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Organization of the
United Nations



National gender profile of agriculture and rural livelihoods



G H A N A

Country Gender Assessment Series



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FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS

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Foreword



Ghana's efforts to incorporate gender issues in the country's development process date back to the 1970s. The first milestone was the establishment of the National Council on Women and Development (NCWD) after the first United Nations Conference on Women in 1975, followed in 2001 by a Ministry of Women and Children's Affairs. Today, Ghana is bestowed with a Ministry of Gender, Children and Social Protection which works with various stakeholders and partners to empower women and children, while addressing the interconnections between gender equality, poverty reduction and sustainable development.

The Ministry of Gender, Children and Social Protection (MoGCSP) has developed the National gender policy to advance gender mainstreaming across all ministries departments and agencies. This has inspired a number of ministries, departments and agencies to develop good gender policies and strategies for their sectors.

However, there is major challenge with implementation.

Despite affirmative action, gender inequalities still exist, affecting particularly rural women employed in the agriculture sector, who constitute 58% of the agricultural labour force. The disadvantaged status of rural women and the prevalence of gender stereotypes limit women's access to power, decision-making, resources and fulfilment of rights.

Efforts by the community have not yet been sufficient to mitigate the overarching challenges rural women face year after year. The gap between policy and implementation due to difficulties to put gender mainstreaming into practice, low financing and socio cultural barriers is to blame. Limited availability of sex disaggregated data for gender analysis is also one of the challenges that affect the gravity and extensiveness with which gender is mainstreamed in the agricultural and other sectors. No data means no baseline and no tracking of progress in translating the high level policy commitments into the day to day life of rural women in the villages.

I therefore really welcome and present to you this Country Gender Assessment Report, commissioned by the Food and Agriculture Organization of the United Nations (FAO) and the Commission of the Economic Community of West African States (ECOWAS) within the framework of their technical cooperation project on: "Gender responsive regional and national agricultural investment plans for meeting the Zero Hunger challenge in the ECOWAS region".

The report reminds us of the gender gaps inherent in the Ghanaian agricultural and rural development sector, to highlight and guide policy makers and development partners on the need to incorporate gender responsiveness in the work they do, so that no one is left behind. It is very timely as we prepare for the sixty-second session of the Commission on the Status of Women will take place in March 2018 under the theme "Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls".

I pledge the commitment of the Government of Ghana, through the Ministry of Gender, Children and Social Protection working together with the Ministry of Food and Agriculture to spearhead gender equality and women's empowerment in the agricultural sector. I urge all partners to commit to the elimination of gender inequalities in agriculture in order to succeed in the alleviation of hunger and rural poverty.

Hon. Otiko Afisah-Djaba

Minister for Gender, Children and Social Protection

Preface

For all practical purposes, agriculture and the rural sectors are central for Ghana's socio-economic development and transformation. Their performances determines the extent of which significant change and improvement can be made in terms of achieving the objectives of economic growth and shared prosperity among all Ghanaians, including women who constitute about 52% of the population.

People constitute the very agent and object of growth and prosperity; they should be at the center of the development policy and practice. Deliberate inclusive policies and practices are at the heart of achieving equality of opportunities and benefits among disparate social groups including men and women. Government shared commitment and accountability to ensure equal opportunities for men and women underpin success in terms of delivering desired outcomes. These commitments could be reflected in terms of formulating sound policies, strategies, and plans; putting in place effective institutional arrangements, allocating commensurate budgets to support implementations, and monitoring and tracking process and mutual learning.



In this respect, the efforts of the Ministry of Food and Agriculture, as the lead sector responsible for policy and planning of the agriculture sector, towards addressing the sector's accountability in fulfilling gender equality and women's empowerment needs to be accorded due recognition. For instance, there is an encouraging progress made to strengthen the Ministry of Food and Agriculture in gender mainstreaming, including the establishment of Women in Agriculture Directorate (WiAD) and the launch of Gender in Agriculture Development Strategy II in 2016, which replaces its predecessor launched over a decade ago.

Ghana's Medium Term Agriculture Sector Investment Plan includes gender and youth responsive targets, in relation to value chain development and markets access for smallholder farmers, food security, reduction of post-harvest losses, access to improved technologies and development of rural infrastructure. In order for these lofty ideals to materialize, there must be a collective effort by all relevant stakeholders and actors to prioritize women's needs and priorities in agricultural policy formulation, programming, planning and financing.

It is with this background that the FAO and ECOWAS Commission have conducted this country gender assessment for the agricultural and rural sectors in Ghana within the framework of the Technical Cooperation Project on: "Gender Responsive Regional and National Agricultural Investment Plans for Meeting the Zero Hunger in ECOWAS Region". The report highlights the initiatives that has brought the country encouraging successes, but also reveals gender disparities in access to critical agriculture and rural resources, knowledge, opportunities and markets. It explores the existing gender relations and gaps in the various subsectors of agriculture, their possible causes and impact on food and nutrition security.

The implementation of 2030 Sustainable Development Agenda in Ghana creates further opportunities to address gender inequalities in the agriculture and rural sectors, in food and nutrition security and in the, management of environment and natural resources. This report provides valuable baseline information to inform this process.

There is no better strategy for transforming agriculture other than empowering women! The case for a gender-inclusive transformation does not emerge out of a mere humanitarian concern. Evidences confirm that women empowerment in rural areas leads to faster agricultural productivity and optimal social welfare outcomes. These high returns warrant a compelling case for enhancing investment in gender equality and women empowerment in agriculture sectors. It is my belief that investing in women is worth pursuing in the fight against hunger, malnutrition and rural poverty, and encourage all actors and partners to support gender equality and women's empowerment in agriculture.

Abebe Haile Gabriel

FAO Regional Programme Leader and Representative for Ghana

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This Country Gender Assessment (CGA) was prepared within the framework of the FAO-ECOWAS technical cooperation project on “Gender responsive regional and national agricultural investment plans for meeting the Zero Hunger challenge in the ECOWAS region”. The project is implemented in the 15 ECOWAS member countries under the leadership of M. Bukar Tijani, FAO Assistant Director General and Regional Representative for Africa, and Dr. Fatimata Dia Sow, ECOWAS Commissioner for Social Affairs and Gender.

Both FAO and the ECOWAS Commission recognize the centrality of gender equality for achieving food and nutrition security for all for a zero hunger generation, improving agricultural productivity and natural resource management, and providing better livelihoods to rural populations.

The development of this CGA was conducted under the championship of Dr. Abebe Haile Gabriel, FAO Representative in Ghana and Strategic Programme Leader at the FAO Regional Office for Africa, and the overall coordination and technical guidance of Ms. Tacko Ndiaye, FAO Senior Gender and Rural Development Officer and Dr. Bolanle Adetoun, Principal Program Officer for Gender, Department of Social Affairs and Gender, ECOWAS Commission. Ms. Sophie Tadria, Food Security and Nutrition Consultant and Gender Focal Person at the FAO Representation in Ghana also provided technical support for the preparation of the CGA.

This CGA benefitted from the contribution of a wide range of stakeholders from Government, United Nations organizations, civil society organizations, farmers’ groups and academia at various stages, whose interest and commitment were a great asset to the report.

We would like to commend all the informants, the respondents from the communities visited and all those who participated in the validation meeting (see lists in annex). The information, data and comments they provided enriched the report.

Our special recognition and thanks go to the representatives of the Ministry of Food and Agriculture (MoFA), the Ministry of Gender, Children and Social Protection (MoGCSP), the International Labour Organization (ILO) and CSOs for affording time to discuss with the consultant and participating in the review of the report.

FAO is indebted to the intellectual contribution of Dr. Mamudu Abunga Akudugu (PhD) commissioned to prepare this CGA. His dedication to excellence in undertaking this challenging yet exciting assignment is shown in the quality of the report. Our appreciation also goes to Ms. Colleen Obino and Mr. Pious Asante, Consultants at the FAO Regional Office for Africa who contributed tremendously to the edition of the report. We would also like to thank Ms. Sadhana Ramchander, Consultant Editor, BluePencil Infodesign, and her team, for the final edition, design and layout of the report.

Acronyms and abbreviations

ACHPR	African Charter on Human and Peoples' Rights
AEAs	Agriculture extension agents
AfDB	African Development Bank
AMSEC	Agricultural Mechanization Services Centre
APD	Animal Production Directorate
ARS	Agriculture and rural sector
ARI	Animal Research Institute
AU	African Union
BECE	Basic Education Certificate Examination
CAADP	Comprehensive African Agricultural Development Programme
CBD	Customary Boundary Demarcations
CEDAW	Convention on Elimination of All Forms of Discrimination Against Women
CGA	Comprehensive Country Gender Assessment
CGA-ARS	Comprehensive Country Gender Assessment of Agriculture & Rural Sector
CLS	Community Land Secretariat
CPF	Country Programme Framework
CSIR	Council for Scientific and Industrial Research
CRC	International Convention on the Rights of the Child
CRI	Crop Research Institute
DA	District Assembly
DAD	District Agriculture Department
DCE	District Chief Executive
DFATD	Department of Foreign Affairs, Trade and Development
DOVVSU	Domestic Violence and Victims Support Unit
ECOWAP	Economic Community of West African Agricultural Policy
ECOWAS	Economic Community of West African States
ESP	Education Strategic Plan
FAGE	Federation of Association of Ghanaian Exporters
FAO	Food and Agriculture Organization of the United Nations
FASDEP	Food and Agriculture Sector Development Policy
FBO	Farmer-based organization
FGD	Focus group discussion
FRI	Food Research Institute
GADS	Gender and Agriculture Development Strategy for Ghana
GAPo	Gender in Agricultural Policies Analysis Tool
GDO	Gender Desk Officer
GE	Gender equality

GFP	Gender Focal Point
GHS	Ghana Health Service
GIDA	Ghana Irrigation Development Authority
GII	Gender Inequality Index
GLSS VI	Ghana Living Standards Survey Six
GoG	Government of Ghana
GPRS I	Ghana Poverty Reduction Strategy I
GPRS II	Ghana Poverty Reduction Strategy II
GRB	Gender responsive budget
GSGDA	Ghana Shared Growth and Development Agenda
HDI	Human Development Index
ICCPR	International Covenant on Civil and Political Rights
ICESCR	International Convention on Economic, Social and Cultural Rights
IFAD	International Fund for Agricultural Development
IHDI	Inequality-adjusted Human Development Index
IMT	Intermediate means of transport
IPT	Intermittent preventive treatment
ITN	Insecticide-treated net
IVR	Interactive Voice Response
KII	Key informant interview
LAP	Land Administration Project
LEAP	Livelihood Empowerment Against Poverty
LSAs	Land Sector Agencies
M&E	Monitoring and evaluation
MCE	Municipal Chief Executive
MDAs	Ministries, departments and agencies
MDG	Millennium Development Goal
METASIP	Medium Term Agriculture Sector Investment Plan
MIS	Management Information System
MLGRD	Ministry of Local Government and Rural Development
MLNR	Ministry of Lands and Natural Resources
MMDA	Metropolitan, Municipal and District Assembly
MoFA	Ministry of Food and Agriculture
MoFAD	Ministry of Fisheries and Aquaculture Development
MoGCSP	Ministry of Gender, Children and Social Protection
MOLNR	Ministry of Lands and Natural Resources
MOWAC	Ministry for Women and Children's Affairs
MPI	Multidimensional Poverty Index
MSLC	Middle School Leaving Certificate
MSME	Medium, Small and Microenterprise
NAIP	National Agricultural Investment Plan
NCCP	National Climate Change Policy
NCWD	National Council on Women and Development
NDPC	National Development Planning Commission
NEPAD	New Partnership for Africa's Development
NGP	National Gender Policy
NIP	National Irrigation Policy
NMCP	National Malaria Control Programme
NNP	National Nutrition Policy

NRGP	Northern Rural Growth Programme
NTFP	Non-Timber Forest Product
PFAG	Peasant Farmers Association of Ghana
PHC	Population and Housing Census
PLWHA	Persons Living with HIV/AIDS
PPRSD	Plant Protection and Regulatory Services Directorate
RAD	Regional Agriculture Department
RELC	Research Extension Linkage Committee
RPRD	Rural Parcel Rights Demarcation
SARI	Savannah Agricultural Research Institute
SDG	Sustainable Development Goal
SEAGA	Socioeconomic and Gender Analysis handbook – first level
SHS	Senior High School
SLM	Sustainable Land Management
SME	Small and Medium Enterprise
SRI	Soil Research Institute
SSS	Senior Secondary School
STI	Sexually Transmitted Infection
UN	United Nations
UNDAF	United Nations Development Assistance Framework
UNICEF	United Nations Children Emergency Fund
WAAPP	West Africa Agricultural Productivity Project
WE	Women’s Empowerment
WEAI	Women’s Empowerment in Agriculture Index
WIAD	Women in Agriculture Directorate



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Farmers analyzing cotton in a farmer field school programme, looking at the state of plants, searching for pests and infection.

Executive summary

“Gender equality is central to the Food and Agriculture Organization (FAO) of the United Nations’ mandate to achieve food security for all by raising levels of nutrition, improving agricultural productivity and natural resource management, and improving the lives of rural populations. FAO can achieve its goals only if it simultaneously works towards gender equality and supports women’s diverse roles in agriculture and rural development. Gender equality is not only an essential means by which FAO can achieve its mandate, it is also a basic human right”

(FAO Policy on Gender Equality).

Women’s low status in rural areas, coupled with gender stereotypes and a poor perception of gender inequalities, continues to persist in Ghana. This is largely due to practices which see men identified as ‘heads of households’ and women as ‘contributing family workers’, reinforcing the uneven and hierarchical status of women and men in rural areas. Thus, women have limited access to power, decision-making, resources and fulfilment of their rights. They may also suffer from diminished self-esteem and confidence, which are critical personal assets that can discourage or encourage them to act.

This report is a Comprehensive Country Gender Assessment (CGA) of the Agricultural and Rural Sector (CGA-ARS) of the Republic of Ghana. It analyses the gender responsiveness of key Government policies, particularly the National Agricultural Investment Plan (NAIP). Gender equality is key to eliminating poverty and hunger and this has been consistently demonstrated by the Food and Agriculture Organization of the United Nations (FAO) in its research across the world. FAO is committed to reducing gender inequalities through its interventions and this report has been produced as part of its efforts to promote evidence-based decision-making on gender issues, in line with FAO’s policy on gender equality. It is only by closing the gender gap that strategies for sustainable agriculture and rural development can reach their full potential.

This report evaluates the socio-economic and policy environment in the current context of Ghana and highlights existing barriers that hinder women’s empowerment. The aim is to lay the foundation for developing an evidence-based strategy for gender mainstreaming, with the ultimate objective of achieving equality between women and men in all spheres. It also sets out to propose concrete recommendations for gender mainstreaming as a pathway to increasing food security and reducing poverty in Ghana. This gender assessment will serve as a resource for the Country Programming Framework between FAO and the Government of Ghana. It is also intended to be used as a reference document for FAO personnel, as well as for staff from other UN agencies, the Government of Ghana, non-governmental organizations (NGO) and practitioners working towards agricultural and rural development. In addition, it will serve as an awareness-raising tool for the wider public. The report highlights the major gender inequalities that need to be considered by policy and decision-makers, given the data available. Based on the main challenges discussed, a set of recommendations is presented at the end of this report.

A systematic consultative process was followed in preparing the report. This involved the use of mixed methods, including a comprehensive desk study and stakeholder consultations at various levels, to support the development of concrete strategic recommendations.

The following are key highlights of the report:

1. Despite efforts by the Government of Ghana to reduce gender inequalities in the past three decades, gaps remain between legislation and implementation, and the connection between gender and rural development strategies needs to be improved.
2. The National Agricultural Investment Plan (NAIP), which in the case of Ghana is the Medium Term Agricultural Sector Investment Plan (METASIP), considers three key cross-cutting issues – gender, climate change and nutrition – which require special attention in the sector. These agricultural development issues are taken into consideration in all programmes, projects and activities undertaken in the agriculture sector. To implement METASIP, the Gender and Agricultural Development Strategy (GADS) has been developed. It has identified the key development issues in relation to gender constraints as follows:
 - Inadequate integration of gender into agricultural policies and programmes;
 - Access to productive resources, especially land and agricultural inputs, such as fertilizer and credit is largely gender insensitive;
 - Poor gender coordination among key agricultural sector ministries, departments and agencies (MDA);
 - Inadequate gender mainstreaming in agricultural sector decision-making at all levels;
 - Inadequate gender sensitive research and extension linkages;
 - Little consideration of the potential of vulnerable farmers.
3. Gender inequalities remain socially accepted and tolerated. This is particularly so in rural areas, where gender inequalities are more entrenched, thereby posing a challenge for the implementation of laws and policies on gender equality. Mass education is required in rural Ghana to dismantle the gender stereotypes that negatively affect gender mainstreaming efforts.
4. Women have unsatisfactory access to technical knowledge on agriculture due to numerous barriers to accessing information and benefiting from extension services and training. Some of the factors responsible for these, which require special attention are:
 - Male-dominated communication channels that control the flow of information, resulting in failure to reach and mobilize women farmers.
 - Women’s low self-confidence in areas and roles outside socially stereotyped gender roles.
 - Women in rural areas have limited access to means of transportation, often depending on male members of the family.
5. Women are over-represented in informal employment, unpaid work in family farming and in domestic and reproductive activities. This is largely because:
 - Services for children’s care are lacking in rural areas, resulting in an increase in women’s domestic workload and contributing to reinforcement of the gender-based stereotype of reproductive activities as a purely women’s role.
 - In family farming, there is a rigid gender-based distribution of tasks. Male gender roles are associated with tasks that involve control over agricultural assets, mobility and decision-making. Female gender roles are associated with manual work in agriculture and livestock, including pre- and post-harvest activities, food processing and household tasks. These distributions of labour have resulted in women’s limited access to, and control over, agricultural assets and decision-making.
6. Inadequate levels of infrastructure and technology in rural households have a direct impact on women’s unpaid workload, because domestic and reproductive activities are linked to female gender roles. Rural women invest significantly more time than those in urban areas in food preparation, cleaning, child care and other domestic and reproductive activities. Rural women also engage in more domestic and reproductive labour than rural men. This reduces women’s economic and educational opportunities.
7. Women’s *de facto* enjoyment of their ownership rights over land is hindered and limited by:

- Patrilocal marriages which dictate that brides live with their husbands' families, a practice that is more common in rural areas. Within this traditional form of marriage, women often do not claim their ownership rights over land, either within their own families or within their new step-families, to avoid any possible confrontation.
 - Inheritance practices that give preference to gifting land to male descendants, especially in the context of patrilocal marriages, where sons typically remain in the household and are expected to manage the family holding.
 - Lack of knowledge on women's rights to land. This is common within rural populations and among land professionals and civil servants.
 - Cumbersome and gender insensitive land registration processes.
8. Social mobilization and association as a form of empowerment is limited in many rural areas. Mixed associations of women and men can provide an excellent opportunity for men to redefine their preconceptions of women, enabling them to see women as colleagues and bearers of knowledge, while also strengthening cooperation and coordination between women and men. However, in the context of the lower socio-cultural status of women, mixed associations tend to reduce women's voice and participation because they are often not allowed to express themselves in the presence of men, who regard them as 'wives', rather than as individuals in their own right. That notwithstanding, it is important to note that successful women's associations exist in some communities of rural Ghana, and these help women to obtain skills, including self-confidence, public speaking and accountability.
 9. There is a significant gap between the perception and reality of gender inequalities in rural communities and among policy and programme implementers. This poses a challenge to effectively addressing gender inequalities in Ghana.
 10. The Ministry of Gender, Children and Social Protection (MoGCSP) has the mandate to spearhead the achievement of gender equality and women's empowerment, so as to reduce vulnerability and promote social inclusiveness through effective mainstreaming of gender in all national development processes, programmes, policies and laws. However, the key challenge is limited budgetary support from Government. This forces MoGCSP, in common with a number of other MDAs – especially the Ministry of Food and Agriculture (MoFA) – to rely substantially on donor funds to implement programmes that are not only unsustainable, but which also limit the capacity of these MDAs to gender priority/responsive programming and budgeting. There is therefore a need for greater resources from the national budget for gender mainstreaming.
 11. Despite the above challenges, there is political commitment to address and incorporate women and men related social and economic issues into policies and programmes. However, most of the pledges made by political leadership continue to be at policy level, and to date, few of these have been effectively translated into real action on the ground. There continues to be a disconnect between policy conception and formulation on the one hand, and implementation on the other.



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A child holding a mango tree seedling from the village tree nursery that was funded by TeleFood.

1. Background issues

The Country Gender Assessment (CGA) was conducted within the context of the agricultural and rural sector of Ghana, focusing on the gender responsiveness of the National Agricultural Investment Plan (NAIP), in this case the Medium Term Agricultural Investment Plan (METASIP II). The assessment comes at a time when Ghana has taken some positive steps towards the incorporation of gender issues into its development agenda – across policies, plans, projects and programmes. Indeed, Ghana’s efforts to incorporate gender issues in the country’s development process date back to the 1970s. The first initiative was the establishment of the National Council on Women and Development (NCWD), following the first United Nations Conference on Women in 1975. After the Fourth World Conference on Women held in Beijing 20 years later in 1995, the NCWD became part of the Office of the President and operated with linkages to relevant Government Ministries, Departments and Agencies. It set up Gender Desk Offices (GDO) in all the MDAs as a framework of handling gender equality and women’s empowerment issues. These GDOs focused on ensuring that gender concerns were incorporated into all MDA sector policies, plans, programmes and projects. In 2001, the Government of Ghana used an executive instrument to transform the NCWD into a fully fledged sector Ministry – the Ministry for Women and Children’s Affairs (MOWAC), with a Minister of State accorded Cabinet status. The role of the ministry was further expanded in January 2013, when it was renamed the Ministry of Gender, Children and Social Protection (MoGCSP). With this realignment, social protection and welfare were placed within mainstream Government policy, together with issues of gender equality (GE) and women’s empowerment (WE). In this way, the Government of Ghana has established a national machinery that is well connected to all relevant and necessary stakeholders for GE and WE matters (National Gender Policy, 2015).

However, the question that remains to be answered is the extent to which this national machinery has been facilitated to work in practice in the agricultural and rural sector, through a comprehensive National Agricultural Investment Plan (NAIP) for GE and WE. This issue should be seen in the context that agriculture makes a significant contribution to Ghana’s economy and its growth is key to overall economic progress and development. It is for this reason that all Ghana’s development frameworks since the turn of the millennium have placed agriculture at centre stage of the transformation agenda. For instance, the first Ghana Poverty Reduction Strategy (GPRS I), implemented between 2003 and 2005, had the primary objective of modernizing agriculture to spur rural development. Similarly, in the Growth and Poverty Reduction Strategy (GPRS II), implemented between 2006 and 2009, as well as in the Ghana Shared Growth and Development Agenda (GSGDA I&II), implemented between 2010 and 2017, agriculture is expected to lead the economy’s development and structural transformation, with the main aim of maximizing the benefits of accelerated growth. These development frameworks are based on the recognition that no significant progress can be made in raising the real average incomes of Ghanaians as a whole without significant improvements in the productivity of the agricultural and rural sector (NDPC, 2005).

As the lead ministry responsible for policy and planning for agriculture, the Ministry of Food and Agriculture (MoFA) has always responded to national development initiatives with policies and strategies that address the sector’s responsibilities in the attainment of gender equality and empowerment. Realizing that the agriculture sector encompasses the activities of several MDAs, as well as those of many non-governmental organizations, development partners and the private sector, as a matter of policy, MoFA has consulted broadly during policy formulation and implementation over the years. Together with these stakeholders, MoFA formulated the Food and Agriculture Sector Development Policy (FASDEP II) in 2007. In order to operationalize the policy, the Medium-Term Agriculture Sector Investment Plans (METASIP I & II) were developed to ensure implementation

of its broad strategies. With an implementation phase spanning 2014 to 2017, METASIP II was developed in line with national, regional and international agricultural performance targets. The FAO framework for the assessment of NAIP was used to examine the gender sensitivity of METASIP.

1.1 Purpose of the Country Gender Assessment of NAIP

FAO recognizes the importance of gender equality as a human rights issue, which if not addressed by raising levels of nutrition and agricultural productivity, and improving natural resource management and the lives of rural populations, could derail efforts to eradicate hunger and poverty worldwide. The FAO Policy on Gender Equality (2012)¹ identifies gender mainstreaming and women targeted actions as a twofold strategy for achieving gender equality in the agricultural and rural development sectors. The policy sets out a number of minimum standards for gender mainstreaming. One of these is a country gender assessment, which should help in the formulation of country programmes established between FAO and member country governments, articulated as Country Programme Frameworks (CPF). This makes it critical for FAO to carry out gender analysis at the identification and formulation stages of technical assistance projects. Such an approach is also in line with recommendations of the FAO Guide to the Project Cycle (2012), which specifies that gender analysis is essential for the preparation of programme and project concept notes.

This Country Gender Assessment was jointly undertaken by FAO and the Economic Community of West African States (ECOWAS) Commission within the framework of their Technical Cooperation Project on: *Gender Responsive National and Regional Agricultural Investment Plans for meeting the Zero Hunger Challenge in ECOWAS member countries*. The project was successfully launched in New York on 16 March 2016 during a High Level Ministerial event on the margins of the 60th Session of the Commission on the Status of Women.

The purpose of the Country Gender Assessment is to analyse the gender dimensions and inequalities that exist in agriculture, food and nutrition security, natural resource management and rural development. It highlights gender gaps in access to and control over productive resources, services and markets, and gives policy recommendations for expanding women's opportunities in inclusive agricultural growth as a pathway to rural poverty reduction. The CGA provides a solid baseline for monitoring implementation of the Economic Community of West African Agricultural Policy (ECOWAP) 2025, the Malabo Declaration on Accelerated Agricultural Growth and Transformation for Shared Prosperity and Improved Livelihoods and the Sustainable Development Goals (SDG). It will also inform the formulation, implementation, financing and monitoring of the second generation of National Agricultural Investment Plan (NAIP), from a gender perspective.

1.2 Objective of the assessments

The general objective is to explore the situation of rural women compared with that of men, so as to understand the extent to which the former are able to realize their rights and potential. Specifically, the assessment seeks to:

- i. Inform the Government of Ghana (GoG) and FAO country level planning and programming, particularly for the formulation and revision of the Country Programming Framework (CPF).
- ii. Help to shape any other GoG, FAO and other development partner interventions at country level, including project formulation, policy and technical advice, in line with national development priorities.
- iii. Provide a baseline for informing processes related to ECOWAP 2025 and METASIP, as well as SDG monitoring at country level.
- iv. Facilitate FAO's contribution to the UN Country Team report for the Convention on Elimination of All Forms of Discrimination Against Women (CEDAW), and to United Nations Development Assistance Framework (UNDAF) formulation and implementation, providing up-to-date and objective information on the situation of rural women in Ghana.
- v. Inform a regional FAO-ECOWAS publication on gender and agrifood systems in West Africa.

1.3 Methodology

A mixture of methods was employed to enable wider collection of information from different sources, for a comprehensive and evidence-based Country Gender Assessment. The first method used was a desk study

1. FAO Policy on Gender Equity: <http://www.fao.org/docrep/017/i3205e/i3205e.pdf>

and entailed a comprehensive review of relevant documents and/or reports from Government, international institutions and other development actors, to allow a deeper understanding of key aspects of the assessment. Some of the national level documents reviewed included the Ghana Shared Growth and Development Agenda (GSGDA I & II); the Food and Agriculture Development Policy (FASDEP I & II); the Medium Term Agricultural Investment Plan (METASIP I & II); National Irrigation Policy Strategies and Regulatory Measures (NIP); the National Gender Policy (NGP); the Gender and Agricultural Development Strategy for Ghana (GADS I & II); the Ghana Living Standards Survey Six (GLSS VI) report; and the 2010 Population and Housing Census (PHC). Documents of international institutions reviewed included various human development reports; the Global Gender Gap Report; a report on gender in agricultural policy in Ghana using Gender in Agricultural Policies Analysis Tool (GAPo); the Regional Agricultural Policy for West Africa (ECOWAP); the Socioeconomic and Gender Analysis (SEAGA) handbooks – first level, intermediate and macro level; and FAO Ghana Policy. In addition, other African Country Gender Assessment reports were reviewed, especially those of Sierra Leone and Uganda, in order to draw up benchmarks and best practices.

In parallel to the desk study, stakeholder consultations were conducted to triangulate information gathered during document analyses. These consultations were made at national, regional, district and community levels. The main aim was to obtain the views, opinions and aspirations of key stakeholders who have the power to influence policy and practice in GE and WE, especially in relation to the agricultural and rural sector. The stakeholders consulted contributed relevant information and technical input for mainstreaming GE and WE into the country's development agenda, particularly for the agricultural and rural sectors, where gender inequalities are still rife. It is important to note that some of these stakeholders, such as MoGCSP and MoFA, are also using CGA findings in their GE and WE efforts across the country. In addition to discussions with the Government ministerial offices, efforts were made to hold consultations with the Parliament Select Committee on Gender issues, national and international NGOs working on GE and WE issues, and several UN agencies. Similarly, at district level, consultations were conducted with local government authorities and relevant technical officers within the respective Metropolitan, Municipal and District Assemblies (MMDA). A number of persons within identified communities were consulted, including women, men and youth, as well as various opinion leaders.

The consultations were mainly conducted through key informant interviews (KII) and focus group discussions (FGD). The key informants were selected individuals who have in-depth knowledge and experience of aspects of the assessment. Specific categories of women, men and youth were reached, so as to generate general views, opinions and perceptions about the gender gaps in the country, as well as general suggestions on how these could be bridged. The guide for the stakeholder consultations paid particular attention to the status of women and men, as well as to girls and boys. It also examined the international, regional and national commitments made by the Government of Ghana. Underlying determinants of the status of women were analysed, as well as implications of the current status of women and men, girls and boys to women's well-being, the achievement of national development targets and overall sustainable development in the country. As part of the methodology, stakeholders in the private and public sectors provided inputs to the assessment report through a validation workshop organized by FAO. The comments and suggestions made by stakeholders during the workshop have been incorporated into the final report. Overall, the result of this assessment is expected to inform future policy and programme direction for Ghana, particularly in the agricultural and rural sectors of the economy.

1.4 Organization of the report

The report is organized into eight main sections. Background issues, including the purpose, objectives, methodological approach and organization of the report, are presented in Section 1. Section 2 captures analyses of the country's policy context. It specifically explores human development and gender issues, the country's development planning framework, coherence of regional, subregional and national agricultural frameworks, the national agriculture and rural development strategy and key political commitments on agriculture and gender quality. Gender analysis of the agricultural policy process in Ghana is presented in Section 3. Section 4 presents a situation analysis of gender issues in Ghana's agricultural and rural sector. Results of the stakeholder analysis are presented in Section 5. A gender assessment of the implementation and impacts of the National Agricultural Investment Plan (NAIP/METASIP) is presented in Section 6. Section 7 offers an overview of gender equality achievements of NAIP/METASIP. The report ends with conclusions and recommendations to Government, FAO and other key stakeholders, which are presented in Section 8.



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Woman farmer, with baby on her back, weeding in the mango tree nursery.

2. Analysis of country policy context

2.1 Human development and gender

2.1.1 Demographics

The total population of Ghana, according to figures taken from the Ghana Living Standards Survey Round (GLSS VI) Report, is about 26.3 million, with males comprising 48 percent and the remaining 52 per cent made up of females (GSS, 2014). In all localities, the proportion of females is higher than that of males. However, for lower age groups (0-4 years and 5-9 years) there are higher proportions of males than females. Children under 15 years account for 39 percent of the population, while persons 65 years and older constitute 5 percent. Based on this structure, the dependency ratio is about 79, compared with 82 in the GLSS 5 survey. The current dependency ratio means that there are 8 persons in the dependent age groups (0-14 and 65+) for every 10 persons in the working age group (15-64). The distribution of population by locality shows that more people live in rural forest areas (6.9 million) than in rural savannah (4.7 million) and rural coastal areas (1.5 million). The estimated number of households in the country is 6.6 million, with a mean household size of 4.0, compared with the 4.4 figure given in the 2010 Population and Housing Census. Household sizes are generally larger in rural areas of Ghana (4.5) than in urban ones (3.6). The proportion of male-headed households (69.5 percent) is higher than that of female-headed ones (30.5 percent). The average age of a household head is 45.1 years, with female household heads being older (48.0 years) than their male counterparts (43.8 years). The results also show that the mean age at first marriage is 22.6 years, with women marrying about four years earlier than men. In rural areas, the mean age at first marriage is 21.9 years, compared with 23.3 years in urban areas.

2.1.2 HDI value and ranking

The Human Development Index (HDI) is a composite statistic of life expectancy, education and per capita income indicators, which are used to rank countries into four tiers of human development. A country scores a higher HDI when the lifespan is longer, the education level is higher, the GDP per capita is greater, and both fertility and inflation rates are lower. According to the 2015 Human Development Report, the HDI for Ghana is 0.579 and this score ranks Ghana in 140th position out of 188 countries. This index puts Ghana in the league of countries with medium human development, alongside Egypt, Namibia and Zambia, amongst others.

2.1.3 Multidimensional Poverty Index (MPI)

While substantial differences exist between Ghana's different regions, in terms of inequalities in development and poverty levels, these differences can also be found across localities – a phenomenon sometimes referred to as rural-urban differentials. There are variations in rural and urban Multidimensional Poverty Indices (MPI), as well as in the contributions of each to the national MPI, which currently stands at 0.156. Nationally, the percentage contribution of rural deprivation to overall poverty is about 72 percent, but this figure is as high as about 93 percent in the Upper West Region, 87 percent in the Upper East Region and 81 percent for the Northern Region. With the exception of the Greater Accra Region, where the rural contribution to overall poverty is about 21 percent, the MPI estimates appear to reinforce a widely held view that poverty in Ghana is largely a rural phenomenon (Figure 1).

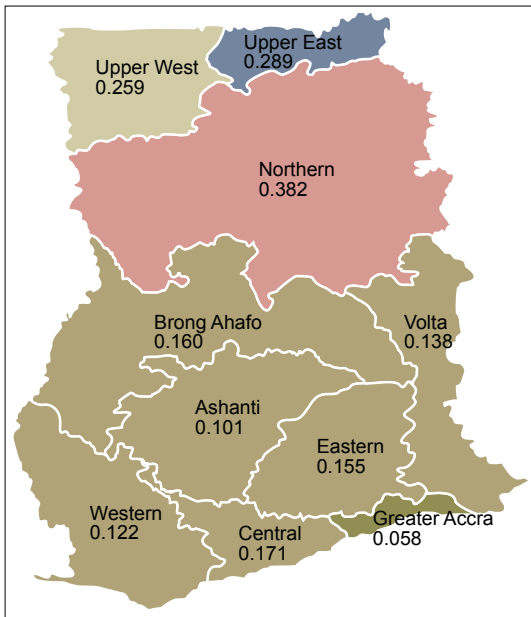


Figure 1: MPIs across regions in Ghana

[Source: Oxford Poverty and Human Development Initiative (OPHI), 2016]

the national parliament expressed as a percentage of total seats; the population with at least some secondary education – a percentage of the population aged 25 and older who have reached (but not necessarily completed) a secondary level of education; and the labour force participation rate – the proportion of a country’s working-age population (aged 15 and older) that engages in the labour market, either by working or actively looking for work, expressed as a percentage of the working-age population. According to the 2015 Human Development Report, the 2014 Gender Inequality Index for Ghana is 0.554. This puts Ghana in 127th position, implying that the country needs to do more to improve its GII rating.

2.1.5 Gender Empowerment Index

The Global Gender Gap Index was first introduced by the World Economic Forum in 2006 as a framework for capturing the magnitude of gender-based disparities and tracking their progress. The index benchmarks national gender gaps on economic, political, educational and health criteria, and provides country rankings that allow for effective comparisons across regions and income groups. The rankings are designed to create greater awareness among a global audience of the challenges posed by gender gaps and the opportunities created by reducing them. The key components of the index are economic participation and opportunities, educational attainment, health and survival and political empowerment. According to the Global Gender Gap Report (2014), Ghana scored 0.6772 in economic participation and opportunity, with a ranking of 64th position. In terms of educational attainment, the country scored 0.9104, placing it in 117th position. For health and survival, Ghana scored 0.9669 – in 116th position. For political empowerment, the country scored 0.1097 – in 97th position. Overall, the country scored 0.6661, which places it in 101th position out of 142 countries. These results show that Ghana still lags behind in terms of gender empowerment.

2.1.6 Inequality-adjusted HDI (IHDI)

The Inequality-adjusted Human Development Index (IHDI) was first introduced in the 2010 Human Development Report. While the Human Development Index (HDI) remains useful, the IHDI is the actual level of human development accounting for inequality. Thus, the IHDI can be interpreted as the level of human development when inequality is accounted for. In other words, it is an index of ‘potential’ human development, or the maximum IHDI that could be achieved if there were no inequality. According to the 2015 Human Development Report, the IHDI for Ghana is 0.387. In terms of ranking, Ghana is currently 112th out of 151 countries.

2.1.7 Employment

The 2010 National Population and Housing Census (Ghana Statistical Service, 2013) indicates that the proportion of employed males is slightly higher than that of employed females, except in the case of services

2.1.4 Gender Inequality Index (GII)

Gender inequality remains a major barrier to human development. Girls and women have made substantial strides since 1990, but they have not yet gained gender equality. The disadvantages facing female members of the population in Ghana are an important source of inequality. Women and girls are discriminated against in health, education, political representation and the labour market, to name but a few sectors, and this has negative repercussions for the development of their capabilities and their freedom of choice. The Gender Inequality Index (GII) is a composite measure reflecting inequality in achievement between women and men in three dimensions: reproductive health, empowerment and the labour market. The sub-indicators are the maternal mortality ratio – the number of deaths due to pregnancy related causes per 100 000 live births; the adolescent birth rate – the number of births per 1 000 women aged 15 to 19; the share of seats in national parliament – the proportion of seats held by women in

and sales (31.4 percent for females and 10.2 percent for males), and elementary occupations (7.5 percent for females and 4.3 percent for males). The Ghana Living Standards Survey (GLSS) Six (6) corroborates these findings, revealing that the proportion of females (31.3 percent) engaged in services and sales work is more than three times that of males (9.2 percent). The 2010 National Population and Housing Census (PHC) shows that of the employed males, about 46 percent work in agriculture, including forestry and fishing, about 12 percent are engaged in wholesaling, retail and repair of motor vehicles and motorcycles, and some 9 percent are employed in manufacturing. For females, the proportions were 38 percent in agriculture, 25 percent in wholesale and retail, 13 percent in manufacturing and about 9 percent in accommodation and food service activities.

On issues of gender trends in employment, the 2010 PHC report shows that the proportion of the employed male population declined from 46 percent in 1960 to 42 percent in 2010, while that of females increased from 30 percent in 1960 to 42 percent in 2010. The census further reveals that more than 90 percent of those employed in 2010 were economically active, with the proportions being 95 percent for males and 94 percent for females. These statistics are supported by the World Bank Global Findex Report (2011) which indicated that:

- i. The female labour participation rate (i.e. percentage of the female population over 15 years) is 67 percent.
- ii. Females constitute the majority of the 92 percent labour force in the informal sector.
- iii. Females working in the non-agriculture sector constitute 32 percent.
- iv. Employers who are female comprise 4 percent of the total.

2.1.8 Women's voice and political participation

Numbers of women elected and appointed to District Assemblies (DA) have risen since 1994. Indeed, 788 more women contested local government elections in 2006 than in 2002, representing an increase of 82 percent. Unfortunately, the number of women elected and appointed to DAs declined in 2010. Specifically, the numbers of women elected dropped from about 10 percent in 2006 to 6 percent in 2010. In traditional governance institutions, efforts have been made to ensure the active participation of Queen Mothers in the Traditional Councils and Houses of Chiefs. In other governance structures, particularly in political positions, women are still underrepresented. Although trends in women's participation in the electoral process show that men still dominate contests for political office, women's involvement is increasing at a modest rate, particularly in parliamentary elections.

At the highest level of government, women make up 29 percent of Ministers and 22 percent of Deputy Ministers. According to Ghana's Millennium Development Goals (MDG) Report published in 2013, in the judiciary, only 29 percent of the Supreme Court Judges and 25 percent of High Court Judges are women. In the civil service, 24 percent of Chief Directors are women. At local government level, only 14 of the 170 Municipal Chief Executives (MCE) and District Chief Executives (DCE) are women – a proportion of about 8 percent. In Parliament (2013), the proportion of women is 11 percent, compared with an average of 22 percent for the sub-Saharan region. However, women occupy a number of key ministerial positions, with some deputized by men, reflecting a demonstration of a level of confidence in women's leadership.

Ghana has also seen the appointment of women to decision-making positions such as Chief Justice, the Controller and Accountant General, the Statistical Service, Chairperson of the Council of State, Deputy Chief of Staff at the Office of the President, Director General of the Ghana Aids Commission, Director General of Prisons, Chair of the National Commission on Civic Education (whose incumbent was later appointed Chair of the Electoral Commission), and Executive Director of the Ghana Investment Promotion Authority. Also, between January 2009 and January 2013, the position of Speaker of Parliament was held by a woman. The new government, inaugurated on 7 January 2017, has appointed a woman as Chief of Staff, the first ever woman to occupy the position in Ghana.

2.1.9 Education

Education is an important aspect of societal development. It is the process of acquiring knowledge, skills, values and attitudes to fully develop individual capacities for social well-being. Over the past decade, a

number of educational policies and programmes have been introduced to improve educational access and participation in the country. Notable interventions have been the Capitation Grant, the School Feeding Programme and access to functional literacy programmes. Results of the Ghana Living Standards Survey (GLSS VI) indicate that nearly one-fifth of the adult population (19.7 percent) has never been to school, while 45 percent have attained a level below the Middle School Leaving Certificate (MSLC) or the Basic Education Certificate Examination (BECE). About 21 percent of the population has MSLC/BECE and only about 15 percent has attained Secondary/Senior Secondary School (SSS) or Senior High School (SHS), or a higher level of education.

There is considerable disparity in educational attainment between the sexes. The proportion of females who have never been to school (24.3 percent) is higher than that of males (14.6 percent). The proportion of males (22.8 percent) who have attained MSLC/BECE/vocational education is higher than that of females (19.3 percent). The same pattern is observed for the secondary/SSS/SHS and higher categories, where the level of attainment is greater for males (18.0 percent) than for females (11.7 percent). With the exception of rural savannah areas, where the school attendance rate is below 80 percent, the rates for all other localities are over 90 percent. The rate is particularly high in the 12 to 15 age group, with males recording slightly higher rates than females, except in rural savannah areas. In general, attendance rates for males are higher than those for females, and the differences increase with age. The total attendance rates recorded for males and females in the 6 to 11 age group are 93.3 percent and 92.6 percent respectively, compared with 93.4 percent for males and 90.6 percent for females for the 19 to 25 age group. This difference is even more pronounced in the case of females in the 19 to 25 age group in rural savannah areas, where a very low rate of 53.2 percent is recorded.

2.1.10 Health

In 2009, the Ministry of Health developed a gender policy to direct its actions on handling gender related health concerns. This and other current initiatives have promoted health care delivery, particularly for women in the area of maternal health, including reproductive issues. Maternal mortality has been a major area of health inequity, but the Ghana MDG report (2013) indicated that the situation has improved due to a number of programmes implemented to improve access to skilled health personnel and family planning education. However, poverty related challenges still threaten the country's ability to reach its targets for quality health delivery. Malaria is a significant cause of morbidity in Ghana, with a high incidence in women. Working through the National Malaria Control Programme (NMCP), the Ghana Health Service has adopted a multi-interventional approach, in an effort to reduce the prevalence. A key initiative under this approach is a campaign to increase ownership and use of insecticide-treated nets (ITN). Other malaria prevention strategies adopted include the scaling up of Intermittent Preventive Treatment (IPT) to provide chemoprophylaxis for pregnant women.

2.1.11 Other socio-economic indicators

Ghana's economy thrives on Small and Medium Enterprises (SME) dominated by women. These SMEs constitute part of the informal sector, which is characterized by an inadequate regulatory framework and higher risk. World Bank statistics from 2010 illustrate that 84 percent of the Ghanaian active female population is engaged in vulnerable employment, meaning unpaid family work. To promote women's inclusion in the economic sector, programmes have been launched to ensure access to credit and social protection. The Government established the Microfinance and Small Loans Centre in 2006, which offers small-scale credit and loans to small and medium enterprises. The Local Enterprises and Skills Development Programme provides training, start-up equipment and financial support for unemployed youth. The Livelihood Empowerment Against Poverty (LEAP) programme provides bi-monthly cash grants to more than 90 785 poor households in Ghana. The majority of the beneficiaries are women. The Labour Intensive Public Works programme, under the Ministry of Local Government, offers seasonal employment to 53 588 females, representing about 58 percent of beneficiaries.

2.2 Ghana's Development Planning Framework

The constitution of Ghana is the main framework that guides development planning in the country. As part of a move towards decentralization, development planning is supposed to be bottom-up, with local government

authorities championing the process. Sector ministries develop policies that guide development planning, with coordination provided by an umbrella body, the National Development Planning Commission (NDPC). Several existing national frameworks guide the integration of GE and WE into the country's development planning process. The major ones include:

- i. The National Medium Term Development Plans, which have all outlined strategies to deal with GE and WE issues. Examples include the Ghana Poverty Reduction Strategy 1 (2002); the Growth and Poverty Reduction Strategy II (2005); GSGDA I (2009 – 2013) and GSGDA II (2014 – 2017).
- ii. An Affirmative Action Policy of 1998 provides for a 40 percent quota of women's representation on all Government and public boards, commissions, councils, committees and official bodies, including Cabinet and the Council of State.
- iii. All political parties now have manifestos that include issues of gender and special emphasis on policy aspects for eliminating discrimination and violence against women and girls; rescuing girls from early marriages and motherhood; and engagement of men to enable women to exercise their rights.
- iv. In 2001, the Ministry of Food and Agriculture (MoFA) developed a Gender and Agricultural Development Strategy (GADS) which was revised to produce GADS II in 2015, in support of its gender mainstreaming processes.
- v. In 2009, the Ministry of Health developed a sector policy on handling gender equality issues in the health care system.
- vi. The Ghana AIDS Commission in February 2013 developed a national HIV and AIDS, Sexually Transmitted Infections (STI) policy that has implications for GE and WE.
- vii. The introduction of a Free Maternal Healthcare Policy, as part of the National Health Insurance Scheme, aimed to alleviate high maternal mortality rates under the Common Targeting Mechanism.
- viii. The National Adolescent Reproductive Health Policy (2000) provides a context for addressing teenage pregnancies, adolescent sexuality, early marriage and infant mortality, maternal mortality, fertility rates, family planning and sex education.
- ix. A National Strategy for Cancer Control in Ghana has been developed and is being implemented with a focus on awareness creation. To date, the focus has been on highlighting simple lifestyle changes that can reduce cancer in both females and males.
- x. Implementation of the Education Strategic Plan (ESP) 2010-2020 strongly focuses on the achievement of equitable access to good quality education that embraces gender parity. ESP aims to improve opportunities for all children (boys and girls) in the first cycle of education at the kindergarten, primary and junior high school levels.
- xi. A National Gender Policy has been developed by the Ministry of Gender, Children and Social Protection to help facilitate gender mainstreaming across all MDAs.

2.3 Coherence of regional, subregional and national agricultural frameworks

Ghana is making considerable strides in forming public and private partnerships to spur greater private investment in agriculture, as well as in scaling up innovations, reducing poverty, ending hunger and, achieving gender equality and the empowerment of women and girls. At regional level, the African Union (AU) has translated the agreed targets for poverty elimination into region-wide strategies that take into consideration local issues of its member countries. Under the AU's New Partnership for Africa's Development (NEPAD), the Comprehensive African Agricultural Development Programme (CAADP) has been developed to accelerate food security in sub-Saharan Africa, with a target growth rate of 6 percent per annum, while addressing gender as a measure for growth and development. In 2002, AU member countries pledged to allocate at least 10 percent of national budgetary resources for implementation of CAADP.

In June 2015, the Twenty-Fifth Ordinary Session of the Assembly of the Union committed to enhancing women's contribution to and benefit from formal agriculture and agribusiness value chains. The decision was made to enhance women's access to and full inclusion in agriculture and agribusiness, as contributors and beneficiaries. To this end, it was resolved that AU Member States should:

- i. Continuously orient policy and decision-makers to understand the important role that women play in development, and specifically in agribusiness, agricultural value chains, food security, nutrition and care, by putting in place mechanisms for the empowerment of women.
- ii. Implement women's right to access, control, ownership and benefit from financial resources, including access to public procurement processes in agribusiness; productive assets, including land; enabling basic infrastructure, education, information and skills development, innovative technologies and practices, to capacitate and develop women's economic empowerment in agribusiness.
- iii. Intensify initiatives to create a conducive environment for women to conduct agribusiness and the agricultural value chain through prevention and responding to conflict on the continent, addressing, adapting and mitigating climate change impacts, and addressing the impact of epidemics and natural disasters.
- iv. Facilitate the development of agribusiness and agricultural value chains through mechanization, technological innovation and skills development for women.
- v. Reintroduce agriculture as a field of study, including agribusiness and agricultural value chains, in the educational curriculum.
- vi. Ensure that the Continental Free Trade Area (CFTA) promotes the empowerment of women in agribusiness/ agricultural value chains.
- vii. Integrate gender responsive indicators in the Comprehensive Africa Agriculture Development Programme (CAADP) Results Framework of the Malabo Declaration on Accelerated Agricultural Growth and Transformation for Shared Prosperity and Improved Livelihoods.
- viii. Intensify the financial inclusion of women in agribusiness, empower women with knowledge and skills to use modern technologies in agribusiness and agricultural value chains, and support the campaign to progressively banish the hand held hoe to the museum.

The Economic Community of West African States (ECOWAS) has, in turn, developed an ECOWAS Agricultural Policy (ECOWAP) to address food insecurity in the subregion, in conformity with existing regional and international instruments and commitments. ECOWAP objectives include increased food production and income generation, increased intercountry trade, strengthened producer organizations and greater involvement of women in socio-economic decisions that affect household livelihoods and opportunities.

The ECOWAS Ministers of Gender and Women's Affairs met on 16 March 2016 in New York, USA, on the occasion of the 60th Commission on Status of Women (CSW) at a High Level Interactive Session for the official launch of the ECOWAS-FAO Technical Cooperation Project on Gender Responsive National and Regional Agricultural Investment Plans for meeting the Zero Hunger Challenge in ECOWAS member countries. A communique was issued to acknowledge the following:

- i. The progress made in advancing gender equality and women's empowerment in the Regional Partnership Pact for implementation of the ECOWAP/CAADP 2015 adopted during the international conference on Agriculture in West Africa held in November 2015 in Dakar. The review of achievements ten years after the adoption of ECOWAP acknowledged women's important roles in the agricultural value chain, despite their poor representation in consultation and negotiating bodies and the neglect of their needs and priorities in development policies, agricultural modernization strategies and national and regional Agricultural Investment Plans.
- ii. The progress made in food and nutritional security in the ECOWAS region, with most countries succeeding in halving malnutrition and improving food availability.
- iii. Committing the ECOWAS Commission to make the Regional Fund for Agriculture and Food (ECOWADF) operations as the main agricultural policy financing mechanism through measures that will facilitate the increase in regional resources available to finance ECOWAP/CAADP and the commitment of its technical and financial partners to apply gender responsive budgeting in their support for the implementation of ECOWAP.
- iv. The ongoing preparatory process for the review of the regional and national Agricultural Investment Plans in the ECOWAS region and preparation of the next generation of NAIPs, provides opportunities

for addressing women's needs and priorities in agro-sylvo pastoral and fisheries value chains in the formulation, financing, implementation and monitoring of such plans. Addressing emergency issues such as climate change, nutrition and social protection, which have important gender dimensions, will be paramount.

- v. The leadership of the AU Head of States and Government consecutively declared Years 2014, 2015 and 2016 as the: Year of Agriculture and Food Security, Year of Women's Empowerment and Development towards Africa's Agenda 2063 and the Year of Human Rights, with a focus on women's human rights. This approach offers an opportunity to build political momentum on issues facing women in agriculture and agricultural value chains, and on addressing women's rights to land, food, social protection and decent employment for a zero hunger generation in the ECOWAS region.

At national level, a willingness to address gender inequality is reflected in the creation of a specific ministry, the Ministry of Gender, Children, and Social Protection (MoGCSP), which has been mandated to develop policies and coordinate gender equality activities across MDAs and MMDAs. The objectives for agricultural development in Ghana are thus consistent with the regional and subregional development initiatives, especially in relation to food security.

2.4 The national agriculture and rural development strategy

The agriculture and rural development strategy for Ghana is captured in the Ghana Shared Growth Development Agenda (GSGDA II), which expects agriculture to lead growth and structurally transform the economy by providing optimal support to smallholder farmers, especially women. Programmes and projects implemented by MoFA are developed based on GSGDA II. The key strategy is to use the value chain approach to steer the sector towards a more modernized and structurally transformed agriculture, with enhanced equitable opportunities and resources for men, women, people living with disabilities (PLWD), persons living with HIV/AIDS (PLWHA) and youth, leading to improved productivity. Gender equality is a cross-cutting issue in GSGDA II, seeking to support and promote women's empowerment. To make this strategy more effective, the Government of Ghana promotes an affirmative action policy that aims at 40 percent female representation on all boards, committees, and governance decision-making bodies. Various efforts have also been made to promote gender integration through legislation, beginning with sectoral policies and the development of the Gender and Agricultural Development Strategy (GADS).

2.5 Key political commitment and policies on agriculture and gender equality

The 1992 Constitution of Ghana (Article 17) – the directive principle of state policy – prohibits discrimination based on gender. In pursuance of this constitutional provision, a number of key political commitments have been made through the formulation of policies and legislative instruments. These include the Food and Agriculture Sector Development Policy (FASDEP), the Medium Term Agriculture Sector Investment Plan (METASIP) and the Gender and Agricultural Development Strategy (GADS). Other legislative instruments on gender equality include the criminalization of female genital mutilation through an amendment to the Criminal Code Amendment Act 1998 (Act 554), which prohibits female circumcision; the Domestic Violence Act, 2007, Act 732 and the establishment of the Domestic Violence and Victims Support Unit (DOVVSU), to address violence against women. Additional relevant legal commitments that guide gender policy formulations and implementations in Ghana include:

- i. The repeal of section 42(g) of the Criminal Offences Act, 1960, Act 29, which had permitted non-consensual sex within marriage.
- ii. The Intestate Succession Law of 1985, amended in 1991, aimed at providing a uniform intestate law applicable throughout the country, especially when a spouse dies intestate.
- iii. The Labour Act 2003, Act 651, section 68, which reiterates the right to equal pay for equal work, without distinction of any kind.

Aside from the aforementioned, Ghana has also made commitments at international level through ratification of all the major international conventions, treaties and plans of action on gender equality and women's empowerment. Critical among these are:

- i. The Universal Declaration of Human Rights.
- ii. The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) 1979, which was signed on 17 July 1980 and ratified on 2 January 1986.
- iii. The Optional Protocol to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW OP) 1999, signed on 24 February 2000.
- iv. The International Covenant on Economic, Social and Cultural Rights (ICESCR) 1966, ratified on 7 December 2000.
- v. The 1985 Nairobi Forward Looking Strategies for the advancement of women (NFLS).
- vi. The Vienna Declaration on Human Rights of 1993.
- vii. The Beijing Declaration and Platform for Action of 1995.
- viii. The African Charter on Human and Peoples' Rights (ACHPR), ratified on 24 January 1989 and signed on 3 July 2004.
- ix. The Protocol to the African Charter on Human and People's Rights on the rights of women in Africa – 0025, signed on 31 October 2003 and ratified on 13 June 2007.
- x. The UN Security Council Resolution 1325 and 1820 on Women, Peace and Security and violence against women.
- xi. The 2000 Millennium Development Goals (MDGs) and 2015 Sustainable Development Goals (SDGs).
- xii. The International Covenant on Civil and Political Rights (ICCPR) 1966, which was ratified on 7 December 2000.
- xiii. The International Convention on the Elimination of All Forms of Racial Discrimination (CERD) (4 January 1969).
- xiv. The International Convention on the Rights of the Child (CRC) 1991 (2 September 1990).
- xv. The International Convention on the Protection of the Rights of all Migrant Workers and Members of their Families (MWC) 1990 (1 July 2003).
- xvi. The Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment – New York (10 December 1984, ratified 7 September 2000).

Ghana is also party to the following legal instruments that have a strong bearing on gender in agriculture, food and nutrition security and management of natural resources:

- xvii. The Supplementary Act relating to Equality of Rights between women and men for Sustainable Development in the ECOWAS region adopted by the Heads of State during their 47th Ordinary Session held May 2015 in Accra, Ghana, addresses women's empowerment in local production, agro-forestry, small-scale livestock farming, handicrafts, fish farming and food processing.
- xviii. The Regional Partnership Pact for the Implementation of the ECOWAP/CAADP 2025 adopted in 2015 during the international conference on "ECOWAP+10 and Prospects for 2025" made commitments to improve the governance of agricultural policy by strengthening compliance with the principles of gender equality and equity, and accountability.
- xix. The Malabo Declaration on "Accelerated Agricultural Growth and Transformation for Shared Prosperity and Improved Livelihoods" adopted in June 2014 by the African Union Summit calls for deliberate and targeted public support to women to participate and directly benefit from the growth and transformation opportunities to improve their lives and livelihoods.
- xx. The Declaration "2015 Year of women's empowerment and development towards Africa's Agenda 2063" adopted by the African Union Summit in June 2015 addresses mechanization, technological innovation, education, skills development and financial inclusion for women.
- xxi. The African Union "Campaign to confine the hand held hoe to the museum" launched in 2015 is a strong reminder of the challenges women face in accessing modern technology for agricultural production, food processing and value addition.

- xxii. The AU Declaration of July 2016 on “Africa Year of Human Rights, in particular, with focus on the Rights of Women” specifically emphasizes the rights of poor women to food, land and social protection as part and parcel of their human rights.
- xxiii. The “Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security” adopted by the Committee on Food Security in 2012 calls upon States to ensure that women and girls have equal tenure rights and access to land, fisheries and forests independent of their civil and marital status, and provide policy, legal and organizational frameworks that are non-discriminatory. The Guidelines further invite States to address the obstacles faced by women and girls with regard to tenure rights, and to take measures ensuring that legal and policy frameworks provide adequate protection for women; and that laws that recognize women’s tenure rights are implemented and enforced.

Members of the Kranka Women’s Farmer Group watering orange tree plants, which can be seen under a protective roof of fern.





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FAO project beneficiaries sorting tomatoes for sale at a local market.

3. Gender analysis of the agricultural policy process

3.1 The National Gender Policy: Coherence with agriculture sector strategy

The Gender and Agricultural Development Strategy (GADS) developed by MOFA to support its gender mainstreaming processes is consistent with the National Gender Policy. Gender dynamics were considered in the formulation of GADS II to ensure that the needs and aspirations of women and men are met. GADS II aimed to achieve nine main objectives, namely to:

- i. strengthen institutional capacity for gender responsive policies, programmes, projects, budgets and, monitoring and evaluation within MOFA;
- ii. enhance equitable delivery of agricultural services and access to inputs;
- iii. enhance access to land, information on land rights and tenure security;
- iv. develop and disseminate gender sensitive appropriate technologies along the agricultural value chain, including climate smart practices;
- v. promote gender responsive agribusiness, value addition and market access for livelihood and growth in incomes;
- vi. promote gendered research and extension linkages;
- vii. promote equal representation and participation in decision-making by women and men at all levels;
- viii. harness the potential of vulnerable farmers on social protection in the agricultural value chain (youth, the physically challenged, persons living with HIV/AIDS; and
- ix. strengthen gender co-ordination among key ministries, UN systems, and civil society organizations (CSO), the private sector and development partners.

These objectives aimed to address issues of poverty and food security and increase incomes and women's empowerment, targeting farmers, especially women in the agriculture sector. MoFA has also developed a resettlement policy framework, which protects the interests of women in cases of resettlement. Among the challenges faced in implementing this policy is the fact that women are often users of land, and not owners, which affects their decision-making power. However, this issue is being addressed in the second phase of the Land Administration Project (LAP) – LAP II – which seeks to increase women's ownership of land, as well as their user rights.

3.2 Gender mainstreaming in the policy development process

3.2.1 Agricultural policy conception and formulation

The conception and formulation of agricultural policies in Ghana is always based on the national development process, which is currently the Ghana Shared Growth and Development Agenda (GSGDA II 2014 -2017). Gender mainstreaming is key across the seven thematic areas of the agenda. This implicitly ensures that agriculture, which is one of the seven thematic areas of the framework, incorporates gender issues in policy conception and formulation, so as to “accelerate agricultural modernization and sustainable natural resource management”

in the country (see de-Graft *et al.*, 2015 for detailed analyses of gender and agricultural policy in Ghana²). The approach focuses on improving the agriculture sector, through production, job creation, enhancing the competitiveness of the sector and ensuring integration of domestic and international markets, minimizing risks, fostering irrigation development and improving agricultural financing and land and water management for the benefit of men and women. It also seeks to promote crop, livestock, fisheries and aquaculture development and improve institutional coordination for gender mainstreaming.

In addition, the framework addresses gender issues by identifying key gender related challenges in the agriculture sector, as well as objectives and strategies to respond to them. The specific issues that require integration into agricultural policy conception and formulation for effective gender mainstreaming include:

- i. The high cost of agricultural machinery and equipment;
- ii. The high incidence of drudgery in agriculture;
- iii. Limited age/gender disaggregated data /statistics for policy-making and programming;
- iv. Limited access to extension services, especially by women agricultural operators;
- v. Low quality and inadequate agricultural infrastructure;
- vi. Low, poor quality and irregular supplies of raw materials to agroprocessing enterprises, mostly operated by women;
- vii. Low patronage of locally produced/processed products (due to lack of awareness, high cost, prejudice and poor packaging), affecting the incomes of women, who are predominant in this sector;
- viii. Inadequate institutional arrangements to support commercial scale agroprocessing;
- ix. Undeveloped capacity of farmer-based organizations (FBO) to access or deliver services and inadequate agribusiness enterprises along the value chain;
- x. Low adoption of technology and uptake of research findings by farmers, especially women, leading to comparatively low yields.

GSGDA II underscores the need for agricultural policy conception and formulation to focus on safeguarding the security, safety and protection of the rights of the vulnerable in society, especially girl children and women; promoting women's equal access to economic opportunity and resources; and integrating gender considerations at all stages, and in all dimensions of data production. The broad strategies to meet the gender related objectives in agricultural policy conception and formulation, as outlined in GSGDA II are:

- i. Engendering a legislative and regulatory environment more conducive to women's economic agency.
- ii. Development of women's entrepreneurial and technical skills.
- iii. Exploring avenues for equalizing access of women and men entrepreneurs to financial services and assistance to businesses; small business financing, and business ownership in regular administrative and economic survey instruments.
- iv. Integrating gender into government policy and planning systems and financial frameworks, and their implementation at all levels.
- v. Ensuring gender equity in access to productive resources, such as land, labour, technology, capital/finance and information.
- vi. Reducing gender and geographical disparities in the distribution of national resources.
- vii. Enhancing an efficient national monitoring and evaluation (M&E) system for generating relevant, reliable and timely quantitative and qualitative gender disaggregated information for effective decision-making.

Among these, the specific agricultural gender related strategies aim to:

- i. promote gender equity in land reform and land use planning and management;

2. de-Graft Aikins, A., Armah, R., Darkwah, A., Dankyi, E., Tsioboe-Darko, A., Domfe, G., Dakey, S. and Aryeetey E. B-D. 2015. Gender and agricultural policy in Ghana: A systematic analysis employing the FAO Gender and Agricultural Policy Assessment Tool (GAPo).

- ii. intensify the incorporation of age/gender analysis into agricultural research;
- iii. mainstream gender issues into agricultural mechanization;
- iv. increase access and improve allocation of resources to districts for extension service delivery, taking cognizance of gender sensitivity;
- v. promote land reform, targeting equal access to irrigated land by men, women and persons with disabilities.

3.2.2 Agricultural policy goals, objectives and targets

The agricultural policy goal for Ghana is to promote sustainable agriculture and thriving agribusiness through research and technology development, effective extension and other support services to farmers, processors and traders for improved livelihoods. Thus, efforts are being made to develop a modernized agriculture, culminating in a structurally transformed economy and resulting in food security, employment opportunities and reduced poverty (FASDEP II, 2007). Based on the role of agriculture in the national development framework, the objectives for the food and agriculture sector policy are as follows:

- i. Food security and emergency preparedness.
- ii. Improved growth in incomes.
- iii. Increased competitiveness and enhanced integration into domestic and international markets.
- iv. Sustainable management of land and environment.
- v. Science and technology application in food and agriculture development.
- vi. Improved institutional coordination.

The performance targets for the agriculture sector are:

- i. Agricultural growth rate of 6-8 percent.
- ii. Crop and livestock subsectors leading growth at an average annual growth rate of 6 percent.
- iii. Forestry and logging, and fisheries, each growing at 5 percent per annum.
- iv. A robust cocoa sector that will provide support to other sectors.

3.2.3 Availability and use of gender indicators

Although there are a number of gender indicators that could be used to monitor progress, these are rarely used by national institutions for informed decision-making. Some of these indicators include the Gender Inequality Index, the Gender Empowerment Index and the Women's Empowerment in Agriculture Index (WEAI). It is therefore important to use these gender indicators to support the development of gender sensitive results and reporting frameworks at all levels (national, directorate, regional, district), to ensure accountability for gender equality within and across sectors. The development of a Performance Management Framework and other tools for promoting gender responsive M&E and Management Information Systems (MIS) is critical for effective monitoring and tracking of gender equality results.

3.3 Institutional capacity for gender equality and women's empowerment

Many Government ministries in Ghana, especially MoFA, have limited institutional capacity to facilitate gender responsive policy development, planning and implementation. Some operational manuals and guidelines lack gender sensitivity. There are limited numbers of staff with the requisite knowledge to integrate gender into their work. Staff are also constrained by lack of logistics and time for gender work, as they are engaged in multiple tasks. Fundamental to the integration of gender into planning, programming and implementation is the existence of a supporting policy. There is, however, currently no gender policy for the agriculture sector of Ghana, though there is a gender strategy (GADS II). There is therefore a need for such a policy to legitimize gender integration exercises and commit management to its implementation. GADS II, which is to serve as a working tool at implementation level, has been made available to the country's Regional and District Agricultural Departments, albeit without any specific or targeted capacity-building to inform and facilitate the

gender mainstreaming processes. Gender capacity programmes should be continuous, since gender issues are dynamic.

3.3.1 Capacity of MoGCSP to support MoFA for gender mainstreaming

Gender mainstreaming as a process of assessing the implications for women, men, girls and boys in any planned action, including legislation, policies and programmes, is critical for sustainable development. That is because it is a strategy for making the concerns and experiences of women as well as men, boys and girls an integral part of design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres, so that women and men benefit in equal measures. This will ensure that inequality is not perpetuated. In this regard, the Ministry of Gender, Children and Social Protection (MoGCSP) has the institutional capacity to support MoFA in gender mainstreaming in the agricultural and rural sector. For example, in 2007, MoGCSP procured 87 items of agroprocessing equipment and distributed them to 87 women's groups in all ten regions of the country, with estimated benefits to more than 6 960 households. In 2008, MoGCSP procured 43 items of agroprocessing equipment (groundnut, cassava, palm nut and shea butter equipment) from the GRATIS Foundation, and distributed them to 43 women's groups in nine regions, benefiting an estimated 3 440 households. Start-up capital of GHC 2 000 was disbursed to the 43 women's groups to purchase raw materials for their operations. Also in 2008, MoGCSP built the capacity of 7 940 women in agroprocessing and food processing skills, enabling them to make significant contributions to sustainable national development. With regards to women and the economy, MoGCSP adheres to the Government of Ghana's rules and regulations governing the Civil Service. The Ministry has also developed a national gender policy for use by all Government ministries, including MoFA.

3.3.2 Gender mainstreaming in the Ministry of Food and Agriculture (MoFA)

MoFA recognizes the tremendous contributions made by women, men, youth and the physically challenged in the agriculture sector over the years, and has developed and implemented projects and programmes to address the needs of men and women farmers, especially women, so as to ensure gender equity. MoFA's key initiatives for gender include the establishment of a Directorate of the Women in Agricultural Development (WIAD), which aims to promote gender inclusiveness in all programmes, projects and decision-making at all levels – national, regional and district. To put its mandate into practice, WIAD has developed the Gender and Agriculture Development Strategy (GADS I & II), designed to guide implementation of FASDEP II and METASIP II in ways that promote gender equity, reflecting the contributions of both men and women to agricultural development in Ghana. Women contribute largely through the provision of labour for planting, weeding, harvesting and processing – activities that are rarely rewarded equitably in monetary terms.

Notwithstanding efforts to mainstream gender in agriculture, gender related bottlenecks remain in the rural sector, where agriculture is the main source of livelihood, employing a majority of women. Interactions with some farmers at community level revealed that although women make important informal contributions, men continue to dominate decision-making channels and power in the agriculture sector. Women's lack of visibility in decision-making processes is partly due to factors such as their domestic responsibilities, socio-cultural inhibitions and low levels of illiteracy. Increasing women's participation and representation in governance structures, policy development processes, programming, project design and implementation, farmer-based organizations and farm household decision-making structures could help to address gender disparities in the sector. Women's contributions need to be acknowledged and valued, and made part of the formal system of decision-making. This approach is in line with FASDEP II, METASIP II and the GSGDA II priorities for the sector to address gender gaps.

3.3.3 Gender mainstreaming in agriculture related sectors

Most government Ministries, Departments and Agencies in agriculture related sectors across Ghana have direct and indirect roles to play in the agricultural transformation agenda, due to the value chain approach that is currently being adopted. However, most of these MDAs do not see gender mainstreaming as a critical part of their operations. For instance, it is a requirement by the National Development Planning Commission (NDPC) for MDAs to allocate at least 40 percent of their budget to gender issues, but this is not being respected. That notwithstanding, a number of agriculture related sector ministries have so far taken some steps to promote

gender mainstreaming. For example, the Ministry of Lands and Natural Resources (MoLNR) has undertaken land reforms to ensure a fair, efficient and transparent land administration system in Ghana.

3.3.4 Partnerships in gender and agriculture

Partnerships to promote gender and agriculture exist in Ghana and these are reflected in FASDEP II, a Government of Ghana policy in which all government ministries, agencies and departments have important roles to play to ensure success. MoFA has the lead responsibility, within the context of a coordinated Government programme. In forging these partnerships, MoFA works with the private sector, civil society organizations and non-governmental organizations, as well as with bilateral and multilateral development partners (e.g. FAO, the International Fund for Agricultural Development (IFAD), the African Development Bank (AfDB), The World Bank, the United States Agency for International Development (USAID), the UK Department for International Development (DfID), the Department of Foreign Affairs, Trade and Development (DFATD) and German development corporation GIZ) to ensure that gender issues are effectively integrated into policy formulation and implementation. The role of MoFA is therefore to facilitate the integration of gender equality and empowerment issues into the work of the Ministry.

3.3.5 Budgeting for gender equality in the agriculture sector

A gender responsive budget (GRB) is an important mechanism for ensuring greater consistency between economic goals and social commitments. However, interactions with key staff at MoFA revealed that budgeting for gender equality in the agriculture sector continues to elude the country. In most cases, efforts are made to meet the requirement that 40 percent of the sector's budget should be for gender specific activities, but actual releases do not reflect this. GRB leads to a more efficient use of resources, providing an opportunity to evaluate not simply the nature and extent of the paid economy, but also to take into account unpaid work, particularly the provision of care undertaken, both in the community and in households. The GRB approach will therefore play an important role in enabling the Government to adjust its priorities and reallocate resources, so as to achieve gender equality and advance women's rights – including those stipulated in the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Beijing Platform for Action and the Sustainable Development Goals.

Gender responsive budgets can be critical to transforming rhetoric about women's empowerment into concrete reality. GRB is a step not only towards accountability to women's rights, but also towards greater public transparency and economic efficiency. With compelling evidence that gender inequality exacts enormous economic and human development costs, shifting fiscal policy to close the gaps can yield gains across societies.

Most marginalized women, men, girls and boys in Ghana are not only confronted by poverty and the consequent lack of incomes to invest in their economic and social development, but also by lack of access to education, services, and non-monetary resources, thereby trapping them in a vicious cycle of poverty. A truly gender sensitive and inclusive budget is therefore needed to address the marginalization of target groups by focusing both on increasing incomes and improving access to resources and services. The most obvious outcome of gender budget initiatives is improving women's economic equality. Indeed, it should be noted that gender budgets are not simply about equality for women. They can also improve the effectiveness, efficiency, accountability, and transparency of Government budgets. Gender budgets can also reveal budgetary priorities and discrepancies between what a government says it is doing and the actual impact of policies. Budgeting for gender equality in the agriculture sector is particularly important, because it can help in the process of targeting activities of the diverse groups and actors along the agricultural value chain, with specific interventions and budget allocations to address their needs. Capacities of MoFA staff therefore need to be built to effectively undertake GRB across the various subsectors. The capacity-building activities must be continuous and should be spearheaded by the policy and budget unit of the ministry, with active support of WIAD and budget officers across the directorates, Regional Agriculture Departments (RAD) and District Agriculture Departments (DAD).



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Farmer grafting mango trees in the nursery - Kranka Women's Fruit Tree Nursery Plantation.

4. Situation analysis

4.1 Gender, food and nutrition security

Gender and nutrition are inseparable parts of the vicious cycle of poverty. Gender inequality can be a cause, as well as an effect of hunger and malnutrition. Higher levels of gender inequality are associated with higher levels of undernutrition. Gender and nutrition are not standalone issues; agriculture, nutrition, health and gender are interlinked and can be mutually reinforcing. Some experts consider women to be the nexus of the agriculture, health and nutrition sectors (FAO, 2012). GSGDA II outlines weak coordination and harmonization of efforts among key institutions; inadequate research and integration of nutrition issues in relevant sectors; and lack of a comprehensive national nutrition and food security policy as key challenges to guaranteeing adequate nutrition and food security.

The framework has identified a number of strategies to address the abovementioned problems. These are to: accelerate the adoption and implementation of approved nutrition policy as well as the food safety policy; enhance access to adequate nutrition and related services to all, especially women during pregnancy, underserved communities and vulnerable groups; and scale up evidence-based health and food-based nutrition interventions to reduce child malnutrition, focusing on the 1 000 days window of opportunity.

Despite appreciable improvements in food and nutrition security in recent years, there are still many food and nutrition insecure people in Ghana. Micronutrient deficiencies, stunting and the emerging issue of overnutrition all ultimately undermine the health development of people, especially women and children, and all are still rife. Indeed, the gains made have not been equitable across all areas of the country and across all categories of women and children, with wide geographical and socio-economic disparities. This is because interventions have not been implemented at scale in all parts of the country in a sustainable and coordinated manner across relevant sectors.

WIAD had a joint effort/programme with the Ghana Health Service to draft the National Nutrition Policy (NNP), with food security interventions. Currently, the NDPC has taken over leadership of the NNP in order to make a more concerted effort to develop the policy, integrating more institutions to improve harmonization. The policy was launched under the leadership of the Nutrition Unit of Ghana Health Service (GHS) and United Nations Children Emergency Fund (UNICEF). It generally recognizes that agricultural production has an impact on achieving national nutrition, considering the various actors (men, women and youth) along the agricultural value chain. The response by MoFA to addressing nutrition problems in FASDEP II has been to draw up objectives on:

- i. Food security and emergency preparedness, under which food (crops, livestock, fish) productivity improvement is targeted in ways that embrace men, women and youth.
- ii. Increased growth in income to drive income generation, farming with a business approach for income and market competitiveness for domestic and international market.

In addition, the Directorate of the Women in Agricultural Development (WIAD) in the decentralized MoFA is implementing food-based nutrition programmes throughout the country, with an emphasis on rural households and the aim of building healthy families and a strong labour force for the agriculture sector. The programmes target both men and women, given that women prepare family food and men are generally the

decision-makers in households. It should be recognized that women and men are affected differently by poor food intake, and there is subsequently a need to focus on both when addressing malnutrition.

Interactions with men and women during field visits revealed that even at local level, gender considerations are key in ensuring household food and nutrition security. This is reflected in the following excerpts from a focus group discussion with men and women in Kpalsogu, a community in the Kumbungu District of the Northern Region:

“Men and women have distinct roles to play in the provision of quality and nutritious food for household members. Whereas both men and women make sure that different types of crops and animals are produced for the benefit of their households, women are particularly responsible in ensuring that the right foods are combined to make them nutritionally adequate. In fact, in this community, men are particularly concerned about availability of food in the household at all times, whereas women are concerned with the utilization of food. So the responsibility lies with both men and women to ensure that household members get the right quantity and quality of food to consume at all times.”

4.2 Gender and rural agricultural labour

“Rural employment is a critical means for poverty and hunger reduction, as labour is often the only asset that poor people own. The main problem with employment in rural areas, however, is that many jobs do not ensure decent levels of income and sustainable livelihoods. Rural workers are at the heart of the food production system, but are disadvantaged in many respects. They are among the most socially vulnerable, the least organized into trade unions, and the least likely to have gender equality in opportunities and pay, and access to effective forms of social security and protection. Many of them are employed under poor health, safety and environmental conditions”

(FAO-ILO, Food, Agriculture & Decent Work).

Agriculture is the main source of employment for both rural women and men, though rural women are also extensively employed in the wholesale retail, marketing, tourism and manufacturing sectors. GSGDA II (2014-17) acknowledges that agriculture employs 45 percent of the labour force, albeit with weak linkages between agriculture and industry. It is committed to ensuring gender equity in access to productive resources, such as labour. According to FAO (2012), the overall labour force (both agriculture and non-agriculture) participation rate in Ghana is 71 percent, and it is higher in rural than in urban areas, for both men and women. Furthermore, the rate for urban men is 6 percent higher than for urban women, with employment rates being high and similar for both women and men, and across regions. The exception is in the Upper West region, where the female rate is higher, for both urban and rural areas (FAO, 2012). It is further observed that most rural Ghanaians are self-employed in both agricultural and non-agricultural activities. In rural areas, men are five times more likely to participate in wage employment than women. However, rural women are more likely to be engaged in unpaid family work and in non-agricultural self-employment activities than rural men. Self-employed workers in both agriculture and non-agriculture sectors are more likely to fall into the low earnings classification, suggesting that self-employment in rural Ghana is neither conducive to higher earnings, nor a way of overcoming poverty and food insecurity.

Rural women enter employment between the ages of 25 and 34, while men enter earlier, aged between 15 and 24. In rural areas, the delay of women entering the labour force does not appear to be due to higher engagement in education or training. Rather, it may be a result of higher involvement in domestic activities. Young men may be joining the labour force earlier due to greater access to land and other productive resources. Education, access to assets and cultural bias may be some determinant factors of this phenomenon, which has implications in terms of future employment.

Despite the increased participation of women in rural agricultural labour markets, they are disadvantaged compared with their male counterparts. Women constitute a significant proportion of family workers. They are less likely to engage in wage employment than men, and when they do, they are more likely to hold part-time, seasonal and/or low-paid jobs in the informal economy. These issues emerged clearly during stakeholder consultative meetings with men and women farmers. During the meetings, the women complained that:

“... we are not seen by our male counterparts as partners in the pursuit of household agricultural production. Rather, they [men] see us as ‘helpers’ through our labour contributions. In fact, most of them [men] see the dowry they [men] pay to our parents to mean we are being bought, and therefore we are supposed to pay back in the form of labour supply for agricultural and related activities. So our labour is seen as something that has been prepaid, through the dowry. In fact, it is better these days. Years back, we [women] had no say in the household. They [men] are beginning to recognize our contributions to household upkeep, but there is still a lot to be done”.

The above narratives indicate that although lack of appreciation for women’s labour is changing, it remains a challenge, as many women feel that the labour they provide on the farm and in housekeeping is seen as repayment for the dowry paid by their husbands. The situation is no different from that in many other developing countries, where economic liberalization has led to a rise in informal employment, which has affected women disproportionately (UNRISD, 2011). This is probably partly explained by women’s larger work burdens overall, due to competing demands of care responsibilities and productive work, which limits the time and energy they can dedicate to higher earning economic activities. In some countries, women tend to be paid less for equivalent jobs and comparable levels of education and experience (FAO, 2011).

4.3 Gender and land

Land is the primary productive asset in most rural areas of the country, and probably the most important livelihood asset for many rural households. Owning land, using land owned by others and securing waged farm work often depends on complex social and legal frameworks, with many gender dimensions. The specifics vary from society to society, but countrywide, there is a marked bias against women’s control of land as a productive resource, even though women’s access to land may be improving. In male dominated societies such as Ghana, where women are often excluded from important investment decisions and tied to reproductive tasks and household chores, the rights of women to have secured titles to land must be carefully negotiated. Women’s claim to land within customary systems is generally obtained through their husbands or male kinsfolk, and hence may be considered secondary rights. The reality of family structure in many ethnic groups is that husband and wife share the work in family fields and a certain level of joint decision-making is common. The sociocultural environment in Ghana always places the woman at a disadvantaged position in decision-making on important issues that affect them greatly. In a typical Ghanaian society, men are the leaders and are the first to be contacted, even on matters that affect women. They are responsible for organizing women in the community on all socio-economic issues. Gender inequality is constructed through the formal laws and statutes that make up the official ideologies of a society and its institutions, and the unwritten norms and shared understandings that help to shape everyday behaviour in the real world.

In Ghana, men and women do not have equal access to land, even where legislation has removed gender barriers to land ownership. In most situations, women’s access to land and other property generally occurs through a male relative in local areas. In common with the gender division of labour, the gender division of private property is regarded as natural, and therefore not to be questioned. Women’s effective exclusion from the possession and control of land is largely the basis of their subordination and dependence on men in Ghanaian local communities. As in most of ‘patrilineal’ Africa, the usufruct right to land prevails and customary land use practices often determine access to land in terms of use rights or ownership. Women are essentially temporary custodians of land passing from father to male heir, even though they may be *de facto* heads of household. As unpaid labourers on their husbands’ land, while also cultivating separate plots in their own right, Ghanaian women usually lose the rights to land following the death of their spouse. Widows and divorced women have virtually no tenure or inheritance rights with which to ensure food security for themselves or their children. In certain cases, women may have access to land as gifts from husbands and fathers.

The gender and agriculture baseline report of 2014 revealed that access, control and ownership of land is highly inequitable in its distribution, with women at a disadvantage. The gender gap in land has implications for the food security and income generation prospects of female farmers. It is therefore important that concrete decisions are taken to eliminate or substantially reduce gender gaps, such as patriarchal practices and other barriers faced by women, especially on land issues. Interaction with key stakeholders in the

agriculture sector confirmed that land ownership and tenure security among female farmers is a challenge. The main constraints in ensuring access to land related to the processes and cost. Indigenes are largely found not to have difficulties in accessing land for agricultural purposes. Persons considered to be 'settlers' to areas have experienced a great many problems. In addition, sociocultural factors hinder the majority of women's access to this essential resource.

The agriculture sector mainly comprises small-scale farms, which account for 82 percent of the total amount of land dedicated to farming activities and 80 percent of the country's agricultural production. Women generally have smaller farms than men. Men hold 3.2 times more of the total farms than women, and 8.1 times more of the medium and large-sized farms (of 5 acres or more). Many rural women are only able to own land in old age, a factor that may be linked to inheritance practices in Ghana. Subsistence farms held by women are less diverse in terms of crops and depend largely on maize (FAO, 2012). Interactions with a cross-section of women farmers during field visits revealed that women's land rights are directly linked to marriage. Married women are able to access land through their husbands, but in most cases such access is only to marginal lands. As noted by one of the women key informants:

"We don't have land ownership rights but I must say things are beginning to change, as many men are now willing to allow women to have access to land for farming purposes. However, as women, we are normally given infertile lands to farm, and therefore we have no choice than to grow crops such as groundnut, soybeans, okra and others, because only these crops can do well on the infertile lands. In fact, some of us are able to turn those infertile lands to fertile lands by employing good agricultural practices, but when that happens, the land is taken away from us by the men and replaced with other infertile land. So, some of us continue to struggle on infertile lands."

In an attempt to address the many issues related to land, including gender, the Government of Ghana, working through the Ministry of Lands and Natural Resources (MLNR), launched a land reform process in 1999 to stimulate economic development, reduce poverty and promote social stability. In 2003, the first phase of the Land Administration Project (LAP) was initiated to develop a decentralized, fair, efficient and transparent land administration system in Ghana, with the aim of reducing poverty. In response to national gender initiatives and demands from civil society, as indicated in the Women's Manifesto of Ghana (ABANTU, 2004), the project mapped gender dimensions of land administration and developed a gender equality mainstreaming strategy. Its objective was to provide a coherent and sustained approach to addressing women's and men's concerns on land administration for equitable development, gathering gender sensitive data using appropriate participatory appraisal tools and incorporating this in the implementation and monitoring processes of LAP. Implementation of the Gender Mainstreaming Strategy Action Plan began in 2012 under the Second Phase of LAP, with funding from the World Bank, the Department of Foreign Affairs, Trade and Development (DFATD) of Canada – formerly CIDA – and the Government of Ghana. The Ministry has thus integrated gender perspectives into LAP planning and ensures adequate women's representation and involvement in decision-making on land issues. It is also promoting women's access to and control over land, collecting gender disaggregated data and evaluating project implementation to inform policy reform on land, and on land administration in Ghana in general.

LAP II made improvements in increasing awareness and understanding of women's land rights issues at the formal and customary level through dialogue and various engagements with key stakeholders in the land sector. The Land Sector Agencies (LSA) are making conscious efforts to promote gender and land rights through Community Land Secretariats (CLS), Customary Boundary Demarcations (CBD), Rural Parcel Rights Demarcations (RPRD) and technical training initiatives, amongst others. Women are members of the Land Management Committees of some Community Land Secretariats. The collection of sex disaggregated data has been institutionalized at the Land Commission, with up-to-date data available on land registration across the country. Sex disaggregated data on deed and title registration across the country between 2011 and 2015 show that 74 percent of men and 26 percent of women registered their lands. More women, especially Queen Mothers, are becoming aware of their land rights and demanding accountability from their leaders, and traditional authorities are becoming more receptive to discussions on women's land rights.

A draft Ghana land bill contains gender and spousal provisions to ensure gender equality and protection for women and vulnerable people. The bill stipulates the following:

- i. The prohibition of land allocation that discriminates against gender, race, colour, creed, etc.;
- ii. Encouragement of joint registration by spouses;
- iii. Restrictions on transfers of land by spouses: any sale, contract, transfer, lease, mortgage or gift of land made during subsistence of the marriage by one spouse is void unless it is made with the consent of the other spouse.
- iv. The prohibition of discriminatory practices against women (Impact Assessment, LAP II, 2016).

4.4 Gender and crop production

The prospects for accelerated structural transformation of the economy in Ghana and the attainment of the Sustainable Development Goals lie in tapping opportunities that exist for selected crop development for food security and income. Agriculture has the potential to stimulate prosperity in the rural economy, ensuring food security for both men and women and reducing poverty through an expansion of job opportunities along the value chain. However, GSGDA II recognizes low average yields of staple crops as challenges for modernizing agriculture. Women are likely to be the worst affected, because of their limited access to productive resources compared with men, and this undermines the country's ability to tap the full benefit of its abundant natural resources, including tropical tree crops, such as cocoa, oil palm, cotton, shea, coffee, rubber and coconut. Women account for the largest number of crop farmers, and their outputs are mostly destined for household consumption. This is reflected in the following conversations: *"... we produce crops to take care of ourselves and our children. These days the men are only interested in producing crops that bring them money and are sometimes not so concerned about what we eat. So, we produce food crops, mostly for household consumption."*

More than 1.6 million farming families are engaged in cultivating tree crops, most of them small-scale farmers. The tree crop subsector provides a ready source of income for farmers, as well as numerous job opportunities, thereby enhancing the livelihoods of large numbers of farming families. It also makes a significant contribution to food security and to the macro-economic stability of the country (MoFA, 2012). However, this sector is dominated by men, with a limited number of women benefiting, due to their inability to control land. Most of them end up as wage labourers, or offering support to husbands. As a result, women are mainly engaged in producing about 70% of food crops, such as rice, maize, cassava, cocoyam, groundnuts, soybean and vegetables (Duncan and Brunt, 2004). Although women are able to feed their families by producing food crops, they are disadvantaged when it comes to benefiting from cash/industrial crop interventions to promote income. In the crop subsector, both men and women benefit from all crop interventions, with women accounting for 40 percent of beneficiaries, as a result of affirmative action, which stipulates that they should be able to take advantage of high-yielding, drought tolerant varieties. Formal and informal structures should support improvements in women's access to productive resources, so that they can benefit from the production of industrial and cash crops, as well as food crops. The country's Livelihood Empowerment Against Poverty Programme (LEAP), operating with the support of cash transfers to vulnerable members of society, is a social protection programme implemented by MoGCSP. The beneficiaries include female household heads, people living with disabilities, the aged and the rural poor.

4.5 Gender and livestock

The livestock subsector contributes to many areas of agriculture and industry, and to the economy in general, including gross domestic product (GDP), food security, import substitution, employment, poverty reduction, improved rural livelihoods, farm power and transport. Livestock is projected to grow at an average annual rate of at least 6.2 percent (GSGDA II). This forecast takes into account the various contributions made by men and women in the subsector. Livestock development has the potential to transform the livelihoods of men, women, youth and PLWD in the agriculture sector and the Ghanaian economy. The subsector has good scope for enhancing food security, intensifying farming and ensuring poverty reduction, particularly among smallholder farmers. It makes a direct contribution to food security by supplying part of the daily calorie and protein intake that is essential for adequate nutrition.

The majority of men working in the livestock subsector are engaged in the production of both small ruminants (sheep and goats) and large livestock, such as cattle. Women work mainly with poultry, pigs and small ruminants, as well as in processing and marketing some specific livestock products. MoFA's Livestock Production Directorate ensures that all its activities are carried out in a gender sensitive manner. In rolling out various livestock intervention programmes, an affirmative action policy of 30 percent is implemented in favour of women, depending on the specific livestock activity and gender roles. Specific interventions rolled out by the directorate include the guinea fowl and small ruminant project, which offered training to women and youth. Of the 40 farmers who benefited from the guinea fowl project, only 6 were women. This low figure is partly explained by the fact that one of the criteria for benefiting was to have a structure to house an incubator and guinea keets (baby guinea fowl), the ability to feed the keets, and also prophylactics (medication), which most women do not have, due to lack of finance. It underscores the problem of women's poor access to productive resources, which prevents them from benefiting from many development interventions.

Despite the gender division of labour, some gender gaps still persist. Access to finance to procure and feed animals is a major constraint for women, and this is compounded by the inadequate knowledge of veterinary officers on gender mainstreaming in agriculture at district level (GAASG, 2014). Other development challenges include the fact that there has been no livestock census for several decades, which has affected the credibility of livestock population statistics, including gender data. MoFA has relied on projections, which do not accurately portray the livestock situation. There is an urgent need for a comprehensive livestock census and the setting up of a livestock monitoring system, to ensure that credible information is made available on a continuous basis, as a foundation for effective decision-making.

4.6 Gender and fisheries and aquaculture

Fishing in Ghana is predominantly undertaken by men, while women are mostly involved in fish processing and marketing. Youth are also actively involved in fisheries, playing supportive roles as fishing boat crew members, processors and vendors. To date, interventions and policies have largely prioritized male dominated areas of production, while neglecting or remaining silent on the needs of women who operate along the fish value chain. A holistic approach to address the challenges facing the sector could make a significant contribution to increasing its productivity. The national gender policy drawn up by MoGCSP also acknowledges the need to promote the regulation of fisheries activities for both women and men. The Ministry of Fisheries and Aquaculture Development (MoFAD) does not have a gender strategy. USAID is currently funding one of its partners, the Netherlands Development Organization (SNV), to develop a gender strategy for the fisheries sector as part of a sustainable fisheries management project. The gender strategy will serve as a guide to mainstream and address gender issues in the fisheries subsector.

Gender constraints identified include non-gender friendly smoking technologies. Current technologies used by women are the *chorkor* smoker and the barrel/drum type smoker, both of which involve a considerable degree of drudgery and produce much heat and smoke, damaging the health of the women who operate them. The high cost of fuelwood leaves minimal profit margins. Other constraints include inadequate market centres for women to display their processed fish, and poor or inadequate storage facilities during bumper seasons (August to November), resulting in substantial losses.

Measures to empower women in the fisheries sector include the need to provide women with, or introduce them to improved fish processing technologies that ensure a faster drying rate, little smoke, minimal heat and less fuel to reduce costs. Women should be supported in their communities to form groups, and there is a need for capacity-building in group dynamics, as well as in participation in leadership and decision-making processes, so as to facilitate their access to credit. Providing women's groups with cold storage facilities, either in kind or cash, will reduce post-harvest losses and preserve fish for the lean season. MoFA should collaborate with MoFAD to promote the activities of women in fish processing and marketing for improved food safety, nutrition and income. There is a need for staff in the subsector to undergo a gender sensitization training programme.

4.7 Gender and forestry

Ghana is endowed with abundant natural resources, including forests. However, these are being exploited uncontrollably – a problem that is gradually emerging as a major national development issue (GSGDA II). In Ghana, men and women relate differently to each other on access to and use of forest resources. They both have access to the forest and forest resources. They collect and process forest products for household and commercial use. According to Ardayfio-Schandorf (2007), some 56 percent of men in Ghana reported having access to the forest for the collection and gathering of Non-Timber Forest Products (NTFP), compared with 58 percent of women, who also use the forest for collecting and gathering NTFPs for household use and income generation. While men concentrate on the commercial potential of forest products, such as timber, bushmeat, canes for baskets and raffia matting for roofing, women view the forest as multifunctional, providing both household needs and economic benefits. Both men and women use forest resources that are of importance to the sustenance of livelihoods and the rationale for selecting particular resources according to gender is outlined below (Table 4.1).

Table 4.1: Uses of forest and NWTPs by men and women in Ghana

NWFP Type	Men	Women
Forest food	Bushmeat, snails, wild yam, mushrooms.	Snails, mushrooms, fruits, wild yam, bushmeat.
Medicines/ spices	Tree bark, roots, leaves.	Leaves, roots, spices (<i>wedeaba</i> , black and white pepper).
House construction	Trees saplings for building, raffia palm branches, lumber and leaves for roofing.	N/A
Household equipment	Pestles, cane for baskets, chew sticks, lumber for furniture.	Pestles, sponges.
Environmental	Protection of watershed and rivers, influencing rainfall, protection against strong winds.	Protection of rivers.
Income-generating activities	Bushmeat, wild yam, raffia palm branches and cane for baskets, honey.	Snails, mushrooms, spices (<i>wedeaba</i> , black and white pepper), wrapping leaves.

Source: Ardayfio-Schandorf, 2007

4.8 Gender and agricultural value chains

According to GSGDA II, poor management along the agricultural value chain is one of the key challenges to agricultural development in Ghana. The actors along and within agricultural value chains are men, women, youth and PLWD. Competitive and viable agricultural commodity value chains are therefore key for promoting equity in agriculture and the rural sector. This is because men and women play different gender roles across agricultural commodity value chains, with differing levels of benefits due to the uncompetitive nature of current agricultural commodity value chains in Ghana. Many women are operating in the weak segments of the chain, which are characterized by low returns on their investments. The key gender issue affecting the overall performance of agricultural commodity value chains in Ghana is unequal access for women to productive resources, such as land and credit. In most farming communities, women do not own land and are mostly given marginal lands by their male counterparts. Since they are unable to access credit to invest in the purchase of inputs, they inevitably produce poor yields. Linked to this is the fact that men generally dominate the production segments of agricultural commodity value chains, with women operating in the marketing segments, where they appear to have a competitive advantage. Social roles and responsibilities are heavily weighted against women and girls, creating unbalanced power relations between men and women, which in turn influences access and control over resources such as technology, as well as access to time, markets, information and ability to participate in decision-making at household and community levels. This greatly affects the participation of women across the different segments of the agricultural commodity value chains.

4.9 Gender and post-harvest management

Post-harvest losses remain high as a result of poor storage facilities for all types of agricultural produce. It has been reported that about 35 percent of maize and 34 percent of cassava produced is lost along the chain (MoFA, 2009). There is no indication that these estimates have changed and the figures may be worse for other crops (e.g. vegetables and fruits), livestock products and fish. Strategies for better harvesting, transportation, grading and storage methods, linkages between producers and markets need to be designed in order to reduce post-harvest losses. Provision of storage infrastructures such as warehouses should be promoted. Both producers and traders are affected by the problem of post-harvest losses, but women suffer to a greater extent because they dominate the marketing of agricultural produce.

Efficient post-harvest handling of agricultural produce is critical to improving food supply and employment creation, especially in rural areas. Women play a key role in this operation, adding value to agricultural produce through various forms and making convenience foods available for consumers, while creating employment for themselves and preventing losses by mopping up excesses of production. Many medium, small and micro enterprises (MSME) face a number of constraints in the form of high post-harvest losses of raw materials due to poor handling, poor quality farm produce, low technology adoption, high agribusiness failure rates, foreign dominated Ghanaian markets and inadequate entrepreneurial and practical skills. Other factors that contribute to post-harvest losses include environmental conditions such as heat, mechanical damage, improper post-harvest sanitation and poor cooling systems. Interventions put in place by MoFA include the construction of warehouses and pack houses. Women's skills in post-harvest handling should be developed using innovative technologies, to increase competitiveness. Simple labour saving equipment should be introduced to reduce time and drudgery. Examples include motor-powered cassava graters, single screw presses/hydraulic presses for dewatering pulped cassava, and modernized roasters. Such equipment needs to be less cumbersome than most current models, and more woman-friendly.

4.10 Gender and agricultural extension

Ghana's agricultural extension services have undergone considerable policy shifts in the past four decades. Changes in the political economy, particularly liberalization, increased private sector participation in service provision, decentralization of governance, and the focus on poverty reduction, called for a review of agricultural development efforts. In line with these, MoFA developed an extension policy to improve extension delivery with a focus on ensuring equity in the distribution of benefits from development, improving rural livelihoods and reducing poverty, especially for rural women, youth and the physically challenged. It is therefore crucial that efforts to improve agricultural extension respond to the needs of the poor and the socially disadvantaged segments of society.

MoFA's extension policy states that the ministry will work with regional and district administrations to ensure that extension services contribute in an effective and efficient way to the country's social and economic development. Specific areas to be addressed include ensuring that farmers adopt environmentally sustainable methods, raising agricultural productivity and creating an enabling environment for private sector participation in funding and delivery of extension services. There is a commitment to ensure provision of adequate extension services to small-scale and poorly resourced farmers, with special attention to women, youth and the physically challenged (MoFA/DAES, 2003).

Although men appear to have greater access to extension services than women, recent years have seen some improvements in this respect (GADS Assessment, 2008). However, the impact of extension service delivery is still constrained by a number of factors, such as the high cost of agricultural inputs, inadequate credit to farmers, poor rainfall distribution, high pest incidence and inadequate processing and marketing facilities. Other challenges are lack of logistics for agriculture extension agents (AEA) and a low AEA-farmer ratio of 1 to 1 500, instead of the desired ratio of 1 to 500. There are limited numbers of female AEAs, who could play a useful role in reaching out to women along agricultural value chains.

Among strategies drawn up to address gender issues in extension service delivery is the creation of the Directorate of the Women in Agricultural Development (WIAD), one of the technical directorates of MoFA in the late 1970s. The directorate uses multidisciplinary and multistakeholder approaches to promote livelihoods, especially for women and youth along the agricultural value chain. WIAD achieves this by formulating,

and implementing policies, supporting the education of its clients at regional levels and monitoring the implementation of policies. These are in the areas of food-based nutrition in relation to diet improvement; value addition to agricultural produce; food safety (markets and processing sites); and gender mainstreaming in all MoFA policies, programmes and projects. Implementation of policies is delivered at district level through extension services.

The declining numbers of AEAs has a direct bearing on the dissemination of improved technologies. To make agricultural information accessible to more farmers, agricultural information centres have been established across the country. These are situated at highly accessible locations, especially markets. A total of 39 centres are reported to be functioning across the ten regions. Of these, 59 percent are located in the Northern Region alone, though there are none in the Greater Accra Region. To supplement the conventional extension delivery method, an e-agriculture system has been set up to provide extension and advisory services to the public through its 4 components:

- i. Call centre;
- ii. Interactive Voice Response (IVR) system;
- iii. E-agriculture and e-extension portals; and
- iv. Use of smartphones in extension delivery services.

MoFA reported that during the first half of 2015, a total of 17 330 new users subscribed to the IVR system and 551 804 users made IVR calls (according to FARM DIRECT users and IVR summary). On the e-agriculture portal, 2 492 sessions/hits were recorded and of this figure, 2 072 were new users (according to Google Analytics). On average, users spent less than 2 minutes per visit and viewed fewer than 2 pages. The users accessed the e-agriculture portal in different languages. Currently, the e-extension portal is being redeveloped. A total of 1 200 staff have been trained and equipped with smartphones to deliver extension services in seven regions. The centres encountered a number of challenges, including erratic power supply, faulty Uninterruptible Power Supply (UPS) and unreliable (slow and unstable) internet connectivity. Another support platform to enhance extension delivery is the Esoko ICT platform. This is primarily designed to help actors in a value chain to access and share market information, communicate with other actors, establish business relationships and manage the flow of goods and services among them. It has been reported that 1 005 actors have so far exchanged market information on the Esoko platform.

Despite the promise shown by such interventions, the data provided on access to the various technologies have not been disaggregated by gender and generation. As a result, it is almost impossible to know whether women and youth have benefited from information through the technologies provided. Continuous capacity-building of staff on gender issues is needed to make them aware of the importance of mainstreaming gender into programmes and consciously targeting the segment of the population that matters most for each technology.

4.11 Gender and agricultural research

Research Extension Linkage Committees (RELC) are composed of researchers, farmers and departments of agriculture and other key stakeholders at all administrative levels. They seek to create a platform that makes technology development demand driven, while allowing for more targeted and relevant research which enhances the adoption of research results. The National variety release is a committee made up of Researchers, National Directors of Crop Services and Plant Protection and Regulation Services (PPRSD), which ensure that crop varieties released by plant breeders meet certain requirements, such as verification of success in the field, and that breeders make presentations on how they developed these varieties. This procedure also takes into account the different needs of men and women. For example, if a variety cannot be processed, or women cannot go be involved in cultivating these crops, then it will not be accepted by the committee members. The gender analysis study conducted in the sector, (GAASG, 2014) revealed inadequate updated research statistics/information on smallholder farmers, particularly women, to inform policy decisions and programming (research and planning). Most agricultural and adaptive research is not designed from a gender perspective to meet specific gender needs. Integrating extension services into the agricultural research system will increase participation of end users (men and women) in technology development.

4.12 Gender and agricultural marketing

Men and women both market agricultural produce, with men marketing produce from industrial/cash crops, such as cocoa and rubber, while women generally market food crops. Women travel long distances to remote communities to aggregate foodstuffs to supply market centres. They face a range of challenges, especially the breakdown of vehicles due to bad roads, which often results in post-harvest losses. The GSGDA II subsection on priority interventions for Accelerated Modernization of Agriculture mentions the prospect of establishing marketing organizations along the lines of the Ghana Cocoa Board, to support the development of other cash crops. However, this is an area dominated by men, and no provision is made in the document to promote the marketing of food crops, which is mainly carried out by women.

Improved marketing is one of the efforts required to transform the agriculture sector, drive productivity and output, create jobs, increase incomes and ensure food security. Marketing and consumption mop up surplus production. However, the domestic market is largely constrained by poor rural infrastructure, market layout and sanitation. Agricultural produce marketed mostly by women includes roots and tubers, cereals and legumes and fruit and vegetables. In remote areas, much of these crops become rotten before they reach market, due to lack of good feeder roads. Many of the country's markets are badly designed, with poor sanitation and foods left exposed to the sun, causing high rates of deterioration and post-harvest losses (FASDEP II). Strategies for addressing domestic marketing issues in METASIP II include construction of all-weather feeder roads and rural infrastructure and strengthening partnerships between the private sector and District Assemblies, so as to develop trade in local markets.

GADS II identified the challenges posed by women being tasked to carry farm produce to marketing centres, rather than using an intermediate transport system. To enhance rural marketing, the document proposed increasing women's access to markets through the provision of market information and improved agribusiness activities. Women (especially food item sellers) are often exposed to unpleasant environments in local markets and forced to run unacceptable risks in public trading. To solve these problems, there is a need to strengthen the relationship between MoFA and the Ministry of Trade and Industry (MoTI) in promoting fair agricultural commodity trading practices. It is thus important for MoFA and MoTI to synchronize their activities in the agriculture sector. This is in line with the recommendation of CAADP for partnerships, especially in marketing produce, where women are in the majority.

4.13 Gender and rural finance

According to FASDEP II (2007), access to finance is one of the key constraints in agricultural production. Agricultural produce traders are mostly women, yet official credit programmes do not usually cover trading activities. GSGDA II recognizes that although an increase in the number of microfinance institutions has helped to bridge the gender gap in access to finance – especially in the informal sector where women dominate – access to finance continues to pose a challenge, especially in rural Ghana. Women in rural Ghana are less likely to access credit than their male counterparts. Disaggregating by gender, there are more women without access to credit than men. Women's abilities to access credit are limited due to lack of collateral security. Properties and assets are often registered in the name of their husbands. Women who are household heads have lower assets (land, cattle) to raise collateral for loans. Distance to financial institutions and unfavourable financial market dynamics are the main barriers to accessing funding for agricultural activities. Other obstacles include the absence of financial institutions, unfavourable loan terms to farmers and lack of other external funding sources. Many women in rural areas believe that they cannot benefit from formal financial institutions due to their vulnerable position. This is clearly conveyed in an interview with one of the women key informants, *"... formal rural financial institutions are not for us. This is because we cannot meet their requirements, and besides, they see us as people who cannot access, use and repay credit. In fact, they think we are too poor, and therefore will use the credit to buy food for our families instead of using it for productive purposes. So for me, I will not even waste my time to go there looking for help, because I know I will not get it."*

4.14 Gender and climate change

Symptoms of climate change, such as rising sea levels, changing weather patterns, heat waves, drought, bush fires and other increased incidences of natural disaster, have particularly adverse impacts on those

who depend on agriculture for their livelihood and survival. Although it is a global phenomenon, developing countries like Ghana are considered especially vulnerable, due to their limited coping strategies or mechanisms. The country's development framework, GSGDA II, acknowledges the effect of climate variability as a major threat to national development and has identified strategies to enhance national capacities to respond to climate change through the establishment of a Climate Change Centre. The Centre adopts demand and supply measures for adapting the national energy system to the impact of climate change, and is seeking to increase resilience to climate change through an early warning system. It also recommends implementing alternative livelihood strategies and improved agricultural practices to minimize the impact of climate change on the poor and vulnerable, especially women. The impact of climate change on rural women is captured in the following excerpts from a stakeholder meeting held during fieldwork:

"... women suffer more from droughts and floods occasioned by climate change than men. This is because when there is no water for household use because of droughts, it is the women who have to commute long distances to be able to get water. When there are floods and household properties, including crops, are destroyed, women again suffer the most as they become more vulnerable to food and nutrition insecurity".

The Government has also launched a National Climate Change Policy (NCCP) of Ghana, which seeks to ensure a coherent and pragmatic approach in dealing with the impact of climate change on the socio-economic development agenda of the economy. The policy targets agriculture and food security, disaster preparedness and response, natural resource management, equitable social development and energy, and industrial and infrastructural development as the five main areas of focus (Ezekiel, 2015). Agricultural production needs to be sufficient to meet the demands of the ever-growing population in Ghana. For this to happen, favourable conditions must be in place, including a conducive climate. MoFA, through its FASDEP II & METASIP II, recognizes the effect of climate change on agriculture and has developed Sustainable Land Management (SLM) as a prerequisite for enhanced production, food security, incomes and livelihoods for present and future generations, as well as maintenance of the ecosystem. The awareness creation component of the Agricultural Sustainable Land Management Strategy considers access of SLM technologies to men and women in the sector, noting the differential effects on each gender.

4.15 Gender and social protection in agriculture

A broad policy objective of the National Gender Policy is to accelerate Government efforts and commitments to empower women (especially women with disabilities) to have safe and secure livelihoods, access to economic opportunities and decent work to improve earnings, while addressing disparities in education, socio-economic and cultural issues, health and agriculture, trade and related matters. Under commitments and strategies to promote gender equality and social protection in agriculture, the National Gender Policy outlined the following:

- i. Review and implement existing reforms, programmes and projects (e.g. LAP) directed at ensuring equitable access to land and natural resources, particularly for women for agricultural uses and other productivity ventures.
- ii. Enforce the implementation of extension services to cover GE and WE issues to benefit all, particularly vulnerable women in agricultural practices, in all regions of Ghana.
- iii. Engender climate change processes and facilitate the participation of CSOs and farmer-based organizations to ensure that agricultural practices and other livelihood practices comply with acceptable standards.
- iv. Promote the regulation of activities regarding fisheries for both women and men.

MoGCSP also recognized the need to mainstream gender into MoFA's planning and budgeting. It facilitates components of the policy regarding agricultural practices and its economic benefits for all, especially women, as strategies to ensure gender equality and social protection (MoGCSP, 2015). In addition, it acknowledged MoFA's efforts to support the gender mainstreaming process in GADS I and II, to address issues on food security, increase income, empower women and reduce poverty, targeting farmers, especially women in the agriculture sector. Within the gender policy, the ministry outlined specific tasks to be undertaken by MDAs

and MMDAs. The country's Livelihood Empowerment Against Poverty (LEAP) programme is an example of offering social protection in agriculture, since most beneficiaries are farmers, and women in particular. This programme, which is implemented by MoGCSP, involves making cash transfers to the vulnerable. As indicated earlier, LEAP targets the disadvantaged and rural communities, benefiting farmers and especially women.

4.16 Gender and rural institutions

Agricultural rural institutions mostly take the form of farmer-based organizations (FBO), and are mainly commodity or activity-based (e.g. crops or livestock farmers' associations, rice processors and traders' associations). These groups may be made up exclusively of women or men, or may be mixed. The goal of rural associations is to come together to solicit support, especially credit for members' activities. The apex body of these associations is the Peasant Farmers Association of Ghana (PFLAG). Interactions with the association during stakeholder consultation meetings revealed that it does not have a specific gender action plan to guide its gender mainstreaming processes. However, PFLAG has embarked on several activities to promote women's empowerment in the areas of food production and marketing. It is currently working on an initiative with women on sorghum production, at Garu-Tempane in the Upper East Region. For marketing purposes, the women are linked to off-takers, but there are plans to connect them to Guinness Ghana Limited. To sustain these associations, women's capacities need to be built along agricultural value chains, including in the areas of entrepreneurship and market linkage. PFLAG belongs to a variety of platforms and is currently working on a communication strategy to improve its outreach to FBOs.

4.17 Gender and technologies

Women perform most household tasks, many of which are time-consuming and labour intensive due to inadequate access to technology. In most instances, only simple traditional technologies, such as knives, manual grinders and firewood stoves are used. However, in urban communities, women are making greater use of more modern appliances, such as rice cookers, gas stoves and electric irons, to reduce their work burden. Due to their domestic workload, women in many rural communities have insufficient time to devote to household and production tasks, and cut down on their sleep as a result. Some women in urban communities resort to buying precooked food, or cook over the weekend and store it in the fridge to lessen the time spent in the kitchen.

In terms of agricultural production, women – especially those in rural areas – play a major role in all aspects of farming, including planting, weeding, fertilizer application, harvesting and storage. Given the lack of appropriate technologies for most farming activities across rural Ghana, women perform labour intensive tasks with the use of simple and traditional farming technologies. By comparison, men are generally responsible for those parts of agricultural production that are mechanized, such as use of the tractor or bullock ploughs for land preparation. This gender-based division of labour is described in the following excerpt from key informant interviews conducted during fieldwork:

“Women are mostly responsible for harvesting and carting of produce to homesteads and these are mostly manually done. Whilst women carry farm produce on their heads to the house, men use bicycles, motorbikes, donkey carts or motortricycles. Where technologies are available to women, they are normally very expensive for them to be able to afford. For example, in places where irrigated agriculture is practised, unlike men who use water pumping machines, women do the watering manually, because they are mostly unable to acquire the cost of these labour-saving technologies. Simply, women have limited access to technology compared to men.”

4.18 Gender and agricultural engineering services

Low levels of agricultural mechanization and technology adoption are key challenges to agricultural development in Ghana. Strategies designed by GSGDA II to address these problems include: intensifying the establishment of mechanization service provision centres with backup spare parts for all machinery and equipment; promoting the availability of machinery under hire purchase and lease schemes; developing human capacity in agricultural machinery management, operation and maintenance within the public and

Table 4.2: Rural women’s technology constraints and demands

Activity	Constraints	Demands
Agricultural production		
Farming	<ul style="list-style-type: none"> • Labour-intensive • Time-consuming 	<ul style="list-style-type: none"> • Simple technologies for planting and harvesting
Raising poultry and livestock	<ul style="list-style-type: none"> • No direct transfer of technology 	<ul style="list-style-type: none"> • Direct transfer of technology and information about animal health, vaccinations, care and feeding
Application of fertilizer and pesticides	<ul style="list-style-type: none"> • Chemical fertilizer and pesticides are dangerous if improperly used • Heavy sprayers 	<ul style="list-style-type: none"> • Training in appropriate use of fertilizer and pesticides (chemical and organic-based) • Lightweight sprayers
Land preparation and ploughing	<ul style="list-style-type: none"> • Tractor is expensive, heavy and difficult to operate and control 	<ul style="list-style-type: none"> • Lightweight and affordable tractors with automatic start switch
Post-harvest activities		
Food processing	<ul style="list-style-type: none"> • Lack of tested, standard recipes • Inadequate knowledge about sources of technology • Lack of effective tools for traditional food processing • Short shelf-life of processed foods • Weak marketing and management • Strong competition and gluts caused by availability of too many similar products • High fuel costs • Intensive labour and time consuming nature of processing 	<ul style="list-style-type: none"> • Standard recipes in hard copy • Recipes for new products that can be produced with locally available resources • Improved and less dangerous slicing tools • Information on appropriate packaging materials • Sealers to make packages airtight • Training and demonstrations to build capacity • Hard copies of simple management manuals • Diversification of products and reduction of input costs • Low-cost and accessible sources of energy • Low-cost labour saving technologies • Simple, mechanized technology
Household production		
Collection of water for drinking, household use, washing clothes, home gardening, farmyard chickens and pig-raising	<ul style="list-style-type: none"> • Time-consuming and labour intensive 	<ul style="list-style-type: none"> • Mobile water pumps and pipe water connection to houses
Cooking fuel	<ul style="list-style-type: none"> • Expensive 	<ul style="list-style-type: none"> • Low cost of fuel and alternative energy sources
Cutting grass for animal feed	<ul style="list-style-type: none"> • Sickles are dangerous and time-consuming 	<ul style="list-style-type: none"> • Low-cost small tool for grass cutting and weeding

Source: Compiled from field data and documents reviewed for this report, 2016

private sectors; and mainstreaming gender issues into agricultural mechanization. FASDEP II outlines the objective of ensuring agricultural engineering services/mechanization to facilitate access of farmers and agroprocessors to mechanized services at affordable prices. A baseline survey undertaken by MoFA in 2005 revealed about 40 percent of farmers use some form of mechanization. The most frequently mechanized farm activity is land preparation. There is therefore scope to expand mechanization to other farm activities, such as planting, cultivation, harvesting and primary processing, including threshing, shelling and milling.

The agricultural engineering services provided by MoFA are categorized into four broad areas: (i) Farm power machinery and transport; (ii) Post-harvest management; (iii) Soil and water conservation engineering; and (iv) Rural technology information (GADS II, 2015). Various activities have targeted improvements in use of appropriate forms of farm power, machinery and other agricultural engineering technologies by farmers,

fishers and agroprocessors for agricultural production, consistent with sound and sustainable environmental conservation practices. Although GSGDA (2014-2015) recognizes the importance of mainstreaming gender issues into agricultural mechanization, responsibility lies within the Ministries, Departments and Agencies.

Women in the agriculture sector also face difficulties with high-cost/ high-capacity machines, which need to be cranked before starting. Training on machine operation mostly targets men, and most agroprocessing machines are not gender friendly. Women farmers do not have intermediate means of transport (IMT) to carry their produce from farmgate to marketing centres. To address the constraints faced by women, the formation of women's groups is encouraged to access farm machinery under the Agricultural Mechanization Services Centres (AMSEC) programme. Capacity-building and training programmes should involve interested women and simple labour saving equipment should be introduced to reduce time and drudgery. This could include motor-powered cassava graters, single screw presses/hydraulic presses for dewatering pulped cassava and modernized, gender-friendly agronomic improved farm tools and equipment. A case in point is the fact that often, farm hoes are too short, affecting the health of men and women who use them. There is a need to facilitate women's access to motortricycles and donkey carts and train them in their use and maintenance.

4.19 Gender and rural development planning

Mainstreaming gender into rural development planning is critical for the attainment of the Sustainable Development Goals. The following observations have been made about gender and rural development planning in Ghana:

- i. Women are a disadvantaged group compared with men, as few women are involved in the rural development planning process;
- ii. Women and men have differing needs due to their different roles and responsibilities, and in particular their unequal access to and control over resources, but these differences are hardly recognized in rural development planning processes;
- iii. Women's position of inferiority and subordination is an obstacle to development, because it limits the chances and opportunities of more than half Ghana's population.

Based on the above observations, there is a need to ensure equality of rights, as well as respect for and enforcement of women's rights in rural development planning processes. To this end, it is important to:

- i. Question and redefine the roles and responsibilities traditionally attributed to men and women;
- ii. Broaden the debate on inequalities, which slow development, particularly as regards access to and control over resources, and look for answers;
- iii. Mainstream equal participation in decision-making, as well as appreciation and social and economic recognition of the contributions of men and women in the private and public spheres of development;
- iv. Transform the social relations that generate inequality, without marginalizing men.
- v. Raise awareness about prejudice, discrimination, inequalities and subordination mechanisms, with a view to combating them;
- vi. Look beyond efficiency and economic utility to long-term sustainability, focusing on the human level by empowering men and women and ensuring that power is shared equally between them in development planning processes.

4.20 Gender and irrigation

Irrigation has been identified as a key strategy for improved agricultural production and rural livelihood development. This is clearly reflected in GSGDA II, FASDEP II and METASIP II. GSGDA identified irrigation as one of the critical policy interventions needed for accelerated transformation of the agriculture sector. As a result, the National Irrigation Policy (NIP) was designed to address some of the major challenges in the sector. The policy suggests mainstreaming gender issues in irrigation, so as to ensure equitable access to irrigation services by men and women and other vulnerable groups. Emphasis is placed on the need to reform land tenure and water use right provisions, in order to give women equal voices in natural resource management

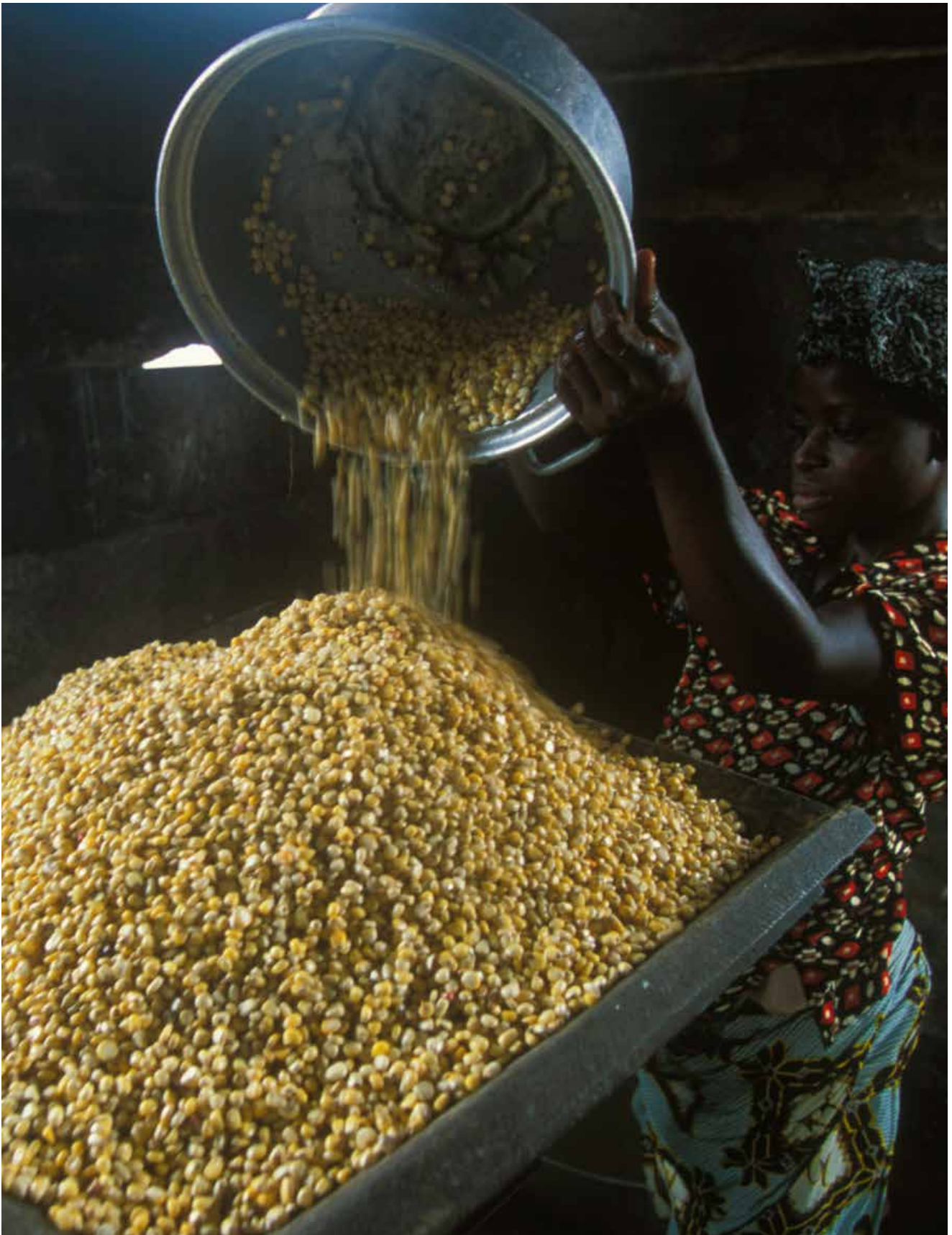
and ensure that local water management arrangements are all inclusive. The Ghana Irrigation Development Authority (GIDA) and Women in Agricultural Development (WIAD) are key implementing units within MoFA. NIP recognizes the central role played by women in the use, provision, management and safeguarding of water, and the need for women and men to enjoy equitable access to the benefits of irrigation services, while participating fully in the activities and leadership of Water User Associations (WUA). However, in rolling out various activities, affirmative action of 40 percent in favour of women should be considered for implementation, depending on the specific activity and gender roles.

Currently, GIDA is making concerted efforts to mainstream gender in all its interventions. It is working with the West Africa Agricultural Productivity Project (WAAPP) to address constraints in irrigation through gender sensitization programmes on ten selected GIDA schemes. The interventions focus specifically on gender and cultural dynamics, particularly issues of improving women's access to irrigated land, participation of women in decision-making and leadership roles with the WUA, group dynamics and adding value to irrigated produce. In response to high post-harvest losses, the initiative has provided solar driers to 25 women in each of the selected schemes, to dry peppers and other vegetables.

A woman in Moree, Ghana lays out fresh fish on a smoking oven



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Woman preparing grains for milling.

5. Stakeholder analysis

This section presents some of the potential partners in promoting gender equality and the empowerment of women in agriculture and the rural sector of Ghana. As described earlier in the report, efforts by UN agencies, international NGOs, development partners and CSOs are working to advance gender equality in agriculture and rural development (*see Annex 4 for further details*). FAO could work with key institutions such as UNDP, USAID, World Vision, ActionAid, CARE Ghana in advocacy and policy work, project implementation, providing technical and oversight support to Government, funding of agricultural programmes and projects, etc. Some of the key partners are outlined as follows.

5.1 Public sector partners

- i. Research institutions (CSIR, CRI, SRI, SARI, ARI, FRI)
- ii. Universities
- iii. Ministry of Local Government and Rural Development
- iv. Environmental Protection Agency of the Ministry of Environment Science and Technology
- v. Ministry of Lands and Natural Resources
- vi. Ministry of Trade and Industry
- vii. Department of Community Development
- viii. Lands Commission
- ix. Ministry of Gender, Children and Social Protection
- x. Ministry of Education
- xi. Nutrition Unit of Ghana Health Services
- xii. Other MDAs and MMDAs

5.2 Private sector partners

- i. FBOs and CBOs along the agricultural value chain
- ii. Individual farmers
- iii. Agricultural input dealers
- iv. Transporters
- v. Federation of Association of Ghanaian Exporters (FAGE)
- vi. Civil society organizations and non-governmental organizations



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A woman in Moree, Ghana holds a cassava plant she has cultivated as part of a programme to diversify her livelihood away from dependence on fish processing and selling.

6. Gender Assessment of implementation of NAIP (METASIP)

In common with its predecessor METASIP I, METASIP II addresses food security and the eradication of hunger and malnutrition from a gender equality and women's empowerment perspective, including through curbing food waste and post-harvest losses. METASIP II focuses on supporting groups that are most vulnerable to food insecurity (mainly women and children), providing income diversification opportunities to enable them to cope better in the face of adverse food supply situations and production risk, and improve their incomes to ensure better access to food. The plan aims to achieve increased growth in incomes for the most vulnerable (mainly women). Higher incomes will reinforce food security by enabling financial access to food. METASIP II seeks to increase competitiveness and enhance integration into domestic and international markets. The integration of smallholders (men and women) into international markets will be channeled through lead firms that have access to markets. The plan also aims to train individuals and conduct group initiatives on value addition, linking people to relevant service providers and markets; considerable emphasis is placed on gender equity for all activities along the agricultural value chain. The links established to input and output markets and service providers aim to strengthen the agricultural value chain. This will ensure that the disadvantaged (women and youth) play major roles in all the activities.

In addition, METASIP II is investing in upgrading skills of operators or training actors in the value chain, in order to achieve improved productivity and enhance market access. It will also create awareness and offer training on Sustainable Land Management (SLM), and encourage the use of SLM technologies by both men and women farmers. Implementation of this plan is key to sustainable agriculture, and has the potential to minimize waste in the sector. METASIP II has designed outputs to achieve the goal of gender equality through interventions that will improve technologies adopted by men and women farmers. An important goal is ensuring that science and technology are applied in food and agriculture. The plan has therefore made provision for building the capacity of field officers, producers and other stakeholders (including men and women farmers), in the use of new technologies. The plan's institutional capacity programme is to support value chain issues for the promotion of commodities, building the capacity of poor farmers (predominantly women) to compete at domestic and international level, and promoting agroprocessing through support to individuals and group initiatives that aim to add value to major food staples, such as maize, yam, cassava and cowpea. Institutional capacity-building across the various programme components will seek to respond to the need for learning and innovation, providing the basis for higher technology adoption and subsequent high productivity and income growth.



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Hearing impaired school children harvesting garden eggs in a vegetable garden as part of a Telefood project.

7. Overview of gender equality achievements of NAIP/METASIP

7.1 Overall trends, gaps and challenges

Overall, implementation of METASIP I & II has resulted in some improvements in the performance of the agricultural and rural sector. However, most of the performance targets have not been achieved. For example, none of the targeted planned growth rates for the implementation period of METASIP I, which spanned 2007 to 2013, was achieved. The key challenge in implementing METASIP I/II was/is unsteady budgetary allocations and releases by Government to finance the planned activities, resulting in the missing of key performance targets. Another problem is a high turnover rate of MoFA staff trained in gender planning and gender responsive budgeting. The key gaps identified in implementing GADS I designed to operationalize METASIP I and FASDEP II include:

- i. Disaggregated data not backed by qualitative information on the situation of women and men, making it difficult to appreciate inequities;
- ii. All data generated showed inequities and a growing gap between women and men farmers, but these were not analysed to assess how they affected women and men's access to agricultural inputs and resources differently;
- iii. No cost-benefit incidence analysis of MoFA's interventions was conducted to assess the impact of women and men's access to agricultural services;
- iv. Most of the directorates did not consider addressing gender inequalities;
- v. The overall goal was to promote gender equity and gender mainstreaming, but there was no indication of continuous gender analysis of data gathered, to inform policy, programming and budgeting; and
- vi. There were no clear gender indicators to guide the work of the directorates. The M&E plan had a column designated 'sex disaggregated data where applicable', but gender indicators were not explicitly defined.

7.2 Good practices in gender responsive programming and implementation

A number of good practices for gender responsive programming and implementation have been developed over the years. One of these is the establishment of an accountability framework under GADS I, which identified the roles and responsibilities of key stakeholders across the directorates responsible for effective implementation. This process aligned the strategies and indicators to each directorate's mandate, which improved coordination in the implementation process. Gender responsive budgeting approaches have also been adopted across MoFA and are currently being applied in planning, programming, implementation and reporting. Another good practice is the establishment of gender focal points (GFP) in MoFA's administrative systems, for the coordination of gender equality issues from the directorates through to the Regional and District Agricultural Departments. Gender related training of MoFA staff has been conducted over the years to help improve capacity for gender sensitive programming and implementation. Targeted training in GRB is part of the Government's priority to enhance knowledge and skills for gender sensitive planning within MoFA. These good practices have supported implementation of gender priority activities within all technical directorates and improved gender integration and coordination within the directorates.



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A farmer feeding ostriches.

8. Conclusions and recommendations

8.1 Conclusions

The assessment indicates that for decades, policies of Government and international institutions have identified the importance of the agriculture and rural sector to national development. However, as observed by UNDP (2012), the strategies adopted for rural and agricultural development in Ghana have largely been in favour of the urban sector. The neglect of smallholder farmers, in particular, has been reflected in biased policies, inadequate market information and other relevant institutional arrangements, making it difficult for them to compete against the world's most formidable agricultural systems. Rural women are the worst affected by these unfair institutional, economic and politico-cultural arrangements. Women farmers are invisible, and not fully supported in their competing roles, and are therefore not at the centre of policy interventions. Generally, although the national development framework (GSGDA II) explicitly captures the importance of gender and agriculture in the transformation agenda, the Government of Ghana's budgetary commitment to the agricultural and rural sector is low. Most interventions in these sectors tend to target the parts of agricultural value chains where men have a competitive advantage. As a result, women farmers and their specific agricultural needs are inevitably sidelined, leading to a vicious circle of persistent gender inequalities – despite the fact that women play major roles in agricultural activities. The current development policy framework for Ghana is such that women's potential is underutilized, and their role in policy formulation remains ambiguous at best, with a significant gap when it comes to their access to agricultural resources and rewards.

If not consciously addressed, the persistent gender inequalities in Ghana's agricultural and rural sector of Ghana will make attainment of the SDGs an impossible task. This is because women's improved capabilities and welfare are strongly linked to prospects for poverty reduction, including lower rates of infant mortality and child malnutrition. Sustainable development cannot occur under gender inequality. Promoting gender equality in agriculture will in the long term help to address the gender specific constraints that reduce women's productivity and limit their contribution to agricultural production, economic growth and the well-being of their families. It will also reduce hunger and extreme poverty. That is because, when and if women farmers have equal access to the agricultural resources and rewards, they will be better able to participate in and contribute to agricultural and rural development. Closing the gender gap in agriculture would put more resources in the hands of women, and strengthen their voice within the household, thereby improving the food security, nutrition, education and health of children (FAO, 2011).

It is important to state that despite the fact that gender inequality continues to persist in Ghana's agricultural and rural sector, successive governments have undertaken and continue to pursue various initiatives to support women farmers. Attempts have been made through legal instruments, policies and interventions to integrate gender issues into land tenure reforms. This is a critical issue, since land, in turn, frames access to other essential agricultural inputs and natural resources for sustainable livelihoods. However, the enduring problem is that most agricultural policies are initiated in a manner that makes it difficult to measure any gender impacts.

In conclusion, the Government of Ghana and its development partners, both public and private, are the major actors in addressing gender barriers in the agricultural and rural sector. Thus, any practical recommendations will have to bear in mind the different motivations of each actor. Although there is a widespread acceptance

of the significance of integrating gender into the development process, the question remains whether or not actors are only being gender sensitive, or whether they truly mainstream gender in their development planning and implementation processes. Being aware of gender issues does not necessarily imply taking serious account of gender issues in planning and implementation.

8.2 Recommendations

8.2.1 Recommendations to the Government

Some MDAs have developed a number of very good gender policies and strategies. However, implementation is a major challenge. MDAs and MMDAs mostly rely on projects funded by development partners for operations. As a result, MDAs and MMDAs do not generally have time to consult and incorporate the views of women in project design and implementation, since most donor projects are rushing to meet end-of-year budget deadlines for the disbursement of funds. The situation is further exacerbated by the failure of most MDAs and MMDAs to follow up, so as to ensure that projects are meaningfully executed. Based on the foregoing, the following recommendations are made to the Government of Ghana:

- i. There is a need to establish viable and relatively well funded gender mainstreaming activities across MDAs and MMDAs.
- ii. Government should revisit the role of FBOs with a gender orientation.
- iii. All interventions by Government in the agricultural and rural sectors must be targeted, to ensure that they recognize the multiple roles that women farmers perform as producers, distributors and caregivers, and the challenges they face.
- iv. Government needs to adopt a comprehensive approach to building the capacity of MDAs and MMDAs for mainstreaming gender into their policy formulation, planning, monitoring and evaluation processes, with clear gender specific indicators for measuring progress.
- v. MoGCSP should be strengthened so as to build the capacity of Gender Desk Officers in MDAs and MMDAs.
- vi. Government needs to provide support to the informal sector by identifying women who operate livelihood activities that have growth potential, and guiding them through a process to become viable small businesses.
- vii. Government should explore the development of alternative infrastructure in the agricultural and rural sectors required for poverty reduction and women's empowerment (e.g. construction of warehouses and pack houses for post-harvest handling and management, as in the case of the Northern Rural Growth Programme).

8.2.2 Recommendations to FAO

For effective agricultural and rural sector policies and interventions to support attainment of the strategic objectives of FAO and the SDGs in Ghana, it is recommended that FAO should:

- i. Promote the use of its gender sensitive indicators as it engages MDAs and MMDAs in the attainment of its strategic objectives.
- ii. Support the incorporation of gender training and analysis within the context of the agricultural and rural sectors in MoGCSP capacity-building and training activities.
- iii. Support the development and distribution of manuals related to gender concepts, gender mainstreaming techniques and gender analysis tools to all MDAs, MMDAs and NGOs that work in the agricultural and rural sectors.
- iv. Consider establishing incentive mechanisms for encouraging MDAs, MMDAs, researchers, extension workers and other practitioners in the sector to incorporate the use of gender assessment tools developed by FAO in their work to promote gender mainstreaming.

- v. Establish a mechanism for close monitoring and evaluation of gender responsive technologies, research and extension that will help to identify problems early and provide timely corrective measures through its Country Programming Framework (CPF).
- vi. Build stronger partnerships at subnational level with relevant MMDAs and local NGOs that have the capacity to directly influence formulation of policies that will result in changes at local level.

8.2.3. Recommendations to the ECOWAS Commission

The following recommendation is made to the ECOWAS Commission:

- Provide technical and financial support to the Government of Ghana for domesticating the Supplementary Act relating to Equality of Rights between women and men for Sustainable Development in the ECOWAS region, as it relates to agriculture, food security and nutrition.

8.2.4 Recommendations to other partners/stakeholders

While partnerships are always required in development, the emphasis should be on the nature of such partnerships. On this basis, the recommendations to other partners and stakeholders are:

- i. Other development partners should support capacity-building and invest more resources at subnational level on gender mainstreaming.
- ii. Bilateral and multilateral development partners need to reconfigure their assistance in ways that can lead to more direct support for women in agriculture and the rural sectors.
- iii. Conditions for donor support should define and articulate gender equality and women's rights requirements with specific gender specific indicators, and should be reflected in monitoring and evaluation tools, such as periodic reviews, project evaluation and project reports.
- iv. Bilateral and multilateral development institutions should help to reduce gender inequality by ensuring that national policy-makers and practitioners move beyond the issue of awareness to actual implementation of relevant interventions to meet gender needs.

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Annexes

1. Key informants

No.	NAME	POSITION	ORGANIZATION
1.	Osei Owusu	Deputy Director	DAES/MoFA
2.	Prospera Anku-Ocra	Assistant Director/ Gender Focal Person	DAES/MoFA
3.	Mavis Afutu	Senior Agric. Officer/ Gender Focal Person	APD/MoFA
4.	Victoria Adongo	President	Peasant Farmers Association
5.	Sarah Antwi Bosiako	Gender Consultant	MLNR/ LAP II
6.	Janet Agyeiwaa Mensah	Gender Focal Person	DCS/MoFA
7.	George Prah	Assistant Director scheduled for food crops	DCS/ MoFA
8.	Paulina Addy	Agric. Director	WIAD/MoFA
9.	Edem Abra Adom Yennu	Senior agro-economist/ gender specialist	GIDA/ MoFA
10.	Victoria Aniaku	Deputy Director/Gender Focal Person	WIAD/ MoFA
11.	Raymond M. Mensah	Monitoring & evaluation specialist	RAFiP/MoFA
12.	John Nortey	Deputy Director	SRID/MoFA
13.	Frieda Oduro	Senior Fisheries Officer	Ministry of Fisheries
14.	Fati Soala	Deputy Director/ Gender Focal Person	MLGRD
15.	Sabina Kpekata	Programme Officer	Department of Gender
16.	Maribel Okine	Assistant Programme Officer	Department of Gender
17.	Kingsley Kwasi Agyeman	Assistant Agricultural Officer scheduled for climate change	DCS/ MoFA
18.	Dyllis Sowah	Agricultural Officer scheduled for tree crops	DCS/MoFA
19.	Pani Johnson	Deputy Director	MoFA/AESD

2. Focus group participants (Kumbungu District/Northern Region)

Name	Community	Gender	Phone number
Issah Abubakari	Kpalsogu	Male	0249008072
Yakubu Issifu		Male	
Mariama Abdulai		Female	
Sanatu Alhassan		Female	
Lamnatu Abdul-Rahman	Wuba	Male	
Rashid Iddrisu		Female	0248003978/0248041411
Abukari Sherifa		Farmer	
Iddrisu Adam		Female	

3. Review of METASIP implementation using CGA framework for NAIP review

Summary/background of NAIP

NAIP is structured around six programmes:

The FAO gender marker has the following criteria for assessing results (outputs) and activities:

G0	The P/S or Activity does not address gender equality
G1	The P/S or Activity addresses gender equality only in some dimensions.
G3	The P/S or Activity addresses gender equality in a systematic way, but this is not one of its main objectives
G4	The P/S or Activity addresses gender equality and/or women's empowerment as its main focus.

Assessment guide	Questions	Response	Gender equality rating	Comments
<p>RELEVANCE</p> <p>R1: Policy conception</p> <p>Relevance of the interventions in the NAIPs relative to FAO and ECOWAS' (gender equality) mandate/ goal or to Government priorities for gender equality (national gender policy and gender equality objectives in: NDPs, agriculture/ food security/rural development policies).</p> <p>Food security and nutrition. This section will review how NAIPs address the eradication of hunger, food insecurity and malnutrition from a gender equality and women's empowerment perspective, including in curbing food waste and post-harvest losses.</p>	Is gender assessment carried out as part of the country or sectoral context of NAIP?	To some extent.	G1	In the preparation of NAIP, stakeholder groups engaged included sector related ministries, researchers, NGOs, private sector operators along the value chains (input suppliers, processors, traders, exporters, financial institutions, warehouse operators, transporters), academia, regional and district level officers. The selection criteria for stakeholders included a fair balance between the number of private and public sector participants, selection of farmers based on major commodities grown in the specific region and gender balance.
	Do programmes and projects proposed in NAIP reflect the situation based on gender assessment?	To some extent.	G1	There was no comprehensive gender assessment in the development of NAIP and therefore only some of the proposed programmes reflect the situation.
	Are there targets designed to achieve gender equity in the programme?	Yes	G2b	The target designed by the programmes is to train individuals and group initiatives in value addition and also link them to relevant service providers and markets; with strong emphasis on gender equity in all the activities along the value chain. This is to ensure that the disadvantaged, especially women and youth, play major roles in all the activities.
	Are there outcomes and outputs designed to achieve the goal of gender equality and eradication of hunger and food insecurity?	Yes	G2b	The programme considers the GSS (2007) classification of population on poverty levels. The programme therefore seeks to promote the nutritional aspect of food security through research, education and advocacy on choice of foods, and handling for food quality and safety. Also, groups that are most vulnerable to food insecurity will be supported with income diversification opportunities to enable them cope better with adverse food supply situations, production risk and enhance their incomes for better access to food. The outputs designed by the programme are to achieve the goal of gender equality through interventions that will improve technologies adopted by men and women farmers.
	Is there provision for supporting the role of women in curbing food waste and post-harvest losses in NAIP?	Yes	G2b	NAIP targets reducing post-harvest losses through capacity-building of producers in how to achieve better harvesting, transportation (i.e. improving transportation systems and roads in major producing areas), storage methods, as well as introducing grading methods and linkages between producers and markets. Specifically, the programme will add value to the production system through warehousing, agroprocessing, packaging and distributing interventions; gender equity is emphasized in all activities along the value chain, to ensure that the disadvantaged, especially women and youth, play major roles. Women in Agricultural Development (WIAD) will play the leading role in these initiatives.

Assessment guide	Questions	Response	Gender equality rating	Comments
	Are there interventions to address gender issues of malnutrition?	To some extent.	G1	<p>NAIP is pursuing nutritional education and advocacy to ensure that people have adequate knowledge and appreciate the importance of both macronutrient and micronutrient malnutrition. There are also programmes that seek to ensure that food production systems consider foodstuffs with good levels of both macro and micronutrients, while food fortification could be an important component of food processing.</p> <p>Specifically, NAIP seeks to address the issues of stunting and underweight (in children), as well as high deficiency levels of vitamin A, iron and iodine (in both children and women of reproductive age), in order to improve nutrition. The programme does not take men into consideration.</p>
<p>R2: Participation in the process of developing NAIPs and in direct implementation.</p> <p>Leadership and participation.</p> <p>This item will review the extent of women and youth participation in decision-making processes and dialogue mechanisms for the formulation, implementation and monitoring of NAIP.</p>	Is gender analysis incorporated in the formulation, implementation, monitoring and evaluation of all field programmes and projects (evidence)?	To some extent.	G1	<p>Stakeholders were selected based on gender analysis to go through the formulation, implementation, monitoring and evaluation of all field programmes. During the capacity-building of staff at national and district levels (for planning, policy analysis, implementation and monitoring and evaluation to achieve improved institutional coordination), men and women farmers were engaged as part of the implementation agencies.</p> <p>Also, an evidence-based M&E system was put in place to ensure a holistic approach to M&E that monitors input, processes, outputs and outcomes of programmes and projects. The indicators were disaggregated at various levels (for both men and women) to ensure proper tracking of sector plan results. Finally, in implementation of NAIP, a participatory M&E approach is used to deploy all the knowledge and resources of a wide range of stakeholders, to be selected based on gender analysis.</p>
	Is the process of preparing NAIP explained to diverse women and men's constituencies?	Yes	G2b	The process of preparing NAIP was explained to diverse constituencies, because men and women at the different levels constituted the programme stakeholders.
	Does it show the participation of different women and men's stakeholders?	Yes	G2b	The criteria for stakeholder selection were based on gender balance, to obtain a fair mix between the number of private and public sector participants. Male and female farmers were also selected based on major commodities grown in the specific region.
	Did the NAIP implementation process involve the Ministry of Gender, Gender Commission and any other gender mainstreaming institution?	To some extent.	G1	<p>The NAIP implementation process did not involve the Gender ministry.</p> <p>However, Women in Agricultural Development (WIAD), which is considered a gender mainstreaming institution, played a leading role in highlighting gender equity throughout activities along the value chain.</p>

Assessment guide	Questions	Response	Gender equality rating	Comments
	Are women's groups consulted in preparation of NAIP?	To some extent.	G1	Women farmers were engaged as part of the implementation agencies and may be considered as women's groups.
	Did women's groups play a specific role in preparation of NAIP?	To some extent.	G1	There is no indication if women groups played any specific roles in preparation of NAIP, other than the invitation of women to stakeholder validations.
	Was the gender focal person or gender unit in the Ministry of Agriculture involved in preparation of NAIP?	Yes	G2b	WIAD, which is a unit within MoFA that focuses on women's development, was involved in preparation of NAIP. WIAD is involved in implementation of the following programmes: <ul style="list-style-type: none"> 1. Food security and emergency preparedness; 2. Increased growth in incomes; 3. Science and technology applied in food and agriculture.
	Does the NAIP clearly reflect the input of women's groups?	No	G0	NAIP does not clearly reflect the contributions of women's groups. Although women farmers are engaged in the implementation stage of institutional coordination, their inputs were not clearly reflected. Women are included in all the activities along the value chain, but their contributions were not clearly reflected.
R3: Budgeting Agricultural and rural development financing and investments. This section will examine whether the budgeting and financing mechanisms for implementation of NAIP, along with their tracking mechanisms, are gender sensitive.	Does NAIP systematically allocate resources to address women's as well as men's constraints, needs and priorities?	Not really.	G0	Although there are structures or programmes in place to improve agriculture, these do not allocate resources to categorically address the constraints, needs and priorities of men and women in isolation. There is also training for sector MDAs on budgeting and allocation of resources for the implementation of the sector plan, but not specifically on how to allocate resources to address women's and men's constraints, needs and priorities. Categorically, the Government's budget allocation was for expenditure on agriculture (crops and livestock), fisheries, agriculture related research and feeder roads (thus, roads to farmer areas).
	Does NAIP make specific budget provision for a standalone programme or project that specifically targets women or addresses gender inequality and existing gender gaps?	Yes	G2b	There is a support programme for diversification of livelihood options for the poor, with off-farm activities linked to agriculture. Five percent of people below the extreme poverty line (as per the findings of GSS, 2007) are supported in engaging in off-farm livelihood alternatives. In achieving this, NAIP promotes off-farm activities, with a particular focus on supporting the establishment of agroprocessing micro and small enterprises, targeting women and youth.
	What percentage, if any, of the NAIP budget is allocated to women specific targeted interventions (FAO's minimum standard target is 30 percent)?	Not really.	G0	There is no specific percentage of the NAIP budget that is allocated for women specific targeted interventions. The budget allocation for expenditure categories of agriculture includes crops and livestock, fisheries, agriculture related research and feeder roads (roads to farmer areas).

Assessment guide	Questions	Response	Gender equality rating	Comments
				The Government budget allocation will also focus on service delivery to smallholders, especially the poor (mainly women), by reducing transaction costs. Various types of linkages are outlined to be established between smallholders and agribusiness, to facilitate access to inputs, research, technology and markets, as well as other essential services.
	Does NAIP make provision for gender responsive budgeting?	To some extent.	G1	NAIP does not explicitly make provision for gender responsive budgeting.
Effectiveness (effective strategic and programmatic responses) E1: institutional capacity for (gender) programming.	To what extent has the process made use of relevant country supporting institutional frameworks (like GFPs) in preparing NAIP?			NAIP proposes a national Strategic Analysis and Knowledge Support System (SAKSS), which will ensure successful implementation. The SAKSS will include institutions in the National Agriculture Research System, local think tanks and others. Lead institutions are identified to coordinate thematic groups on the issues for implementation and enhancement of NAIP programmes and activities.
Service delivery systems and institutional capacity. This section will review how NAIPs have addressed the need for women and men's full access to extension and other services, and the capacity of the knowledge support systems to collect and analyse sex and age disaggregated data. Another key dimension is the institutional capacity of agricultural producer organizations, cooperatives for collective action, and women's voices within these fora.	Are there effective partnerships established for gender mainstreaming in agricultural policies and programmes?	To some extent.	G1	Programmes and projects will perform below expectations due to ineffective institutional partnering and coordination. The agriculture sector has seen the need for institutions and agencies within and outside MoFA to partner and network in order to be able to implement the plan successfully (thus, through effective partnering, collaboration and coordination). The sector plan has developed a programme for institutional strengthening to improve the management and coordination functions of MoFA. Already, a close collaboration exists between MoFA and the Ministry of Finance (MoF), which paves the way for commitment to institutionalize tracking of expenditure allocation.
	To what extent has the preparation of NAIP made use of relevant regional and country gender reports (like ECOWAP+10)?			Preparation of NAIP relied on the relevant regional documents, including WAAP and NEPAD documents.
Agriculture and food systems. Special emphasis will be placed on how NAIP addresses rural women's access to agricultural services, skills training and value chain development.	Has NAIP incorporated processes for institutional capacity-building of women's cooperatives in agricultural production, agroprocessing and agribusiness?	Yes	G2b	NAIP has integrated capacity-building of all actors (including women) in agricultural production, agroprocessing and agribusiness. Institutional capacity-building across the various programme components is in sync with the need for learning and innovation, which will provide the basis for higher technology adoption and subsequent high productivity and income growth. The institutional capacity programme of NAIP is supporting value chain issues for the promotion of commodities. NAIP is therefore building the capacity of poor farmers, (predominantly women) to compete at domestic and international level and is also promoting agroprocessing through support to individuals and group initiatives that aim to add value to major food staples (such as maize, yam, cassava and cowpea).

Assessment guide	Questions	Response	Gender equality rating	Comments
	Are there training programmes for post-harvest management for women farmers?	To some extent.	G1	The programme focuses on reducing post-harvest losses through capacity-building of producers in harvesting, transport and storage methods, introduction of grading methods and creation of linkages between producers and markets. To achieve this, a core team of extension staff is to be trained in post-harvest technologies, so as to provide a reservoir of specialized extension agents in each region to train producers and other actors (grain traders and distributors, including women) along the value chain.
	Does NAIP make provision for capacity-building for gender sensitive extension and other services?	Yes	G2b	The programme provides capacity-building for producers on better harvesting, transport and storage, with gender equity emphasized for all activities along the value chain, to ensure that the disadvantaged, especially women and youth, play a major role. The Directorate of Agricultural Extension Services and Women in Agriculture Development (WIAD) play leading roles in these initiatives.
	Is there provision for capacity-building aimed at generating sex disaggregated data and gender sensitive indicators?	Not really.	G0	There is no available sex disaggregated data, but rather established baseline information (disaggregated) on land degradation and SLM practice. However, there are indicators (input, processes, outputs and outcomes) of programmes or projects that may consider issues concerning men and women farmers, children and pregnant or lactating mothers.
E2: Monitoring and evaluation	Are there gender sensitive indicators?	To some extent.	G1	The indicators considered include input, processes, outputs and outcomes of programmes or projects. These may consider men and women farmers, children and pregnant or lactating mothers. The indicators are disaggregated to various levels for proper tracking of sector plan results.
	Is there a role for monitoring or collecting feedback from women and girls in the M&E framework?	To some extent.	G1	MoFA has developed an elaborate M&E system to monitor activities of the sector, review performance, and ultimately feed back into policy and decision-making. This is a response to difficulties in taking gender equity concerns into consideration in programme implementation. Generally, the M&E will help to manage an effective feedback system that makes information available in usable systems, so as to facilitate the tracking of progress and effectiveness, as well as to identify implementation challenges associated with the sector plan.
	Are sex disaggregated data being used to highlight the gendered impacts of programmes on men and women?	Not really.	G0	No sex disaggregated data is being used – the M&E system was formulated to support the implementation of all programmes and projects in the agriculture sector and to assess their impacts.

Assessment guide	Questions	Response	Gender equality rating	Comments
<p>Efficiency: resource use efficiency</p> <p>E1: Natural resource management. This section will assess how NAIPs address resource use efficiency, the provision of ecosystem services and systems such as agroforestry, crop-livestock integration and crop-aquaculture production from a gender and youth perspective.</p>	To what extent has NAIP incorporated principles of conservation of agricultural resources and biodiversity that tap into indigenous knowledge of rural women?	To some extent.	G1	An Agricultural Land Management Strategy has been developed as a tool to better integrate land management practices in agriculture sector programmes. The present sector plan has adopted the Agricultural Sustainable Land Management Strategy for implementation, with a component which includes awareness creation and use of SLM technologies by men and women farmers.
	Has the role and status of women been considered in processes of natural resource management?	Yes	G2a	Agriculture has a considerable influence on the management of natural resources, including land, forest, water and genetic biodiversity. NAIP therefore seeks to train farmers in sustainable land management practices, so that these will enhance the quality of life of the poor and vulnerable (predominantly women). Implementation of this policy is key to sustainable agriculture and has the potential to minimize waste in the sector.
	Are there processes for soil and seed management that include women?	To some extent.	G1	In relation to soil management, NAIP considers that an effective policy would build on the positive effects of carbon sequestration, tree cover for conservation and improved soil quality, protection of watersheds and enhancement of the natural beauty of landscapes. Collaboration with NGOs is seeking to intensify use of animal traction by smallholder men and women farmers operating on fragile soils, with a strong focus on soil improvement technologies. Crop production could be further improved through intensive methods such as use of certified seed and good agricultural practices. NAIP therefore seeks to build capacity of certified seed growers and support them (to obtain resources) to expand and improve quality of seed and then build capacity of smallholder farmers (including women) in the use of improved seeds.
	Does NAIP make provision for alternative energy sources for women to reduce deforestation?	Not really.	G0	NAIP has not made provision for alternative energy sources for women to reduce deforestation, but it plans to undertake an awareness creation programme on environmental and land degradation at all levels (including men and women). NAIP has also established baseline information (disaggregated) on land degradation and SLM practices that can help to formulate an effective policy to build on the positive effects of carbon sequestration, tree cover for conservation and improved soil quality, protection of watersheds and enhancement of the natural beauty of landscapes.

Assessment guide	Questions	Response	Gender equality rating	Comments
<p>E2: Technological efficiency (labour use).</p> <p>This section will address women's access to labour-saving and productivity enhancing technologies for agricultural production and agroprocessing.</p>	Does NAIP provide for farm level efficiency (fertilizer, seeds, tools etc.) for women farmers?	Yes	G2b	<p>NAIP encourages smallholder farmers to adopt improved technologies in order to increase crop yields.</p> <p>Specifically, NAIP achieves this by:</p> <ol style="list-style-type: none"> 1. introducing improved crop varieties that are high-yielding, have short duration for maturity and are disease and pest resistant and nutrient fortified. 2. increasing access to fertilizers. 3. developing targeted extension messages on input use to avoid misapplication of fertilizer and agrochemicals. 4. expanding infrastructure for seed/planting material production, processing, storage and marketing to facilitate private sector seed/planting material production.
	Are labour-saving technologies provided to promote women's productivity?	Certainly.	G2b	The use of technologies such as improved seeds, fertilizer and other agrochemicals will enhance farmers' productivity, especially that of women farmers.
	Does NAIP incorporate training to enhance rural women's use of improved technologies?	To some extent.	G1	<p>NAIP has incorporated training of rural people in the use of improved technologies. For instance, NAIP is training producers, processors and marketers in post-harvest handling technologies and also building capacity (training and resources) of producers and potential producers in other technologies.</p> <p>NAIP is also providing training, logistics and equipment needed for the efficient management of irrigation systems and an improved water supply. Some selected farmers are being trained in the installation, operation and maintenance of recommended irrigation technologies, while other selected farmers/household members are being trained in water harvesting and water management technologies.</p> <p>There is also capacity-building of field officers, producers and other stakeholders (men and women) in the use of new technologies.</p>
	Is NAIP enhancing gender sensitive research for labour saving-technology?	To some extent.	G1	<p>NAIP is encouraging the adoption of improved technologies by men and women along the value chain and expects an increase of 25% in take-up.</p> <p>It seeks to achieve this by conducting participatory research that is informed by the needs of new technology users along the value chain, as well as by building the capacity of field officers, producers and other stakeholders in the use of new technologies.</p> <p>NAIP will also conduct on-farm research into appropriate low-cost technologies and deliver them as packages to smallholder farmers.</p> <p>Finally, NAIP will support development of a private sector input distribution network and intensify field demonstrations/field days/study tours to enhance adoption of improved technologies.</p>

Assessment guide	Questions	Response	Gender equality rating	Comments
E3: Value chain development and access to markets. This section will analyse how business models related to public-private partnerships, private sector value chains and public procurement for agricultural products, works and services address gender equality in NAIP.	Are there programmes and initiatives that link women's cooperatives/ organizations to national, regional and global agricultural and food markets?	To some extent.	G1	NAIP seeks to increase competitiveness and boost integration into domestic and international markets. Linkages between smallholders (men and women) and international markets will be channeled through lead firms that have access to markets. NAIP will therefore identify successful lead firms/ agro-industries and apply viable market linkage model(s) to smallholders, which have been developed by USAID-TIPCEE, GTZMOAP and others. It will also develop realistic GAPs for domestic marketing of agricultural produce, especially for stakeholders in the linkage models, and then collaborate with Metropolitan, Municipal and District Assemblies, traders etc. to implement these.
	Are women's cooperatives being strengthened for value chain participation?	To some extent.	G1	Links have been established to input and output markets and service providers, so as to help strengthen value chain participation (including for women). The programme has also invested in upgrading skills of operators/training actors in the value chain to improve agricultural performance, in order to increase productivity and market access.
	Will women's groups' access to public procurement for agricultural products/inputs be enhanced?	To some extent.	G1	Included in the programme's strategies to improve agricultural performance are investments in rural infrastructure (production and post-production), upgrading skills of operators in the value chain, research to improve livestock breeds and crop varieties, market information, and appropriate policies that facilitate supply and access to productivity, thereby enhancing inputs (for all actors along the value chain, including women).
	Will NAIP promote private investment flow into women's value chain enterprises?	To some extent.	G1	The agriculture sector is dominated by private sector activity, so it is expected that much of the investment will come from this quarter. All actors along the value chain (including women) engage in these activities.
Likely impact: Decent rural employment. This section will review how NAIP provides for the following: gender equitable decent wage employment opportunities for rural women, men and youth; improvement of working conditions in rural areas, particularly in respect to maternity protection and child labour elimination; the development of care services for poor households to reduce women's and girl's domestic unpaid care work; promotion of	Will NAIP implementation increase rural women's employment in new agricultural value chains?	Yes	G2b	NAIP is supporting the development of poor rural infrastructure (such as road networks, rural industries, energy and access to potable water). A number of interventions for domestic markets have been proposed under the rural infrastructure component of the programme. These interventions will also support production for export markets. In addition, staple crops will be strongly promoted. This will enhance rural employment for all actors along the value chain (including women).
	Are there initiatives to provide care services for women farmers?	To some extent.	G1	There are several initiatives supported by Government, donors and the private sector, which specifically seek to meet export market challenges. Initiatives such as the Export Marketing and Quality Awareness Project (EMQAP) and the Export Development and Investment Fund (EDIF) are being scaled up to meet the changing needs of industries. For example, the Sheanut Development Board is being encouraged to develop the shea industry, which has the potential to alleviate the poverty of the most marginalized rural women, and also uplift the poorest and most deprived parts of the country – the Guinea and Sudan savannah areas.

Assessment guide	Questions	Response	Gender equality rating	Comments
occupational safety and health standards in agricultural and informal rural employment; and extension of social protection to cover small-scale producers and workers in the informal rural sector.	Will there be a reduction in unpaid farm labour of women and children?	To some extent.	G1	The programme seeks to target the most vulnerable in society, who include women and children. By offering organized activities (capacity-building and other forms of investment) to support the rural poor and engage them effectively in the value chain, the programme seeks to bolster this as a source of employment, for which women and children will receive any wage due to them for services rendered.
	Will NAIP promote the integration of women into productive farming which sees agriculture as a business?	Yes	G2b	NAIP has some consistency with the ECOWAS Agriculture Policy and NEPAD's Comprehensive Africa Agriculture Development Programme (ECOWAP/CAADP), which provide an integrated framework to support agricultural growth, rural development and food security in the African region, and thus, strategically target the most vulnerable – women and children. NAIP seeks to increase competitiveness and forge stronger linkages to domestic and international markets. The integration of smallholders (men and women) into international markets will be channeled through lead firms that have access to markets. GoG will also facilitate linkages and provide an enabling environment for the industries and connections to firms that have technical capacity for production and exports. This will improve domestic market penetration by smallholder (men and women) farmers.
	Will social protection programmes for women in agriculture be implemented?	Not really.	G0	No social protection programmes for women in agriculture are planned.
	Will there be measures to eradicate negative working conditions for women in agriculture and its value chains?	To some extent.	G1	Since gender equity is emphasized in all activities along the value chain, so as to ensure that the disadvantaged, especially women and youth, play a major role in all activities, this approach is expected to contribute to eradicating negative working conditions for women.
	Are there any provisions in the document that are likely to perpetuate further gender inequality?	To some extent.	G1	NAIP has made provision through a designing and implementation programme, which aims to sensitize researchers on the importance of gender mainstreaming. As a result, gender concerns could become integrated into every aspect of the programme's priorities and procedures through research.
I2: Food security (3). This section will review how NAIP addresses the eradication of hunger, food insecurity and malnutrition from a gender equality and women's empowerment perspective, including in curbing food waste and post-harvest losses.	Is there a reduction in the proportion of women among the food insecure population?	To some extent.	G1	The number of food insecure (vulnerable) households has declined by 20%. The most vulnerable are women and children.
	Is there a reduction in the proportion of females in the malnourished population?	Yes	G2b	There has been a reduction of 50% in the proportion of women (at reproductive stage) and children who are malnourished.

Assessment guide	Questions	Response	Gender equality rating	Comments
I3: Zero hunger	Indicate the progress made towards zero hunger during implementation of NAIP.			<p>NAIP seeks to increase productivity and total production, improve food distribution and enhance nutrition to vulnerable groups (predominantly women and children).</p> <p>It is therefore supporting groups that are most susceptible to food insecurity, providing income diversification opportunities to enable them to cope better with adverse food supply situations and production risk and increase their incomes to ensure better access to food. It is also promoting the nutritional aspect of food security, through research, education and advocacy on food choice, quality and safety.</p>
<p>Sustainability strategy for putting policy into action, which includes financing.</p> <p>S1: Financial inclusion. This section will review the special measures undertaken in NAIP to ensure the financial inclusion of women farmers and their producer organizations and agribusinesses.</p>	Does NAIP promote financial support for rural women farmers and women in agribusiness?	To some extent.	G1	<p>NAIP is promoting financial support for the agriculture sector. Private sector and foreign investment have been identified as sources of funds to finance activities in the agriculture sector.</p> <p>For example, IFAD is investing in rural financial services.</p> <p>NAIP is also promoting off-farm activities, with a particular focus on supporting the setting up of agroprocessing MSEs, especially targeting women and youth.</p>
	Is there provision in NAIP to partner with financial institutions to provide access to credit for women?	To some extent.	G1	<p>NAIP partners with NGOs in microfinance to promote and sustain community-based savings and credit schemes, in order to enhance the capacity of farmers to engage in income-generating activities.</p> <p>For instance, NAIP facilitates links to credit sources, in order to improve access to mechanization services along the value chain. It also links cash crop farmers to credit sources (such as rural banks, NGOs and outgrower schemes), in order to increase incomes of cash crop farmers.</p>
	Is financial inclusion being promoted through producer organizations and agribusinesses (e.g women's trust fund etc.)?	To some extent.		
S2: Resilience of agriculture and food systems. Promotion of sustainable and climate resilient agriculture from a gender perspective is essential. This section will review how NAIPs address resiliency from a gender perspective.	Are women being strengthened to practise climate smart agriculture?	To some extent.	G1	<p>The programme strengthens linkages with international centres in order to provide pest and disease surveillance and weather forecast information (including information on expected rainfall onset and duration) to ensure timely land preparation and planting.</p> <p>The programme focuses on irrigation development, with the emphasis placed on micro and small-scale irrigation systems. This will help to overcome climate uncertainties affecting agricultural production and productivity. Water harvesting for human, animal and plant use is also instituted as a policy.</p> <p>These practices will help to strengthen the resilience of all farmers (men and women) to climate change.</p> <p>Finally, NAIP also recommends that appropriate adaptation and mitigation measures to climate change should be given serious consideration during the formulation and implementation of future sector policies.</p>

Assessment guide	Questions	Response	Gender equality rating	Comments
	Does NAIP support securing women's asset base?	To some extent.	G1	NAIP seeks to promote smallholder livestock business enterprises. The programme has already identified small ruminants and poultry (including guinea fowl) as priority livestock types to be promoted for income growth. Small ruminants are predominantly reared by women in households.
	Are women farmers being supported in crop insurance programmes?	No	G0	There is no crop insurance programme, although much of the country's agriculture is rainfed and is therefore subject to shocks caused by drought and floods.

4. Some donors supporting gender equality and women's empowerment

Donor organization	Areas of support/intervention
World Bank	Key player in relation to poverty reduction, the Multi Donor Budget Support (MDBS). The World Bank Group conducted the Gender and Economic Growth Assessment for Ghana in 2007.
United Nations Children's Fund (UNICEF)	Works towards achieving universal primary education, especially for girls, the reduction of the child mortality rate, reduction of the maternal (pregnancy and childbirth) mortality rate, and the combating of HIV/AIDS, malaria and tuberculosis.
United Nations Population Fund (UNFPA)	Focuses on sexual and reproductive health and rights. Under the UN System Gender Programme, UNFPA interventions cover promoting and protecting the reproductive rights and health of women and men and also the promotion of male involvement in reproductive health and family planning. UNFPA actively participates in Gender Equality Sector Team (GEST) meetings.
UN Women (formerly UNIFEM)	Its main focus is ensuring that gender equality is central to all aid and development strategies, especially within the new aid architecture created by the Paris Declaration on Aid Effectiveness. This programme is being implemented in collaboration with the European Commission and the International Training Centre of the ILO under the EC/UN Partnership on Gender Equality for Development and Peace. UNIFEM works with UNDP, the Government, electoral bodies and civil society to improve the participation of women in governance and to uphold women's human rights. This includes electoral support for general elections. UNIFEM also supports government and civil society initiatives to put an end to violence against women.
Danish International Development Agency (DANIDA)	Supported institutional strengthening and capacity-building for GDOs at the district level. DANIDA has also given support in the area of eliminating discrimination such as violence against women (Domestic Violence Act), female genital mutilation, reproductive and sexual rights, assistance in amending, implementing and enforcing legislation, for example, concerning inheritance and property rights and support to the judiciary system and women's access to justice, assistance for women's access to increased political influence locally and nationally. In addition, it supports advocacy groups for awareness-raising and educational campaigns. Most programme support includes help in gender mainstreaming activities.
European Commission	The EC focuses on a twin-track approach of gender-mainstreaming and support to specific projects/ programmes on women's equality and empowerment. In Ghana, the EC provides support to UNIFEM under the EC/UN Partnership on Gender Equality for Development and Peace, a global programme with 12 participating countries. In addition, the EC provides general budget support to the Government of Ghana.
United Nations Development Programme (UNDP)	UNDP has in the past supported building the capacity of the gender machinery and provided support to female candidates during general elections. It supported implementation of the Domestic Violence Act and the piloting of gender responsive budgets.
Canadian International Development Agency (CIDA)/ Department of Foreign Affairs and International Trade (DFAIT)	CIDA/DFATD's District Capacity Building Project (DISCAP), which included building the capacity of districts in mainstreaming gender in Ghana's three northern regions, ended in 2007. CIDA/DFATD also supported a small responsive strategic fund for gender equality interventions. In addition, CIDA/DFATD injects funds directly into the MDBS pool for the national budget, the sector budget for food and agriculture and into the District budgets in the three northern regions. Policy dialogue is one of the key instruments through which CIDA/DFATD influences gender equality results.
The Royal Netherlands Embassy	One of the major financial contributors to implementation of the Domestic Violence Act, as well as providing support in other areas.
FAO	Supported MoFA in developing the national Gender and Agricultural Development Strategy and collaborated with the Women in Agricultural Development Directorate of MoFA in adapting and implementing socio-economic gender analysis training of MoFA staff in selected districts.
USAID	Programmes provide technical and financial resources to address family planning/ reproductive health, HIV/AIDS, maternal and child health. In addition, the education project promotes gender equality in education. USAID projects also seek to improve women's economic status through skills training and technology transfer. In Northern Ghana, USAID introduced improved beekeeping (a trade exclusively dominated by men) to women.

Source: Adapted from Africa Development Fund country gender profile, 2008

5. Guiding questions for stakeholder consultations

- i. What are the gender dynamics in policy formulation and implementation at the institutional, national, regional, district and community levels?
- ii. To what extent is gender mainstreamed into the institutional, national, regional, district and community level development processes?
- iii. What are the specific institutional strategies/policies in place for promotion of gender equality (GE) and women's empowerment (WE), and what are the key partners in the implementation of these strategies/policies?
- iv. How is gender sensitive budgeting being promoted in your institution?
- v. What are the specific policies for gender mainstreaming in the agricultural and rural sector and how effective are these?
- vi. What are the specific GE and WE achievements at institutional, national, regional, district and community levels?
- vii. What are the current gaps and challenges in the promotion of GE and WE at institutional, national, regional, district and community levels, and what are your recommendations for progress?
- viii. Other relevant questions emerging from discussions on the above.

National gender profile of agriculture and rural livelihoods

Gaps between policy commitment and implementation, and limited availability of sex disaggregated data and gender-sensitive indicators to inform sound policies, programmes and budgets have kept women marginalized in many sectors. No baselines mean no measurement of progress in effectively implementing the array of commitments towards gender equality and women's empowerment in agriculture, food security and nutrition, rural development and management of natural resources. This report was jointly prepared by FAO and the ECOWAS

Commission within the framework of their technical cooperation project on "Gender responsive regional and national agricultural investment plans for meeting the Zero Hunger challenge in the ECOWAS region". It reveals gender disparities in access to critical agriculture and rural resources, knowledge, opportunities, services and markets. It explores the existing gender relations and gaps in the various sub sectors of agriculture, and their possible causes and impact on food and nutrition security, and makes policy recommendations to address them.

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