



Republic of Ghana

NATIONAL GENDER

AND

CHILDREN POLICY



**Ministry of Women and
Children's Affairs**

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LIST OF ACRONYMS

MOWAC	Ministry of Women and Children's Affairs
MDAs	Ministry, Department and Agencies
NGO	Non-Governmental Organisation
NPP	New Patriotic Party
WCEDS	Women and Children in Extremely Difficult Circumstances
CHRAJ	Commission on Human Rights and Administrative Justice
PPAG	Planned Parenthood Association of Ghana
WAJU	Women and Juvenile Unit
GDO	Gender Desk Officers
HIV	Human Immune Virus
AIDS	Acquired Immune-Deficiency Syndrome
GAD	Gender and Development
WID	Women in Development
MFEP	Ministry of Finance and Economic Planning
DW	Department of Women
DC	Department of Children
CBOs	Community-Based Organizations

EXECUTIVE SUMMARY

The political will of the present NPP Government to put gender and children's issues at the fore of the national development agenda is manifested in the establishment of the Ministry of Women and Children's Affairs. Significantly, the Minister's position as a Cabinet Minister is to ensure that government gives maximum consideration to issues relating to gender and children.

The Ministry has two implementing departments- the Department of Women and the Department of Children. These formerly were government agencies headed by Executive Directors who reported directly to the office of the President.

The Ministry, since its establishment in January 2001, has embarked on a number of projects and programmes to promote the rights and welfare of Women and Children and to mainstream gender and children's concerns in all sectors and departments at the national, regional and district levels.

To ensure that all child and gender-focused organizations and stakeholders are properly guided on issues relating to women and children, there is a need for a policy-framework which clearly spells out the goals and aspirations of the Ministry and Government and sets the agenda for the development of women and children within the framework of the national development agenda. The policy must also have a bearing on all other Ministries and Departments that have anything to do with women and children.

The policy document covers the under-listed areas which have been summarized as follows:-

A Mission Statement which in a nutshell states the Ministry's commitment to promote the welfare of women and children, their survival, development and protection. The formulation of a policy on gender and children to inform the implementation of programmes and activities is derived from the mission of the Ministry.

- The status of MOWAC as one of the eight (8) Central Management Agencies (CMA) places the Ministry in a strategic position in relation to other Ministries. Monitoring and evaluation are key to achieving the aim of making gender and children concerns an integral part of the work of the other Ministries, departments and agencies.

- The Ministry as the Policymaking body has Stakeholders who implement its policies and programmes. These stakeholders include state institutions and organizations, NGOs, and International organizations. The immediate stakeholders are women and children, particularly those in extremely difficult circumstances.
- The MOWAC has institutional linkages to facilitate the implementation of its policies at all levels.
- The overall policy goals, objectives and principles are set out in the document. The goal of the Policy is to mainstream gender and children's concerns in the national development process in order to improve the social, legal/civic, political, economic and cultural conditions of the people of Ghana, particularly women and children. Deriving from these goals are specific objectives and principles.
- The Strategies that the Policy seeks to adopt to achieve its goals and objectives include sensitization and training of planners in gender and child analysis skills.
- Institutional framework within which the Policy would operate is outlined in the document.
- The Ministry's work affects and is affected by other institutions which include the Cabinet, Law enforcement agencies, Civil society, Traditional authorities, International bodies such as non-governmental organisations, the UN System and women and child-focused organizations.

The Gender and Children Policy comes at a time when there is a demand for such a framework to regulate the conduct of all and sundry in their dealings with women and children at institutional and individual levels.

THE NATIONAL GENDER AND CHILDREN POLICY FRAMEWORK

1.0 INTRODUCTION

The Ministry of Women and Children's Affairs was established by the New Patriotic Party Administration in January 2001. It was given legal backing by Executive Instrument (EI 18) of 26th October 2001 Civil Service (Ministries) Instrument.

It has under it, the National Council on Women and Development (Department of Women) and the Ghana National Commission on Children (Department of Children).

2.0 MISSION STATEMENT

The Ministry of Women and Children's Affairs (MOWAC) exists to promote the welfare of women and children in Ghana. It is the entity designated by Government to initiate, co-ordinate and monitor gender and child responsive issues. The mission of MOWAC is to enhance its contribution to the development of Ghana by achieving equal status for women and promote the rights of children. The ministry also seeks to promote the survival, development and protection of women and children, through:

- The formulation of gender and child specific development policies, guidelines, advocacy tools, strategies and plans for implementation by MDA's, District Assemblies, Private Sector Agencies, NGO's, Civil Society Groups and other Development Partners.
- Monitoring and evaluation of both the implementation process and impact of specific development plans and programmes on women and children.

3.0 STATUS OF THE MINISTRY OF WOMEN AND CHILDREN'S AFFAIRS

The Ministry of Women and Children's Affairs is one of the eight (8) Central Management Agencies whose activities cut across all sectors of Government.

Within this broad framework, the Ministry is to perform the following:

- Prepare a National Development Policy Framework for women and children in all relevant areas.

- Prepare development plans and programmes for women and children in which all the desired objectives and functions of the Ministry are programmed for implementation.
- Ensuring that development programmes for women and children are effectively implemented, through continuous monitoring and evaluation of the implementation process, making sure that the stipulated objectives are fulfilled.

4.0 STRUCTURE/SUB-STRUCTURE

4.1 Stakeholders

There are stakeholders who will be instrumental in the implementation of the policies of the Ministry. Stakeholders of MOWAC are categorized under the following:

- State Institutions and Organisations
- Civil Society
- Non-Governmental Organisations
- International Organisations

4.1.1 Immediate Stakeholders

Women and children are the immediate beneficiaries of the Ministry, with Women and Children in Extremely Difficult Circumstances (WCEDS) such as the disabled, orphans, widows, HIV/AIDS victims, street children, teenage mothers, displaced persons (refugees, destitute, abandoned children etc.) women and children victims of domestic violence as the prime focus of the Ministry.

4.1.2 Institutional Stakeholders

The institutional stakeholders of the ministry include the following:

- Cabinet
- Commission on Human Rights and Administrative Justice (CHRAJ)
- Other Law Enforcement Agencies (e.g. Police)
- National Aids Commission
- National Population Council
- Planned Parenthood Association of Ghana (PPAG)

- Religious Bodies
- Traditional Authorities
- Women and Juvenile Unit (WAJU)
- Women and Child-Focused NGO's
- Other Civil Rights Institutions

4.1.3 International Stakeholders

International support-partners such as the UN system and other international donor bodies and personalities are also considered as stakeholders of the Ministry (but at the international level).

4.1.4 Other Beneficiaries

Other beneficiaries include the under mentioned:

- Ministers of State
- Parliamentarians
- Parliamentary Select Committee on Women and Children
- Gender Desk Officers (GDO)
- Male Partners in Development
- Civil Society Groups

5.0 INSTITUTIONAL LINKAGES

5.1 Background

The implementation of a Gender and Children Policy requires a well-defined framework that will facilitate efficient linkages to translate the goals and objectives into programmes at all levels to improve the living conditions of women and children. MOWAC will in this connection, be assisted by Women and Children focused organizations to do the co-ordination, to ensure the proper functioning of the linkages at both national and international levels.

5.1.1 MDAs

In order to ensure that issues that relate to women and children are given needed attention to keep pace with development, the ministry will collaborate with the following MDAs in all its operations:

- Ministry of Finance and Economic Planning
- Ministry of Health
- Ministry of Foreign Affairs
- Ministry of Education, Youth and Sports
- Ministry of Justice and Attorney General
- Ministry of Manpower Development and Employment
- Ministry of Local Government and Rural Development
- Ministry of Environment and Science
- Ministry of Energy
- Ministry of Tourism and Modernization of the Capital City
- Ministry of Communications and Technology
- National Development Planning Commission
- District Assemblies
- Department of Community Development
- Department of Social Welfare
- Commission on Human Rights and Administration Justice (CHRAJ)
- Ghana Police Service
- Ghana Statistical Service

5.1.2 Other Women and Child-Focused Organisations

The Ministry shall also collaborate with other institutions whose operations affect the welfare of children. These include governmental and non-governmental organizations, private sector bodies, the media and civil society groups such as listed below:

- National Aids Commission
- National Population Council
- Planned Parenthood Association of Ghana (PPAG)
- Traditional Authorities

- Women and Juvenile Unit (WAJU)
- Civil Rights Institutions (FIDA, Legal Aid, FAWE etc).
- NGO Coalition
- Regional Multi-Sectoral Committees on Child Rights Protection
- Research, Development and Training Institutions.

6.0 POLICY GOAL, OBJECTIVES AND PRINCIPLES

The overall goal of this Policy Framework is to mainstream gender concerns in the national development process in order to improve the social, legal/civic, economic and cultural conditions of the people of Ghana, particularly women and children.

6.1 Specific Objectives

- To redress imbalances which arise from existing gender inequalities through policy review, legal reforms and enforcement of existing legislation.
- To provide a national framework from which policies are derived.
- To implement activities designed to strengthen women's role in the economic development.
- To implement activities designed to promote children's development and protection.
- To promote Women's equal access to, and control over economically significant resources and benefits.
- To enhance the survival, development and protection of children.

6.2 Principles

The above policies are to ensure that women and children become critical beneficiaries of all development plans and programmes.

The Gender Policy is an integral part of the National development process and reinforces the overall development objectives in the country. It emphasizes Government's commitment to gender responsive development.

The policy complements all policies and programmes of all sectors and defines structures and key target areas for ensuring that gender concerns are routinely addressed in planning activities, as well as in the implementation, monitoring and evaluation of programme activities.

The policy emphasizes the cross-culturing nature of gender and seeks to interpret them into development efforts at national, sectoral, district and local levels.

The policy further seeks to strengthen and provide a legal basis for the already existing gender oriented sectoral policies and to ensure that National Development Policy Objectives (NDPO) are made explicitly gender responsive.

7.0 STRATEGIES

The policy document proposes a wide range of strategies for the improvement of living standards of children and women and also mainstream gender concerns. The policy objectives shall be achieved through the following strategies.

7.1 Gender Concerns

- I. Ensuring women responsive development planning at all levels- National, Regional, Districts, Area Council, and Unit Committees.
- II. Sensitization on gender issues at all levels.
- III. Promoting a Gender and Development (GAD) approach that is based on the understanding of gender roles and social relations of women and men as well as the Women in Development (WID) approach which focuses on women specifically.
- IV. Ensuring the dissemination, translation, and implementation of the gender policy in all sections of the Ghanaian society.
- V. Promoting appropriate education, sensitization and creation of awareness on the responsibility of all concerned parties in each sector to address the specific gender concerns within the sector. This should entail consultation with both women and men in specific areas of relevance to identification of gender concerns.
- VI. Promoting and carrying out research into gender related concerns.
- VII. Advocating for gender equality at all levels.
- VIII. Promoting a gender sensitive approach to technical co-operation among the various actors in the development arena.
- IX. Establishing effective mechanisms to monitor and evaluate gender issues.

7.2 Child-Related Issues

- I. Ensuring child development planning at all levels

- II. Provision of appropriate policy guidelines to improve the quality of life of children
- III. Sensitization on children's issues at all levels to ensure survival, protection and development of children.
- IV. Promoting and carrying out research into child-related concerns.
- V. Establishing gender and children responsive monitoring and evaluation mechanisms for development.
- VI. Establishing effective mechanisms to monitor and evaluate child issues.
- VII. Advocate for the consideration of the best interest of the child in all issues affecting the child.
- VIII. Strengthening the capacities of personnel who work in child related areas in an integrated manner to handle child-related issues efficiently.

8.0 INSTITUTIONAL FRAMEWORK

This section spells out sectors, institutions and processes through which planning and implementation of gender focused programmes will be effected. The implementation of the national gender and children policy will be the responsibility of every Ghanaian, however, specific roles will be assigned to specific institutions to ensure efficient execution of responsibilities. The institutions are as follows:

- Ministry of Women and Children's Affairs (MOWAC)
- Ministry of Finance and Economic Planning
- Ministry of Regional Integration and NEPAD
- Other Ministries, Departments and Agencies (MDAs)
- District Assemblies
- Parliament
- Non-Governmental Organisations and Community-Based Organizations
- Research and Development Institutions
- Development Partners (Donors)
- Civil Society
- Private Sector Organisations

8.1 Ministry of Women and Children's Affairs (MOWAC)

The National Machinery, which is the Ministry of Women and Children's Affairs (MOWAC), is charged with the responsibility of spearheading and co-ordinating gender and child-related development programme and in particular ensuring the improvement of the status of women. In the pursuit of these, the Ministry of Women and Children's Affairs shall chair a multi-sectoral steering committee to strengthen collaboration for the attainment of the policy goals.

To be effective, the National Machinery must have adequate authority and resources. The Ministry is therefore mandated to co-ordinate, monitor and review the formulation of gender responsive and child-related policies and their implementation within sectors.

Specifically, the roles of the National Machinery are to:

- Ensure that the national development process is gender responsive. This means that the National Machinery plays a co-ordinating and facilitating role and functions as a catalyst in support of all relevant players for gender sensitive development planning.
- Ensure that all policy formulation and reviews, action plans, and other major planning exercises apply a gender responsive planning approach.
- Liaise with other institutions to pay attention to key gender concerns and related issues, e.g. property ownership, land tenure, credit, legal rights as well as relevant options for addressing them such as constitutional guarantees, law reform and literacy campaigns. The National Machinery, together with other actors, play advocacy role in the process of mainstreaming gender and child-related concerns.
- Provide technical guidance and back up support to other institutions. This shall include promotion of gender analysis and planning skills among all relevant sections of society in order to build their capacity to identify analyse and implement gender responsive programme interventions.
- Liaise with relevant agencies and co-ordinate the collection and dissemination of gender desegregated data necessary for national development planning.
- Promote social mobilization for the purpose of creating gender awareness, and thus foster positive attitudinal and behavioral changes necessary for the establishment and maintenance of gender equity. The National Machinery together with other actors, play an advocacy role in this regard.

- Liaise with other key actors to monitor the progress made towards achieving gender responsive national development target.

8.2 Department of Women (DW) Department of Children (DC)

Within the framework of the decentralization process, the National Machinery (MOWAC) will seek to strengthen the capacities of the two departments to effectively reach out to all levels of the society, create the necessary environment through collaboration and networking to ensure gender mainstreaming at all levels. This can be achieved by effective monitoring and evaluation of the various mainstreaming interventions, to give meaning to the Ministry's policies.

8.3 Ministry of Finance and Economic Planning

The Ministry of Finance and Economic Planning and Regional Integration co-ordinates the participation of Government Ministries and NGO's in the national development process. It also ensures mobilization and equitable allocation of national resources taking into account national development priorities.

As a co-ordinator and a catalyst for development, MFEP has a vital role in safeguarding the operationalisation of the Gender and Children Policy by ensuring that gender and children issues are mainstreamed throughout all aspects of the national development process. In collaboration with other sectors the MFEP will ensure that women, men and children are equally targeted and that both gender and children benefit equitably from all development programmes and projects. MFEP will be responsible for all policies (both macro and micro) that are gender responsive. Programmes and projects developed by MFEP shall include strategies to address gender and child-related concerns. A critical institutional arrangement will be the establishment of a Multi-sectoral steering committee chaired by MOWAC, with MFEP being a member. The committee will:

- a. Build capacity of planners and policy analyst to enhance their gender and children analysis skills in collaboration with MOWAC. Gender and children analysis skills are necessary for establishing effective structural linkages between central and sectoral planning, local authorities (District, Area Council and Unit Committees), and NGOs to ensure comprehensive gender and children responsive planning at all levels.

- b. Establish benchmark data on the relative positions of women, men and children in all fields in order to identify priority area for gender and children responsive programmes and allocate resources accordingly.
- c. Ensure that available resources are directed to gender and children responsive programmes and institutions.
- d. Ensure that budgetary resourced are allocated on the condition that policies and programmes are gender and children sensitive.
- e. Oversee the monitoring and evaluation of progress in gender and children responsive policy formulation and programmes implementation.

8.4 Roles of other institutions

This policy shall ensure promotion of inter-agency and inter-institutional linkages directed at rectifying gender imbalances in collaboration with the MOWAC, MFEP and other institutions which play vital roles in achieving national gender and child responsive development objectives. These actors include Ministries, Departments, Agencies, Local Authorities, Community-Based Organisations (CBO's), Non-Governmental Organisations (NGO's), Development Partners (donors) and Private Sector Organisations including financial institutions.

8.4.1 Ministries, Departments and Agencies (MDAs)

The Ministries, through their relevant Departments and Agencies, shall perform the following functions:

- Identify and initiate action plans which are in the framework of the gender policy and within the purview of their mandatory functions to mainstream gender concerns in all aspects of their work.
- Monitor and ensure implementation of the gender policy.

8.4.2 District Assemblies

The District Assembly is the main machinery for the implementation, monitoring and evaluation of action plans at the district and community levels. They are mandated to see to the protection of women and children and other people who find themselves in extremely difficult circumstances. In line with this policy, the District Assemblies shall:

- Gather, collate, analyse and disseminate gender desegregated information at the district level.
- Identify relevant and pertinent gender issues for incorporation into annual district, sector and national plans.
- Initiate policies and legislation to promote gender equity and mainstream gender concerns at the district level.
- Monitor and ensure implementation of the gender and children policy through the Decentralised Departments, Community Based Organisations (CBO), Non-Governmental Organisations (NGO) and development partners.

8.4.3 Parliament

Parliament shall facilitate the process of gender mainstreaming by:

- Assessing impacts and relevance of policies on gender and child-related concerns
- Incorporating any measures necessary to ensure gender equity and redress past imbalances
- Monitoring adherence to gender- equitable representation on parliamentary committees.

8.4.4 Non-Governmental Organizations (NGOs) and Community-Based Organizations (CBO)

Non-Governmental Organizations (NGOs) have been active in facilitating gender awareness and promoting gender equity in Ghana. This is evident in their capacity building and service delivery activities. In order to maximize the nation's gains from their experience and to facilitate the implementation of this policy, NGOs shall:

- Collaborate with MOWAC in the interpretation of the gender policy from the perspective of NGOs;
- Provide MOWAC with updated information on sectoral and geographical activities of various NGOs;
- Draw up action plans with MOWAC which will specify roles and responsibilities for various non-governmental institutions;
- Identify standards to be achieved in the process of working towards targets;

- Provide evaluations on gender activities to MOWAC and other partners in the gender policy implementation programme and
- Identify areas for collaboration and improve efficiency of activities.
In league with community based organisations (CBOs), NGOs and other partners shall;
- Collate and disseminate useful information on gender concerns and status in various sectors and regions of the country;
- Monitor national programmes on gender and advocate on gender equity at the community level.

8.4.5 Research and Development Institutions

This policy has implications for capacity building, which will require the involvement of research and training institutions. Capacity will be required by implementing institutions in (a) gender analysis of development policies and programmes (b) gender planning, monitoring and evaluation of development processes and (c) information-gathering and dissemination.

Research institutions shall assist MOWAC by;

- Identifying information sources and contributing to the Ministry's gender research agenda;
- Identifying possible sources of existing information relevant to the Ministry's requirements in this direction;
- Soliciting and evaluating research proposals on the identified areas of interest;
- Undertaking studies if required and
- Evaluating studies undertaken by consultants and researchers for the Ministry.

8.4.6 Civil Society

Critical players in civil society in Ghana include the traditional authorities, religious bodies, the labour organisations and unions and other interest groups. In line with their various mandates, they shall;

- Undertake sensitization of the public in target areas and the constituencies to be gender sensitive and
- Manifest their commitment to promoting gender equity in their own institutions through the formulation of appropriate gender and child policy and strategy documents and plans.

To this end, civil society partners shall in collaboration with MOWAC,

- Identify their roles in the gender policy document;
- Develop action plans, set targets and identify points of reference for monitoring progress towards promoting gender equity and
- Provide comprehensive annual reports on the status and activities of gender equity.

Women's organizations and networks will play extensive roles in sensitization, advocacy, collation of information, and monitoring of public commitments. Specifically they shall;

- Identify target areas for gender advocacy and research;
- Develop and implement programmes of public education and information and
- Monitor and ensure that gender and child-related commitments made by the Government, District Assemblies and Traditional Authorities are adhered to.

8.4.7 Development Partners

The Ministry shall collaborate with its development partners, in line with their mandates and in conformity with international support commitments, to identify relevant areas in the policy document that needs support.

8.4.8 Private Sector

The involvement of the private sector has been identified as one of the most effective ways of firming up gender mainstreaming in many developing economies. To this end, the Ministry will encourage private sector bodies to carry out the following in their establishments;

- Promote gender equity in the area of recruitment, training and promotion;
- Abide by international labour conventions and provisions in the Children's Act relating to child labour;
- Examine organizational policies and agreements for potential gender-impacts and gender appropriate language;
- Identify well suited senior level personnel in organisations to co-ordinate gender and child-related concerns;
- Support public education in gender equity and child rights promotion through such means as advertisements, documentaries and awards for best practice;
- Establish support schemes to promote gender equity in education, health, wealth creation, poverty reduction, science, technology and other development concerns.

9.0 NATIONAL POLICY FORMULATION

At this level, policies are formulated to guide national development, thus creating opportunities for addressing and redressing gender and children concerns.

9.1 Strategies

The strategies to be pursued include the following:

- Sensitization and training planners in gender and child analysis skills to identify and analyse gender and child concerns.
- Internalizing gender and child development concerns.
- Collecting, collating, analyzing and disseminating data desegregated by age and gender.
- Formulating appropriate sectoral policies that are gender and child friendly.
- Developing gender and child specific sectoral indicators for monitoring child sectoral policies.
- Using regional and international instruments and conventions to monitor the implementation of Government commitment to ensure gender equality, as well as child survival, protection and development.
- Monitoring the contribution of women and children in the relevant sector to reflect their actual contribution to national development.
- Ensure that all projects and programmes involving financial assistance negotiation teams include persons with gender and children analysis skills.
- Monitoring and adding value to the reproductive and productive contributions of women to national development. This is to ensure that national statistics reflect the role women play in socio-economic production and that these statistics are utilized to develop responsive programmes.

9.2 Sectoral Planning Level

At this level, information is continuously generated and fed into macro-policies, which are interpreted for the development of sector-specific policies and plans. The strategies include:

- I. Sensitising and training planners in gender and child analysis skills to identify and analyse gender and child concerns.

9.3 National Plans of Action

National action plans, which are formulated by both Government and NGO's provide opportunity for implementing affirmative action and for incorporating gender and children concerns. These include, but are not limited to the National Environment Action plan; Ghana National Action Plan for children; Water and Sanitation Plan; Economic Growth' Access to Basic Social Services and safety Nets; Food Security Nutrition; Population/HIV AIDs; Governance and Needs of Women and Children. These shall concern the National policies and strategies for incorporating gender and children concerns.

9.4 District, Area Council, and Unit Committees

The process of democratization/decentralisation provides a particularly important entry point for addressing gender and children concerns at the District, Area Council and Unit Committee level.

9.4.1 District Assemblies

The District Assemblies have responsibility for managing and implementing specific programmes aimed at reducing poverty and ensuring the appropriate development and protection of the rights and welfare of the children. Critical areas of concern are;

- a. Agriculture
- b. Environment
- c. Human Settlements
- d. Community Development
- e. Income Generation
- f. Women and Children's Development
- g. Local Institutional Capacity Building
- h. Education and Training
- i. Health
- j. Water and Sanitation
- k. Micro-Financing

Strategies Include:

- Ensuring equitable devolution of Power to women and men
- Enhancing capacity to interpret the macro and sectoral policies from a gender and children perspective at the district level.
- Promotion, collection, compilation and dissemination of age and gender and children desegregated data at all levels.
- Initiating specific-by-laws (including affirmative action where necessary) geared toward promotion of gender and child survival, protection and development, equity to redress the imbalances identified at district level.

9.4.2 Area Councils and Unit Committees

The Area Councils and Unit Committees are responsible for incorporating local community issues and concerns into development plans and programmes of government.

Strategies include:

- Promoting, collecting and analysing age and gender desegregated data at all levels.

- Creating the capacity within the community to identify and analyse gender and child concerns.
- Initiating specific by-laws geared towards redressing the existing gender imbalances, as well as child survival, protection and development.
- Carrying out participatory gender and child needs assessment at the Area Council and Unit Committee levels.
- Targeting community based organisations and affirmative bodies, e.g. Women, Children and Youth Councils to incorporate a gender and child perspective in their operations.
- Focusing on the family unit as the basic structure for the social construction of gender and children relations through community based initiatives.
- Promoting the establishment of child/gender friendly recreational and leisure facilities at the community level.

9.5 Political Processes

The Gender and Children Policy shall be enhanced if political structures and processes have the capacity to identify, analyse and incorporate gender and child concerns into development issues and programmes.

The strategies for achieving the above are:

- i. Ensuring gender and children responsive legislation
- ii. Influencing political processes/structure to ensure gender and children balanced participation through advocacy and lobbying.
- iii. Incorporating affirmative action where necessary to address inequalities resulting from gender and children imbalances.
- iv. Sensitisation of politicians and decision-makers on child and gender related issues.

10.0 MONITORING AND EVALUATION

- Strengthening and enhancing child and gender planning skills at sectoral level.
- Placing high-level officers within the Department of Women and Department of Children to co-ordinate gender and child friendly planning.
- Requiring each such officer to ensure that gender and children sensitivity is reflected in her/his tasks related to policy development and implementation.
- Strengthening the capacity of the Women and Children's Centres to embark on regular and effective monitoring of activities and programmes.
- Establishing internal evaluation structures to look at the effectiveness and impact of the gender and children policy. This will require setting benchmark and internal verifiable indicators for using the implementation of gender and children policy in all sectors and at all levels.

When those internal mechanisms are established together with a clearly identified relationship with the National Machinery as the major gender and children policy co-ordinating body, the operationalisation and effectiveness of the National Gender and Children Policy will be realized.

APPENDIX

GLOSSARY OF TERMS

Gender	:	The social relationship between Women, Men and Children as opposed to biological sex differences.
Sectoral Policies	:	Refers to the ministerial specific operational policies of Government and not the broad sectors.
National Machinery	:	Refers to an entity designated by the Government to initiate, co-ordinate and monitor gender responsive development. In Ghana the National Machinery is the Ministry of Women's and Children's Affairs (MOWAC).
Practical Gender Needs	:	Refers to needs women identify as a response to an immediate need within a specific context, they reflect women's practical gender interests for human survival and do not challenge the prevailing unequal relations.
Strategic Gender Need	:	Refers to needs, which challenge unequal gender relations. These are crucial in Women's struggle toward emancipation.
Implementing Agencies	:	Refers to a body that is responsible for putting into effect, what has been provided for in the policy. Within the Ministry of Women and Children's Affairs the Ghana Women Centres and the Ghana Children Centres will be the implementing Agencies.
Benchmark	:	Refers to a point of reference from which measurement may be made.
Equity	:	Means fairness and justice in the distribution of benefits and responsibilities between the genders.
Gender Sensitivity	:	Refers to the ability to recognize gender issues, and especially the ability to recognize women's different perspectives and interests arising from their different social position and gender roles.
Gender Desegregated Data	:	Information collected that is separated and analysed on the basis of gender and sex.

- Society and Gender** : Society has two genders; Women and Men. These genders are normally almost equal numbers (Women 50% and Men 50%), although in some instances there are slightly more women. The female gender is composed of women and girls while the male gender is composed of men and boys.
- Productive Roles** : Those that generate food and wealth.
- Gender Mainstreaming** : Strategy for addressing gender equality, accepting and valuing equally the difference between women and men and the diverse roles they play in society. It aims at achieving greater equality perspective into everyday policy-making into the mainstream, and by complementing the more traditional approaches to promoting gender equality, such as legislation and positive action. The definition of Gender Mainstreaming is an internationally recognized phrase defined by the Council of Europe as:
“The (re) organization, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and at all stages, by the actors normally involved in policymaking.