and current greenhouse gas emissions.

> "CLIMATE CHANGE AFFECTS THE ENERGY SECTOR, INCLUDING SUPPLY, DEMAND, ENDOWMENT, INFRASTRUCTURE AND TRANSPORTATION."

Ghana's primary energy sources are petroleum, biomass and hydro. Petroleum products, including gasoline, diesel, liquefied petroleum gas and jet fuel, accounted for 47 percent of final energy consumed in 2015. Biomass, in the form of firewood, charcoal and agricultural residue, contributed 40 percent, with electricity accounting for only 13 percent.[17] With regard to renewable energy, efforts are being made by the government, development partners, civil society organizations (CSOs) and other non-government institutions to promote its use in the country despite the fact the renewable energy target of 10 percent in the electricity mix was missed in 2020.

16 SEND Ghana. (2014). Women and Smallholder Agriculture in Ghana, Policy Brief.
17 Energy Commission. (2019). *Renewable Energy Master Plan*. Accra: Energy Commission.

The gender dimensions of energy vary depending on the gender norms and roles played by women and men along the value chain. This results in gender-differentiated impacts at the individual, household and community levels, which also tends to reflect at the regional and national levels. In terms of contact, use and management, women are the most important actors in the renewable energy sector because they use charcoal and fuelwood for cooking and heating. Cooking from biomass in the absence of clean cooking solutions is particularly detrimental to the health of women and children, who are often associated with household activities and are regularly exposed to toxic smoke from traditional cooking stoves (United Nations Industrial Development Organization, 2014). More importantly, illnesses from indoor air pollution result in more deaths of women and children annually than HIV and AIDS, malaria, tuberculosis and malnutrition combined, hence putting women and girls more at risk than men and boys.

Endowed with indigenous knowledge in household and community energy provision and use, women can be engaged to provide sustainable energy solutions such as solar lanterns, biogas and fuelwood plantations. On the other hand, the tendency of targeting women as end users of modern energy for cooking reinforces existing gender norms of women's domestic roles.

Other key gender issues in the sector include the following:

- Limited access to modern energy services especially for rural women and girls who spend long and exhausting hours performing basic subsistence tasks, including the time-consuming and physically demanding task of collecting biomass fuels. The time spent increases with increasing rate of deforestation and impact of climate change.[18]
- Inadequate balance in women's involvement in the energy value chain. Women are more involved in low-skilled aspects of the value chain (sales, marketing), while men are more involved in high-skilled aspects, such as engineering, technology and installation. There are relatively too few women working in the modern energy sector in Africa; and when they do engage, it is too often in a smaller, more peripheral, and/or limited capacity.[19]
- Limited involvement of women in energy policy formulation and decision-making and management of energy services at all levels (Ministry of Energy, 2010).
- Inadequate institutional coordination with regards to gender issues within the energy sector.
- Inadequate capacity of women in the energy sector.
- Inadequate sex-disaggregated data for analysis and planning. There is a growing recognition that the goal on energy for all will not be achieved both at the international and national levels unless women's energy needs are better understood and addressed in both policy and action. This can properly be done with sex-disaggregated data on energy in the country.

18 Mensah-Kutin, R. (2018).

19 Centre for Renewable Energy and Energy Efficiency (ECREEE). (2015). Situation Analysis of Energy and Gender; The Economic Community of West African States (ECOWAS) Policy for Gender Main-streaming in Energy Access. ECOWAS (ECREEE).

4.3 Gender and the water sector

About 81 percent of Ghanaians have access to safely managed drinking water via pipe-borne, borehole and dug-out well sources. However, continued access is challenged by intermittent supply, high water losses and low pressure, with disparities between the rural and urban areas. In the absence of water, research has shown that women spend much more time than men do fetching water (GSS, 2018). On average, girls and women spend at least 4.5 hours per week fetching and carrying water. In northern Ghana, the disparity is much greater, with women and girls spending an average of 43.5 hours per week accessing water for farming.[20] With a decrease in rainfall levels, women and girls continue to spend longer hours in search of water for domestic, agriculture and other purposes. Water scarcity has been established as having an effect on women's and men's income and health.

Regarding access to water for irrigation, research shows that women in agricultural and rural areas in Ghana, as in many other countries, have limited access compared to their male counterparts. Irrigation schemes, especially for large-scale irrigation, are more accessible to male farmers than female farmers since these systems more often meet the farming needs of men than women. In addition, some water storage facilities, such as wells, require heavy labour to draw the water or the use of motorized pumps, which come at a high cost, limiting women's access to water infrastructure. Small reservoirs are more accessible to women for small-scale irrigation and animal watering.

Studies have shown that the amount of water needed by women varies depending on the woman's family size. Married women need more water for themselves and for their husbands. The water needs of women are greater than the water needs of men who account for one-fifth of the family's daily water needs. Women use water for personal hygiene, laundry, cooking and cleaning for themselves, their husbands and children. Older women use more water than younger women/girls.

Women spend considerable time on collecting water for domestic use.

20 Archer, E. (2005). 'The wells are drying up: Water and women in Ghana.' *Off our Backs*, 35 (3/4), 23–27.

Since women use water in different ways than men, the knowledge on water management varies in line with these varying uses. While men have more knowledge in the use of water for irrigation and other productive uses, women tend to focus more on water for domestic uses. Women have the best knowledge, information and skills on the availability and quality of water sources within the household and community contexts. At the community level, women generally play a significant role in collecting, maintaining and managing the community water supply as well as controlling and regulating its use and safe maintenance, while men mostly partake in decision-making relating to water management.

During the organization of training programmes on water management that is offered to both women and men, attendance of women is lower than men. Moreover, participation levels also vary: usually, men are more active participants in water-related institutions as compared to women. Furthermore, the character of women and their decisions are qualitatively different and subordinated to male authority.

4.4 Gender and the waste sector

In 2016, Ghana produced 4.9 million tonnes of municipal solid waste, most of which was from food waste (MESTI, 2020). Waste management has mainly been in the form of waste disposal in open dumps, wetlands, open-air incineration and landfills instead of managing waste as a valuable resource for energy and other uses.[21] This method of waste management leads to greenhouse gas emissions (including methane and carbon dioxide) into the atmosphere. In 2016, carbon emissions from waste was 3.17 MtCO2e, constituting 7.5 percent of total carbon emissions (EPA, 2019).

Women and men play various roles along the waste value chain, which can contribute to or build resilience to climate change. As part of women's domestic activities (including cooking food), they are generally responsible for managing waste at the household level and even determining the type of waste generated through purchases they make for home items. The role of women as domestic waste handlers and managers has been widely accepted by all as the responsibility of women. In instances where the woman may be unavailable or does not hold this position, the male partners step in temporarily to perform this domestic duty.[22] Where waste disposal is paid for, the men's role generally is to pay for the cost of waste disposal,[23] though women cover this cost in some cases. This shows that the roles played by women and men in the waste sector vary significantly; therefore, climate adaptation measures need to acknowledge and equitably involve both women and men to build resilience.

As part of the duties of raising a family, women play the role of environmental educators, thus inculcating waste-handling habits to their younger children.[24] The domestic roles played by women in the waste sector have resulted in sanitation education that tailors its content to target women more than men. This in turn reinforces the belief that waste management falls within women's reproductive role instead of encouraging the sharing of this responsibility with men.[25]

21 Abalo, E. M., Peprah, 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*.
22 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.
23 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*.
24 Muchangos, L. S. and Vaughter, P. (2019). 'Gender Mainstreaming in Waste Education Programs: A conceptual framework.' *Urban Science*. 3, 29.
25 Ibid.

Women engaged in waste picking and scavenging.

> “MEN ARE MORE VISIBLE IN WASTE MANAGEMENT WHEN RENUMERATION IS ATTACHED TO IT. WOMEN PERFORM WASTE MANAGEMENT TASKS AS PART OF THEIR UNPAID DOMESTIC RESPONSIBILITIES.”

Men are more visible in waste sector policy and other sections of the waste value chain where remuneration is high, such as waste transport, waste management, electronic waste refurbishing and e-waste recycling. Women are mostly engaged in lower-income sections of the value chain including e-waste picking, plastic waste picking and waste sorting. It is often the case that once payment is being made for waste-handling responsibilities, men compete with women even in the domestic waste section of the value chain.[26]

Poor waste and sanitation management leads to an increase in the level of diseases. As primary caregivers, this phenomenon tends to place additional burden on women who are expected to take care of the sick.[27] With regard to decision-making, women are more involved in waste-sector decisions that relate directly to their reproductive duties; however, this is sometimes subject to approval by their male partners.[28] There is also the challenge of inadequate commitment from leadership to provide resources for training and women’s empowerment.

26 Muchangos, L. S. and Vaughter, P. (2019). ‘Gender Mainstreaming in Waste Education Programs: A conceptual framework.’ *Urban Science*. 3, 29.
27 Asante, F.A. and Amuakwa-Mensah, F. (2015). ‘Climate Change and Variability in Ghana: Stocktaking.’ *Climate 3*(1):78–101.
28 Sikweyiya, Y., et al. ‘Patriarchy and gender-inequitable attitudes’

4.5 Gender and the health sector

Life expectancy in Ghana stands at 63.9 years for females and 61.0 years for males.[29] More rural women (60.9 percent) are reported to have subscribed to the National Health Insurance Scheme than men (45.8 percent).[30] Moreover, reproductive health care is not easily accessible to men who are unable to express themselves to nurses (most of whom are women) due to the sensitive nature of such issues. Women, especially in rural communities, also have limited access to antenatal, post-natal and family planning services as this is impeded by men whose access is also limited. This is because the decision to access health care rests with men in some families, especially in rural communities.[31]

Women's and men's access to health care is also limited by the long distances and poor nature of the roads. 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 (Japan International Cooperation Agency (JICA), 2013) where mobility is more of a challenge. Another barrier to health-care access is the educational level of women and men in Ghana. About 88 percent of pregnant women with secondary education, or higher, deliver in a health facility compared to 31 percent with no education (JICA, 2013), who are assisted by traditional health attendants.

Changes in climatic conditions have triggered a number of diseases, which affect women, men and children in Ghana. For instance, the incidence of cerebrospinal meningitis increases with increasing temperatures and is known to kill both women and men, especially in northern Ghana (World Health Organization, 2014). Again, pregnant women and children (especially those under the age of five years) are particularly susceptible to malaria.[32] During drought, when women and children have to walk long distances in search of water, they are more susceptible to water-borne diseases such as Guinea worm, onchocerciasis and schistosomiasis, especially when they have to fetch water from rivers and lakes.

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 water from rivers and lakes.

Women's and men's access to health care is limited by long distances and the poor nature of the roads.

29 World Health Organization. (2017).
30 Ghana Demographic Health Survey. (2014).
31 Ghana Statistical Service (GSS). (2014). Ghana Living Standards Survey Round 6: Poverty Profile in Ghana. GSS, Accra.
32 Damptey, P. T. (2007). 'Climate Change and Women's Livelihoods.' In National Forum on Climate Change. Accra.

4.6 Gender and the transport sector

The conditions that apply to mobility obviously vary substantially between men and women and in most cases are more penalizing for women in African countries.[33] Transport trips to destinations such as the farm or place of work, funerals and other social gatherings are common for both men and women. 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.[34]

Studies have shown that men make more personal trips while women's trips are mostly in line with their household responsibilities, such as going to the market, accompanying children to school or health centres, and attending antenatal or postnatal visits.[35] For these and other reasons, the women's transportation needs vary from those of men, and thus the impact of climate change on transportation also varies for both women and men. The transport sector is known to be dominated by men and the conditions that promote mobility are more penalizing for women than men.[36] Research in Ghana has shown that women, especially in rural communities, have more transport demands and make more trips than men but have limited ownership and access to vehicles and transport infrastructure. According to a survey by GSS (2012), 92 percent of the bicycles in a household were owned by males while 3 percent of the bicycles were owned by both males and females. Only 5 percent of the bicycles were owned by females themselves.

Women have limited access to motorized transport as compared to men; therefore, women resort to using non-motorized means of transport. The National Household Travel Survey (2013) data suggests that in rural

Women use public transport to facilitate their commute, which includes shopping in the market.

33 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.
34 http://asiapacificadapt.net/gender-sourcebook/7-sectoral-modules/7-8-module-h-transport/
35 Adom-Asamoah, G., Amoako, C. and Adarkwa, K. K. (2020). 'Gender disparities in rural accessibility and mobility in Ghana.' *Elsevier*, 49–58.
36 Venter, C., et al. 'Gender, residential location, and household travel.'

Ghana, 82.4 percent of women and 66.1 percent of men commute on foot to work daily. As more rural women commute by foot, they are more affected by increased precipitations, coastal winds and increased variability and frequency of extreme events in coastal areas and lowlands, which make pedestrian transport extremely difficult. Men are more affected by disruptions or damage in physical transport infrastructure since they make greater use of motorized transport or are engaged in businesses that rely on such infrastructure.[37] With road transport dominating mobility of goods and passengers in Ghana, any climatic effect on road infrastructure is more likely to have a greater impact on men and would place even further limitations on women's mobility access.

> "MEN ARE MORE AFFECTED BY DISRUPTIONS OR DAMAGE IN PHYSICAL TRANSPORT INFRASTRUCTURE BECAUSE THEY MAKE GREATER USE OF MOTORIZED TRANSPORT OR ARE ENGAGED IN BUSINESSES THAT RELY ON SUCH INFRASTRUCTURE."

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 increase the existing male dominance in society.[38] The time lost in travelling as a result of bad roads is far more penalizing for women than men. However, women can have control over a proportion of the household income by virtue of their frequent travels out of their communities to make transactions as part of their household responsibilities.

4.7 Gender and disaster risk reduction sector and climate services

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. Research shows that the percentage of males that experienced flooding in the slums of Accra was 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. Lastly, the percentage of males who experienced fire outbreaks was 62.3 percent compared to 49.1 percent of females.[39] Though the difference in the number of women and men experiencing changes to these climatic conditions is not high, the qualitative measure of the level of experiences vary significantly.

Women and children are among the most vulnerable groups of persons affected in disaster situations, and their level of vulnerability is worsened by their limited access to resources that would enable them to adapt to climate change. Studies have shown that women and men in Ghana are aware of the changes in climatic conditions and perceive the changes as an increase in strong winds, higher temperatures, increased frequency of drought, increased rainfall variability and increased flooding.[40] Many of these men and women

37 The physical transport infrastructure 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.

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

39 Owusu, M. (2017). 'Gender vulnerability to climate change and livelihood security in urban slum communities in Accra, Ghana.' (Doctoral dissertation).

40 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*.

Flooding generally affects women and children more than men.

are also aware of the effect these changes in climatic conditions have on their livelihoods and other aspects of their lives.

In Ghana, men are reported to have access to climate information via mobile phones and radios so they receive early warnings. Therefore, men have a higher tendency to use climate information sys-tems than women. Men also have control over land, household income and other resources that help them to mitigate and adapt to climate change.[41] 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. Having limited access to resources, and decision-making power over the use of resources, places women in a more vulnerable position from which to adapt to climate change.[42]

Occurrences 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 inaccessibility and lack of opportunity for growth and expansion — limit the resilience of men and especially women to climate change. For instance, the impact of flooding is felt more by retailers, the majority of whom are Ghanaian women. Market centres and trading stalls or shops are sited in locations that are prone to flooding.[43] When disasters occur, these traders lose their livelihoods because they are also unable to insure their assets.

41 Antwi-Agyei et al., (2020). 'Predictors of access to and willingness to pay for climate information services in north-eastern Ghana: A gendered perspective.' *Environmental Development*. Doi.10.1016/j.envdev.2020.100580.

42 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

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

5 Chapter Five:

SUMMARY OF KEY FINDINGS, OPPORTUNITIES, GAPS AND RECOMMENDATIONS

5.1 Summary of key findings

- There is limited knowledge and understanding among some stakeholders on the issues in GH-NDCs and how the gender and climate change issues are expected to be integrated into the thematic sectors. Most of the stakeholders have participated in climate change and gender workshops but have not received adequate training on how to mainstream gender into GH-NDC sector issues. In most cases, gender mainstreaming components were more visible in donor-funded programmes as compared to nationally funded programmes.

- There is an absence of sector specific guidelines or tools for gender mainstreaming into the various sectors. Broad frameworks provided by the MoGCSP do not give the needed guidance and appreciation of specific gender issues in the various sectors.

- There is a lack of coordination of gender and climate change in GH-NDCs. Proper institutional coordination mechanisms to ensure an effective integration of gender and climate change issues in sector policies, strategies and activities are also lacking.

- Inadequate sex-disaggregated data across the sectors inhibits the performance of gender analysis with such data. 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.

5.2 Opportunities

- The existence of a broad range of stakeholders, including the MoGCSP; sector ministries for all seven priority sectors; sector agencies; commissions; and the GSS, present entry points to mainstream gender issues in these stakeholders' activities, and this ensures greater implementation of a multisectoral approach for the integration of gender across important sectors of Ghana's economy.

- There is a strong coalition of CSOs – such as the Ghana Coalition of NGOs in Health, Coalition of NGOs in Water and Sanitation and Gender Action on Climate Change for Equality & Sustainability — working on climate change and gender issues.

- There is good policy alignment between NDC priority sectors and key climate change policies. This provides a win-win situation between the various policy actions and sectoral policies.

- Ghana's NDC is 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 that have integrated gender to a varied extent. These policies provide opportunities to integrate gender into the country's NDC sectors. The CPESDP demonstrates the relevance and commitment to respond to the challenges and opportunities offered by climate change.

- 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.

- Energy programmes that support the use of locally available renewable energy sources for productive uses can provide opportunities for women's entrepreneurship, for example, in local enterprises that can deliver reliable energy services based on renewable energy technologies. Here women's roles include marketing of the services and in some instances providing the services after being effectively trained.

5.3 Gaps and barriers

- The existence of broad range of stakeholders presents considerable challenges in coordinating these institutions, departments and agencies who may have differing interests and varying levels of influence.

- The analysis revealed that the various sector agencies have specific sector policies and programmes that they implement, which are not directly related to gender issues. Some of these policies were in existence before the passing of the NGP. It is, however, expected of the sectors to mainstream gender into their programmes.

- Issues of gender and climate change are not clearly highlighted in the NGP.

- With the exception of the WIAD serving as the gender focal unit for the Ministry of Agriculture, the other line ministries only have unofficial gender focal persons.

- 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 MoGCSP.

- 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. The 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.

- 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.

- 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.

6 Chapter Six

RECOMMENDATIONS

The recommendations are grouped into five broad areas: sensitization, capacity-building, financial resources, data, and dissemination of information on gender and climate change mainstreaming.

A. Sensitization on gender and climate change mainstreaming

- Support the National Commission for Civic Education to sensitize and educate women's groups, especially in areas most prone to climate change impacts in Ghana, on climate change. A pilot activity could be started in Northern Ghana, which could be upscaled going forward.
- Strengthen engagements with Parliamentary Selected Committees on the GH-NDC sectors to educate them and get political 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.
- The establishment of the Climate Change and Gender sub-Committee under the National Climate Change Committee provides a platform to bring to the fore issues on gender and climate change across the NDC priority sectors.
- Gender and climate change should be made visible within sector institutions through awareness creation among staff and creation of gender focal units.
- Establish gender focal units to manage the integration of gender into the programme of activities within the sectors. Senior level management persons should be selected to manage these units.

B. Capacity-building on gender and climate change mainstreaming

- All technical and programme staff in the NDC priority sector must be trained on gender perspectives to ensure gender mainstreaming informs project design and policy formulation. This capacity-building initiative must be done for managerial and programme staff to provide a clearer understanding and support for gender equality initiatives and effective gender mainstreaming within their respective sectors.
- The instituted capacity-building mechanism should incorporate periodic audits to assess the extent of changes in the sector after the relevant staff have had their capacity built over the period. The mechanism should be in place for training of technical staff and gender desk officers on mainstreaming gender into climate change interventions during the implementation of the GH-NDCs.

- The gender focal units should receive additional training and be supported with tools (including gender action plans) and resources to enable them to plan, monitor and report gender and climate change activities within sector institutions. In operating as a unit, it has the added advantage of reducing the incidence of loss of institutional memory as capacity-building sits with more than just the focal person. It is also recommended that the youth form part of the gender focal unit as a way of building their capacity and to ensure succession.

- Set up a Gender and Climate Change Institute within an already existing government institution or academia whose mandate primarily deals with environmental and climate change issues (such as MESTI or EPA). This institute would seek to focus on critical issues of gender and climate change, with an emphasis on gender and the GH-NDCs. It would address capacity development gaps and provide necessary support where applicable.

C. Financial resources for gender and climate change mainstreaming

- Limited funds and over-reliance on donor funds have restricted the implementation of sector programmes and strategies. There is the need to put in place accountability mechanisms, including strengthening advocacy by civil society, to hold the government accountable for its commitment on gender mainstreaming as indicated in the Gender and Agricultural Development Strategy II and emphasized in the NGP.

- Explore avenues for resources, including the private sector to sustain the gains of the REDD+ project in Ghana. The relevant areas requiring support include: increasing women's involvement in decision-making and participation in forestry projects; and creating women's networks and platforms for knowledge sharing, advocacy and lobbying on the use of forest resources related to gender, climate change and the NDCs.

D. Data

- Set up a gender and climate change data collection hub within the EPA on the impacts of programmes and projects on women and men. Routine research on gender mainstreaming will inform the implementation of future interventions for the NDCs.

E. Dissemination of information on climate change and gender mainstreaming

- Explore the possibility of publishing an annual newsletter on 'Gender and climate action in Ghana' to document progress made so far with case studies.

- 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.

7 Chapter Seven:

CONCLUSION

The gender analysis makes the following conclusions:

- As part of gender mainstreaming efforts during the design of project activities, careful consideration should be given to the formulation and integration of specific gender equality and women's empowerment outcomes, and outputs and indicators to the project in order to enhance gender equality results.

- It is important that the knowledge gained through capacity-building is shared among key actors within a particular sector, especially those involved in interventions. Capacity built over the period needs to be assessed to ensure that knowledge gained is effectively used in programmes. More women should be included as key participants of capacity development with support structures and mechanisms adequately established. This will enhance their sense of ownership and responsiveness to climate change actions.

- Gender-responsive budgeting helps to ensure gender equality in outputs and programmes by incorporating a gender perspective into the regular budgetary process. It seeks to address possible differences in roles, contributions and needs for women and men through the allocation of an adequate budget to the relevant project activities under the appropriate output. The Ministry of Finance must strengthen its gender responsiveness in the allocation of budgets in a timely and holistic manner. Synergies created between them and other relevant MDAs in terms of effective communication towards data collection, budgetary approval and allocation, monitoring and reporting on gender issues and the NDCs are key.

- Gender results should be disseminated in a manner that is easily understood and useful for the different stakeholders. This has been a key challenge for effective gender mainstreaming. For the implementation of the NDCs, gender results should be integrated into the regular means of communication (e.g. newsletters, progress reports and using social media channels, etc.) to promote information sharing and contribute to awareness-building and evidenced-based advocacy efforts. Alongside this, it would be beneficial to consider communicating gender results in specific reports developed to highlight the gender dimensions of the intervention. Other possible means to communicate information on gender issues and results are through workshops, e-discussions or the dissemination of case studies and success stories.

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