

MINISTRY OF WOMEN AND CHILDREN AFFAIRS

2009 ANNUAL PROGRESS REPORT

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LIST OF ACRONYMS

AfDB	African Development Bank
AIDS	Acquired Immune Deficiency Syndrome
APR	Annual Progress Report
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CSOs	Civil Society Organizations
CMA	Central Management Agency
CSW	Commission on the Status of Women
DACF	District Assembly Common fund
DOC	Department of Children
DOW	Department of Women
DVL	Domestic Violence Law
ECCD	Early Childhood Care and Development
ECOWAS	Economic Commission of West Africa State
ESLIP	Early Learning Standards and Indicators
FCUBE	Free Compulsory Universal Basic Education
GDOs	Gender Desk Officers
GNCC	Ghana National Commission on Children
GRB	Gender Responsive Budget
GPRS 1	Ghana Poverty Reduction Strategy
GPRS 11	Growth and Poverty Reduction Strategy
GRSCDP	Gender Responsive Skills and Community Development Programme
HIV	Human Immunodeficiency Virus
HTL	Human Trafficking Law
IGF	Internally Generated Funds
IT	Information Technology
JHS	Junior High School
LEAP	Livelihood Empowerment Programme Against Poverty
MASLOC	Microfinance and Small Loans Centre
MDAs	Ministries, Departments and Agencies
M&E	Monitoring and Evaluation.
MOWAC	Ministry of Women and Children's Affairs
MMDAs	Metropolitan, Municipal and District Assemblies
NCWD	National Council on Women and Development
NDPC	National Development Planning Commission
NECC	National Early Childhood Coordinating Committee
NHIS	National Health Insurance Scheme
NPA	National Plan of Action

PPMED	Policy Planning Monitoring and Evaluation Directorate
PSCGC	Parliamentary Select Committee on Gender and Children
SHS	Senior High School
SIP	Strategic Implementation Plan
SMTDP	Sector Medium Term Development Plan
UNICEF	United Nations Children's Fund
WOMM	Women Monthly Meeting

PART ONE
INTRODUCTION

1.0 Background

The objective of the Annual Progress Report (APR) of the Ministry of Women and Children's Affairs (MOWAC) is to assess the implementation of programmes and projects carried out within the year under review (2009). Government programmes, Projects and activities are expected to be based on the National Development Policy Frameworks, GPRS I and II over the last decade. This is to ensure that the programmes and projects are in line with National strategies and subsequently leads to the successful implementation of the GPRS.

1.1 Processes Involved and Difficulties Encountered

Participatory and interactive approaches were used in the process of developing the APR. A core team was set up by the Policy Planning Monitoring and Evaluation Directorate (PPMED) to put together the report. The whole process took three months.

The PPMED drafted a topic guide, circulated it to the various Departmental heads (DOW and DOC), who in turn gave them to the Divisional heads to outline the annual projects undertaken in 2009. These were later put together into a composite zero draft report. Copies of the zero draft were circulated for inputs and comments from the various Directorates and Divisions. The core team later discussed with sectional and divisional heads to firm up the report. One of the main challenges in the compilation process was delay in the submission of inputs from some divisions within the Ministry. There was also the difficulty in obtaining data.

1.2 MOWAC & Functions

1.2.1 Profile

The Ministry of Women and Children's Affairs (MOWAC) was established by an Executive Instrument [EI 18] in January, 2001. The primary objective for its establishment was to have a Ministry responsible for policy formulation for women and children's issues. The ministry has thus become responsible for championing the cause of women and children through the promotion of gender equality and equity and the survival, development, protection and participation of children and to help achieve equal status, equal opportunities and equal rights for women, men and children within the context of national development agenda.

The establishment of MOWAC brought together the National Council on Women and Development (NCWD) and the Ghana National Commission on Children (GNCC) under one national institutional framework to coordinate national efforts in promoting and advancing the rights of women and children in Ghana. The laws governing the two bodies have been repealed and they now operate as departments of the Ministry namely Department of Women (DOW) and Department of Children (DOC) with regional offices throughout the country.

MOWAC is in the process of strengthening its structures for advancing the status of women and children; development and protection of the rights of women and children; mainstreaming gender issues, and increasing child participation in all aspect of development policies, programmes and projects.

1.2.2 Mandate

The mandate of MOWAC is to initiate/formulate policies to promote gender mainstreaming across all sectors that will lead to the achievement of gender equality and empowerment of women; survival, development and growth of children. MOWAC as a Central Management Agency (CMA), with cabinet status, is assigned the role and responsibility to monitor policy formulation and programmes implementation in sector areas, co-ordination of cross-sector issues on women and children and evaluation of the impact of sector policies of women and children. The strategic position of MOWAC lies in the fact that issues relating to women and children are cross-cutting and therefore need sector collaborative efforts to achieve desired goals.

1.2.3 Mission

MOWAC exists to promote the development of women, gender equity, equality and the survival, protection and development of children. It works to ensure increased participation of women and children in the development process through policy formulation, legislation, programme implementation with a well motivated staff.

1.2.4 Vision

The vision of the Ministry is to ensure a harmonious functioning society in which equity and equality between the sexes are guaranteed and where the survival, protection and development of the child are assured.

1.2.5 Core Values

The vision of the Ministry shall be guided by the following core values:

- Commitment and excellence
- Transparency and accountability
- Social Justice, equality and equity
- Respect and discipline

1.2.6 Functions

The functions of the Ministry are premised on the national laws and the national development policy framework as well as related international conventions, treaties and agreements to which Government of Ghana is committed, which have the objective to advance equality between women and men in all processes and most importantly ensure mainstreaming of gender perspectives and development policies and interventions.

The functions of the Ministry include:

- Formulation of a gender and child specific development policy framework, guidelines and advocacy strategies for use by all MDAs and for collaboration with Ghana's Development Partners
- Planning and the facilitation of the integration of women and children's policy issues into National Development Agenda
- Monitoring and evaluation of both the process and impact of programmes on women and children being implemented
- Provision of guidelines and advocacy strategies for all MDAs and other development partners for effective gender mainstreaming
- Provision of the necessary platform and mechanism to implement government's commitments expressed at international fora towards improving the status of women and children
- Co-ordination of all gender related programmes and activities at all levels of development.

1.2.7 Sector Goals

The sector goal formulated for programme implementation is: "Ensuring Development Of Women And Children By Promoting Gender Equality, Equity And Mainstreaming gender and Children Issues In The Development Process Within The Context Of A Decentralized Democratic Environment".

The goals of the Ministry are to:

- Promote the development of women and children to contribute to sustainable development in Ghana
- Ensure equity and equality between men and women through effective gender mainstreaming in all sectors of the economy
- Mainstream women issues in the development process to enhance their status in society
- Promote and raise awareness on child rights and develop the potential of all children.

1.2.8 Sector Objectives

The objectives of MOWAC include:

- Policy formulation, coordination, execution, and monitoring of programmes and activities relating to women and children
- Ensuring gender sensitivity in sectoral policies, plans and business promotion, programmes and projects
- Collaboration with Development Partners (DPs), Civil Society Organizations (CSOs) and other relevant organizations/stakeholders to facilitate the integration of women and children issues into national development
- Designing and carrying out research with the view of advancing women and children issues to enhance their contribution towards national development
- Facilitating the implementation of government policies and plans that relate to women and children, and
- Compliance with Ghana's International Obligations that relate to women and children.

PART 2

MONITORING AND EVALUATION ACTIVITY

2.0 Programmes/Projects Status for the Year

This section focuses primarily on programmes and activities undertaken and results achieved within the year under review (January to December 2009). The projects and programmes have been presented under the three thematic areas of the GPRS 11 (Table 1, 2 & 3).

Table 1: Thematic Area: Human Resource Development

Programmed Activities	Expected Output	Actual Output	Status	Lessons Learnt/ Challenges	Source of Funding
Training on English Fluency & IT Skills in India	The course was meant to enhance individual skills -To ensure quality education with adequate teaching materials	-Two officers trained in English Fluency &IT Skills -Officers IT &English have improved - The training was effective and efficient and it has enhanced participants' skills in the office.	Completed	-The exposure was good and a lot learnt: Ideal Units &fluency, Flow production, key speech, phrase patterns, fluency in functional English, Basic computer concepts etc.	GOG/Donor
Validation workshop on Gender Equity gaps in National Laws of ECOWAS member states in Banjul	The report is expected to give clear and proper indicators to enable member states to develop proper policies and Other legislations to fulfill the identified gaps	-Delegates were informed of the gaps in National Laws towards women empowerment and gender equality.	Completed	Cultural beliefs and practices still a challenge to women's rights, socio-economic empowerment and gender equality.	GOG/Donor
WOMM held to review previous years meeting; lecture on "You are what you eat".	Created awareness of health related issues affecting women through	126 women educated on healthy diet	Completed	Women should be given more of such education to integrate them into health issues, especially at the District level	GOG

	eating habit and promotion of the practice of a healthy life style among women and children.				
Departmental/ Regional Directors and Senior staff meeting	Staff familiarization, interaction with the Minister; discussions of Annual Work Plan and reports.	Reports presented Way forward Re-strategize	Completed	Need to increase staff capacity building	GOG
Capacity Building and awareness raising to combat trafficking in person and irregular migration from and through Ghana	Stakeholders capacity build on human trafficking	All the stakeholders are aware of trafficking and their capacity built to combat HT and irregular migration, especially law enforcement agencies (NGOs, CSOs, MDAs & Judiciary).	Completed	-Capacity of all stakeholders has been built to combat trafficking. - MOWAC has to assume its coordinating role.	GOG/Donor
WOMM organized to educate women on health hazards associated with unwholesome food consumption at YWCA	Created awareness of health-related issues affecting women and promote healthy lifestyle amongst women.	Women groups were sensitized on hazards associated with food nutrients and on how to identify unwholesome canned food products.	On-going	The programme would only create the desired impact if only more women's groups were invited but because of financial constraints most of the groups could not be invited.	GOG
Women Week Celebrations was observed by women's groups in the regional capitals under the theme "Women and men working together" .	Created awareness of health-related issues affecting women and promoted healthy lifestyle amongst women.	Women groups undertook clean-up exercise in markets and other vicinities	Completed	Created awareness of health-related issues affecting women and promote healthy lifestyle amongst women. More of such exercises should be embark on and the Government should provide logistics to help educate the	GOG

				public on the need to keep the environment clean.	
GRB Training workshop for 14 selected MDAs and Members of Parliament.	To create awareness on GRB and develop practical skills on Gender Budgeting.	Created awareness on GRB and developed practical skills of participants on Gender Budgeting.	Completed	Inability of MPs to attend due to busy schedules of Parliament at the time.	GOG
Training for PP MED and Budget Staff of 16 MDAs on Gender Responsive Budgeting (GRB)	3-day training on GRB organized for PP MED and Budget Staff of 16 MDAs	40 PP MED/Budget Staff of 16 MDAs acquired knowledge/skills in GRB and Gender Mainstreaming	Completed	Participants had practical hands-on exercise on gender issues and analysis.	GOG/Donor
National training for Gender Desk Officers	Organized a 2-day gender training in collaboration with ECOWAS Gender Centre for Gender Desk Officers of selected MDAs.	40 Gender Desk Officers (GDOs) from MDAs equipped with skills and tools for Gender Mainstreaming to influence policies and programmes	Completed		GOG/Donor
A workshop for District Assemblies on the DV Act.	Organized a sensitization workshop for District Assemblies on the DV Act.	District Assemblies sensitized to implement provisions in the DV Act.	completed		GOG/Donor
Workshop for GDOs of selected MDAs on Gender Mainstreaming and Gender Assessment Tools	Organized a 2-day workshop in collaboration with Central Governance Project and Office of the Head of Civil Service	GDOS acquired skills in Gender Mainstreaming and Gender Assessment Tools.	Completed	Lower ranking officers were sent to the workshop	GOG/Donor
AfDB Gender Responsive Skills and community Development Project	Project underway	To enhance skills and community development	On – going		GOG/Donor
Sensitization workshop on Gender Mainstreaming for Cabinet members	Secured Cabinet approval to hold a sensitization workshop on	Cabinet to be sensitized on Gender Mainstreaming and GRB.	Workshop yet to be carried out		GOG/Donor

	Gender Mainstreaming and Gender Responsive Budgeting for Cabinet members in October 2009				
Organize training of Trainers workshop on ECCD Programming for Regional Stakeholders.	Two workshops to be organized in the Northern and southern Sector of the country.	Two Trainers of Trainers workshops have been organized in the Northern and southern Sector. Participating districts developed and Action Plan for District Training activities.	completed	-Funding difficulties Delays in the release of GOG Funds. -Regular regional interactions should be organized to ascertain the implementation of policy.	GOG/Donor

Table 2: Thematic Area: Good Governance and Civic Responsibility

Programmed Activities	Expected Output	Actual Output	Status	Lessons Learnt/ Challenges	Source of Funding
Participation in the 53 rd Session of CSW in New York under the theme, "Shared responsibility between men and women especially in the area of Care Giving and HIV & AIDS".	Deliberate on the theme, shared responsibility between men and women, especially in the area of Care giving and HIV & AIDS	Ghana participated in the meeting and shared its experience with other countries. -The sector Minister held meetings with bilateral organizations to strengthen collaboration and support for gender equality programmes.	Completed	Effect of global financial crisis discussed as a side event to the statutory meeting.	GOG/Donor
Route march on International Women's Day Celebration on Domestic Violence.	Aroused the interest of stakeholders about capabilities of women and girls	About 800 women were sensitized to equip themselves with skills to enhance their socio-economic status	Completed	Lack of adequate budgetary allocation to carry out other planned activities.	GOG
Seminar for SHS students and men on Domestic Violence and situational report on Violence and situational report	Sensitize students and men on Domestic Violence Act.	About 220 men and students educated on the need for men and women to unite to end violence against women and girls.	Completed	Need for greater collaboration with other institutions and agencies for effectiveness.	GOG/Donor

on violence in the society.					
Preparation of Sector Medium Term Development Plan (SMTDP)	-Sector Medium Term Plan developed	-Draft Sector Medium Term Plan in place	On-going	It was realized that a lot activities in the previous plan (SIP) were not implemented -Due to the overambitious of the plan -Too many activities not equally matched with resources	GOG/ Donor
National ECCD Committee Meeting and Validation Workshop for Standards and Indicators' Project	-Update on Sector's initiatives for the implementation of Ghana's ECCD Policy collated - Ghana's Standards and Indicators Project Early Learning Standards and Indicators' Project (ELSIP)	-One meeting of the committee organized - Sector updates were presented. - Initiatives of Sectors collated and forwarded to partners sector Ministries specific actions or interventions to promote ECCD activities in Ghana -ELSIP finalized	ELSIP is on-going	-Sectors' update brought to the limelight the need to promote networking in ECCD interventions.	GOG/ Donor
Commemoration of the Day of the African Child	Day Commemorated at National and 10 Regional levels	-Children's Regional Review Meeting held for 18 children from the 9 regions - Communiqué developed by children and presented to the Parliamentary Select Committee on Gender and Children (PSCGC) - One –day Orientation session on the situation of the Ghanaian child and Child Protection issues was organized for (chaperons from) regions -300 Children & adults (stakeholders)	Regional activities are on-going	-Commitment of Parliament in championing the interest of children was demonstrated especially during debate on the celebration -Need to entrench child participation issues in national development Child budgeting is crucial in ensuring the Survival, protection, development and participation of the child. - Need to have a cohort of at least two	GOG/ Donor

		<p>participated in proceedings in Parliament</p> <p>-About 50 Children and stakeholders interacted with the Speaker of Parliament</p> <p>-Hon. Minister for MOWAC made a statement in Parliament</p> <p>-Extensive discussions were held in Parliament on the efforts to promote child's wellbeing</p> <p>-10 regional school debate and community durbars were held in the regions</p> <p>-Media discussions were held to create awareness on child wellbeing issues.</p>		From each region for child participation activities.	
Completion of Report on study on the use the internet by children.	Information on children's use of the internet available	Information on children's use of internet accessible	First draft of the report ready	Delay in the release of funds led to the delay in data gathering	GOG/Donor
Seminars on Domestic Violence in the various regions.	Disseminated information about domestic violence and related legal implications and women's rights.	Participants sensitized on the Domestic Violence Act.	On-going	Logistics should be provided so that sensitization programmes on domestic violence could be held in other regional and district.	GOG/Donor
A route March Organized by the Eastern and Volta Regional Directorate to sensitize the general public to assist in reducing the incidence of domestic violence.	Disseminated information about domestic violence and related legal implications and women's rights.	346 women undertook the March to draw the public's attention to the negative effects of domestic violence and also to discourage it.	Completed	It is very critical to intensify public education on domestic violence at both regional and district levels where because of law enforcement agencies, the rights of women and girls are taken for granted.	GOG/Donor
Radio programmes organized by	Disseminated information about	The Regional offices had the opportunity	On-going	For the desired impact to be	GOG

Eastern and Volta Region offices to disseminate information on domestic violence to the public.	domestic violence and related legal implications and women rights.	to interact with the public on issues on domestic and also collate their views and concerns.		made, more logistics would be needed so that more of such radio programmes would be mounted and also increase coverage to include rural population.	
A review of the Women Manifesto	Reviewed the Women Manifesto	Women Manifesto reflects emerging issues for women.	Completed		Donor
Establishment of the Gender Budget Monitoring Unit at MOWAC.	Initiated the process of establishment of the Gender Budget Monitoring Unit.	Process of effective monitoring being made.	On-going		Donor
Gender mainstreamed into 2010 population census	Gender mainstreamed into 2010 population census	Gender mainstreaming into 2010 population census questionnaires	Completed.		GOG/Donor
Formulate policies on Gender Mainstreaming, GRB and Gender Policy for MDAs.	Facilitated the process of Government approved Policies on Gender Mainstreaming, GRB and Gender Policy for MDAs.	Government approved policies on Gender Mainstreaming and GRB for implementation by MDAs and MMDAs from 2010.	On - going	Need for effective M & E to ensure proper implementation	GOG/Donor
Submission of international protocols for approval by cabinet and Parliament.	International Protocols submitted to and approved by Cabinet and Parliament.	Ghana's image enhanced in the international Community.	Completed		GOG
Development of Legislative Instruments (LI) on the DV Act.	Two-day meeting held to develop (LI) on the DV Act.	Draft LI on DV Act ready	On-going	Draft legislative instrument in place	GOG/Donor
Meet the Press.	MOWAC held "Meet the Press programme)	MOWAC achievements and programmes projected.	completed		GOG
Advocate for 5 percent of District Assembly Common fund (DACF) for Gender Mainstreaming	Secured approval for DACF guidelines to include 5 percent of the Common Fund to be set aside for Gender Mainstreaming.	Gender Mainstreaming programmes to be enhanced at the District levels	Completed		GOG

Stakeholder's workshop on Protocol for the implementation of the DV Act.	Workshop held to develop inter and intra agencies Protocols for the DV Act implementation.	Implementation of the DV Act enhanced.	Completed		GOG/ Donor
Re- Constitution of DV and Human Trafficking Board	DV and Human Trafficking Boards re-constituted and duly launched	Effective advisory role for DV and HT Secretariat.	Completed		GOG
Undertake study on the use of corporal punishment on children in Ghana	Report to be finalized and published	Report has been finalized and ready for publication	On- going	Due to cuts in budget the report could not be published this year.	GOG
Undertake study on the use of internet by JHS children in the GT. Accra Region	Report to be finalized, published and disseminated to stakeholders and the public	Report has been finalized and ready for publication. Report disseminated to school children in Accra Metropolis	Completed	Due to cuts in budget the report could not be published this year	GOG
Celebration of Day of the African Child	Workshops/durbars to be held throughout the country to mark the day.	Workshops/durbars held throughout the country to mark the day.	Completed	- Funding difficulties - Delays in the release of GOG Funds. - Inter-agency partnership has improved over the years.	GOG
Celebration of National Children's Day	Day to be used to promote child participation and take stock of progress made in ensuring the welfare of children.	Workshop/durbars held throughout the country to mark the Day. Book on children titled "children in Ghana" launched.	Completed	- Delays in the release of GOG funds.	GOG
Held stakeholder meeting on positive upbringing initiative	To edit and finalize documentary	Documentary finalized	Completed	Funding difficulties.	GOG
Held stakeholder meeting for a brief on positive parenting initiative	Brief partners on the initiative and present a documentary to them.	Stakeholder meeting held and participants presented with the project overview		- Delays in the release of GOG Funds.	GOG
Held National ECCD coordinating Committee (NECC) meeting and review of the early learning standards and indicators for	Activities of ECCD by Partners to be updated. Rational dissemination workshop on ECCD	Review and Finalization of Early Learning Standards and Indicators	Completed	Duration of workshop was too short.	GOG/ Donor

4 and 5 years old.	of Early learning Standards and Indicators to be organized,				
Workshop on Ghana's Plan of Action on UN Security Council Resolution on 1325	Preparatory workshop held to finalize Ghana's Plan of Action on UN Security council Resolution 1325 on women, Peace and Security.	Draft final national Plan of Action	Draft NPA to be validated and costed.		GOG/ Donor
Participation in international meetings.	Participated in other international meeting e.g. AU, ECOWAS etc.	The rights of women and children are protected.	Completed		GOG/ Donor
Meeting with UNICEF	Held meeting with UNICEF to coordinate Child-related issues	Child – related issues co-ordinated.	Completed		GOG/ Donor
Celebration of international Children's Day	International Children's Day celebrated in Accra	Children in Ghana given recognition and visibility	Completed		GOG/ Donor

Table 3: Thematic Area: Private Sector Competitiveness

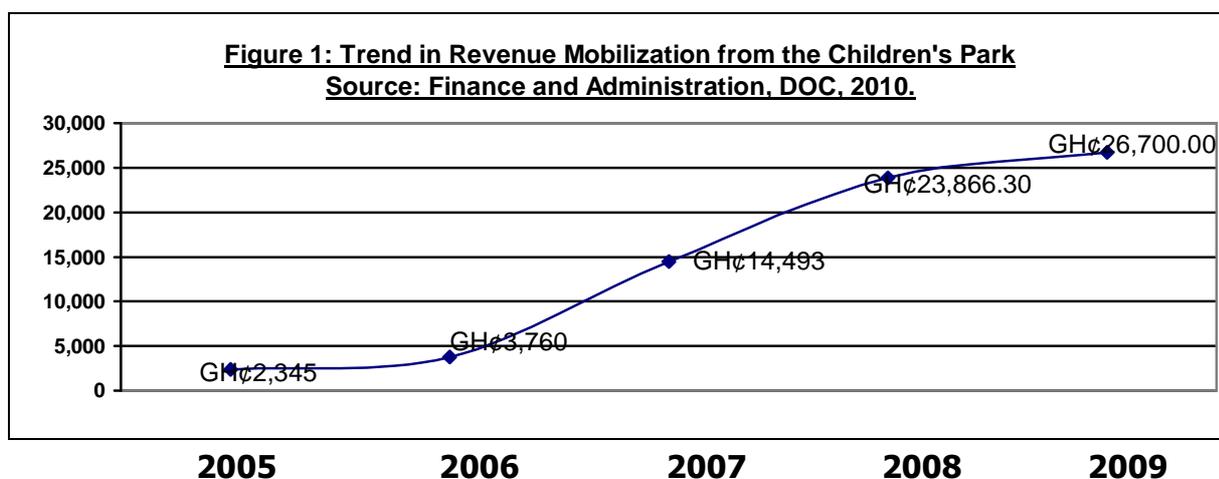
Programmed Activities	Expected Output	Actual Output	Status	Lessons Learnt/ Challenges	Source of Funding
Recovery of MASLOC Funds	Facilitated the recovery of GH¢158,523 of MASLOC Funds and paid into MASLOC Account at Bank of Ghana	Micro-credit will be available for potential women groups to access for their business	On-going.	Poor recovery rate.	GOG

2.1 Update on Disbursements from Funding Sources

MOWAC's major sources of finance are the Government, Private Sector, International Social Partners and Internally Generated Funds (IGF). Details of annual finances have been provided in Table 4.

MOWAC and its two departments also received support from development partners. The DOC manages the Efua Sutherland Park, which serves as the major recreation and entertainment Park for children in the country. It also serves as a venue for other social

functions. There are other similar parks in the country which are owned by private entities but the Efua Sutherland Park receives the highest child patronage in terms of child programmes, sometimes attracting as many as 5,000 children at a programme time. In relation to internally generated funds (IGF), the Department of Children was able to collect GH¢26,700.00 in 2009. From Figure 1, between 2005 and 2009, an amount of GH¢71,164.30 was generated from the use of the Efua Sutherland Park. The figures indicate an encouraging increasing trend in revenue mobilization.



2.2 Financial Analysis for Year 2009

2.2.1 Financial Position

1.a The Ministry of women and Children Affairs had a total GOG approved budget of Two million, seven hundred and fifty two thousand, seven hundred and seventy four Ghana cedis (GH¢2,752,774) for the 2009 fiscal year. This represents an increase of 14.37% over the 2008 approved budget.

b. The actual expenditure during the same year 2009 was One Million eight hundred and seventy eight thousand, eight hundred and thirteen Ghana cedis, sixty Ghana pesewas (GH¢1,878,813.60) representing 68.25% of the approved budget. However, the high variance percentage indicates the fact that the personnel Emolument and investment budget was not fully utilized. The excess administration expenditure of 208% over the approved budget was as a result of outstanding expenditure brought forward from 2008 fiscal year, and over expenditure for 2009.

Table 4: Financial Performance 2009

ITEM	APPROVED BUDGET	ACTUAL RECEIPT	ACTUAL EXPENDITURE	VARIANCE
P.E	1,302,877.00	732,798.00	732,798.00	570,079.00
ADMINISTRATION	243,881.00	540,536.00	751,325.00	507,444.00
SERVICE	399,894.00	336,980.00	334,079.00	65,815.00
INVESTMENT	806,122.00	447,848.00	60,611.00	745,511.00
TOTAL (GOG)	2,752,774.00	2,058,162.00	1,878,813.00	1,888,849.00
DONOR	6,768,571.00	1,752,092.94	458,865.00	5,016,478.06
IGF	49,440.00	26,700.00	13,350.00	22,740.00
GRAND TOTAL	9,570,785.00	3,836,954.94	2,351,028.00	5,733,830.06

2.2.2 Major Financial Challenges:

The major financial challenges that confronted the Ministry during the reporting year was the delay in receiving warrants from the Ministry of Finance and Economic Planning as well as Bank Transfer Advice (BTA) from Controller & Accountant General Department. This development most often hinders effective and smooth implementation of programs at the Ministry.

2.2.4 The Way Forward:

It is the wish of the Ministry that funds are released on time to ensure effective and efficient implementation of programmes.

2.3 Update on Indicators and Targets

MOWAC's policy objectives for 2007–2008 were revised based on the 2009 Budget Guidelines and emerging development issues of concern to women empowerment and child survival and protection. The revised strategic policy objectives for 2009- 2011 are presented in Table 5.

Table 5: Indicators and Targets

NO.	Strategic Policy Objective (Targets)	Indicators	Remarks
1	To promote Gender Responsive Budgeting in 15 MDA's through capacity building.	Number of MDA's trained in GRB	110 PPMED/ Budget Staff/Gender Desk Officers of 16 MDAs acquired knowledge and skills in GRB in Gender Mainstreaming.

NO.	Strategic Policy Objective (Targets)	Indicators	Remarks
2	To enhance evidence-based decision making on gender equality and women empowerment by collecting gender and sex-disaggregated data in 20 districts	Gender and sex-disaggregated data in 20 districts and a data base established at MOWAC by 2011	MOWAC is collaborating with GSS in the collection of Sex-disaggregated data. Instruments for collecting gender socio-economic data have been developed and validated by GSS
3	To promote the protection, development and the rights of women and children through awareness creation and effective implementation of the Domestic Violence Law (DVL), Human Trafficking Law (HTL) and the Early Childhood Care and Development Policy (ECCD) and other International Policy Frameworks.	<ol style="list-style-type: none"> 1) A data base on issues of protection of rights of women and children established. 2) 10% increase in ECCD structures throughout Ghana 3) 35 communities sensitized on government policies relating to women and children 	<p>The anti-domestic violence and human trafficking management boards were re-constituted and inaugurated.</p> <p>Orientation organized for ECCD Committee Members in the districts geared towards implementing the ECCD Policy.</p> <p>Sensitization programmes organized on government policies and programmes throughout the 10 Regions.</p> <p>The following Protocols/Conventions were ratified by Parliament after approval by Cabinet during the Year:</p> <p>Amendment to Article 20 (1) of the Convention on the Elimination of All forms of discrimination against Women</p>

NO.	Strategic Policy Objective (Targets)	Indicators	Remarks
			<p>(CEDAW).</p> <p>Protocol to Prevent, Suppress and Punish Trafficking in Persons especially women and children.</p> <p>Optional Protocol to the convention on the Elimination of all Forms of Discrimination against women (CEDAW).</p> <p>Amendment to Article 43 paragraph 2 of Convention on the Rights of the Child (CRC); and</p> <p>Optional Protocol to the Convention on the Rights of the Child on the Involvement of Children in Armed Conflict.</p>
4	To improve the socio-economic status of women and children, the vulnerable and marginalized groups through targeted interventions.	1) 100 women given credit facilities.	An amount of GH¢158,523.75 of MASLOC Funds has been recovered out of a total GH¢1, 650,000. Limited credit available for potential women groups to access for their businesses. However, MOWAC is awaiting MASLOC's directive to enable it commence disbursement.
5	To assess progress on the implementation of women and child-related programmes and projects and evaluate policy outcomes and impacts through	1) M&E Framework developed in collaboration with	M&E Framework being developed.

NO.	Strategic Policy Objective (Targets)	Indicators	Remarks
	effective Monitoring and Evaluation Framework to provide inputs for Gender Policy Review and Planning.	NDPC. 2) 2009 Mid-Year and Annual M&E Reports on the implementation of the DVL, HTL, and ECCD prepared and circulated. 3) M&E to establish GRB Monitoring Unit.	Initiated the process of establishing the Gender Responsive Budget Monitoring Unit. Annual Report of Human Trafficking and Domestic Violence being compiled.

2.4 Update on Critical Development and Poverty Issues

In 2009, MOWAC carried out a number of activities that relate to the critical development of women and children. Activities that aimed at reducing childhood poverty and improving economic status of women were implemented. The under mentioned were some of the areas covered:

- Cabinet Approval For GRB Policies For Implementation in 2010
- The Re-Engineering Of MOWAC
- Campaign On Violence Against Women and Children
- Anti-Human Trafficking Activities
- Intensification of Early Childhood care and Development programmes
- Improving research and documentation on women and children
- The launch of Gender Responsive Skills and Community Development Projects (GRSCDP)

2.5 Evaluations Conducted; their findings and recommendations

The Ministry and its two Departments conducted some evaluation and the main finding among others related to funding, logistics constraints, and low staffing levels.

(a) Funding: Some programmes planned for 2009 could not be executed owing to financial constraints. The government's funding was inadequate and not released on time. The inadequate budget and untimely releases of funds compelled MOWAC and its departments to rely solely on donor support.

(b) Logistics: MOWAC also has serious difficulties in getting the relevant logistics for its programmes. This affects MOWAC to carry out effective programmes and activities.

(c) Lack of capacity building: The Ministry has inadequate human capacity and it is not able to provide specific training and relevant training for its staff.

PART THREE

THE WAY FORWARD

3.0 Key Issues

Over the years Ministry of Women and Children's Affairs (MOWAC) budget allocation compared to the national budget has been below 1.0%. In 2009 it was 0.023% of the National budget. (Item 2-4).

If MOWAC is to achieve its mandate of ensuring gender equality and equity as well as women empowerment together with ensuring the protection, welfare and participation of children, then the level of budgetary allocation needs to be reviewed upwards.

The need for office space is critical since there is serious constraint in office space at MOWAC Headquarters, Department of Women and Department of Children. It has led to serious under-staffing due to unavailability of space to accommodate extra staff.

There is also inadequate space to accommodate the Human Trafficking and Domestic Violence Secretariats.

Essential logistics are required such as vehicles, as well as computers, photocopiers and other office machines, equipment and facilities.

Other implementation challenges for 2009 include:

- Inadequate capacity (Technical, Financial and Human) to implement programmes for women and children.
- Inadequate Physical Infrastructure
- Inadequate capacity of Human Trafficking Secretariat
- Weak decentralization of the Departments of Women and Children
- Inadequate allocation & irregular release of funds to implement planned activities.
- Weak collaboration/partnership with MDAs, MMDAs, DAs, CSOs, etc to effectively implement programmes/projects.
- Inadequate funds to provide micro-credit for women

Key programmes and activities to be undertaken during the year 2010 to address women and children's issues are listed below. These are based on MOWAC's six (6) Strategic Objectives for 2010 – 2013 as follows:

1. To promote Gender mainstreaming and Gender Responsive Budgeting (GRB) in MDAs and MMDAs through capacity building.
2. To improve the socio-economic status of women and children, the vulnerable and marginalized groups through targeted interventions.
3. To enhance evidence-based decision-making on gender equality and women empowerment by collecting gender and sex-disaggregated data in the districts.
4. To protect and promote the development and the rights of women and children through awareness creation and effective implementation of National and International Policy Frameworks and Legislations.
5. To assess progress on the implementation of women and child related programmes and projects and evaluate policy outcomes and impact through effective monitoring and evaluation framework to provide inputs for gender and children policy review and planning.
6. To create awareness and support the implementation of government development policies affecting women and children in Ghana

3.1 Key Issues yet to be addressed

- ❖ MOWAC will implement Cabinet Directives to ensure the following:
 - ✓ MDAs/MMDAs to prepare Gender Policies and ensure gender mainstreaming and gender responsive budgeting.
 - ✓ MDAs/MMDAs to set aside percentage of their budget to support gender programmes.
 - ✓ Gender to be mainstreamed into the 2010 Population Census
 - ✓ Sensitization workshop on Gender Mainstreaming and Gender Responsive Budgeting (GRB) to be held for Cabinet Members
- ❖ Compile data on potential women leaders in the Municipalities, Metropolitan and Districts and build the capacity of some of them as candidates for the 2010 District

Assembly elections in line with Governments policy to increase the percentage of women in decision making. It is expected that some of these women will also participate in the 2010 General Elections.

- ❖ Continue to enhance Gender mainstreaming and Gender Responsive Budgeting (GRB) in MDAs and MMDAs through capacity building. All PPMED/Budget staff of MDAs and key staff of all MMDAs will be trained in GRB. The expected impact is that the annual sector budgets of MDAs and MMDAs will adequately address gender inequality.
- ❖ Complete the Re-engineering of MOWAC and review the National Gender and Children's Policy.
- ❖ Pilot sex-disaggregated data in collection 20 targeted districts to enhance evidence-based decision-making on gender equality and women empowerment.
- ❖ Facilitate the implementation of the following National Legislations/Policies.
- ❖ Implement the Domestic Violence (DV) and Human Trafficking (HT) National Plans of Action. The DV National Plan of Action will be co-supported by the Royal Netherlands Embassy, Ghana.
- ❖ Continue to implement the Beijing Platform for Action, the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW). ECOWAS, AU and Commonwealth Policies, Plans and Programmes on Gender Equality.
- ❖ Also in line with the commitment to achieving MDGs targets by 2015, MOWAC will focus on the empowerment of women by building on on-going interventions through the following means:
 - ✓ Promote women in political decision making as a composite index for enhancing Good Governance through participation in national development decision making at all levels;
 - ✓ Reduce feminized poverty through alternative livelihood schemes, targeting poor women, the vulnerable and marginalized groups
- ❖ Implement the Ghana Government/African Development Bank Gender Responsive Skills and Community Development Project which seeks to promote gender equality and socio-economic development. The project will improve national capacity for

enhancing gender mainstreaming and improve access to quality skills training for employment.

- ❖ Develop Gender M&E Framework to assess progress and evaluate policy outcomes relating to gender;
- ❖ Collaborate with stakeholders such as MOH, and Ghana Health Service, MOE, MESW, Ministry of Interior, ILO, IOM and other development partners to collectively address women's reproductive health, infant and maternal mortality, child trafficking, child labour, streetism, irregular migration and other issues of national concern to women and children.
- ❖ Complete the establishment of the Gender Responsive Budget Monitoring Unit in MOWAC.
- ❖ Continue collaboration with Development Partners and the UN Systems in Ghana to address the concerns of women and children; and
- ❖ Commemorate Beijing + 15 in Ghana and other such commemorative events like the AU Day of the African Child.
- ❖ Ensure that the Savanna Accelerated Development Authority (SADA) Policy document is engendered to cater for the needs of women and children in the project areas and particularly to halt the irregular migration of 'Kayayei' and other youth from the Northern to the southern parts of the country.

3.2 Recommendations

The Concept of gender is inextricably linked to development. It is evident that if we want to achieve the Millennium Development goals (MDGs) and sustainable development then solutions must be found to address and confront the challenges of building inclusive societies where the rights of all persons are protected and where they all participate in the decision making process that affect their lives. We must therefore demonstrate our commitment towards gender equality and empowerment of women and the protection and development of our children by allocating adequate resources to the Ministry.