

**Ghana National Action Plan  
For the Implementation of the United Nations Security Council Resolution 1325  
On Women Peace and Security (GHANAP 1325)**

**October 2010**

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## Foreword

The United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security, adopted in October 2000 specifically recognizes the needs, rights, experiences and role of women in the areas of armed conflict, peace building and peace keeping. The Resolution paves the way and provides for the active participation of women in all aspects of conflict prevention, peace negotiations, peacekeeping, peace building and post-war reconstruction.

Ghana, as a Member State of the United Nations, and by the adoption of UNSCR 1325, is obliged to prepare a country specific National Plan of Action (NPA) for the implementation of the Resolution. The Resolution is in line with the Beijing Platform for Action strategy objective on Women, Peace and Conflict Resolution and Management as well as the various Conventions, Treaties, Resolutions, Protocols, Policies and Legal Frameworks of the African Union (AU), and the International Community that Ghana has ratified.

Although Ghana has not experienced armed conflicts of grave humanitarian consequences, there have been a number of violent ethnic conflicts with adverse impacts on especially women and girls which make it absolutely appropriate for the implementation of UNSCR 1325 in Ghana. This is coupled with the fact that Ghana is involved in the maintenance of international Peace and Security by contributing troops to different peace support and peacekeeping operations.

The relevance of a Ghana National Action Plan for the implementation of Resolution 1325 in particular and ultimately for the maintenance of both National and International Peace and Security in general is therefore guided by the experience of localised pockets of intra-state conflicts which are mainly characterized by chieftaincy and land disputes as well as its multilateral co-operation and active participation in several international peace keeping operations within the United Nations (UN), the African Union (AU) as well as the Economic Community of West African States (ECOWAS).

Ghana's National Action Plan on UNSCR 1325 is based on three pillars, namely, "Protection and Promotion of the Human Rights of Women and Girls in Situations of Conflict and in Peace Support Operations", "Participation of Women in Conflict Prevention, Peace and Security Institutions and Processes", and "Prevention of Violence against Women including Sexual, Gender-Based and Conflict related Violence".

For the effective implementation of, and accountability to the National Action Plan, strategies regarding monitoring and evaluation, coordination and communication, and reporting have been included as cross cutting issues for all the three pillars. We wish to use this opportunity to commend all the relevant Ministries, Departments and Agencies (MDAs), Civil Society Organisations (CSOs) and our Development Partners whose contributions by way of ideas, experiences, time, effort, expertise, moral and financial support has made the preparation of the National Plan of Action possible.

As a Government, we are committed to the effective implementation of the Ghana National Action Plan on United Nations Security Council Resolution 1325 on Women Peace and Security and assure all of our leadership in this process.

.....  
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.....  
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.....  
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## Acknowledgements

The Ministry of Women and Children's Affairs (MoWAC) appreciates the continuous support and co-operation it enjoys from all the people of Ghana, especially women. This support has again been demonstrated throughout the process of the development and drafting of the National Action Plan for the Implementation of the United Nations Security Council Resolution 1325.

We are grateful for the inputs and support received for this process from the Security Sector; other Ministries, Department and Agencies (MDAs) including the Ministries of Defence, Foreign Affairs, Interior and Information; Traditional Leaders; Non-governmental Organisations (NGOs) including Women's Groups and Faith-based organizations.

We highly applaud and acknowledge the dedication and commitment of the institutions that contributed to the process of the development of the Ghana National Action Plan on UNSCR 1325, namely: the National Peace Council, the Kofi Annan International Peacekeeping Training Centre (KAIPTC), the Women Peace and Security Network Africa (WIPSEN-Africa), the Women's Peacemakers Program of the West Africa Network for Peacebuilding (WPP/WANEP), and the Foundation for Security and Development in Africa (FOSDA).

In addition, we would like to appreciate the following individuals and their respective institutions for the tireless efforts put into the completion of the Ghana National Action Plan on UNSCR 1325: Mr. Baffour Amoa of the West African Action Network on Small Arms (WAANSA), Ms Naa Atwei V. Owusu of the Ark Foundation, Mrs. Cynthia Asare Bediako of the Ministry of Defence (MoD), Mrs. Afua Addotey of the Federation of Women Lawyers (FIDA), Mrs. Diana Afriyie Addo of Ministry of Trade and Industry (MOTI), Mrs. Patricia Dovi Sappmson of Ministry of Communication (MoC), Ms. Victoria Aniaku of Ministry of Food and Agriculture / Women in Agricultural Development (MOFA/WIAD), Ms. Divina Seanedzo of the Ministry of Foreign Affairs/MoWAC, Ms. Francisca Atuluk of MoWAC, Mr. Robert Mensah and Mr. Gilbert Otchere of the Ministry of Finance and Economic Planning (MOFEP).

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Our special gratitude goes to the Minister of Women and Children's Affairs, Honourable Juliana Azumah - Mensah for facilitating the process to its conclusion, as well as the former Minister, Honourable Akua Sena Dansua, for beginning the process. We also appreciate the tireless efforts of the former Director (International Women Desk) MoWAC, Mrs. Marian A. Tackie, and the current Deputy Director of Gender Unit, Ms. Dorothy Onny, in making the Ghana National Action Plan on UNSCR 1325 a reality.

## Acronyms

GHANAP	Ghana National Action Plan
UNSCR	United Nations Security Council Resolution
NPA	National Plan of Action
AU	Africa Union
ECOWAS	Economic Community of West African States
MDAs	Ministries, Departments and Agencies
CSOs	Civil Society Organizations
MoWAC	Ministry of Women and Children's Affairs
NGOs	Non-Governmental Organizations
KAIPTC	Kofi Annan International Peacekeeping Training Centre
WIPSEN	Women in Peace and Security Network
WPP	Women Peacemakers Programme
WANEP	West African Network for Peace building
FOSDA	Foundation for Security and Development in Africa
WAANSA	West African Action Network in Small Arms
MOD	Ministry of Defence
FIDA	Federation of African Women Lawyers
MOTI	Ministry of Trade and Industry
MOC	Ministry of Communication
MOFA	Ministry of Food and Agriculture
WIAD	Women in Agricultural Development
MOFEP	Ministry of Finance and Economic Planning
UNDP	United Nations Development Programme
UNFPA	United Nations Fund for Population Activities
UNIFEM	United Nations Fund for Women
UN	United Nations
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CBOs	Community Based Organizations
PSOs	Peace Support Operations
MLGRD	Ministry of Local Government and Rural Development

MESW	Ministry of Employment and Social Welfare
MMDAs	Metropolitan, Municipal and District Assemblies
SGBV	Sexual Gender Based Violence
DOVVSU	Domestic Violence and Victims Support Unit
SSIs	Security Sector Institutions
TCC	Troop Contributing Country
LEGON	University of Ghana
GES	Ghana Education Service
CHRAJ	Commission on Human Rights and Administrative Justice
AWLA	African Women Lawyers Association
LAWA	Leadership in Advocacy of Women in West Africa
ASDR	African Security Dialogue and Research
SEA	Sexual Exploitation and Abuse
IE&C	Information, Education and Communication
ISD	Information Services Division
NCCE	National Commission on Civic Education
GNACSA	Ghana National Commission on Small Arms
AGs	Attorney-General's
DSW	Department of Social Welfare
CLOGSALAC	Civil and Local Government Servants Association Ladies Club

## Executive Summary

Ghana has been described as an “Island of peace” in the midst of turbulent sister states in Africa due to the eighteen years of uninterrupted democratic dispensation and our pride in the practice of good governance.

However, Ghana has experienced its own share of intra-state conflicts mainly due to chieftaincy and land disputes and the National Security Council has estimated the number of chieftaincy and uncountable land disputes across the country to be over two hundred. Prominent chieftaincy conflicts have been recorded in Dagbon, Bimbila, Kpandai, Daboya in the Northern Region, Zaare and Bawku in the Upper East Region, Wa in the Upper West Region, Anloga in the Volta Region, Techiman and Brekum in the Brong-Ahafo Region, Sewfi Wiaso in the Western Region, Accra- Ga and Gbese Mantse in the Greater Accra Region. Some Land Disputes also noted include areas and townships such as Alavanyo/Nkonya in the Northern part of the Volta Region, Ablekuma and Bortianor in the Greater Accra Region, Asutsuare in the Central Region and Peki/Tsito in the Volta Region.

Conflicts claim many lives and retard several aspects of development. For women specifically, the impact of conflict leads to prolonged, devastating and chronic emotional trauma due to its generation of unplanned changes in the lives of women resulting in unpredictable and distorted daily routines.

It has however been widely observed in war torn societies that women often keep societies going. They maintain the social fabric, replace dislocated social services and tend the sick and the wounded. As a result, women are often the prime advocates of peace in conflicts and situations of conflicts.

Consequently the United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security, enjoins Governments to ensure that women are enabled to play a full part in peace negotiations, in peace processes and in peace missions.

Ghana’s National Action Plan (2012-2014), for the implementation of UNSCR 1325 has therefore been designed to achieve the following parameters:

- Increase the participation of women in the promotion of peace and the resolution of conflicts in particular by supporting local peace initiatives of women.
- Prevent gender-based violence and protect the needs and rights of women and girls within the scope of Peace Missions, humanitarian operations, positions in the international UN and African and Regional and sub-regional organizations.
- Ensure a coherent approach to the implementation of 1325 and to promote a gender perspective in Peace and Security.
- Link the implementation of Resolution 1325 to the National Constitution, International and Regional instruments such as Beijing Platform for Action, the CEDAW Convention or Protocol to the African Charter on Human and People’s rights on the Rights of women in Africa, among others.

- Review national security and defence sector policies to ensure alignment with global and national commitments to gender equality.
- Evaluate all training materials to ensure that a gender perspective is incorporated
- Review conditions of service for peace-keepers to ensure that specific requirements for women such as clothing, equipment, monthly suppliers and separate facilities are addressed
- Establish a minimum target for deployment of women to peace-keeping.
- Establish gender units within Ministries of Defence, and Interior to, among other things to oversee the recruitment and deployment of women to peacekeeping.

The National Action Plan is based on the following three Pillars that would enable the country achieve these objectives:

- Protection and Promotion of the Human Rights of Women and Girls in Situations of Conflict and in Peace Support Operations
- Participation of Women in Conflict Prevention, Peace and Security Institutions and Processes
- Prevention of Violence against Women including Sexual, Gender-Based and Conflict related Violence

The outcome objectives for the implementation of the three pillars; “Participation”, “Prevention” and “Protection” on which the National Plan of Action is anchored include the following:

1. Ensure the rights, interests and special needs of women and girls are integrated in policy formulation and implementation as to enhance the protection of women and girls.
2. Ensure the full representation and active participation of women in conflict prevention, resolution, peace negotiation, mediation, crisis and security management at all levels of the Ghanaian Society.
3. Contribute to reduced conflict and the eradication of violence against women and girls in both private and public spheres.

To further enhance monitoring of the implementation process, an Inter-Ministerial body consisting of key Ministries including the Security Sector Institutions would be established to oversee the implementation of the National Action Plan in particular and Women, Peace and Security issues in general.

In order to ensure an effective coordination and implementation of the National Action Plan, a more systematic collaboration would be fostered between the Ministry of Women and Children’s Affairs (MOWAC) and other key Ministries including the Ministry of Foreign Affairs and Regional Integration, Ministry of Defence and the Ministry of Interior. Mechanisms such as Monitoring and Evaluation, Reporting and Communication strategies has also been developed and would be employed as cross-cutting issues for each of the three pillars.



## 1.0 Introduction to the Ghana National Action Plan

On 31<sup>st</sup> October 2000, the United Nations Security Council (UNSCR) adopted at its 4213<sup>th</sup> meeting, Resolution 1325 on Women, Peace and Security. The Resolution (UNSCR 1325) recognizes the needs, rights, experiences and role of women in the areas of armed conflict, peacemaking and peace keeping and provides for the active participation of women in all aspects of conflict prevention, peace negotiations, peace building and post-war reconstruction.

The Resolution calls for countries and institutions involved in conflict and peace processes to adopt a gender perspective in all initiatives in conflict prevention, management and resolution through increased representation of women at all decision making levels; paying attention to the specific protection needs of women and girls in conflict, including refugees and increased support for women peace-builders, no impunity for war crimes against women, including gender-based violence; ensuring gender perspectives in peacekeeping operations as well as post-conflict processes and in reporting and on missions.

Before the adoption of UNSCR 1325, Ghana had actively participated in the practical implementation of the Resolution in several fora including UN Peace-keeping operations and those within the Africa Region. As such, Ghana has developed a comprehensive National Architecture for Peace in Ghana which is the first official national level programme for Peace building in Africa, and in consonance with the Resolution of African leaders at the first standing Conference on Stability, Security and Development in Africa, held in Durban in 2002.

By the adoption of UNSCR 1325, Member States were urged to ensure increased representation of women at all decision-making levels in national, regional and international institutions and also to put in place mechanisms for the involvement of women in the prevention, management, and resolution of conflicts. More importantly, UN Member States were called upon by the Security Council to adopt a gender perspective when negotiating and implementing peace agreements and to ensure that the rights and protection of women and girls as enshrined in international law are duly respected.

As a Member State, Ghana is obliged to develop a National Action Plan to enable it play its role in addressing peace and security issues, with regard to women and girls, through the implementation of the UNSCR 1325. Therefore, since 2008, Ghana, through the Ministry of Women and Children's Affairs, began the process of developing a National Action Plan on UNSCR 1325 in collaboration with other Ministries, Departments and Agencies (MDAs) as well as Civil Society Organizations (CSOs).

The National Action Plan consolidates all efforts to enhance women's position and role as decision-makers in conflict prevention, crisis management and peace building activities. It gives additional value to these activities in a more concrete, consistent and unambiguous manner and is in conformity with the implementation of the Beijing Platform for Action strategy objective on Women Peace and conflict resolution and management.

The effective implementation of the National Action Plan is dependent on the following factors:

- ▶ Political commitment towards implementation of activities of Ghana at international, regional and sub-regional levels.
- ▶ Specific activities to support women and girls in post-conflict regions.
- ▶ Specific human resources management with the aim to increase the representation of women among deployed personnel as well as to consistently pursue a “zero-tolerance policy” on sexual abuse and commercial sex.
- ▶ Specific recruitment policy/exercise to increase percentage of women in the military, police service and other security agencies.
- ▶ Review of national security and defence sector policies to ensure alignment with global and national commitment.
- ▶ Allocation of financial and material resources towards the implementation of the National Action Plan.

In addition, it is important that strong collaboration is forged with key Ministries and the Security Sector Institutions. It is based on the principle of such collaboration and collective ownership of the National Plan of Action that the “Foreward” of the Action Plan is jointly signed by the Ministry of Foreign Affairs, the Ministry of Defence and the Ministry of Interior.

## 2.0 Overview of National Action Plan Development Process

1. An Information and Sensitization Seminar, was organized by the Ministry of Women and Children's Affairs (MOWAC) on 14<sup>th</sup> August 2008, to educate stakeholders on the United Nations Security Council Resolution 1325 on Women Peace and Security.
2. Participants at the Seminar included personnel from the Security Services, Ministries Departments and Agencies, Gender Desk Officers- NGOs, CBOs and other stakeholders.
3. In 2009, the Ministry further organized a Consultative Forum to finalize the process towards the preparation of a National Plan of Action. The Consultative Forum provided Ministries, Departments and Agencies (MDAs), which included the security sector services) as well as civil society organizations and Gender Desk Officers the opportunity to participate in the process and also provide their inputs into the Plan of Action.
4. A Validation Workshop was organized on 11 February 2010 to enable the Ministry, in collaboration with key stakeholders, including civil society organizations (CSOs), extensively discuss the indicators in the draft National Plan of Action for a wider inclusion of qualitative indicators. Wider qualitative measurement will lead to the attainment of a more accurate, more reliable and comprehensive measurement that will enhance a complete understanding of the impact of the implementation process. In addition, the workshop would enable the Ministry, in consultation with key stakeholders; prepare a budget for the effective implementation of the Plan of Action.
5. Three - Day Follow-up Meeting to finalize indicators and to prepare a budget for the National Action Plan from 9<sup>th</sup> to 11<sup>th</sup> September, 2010.
6. The Draft Action Plan was submitted to the Ministry of Justice & Attorney –General's Department for the incorporation of their inputs.

### 3.0 The Ghana National Action Plan on UNSCR 1325 (GHANAP 1325)

The GHANAP 1325 is a three-year implementation plan (2012-2014) that encompasses United Nations Security Council Resolution (UNSCR) 1325 and best practices derived from indigenous initiatives relating to women, peace and security which Ghana has undertaken in the past. The GHANAP 1325 is based on three (3) pillars --Protection, Participation and Prevention-- which the Government of Ghana and its Strategic Partners, Civil Society and Development Partners must address in order to ensure UNSCR 1325 is fully and effectively implemented in a manner that brings about positive and transformative changes for Ghanaian women and girls in particular and the country in general. The GHANAP 1325 also includes a specific focus on actions relating to its implementation vis-a-vis coordination, popularisation, dissemination, resource mobilisation, monitoring and evaluation, and reporting.

Each of the three pillars of the GHANAP 1325 includes strategies/areas of intervention which revolve around policy and law formulation and/or review, networking and capacity building, sensitization, research, and monitoring and impact assessment. It also includes specific activities to be undertaken, indicators (both qualitative and quantitative) for monitoring, partners and timeline. It must be noted that the Ministry of Women and Children’s Affairs (MoWAC) is identified as the primary stakeholder/lead agency for the implementation of the GHANAP. However, MoWAC will collaborate with other partners as listed in the GHANAP in this process.

	<b>Protection</b>	<b>Participation</b>	<b>Prevention</b>
<b>Pillar Title</b>	Protection and Promotion of the Human Rights of Women and Girls in Situations of Conflict and in Peace Support Operations	Participation of Women in Conflict Prevention, Peace and Security Institutions and Processes	Prevention of Violence against Women including Sexual, Gender-Based and Conflict related Violence
<b>Outcome Objective</b>	Ensure the rights, interests and special needs of women and girls are integrated in policy formulation and implementation as to enhance the protection of women and girls	Ensure the full representation and active participation of women in conflict prevention, resolution, peace negotiation, mediation, crisis and security management at all levels of the Ghanaian Society	Contribute to reduced conflict and the eradication of violence against women and girls in both private and public spheres
<b>Output Objectives</b>	<ul style="list-style-type: none"> <li>Increase awareness of and responsiveness to the special needs of women involved in Peace Support Operations</li> </ul>	<ul style="list-style-type: none"> <li>Increase the level of deployment of women to peace support operations by 30% over current level.</li> </ul>	<ul style="list-style-type: none"> <li>Raise awareness and sensitize stakeholders on the need for zero-tolerance for sexual and gender based violence,</li> </ul>

	<p>including in the area of psychosocial support.</p> <ul style="list-style-type: none"> <li>• Protect the rights and uphold safety of women and girls in situations of displacement and during repatriation, rehabilitation and reintegration.</li> <li>• Protect and safeguard the human rights of women and girls by fighting against impunity and prosecuting perpetrators of sexual and gender based violence.</li> </ul>	<ul style="list-style-type: none"> <li>• Increase women’s participation in early warning, conflict prevention and resolution structures.</li> <li>• Promote mechanisms to ensure increased recruitment, retention and advancement of women in security (including justice and non-state) institutions.</li> <li>• Mainstream peace and security into the work of women’s groups and institutions.</li> </ul>	<p>especially against women and girls.</p> <ul style="list-style-type: none"> <li>• Promote measures to prevent and/or control misuse of illicit small arms and light weapons.</li> <li>• Institute mechanisms for preventing and/or responding to conflict and violence against women including through policies, procedures, and codes of conduct for the security sector.</li> <li>• Build a culture of peace and non-violence, especially among the youth to prevent the likelihood of future acts of violence against women and girls.</li> </ul>
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### Pillar One:

#### Protection and Promotion of the Human Rights of Women and Girls in Situations of Conflict and in Peace Support Operations

- **UNSCR 1325 (Article 5):** Expresses its willingness to incorporate gender perspective into peacekeeping operations, and urges the Secretary-General to ensure that where appropriate, field operations include a gender component.
- **UNSCR 1325 (Article 6):** Requests the Secretary-General to provide to Member States training guidelines and materials on the protection, rights and the particular needs of women, as well as on the importance of involving women in all peacekeeping and peace building measures, invites Member States to incorporate these elements as well as HIV/AIDS awareness training into their national training programmes for military and civilian police personnel in preparation for deployment, and further requests the Secretary-General to ensure that civilian personnel of peacekeeping operations receive similar training.
- **UNSCR 1325 (Article 8):** Calls on all actors involved, when negotiating and implementing peace agreements, to adopt a gender perspectives, including *inter alia*: (a) the special needs of women and girls during repatriation and resettlement and for rehabilitation, reintegration and post-conflict reconstruction; and (c) measures that ensure the protection of and respect for human rights of women and girls, particularly as they relate to the constitution, the electoral system, the police and the judiciary.
- **UNSCR 1325 (Article 12):** Calls upon all parties to armed conflict to respect the civilian and humanitarian character of refugee camps and settlements, and to take into account the particular needs of women and girls, including in their design, and recalls its resolutions 1208 (1998) of 19 November 1998 and 1296 (2000) of 19 April 2000.
- **UNSCR 1325 (Article 13):** Encourages all those involved in the planning for disarmament, demobilisation and reintegration to consider the different needs of female and male ex-combatants and take into account the needs of their dependants.

#### Outcome Objective:

To ensure the rights, interests and special needs of women and girls are integrated in policy and law formulation and implementation as to enhance the protection of women and girls from all forms of abuse, violence and discrimination.

Output Objectives	Strategies	Specific Activities	Indicators	Primary Stakeholder /Lead Agency	Other Partners	Timeframe
Increased awareness,	i. Dialogue with	Conduct a study on the	Index of security	Ministry of	Ministries of	2012 - 2013

<p>sensitivity and responsiveness of Government to the special needs of women involved in Peace Support Operations including in the area of psycho-social support.</p>	<p>female security personnel, especially those with experience in PSOs.</p> <p>ii. Sensitisation, advocacy and education of Heads of Security Institutions and Parliament.</p> <p>iii. Networking with women's groups as well as with health institutions to improve access to psycho-social support.</p>	<p>situation of women involved in peace support operations.</p> <p>Raise awareness on the findings of the study among key stakeholders.</p> <p>Advocate for a gender review of existing PSO policies.</p> <p>Provide access to psycho-social support for women who engage in PSOs.</p>	<p>needs of women engaged in PSOs.</p> <p>Level of awareness among key stakeholders of the security needs of women in PSOs.</p> <p>Extent to which PSO policies protect women who are involved in PSOs.</p> <p>Number and percentage of women who receive psycho-social support after their involvement in PSOs.</p>	<p>Women and Children's Affairs (MoWAC)</p>	<p>Defence, Interior, Health and Information; Security Sector Institutions; KAIPTC; CSOs</p>	
<p>National measures instituted to protect and promote the rights of women and girls especially in situations of displacement, repatriation, rehabilitation and/or reintegration</p>	<p>i. Advocacy for the domestication of international women's rights instruments.</p> <p>ii. Capacity building/economic empowerment for vulnerable women.</p>	<p>Development of a compendium of international women's rights instruments applicable to Ghana.</p> <p>Conduct needs assessments of women and girls during displacement, repatriation,</p>	<p>Extent to which international women's rights instruments are incorporated into national laws.</p> <p>Existence of baseline data generated from needs assessment.</p>	<p>Ministry of Women and Children's Affairs (MoWAC)</p>	<p>Ministry of Interior and Foreign Affairs; Traditional Leaders; MOFEP; MLRD; MESW Parliamentarians; MMDAs</p>	<p>2012</p>

		rehabilitation and reintegration.			Local Govt. Service District Assemblies	
	iii. Resource Mobilisation to support vulnerable women and girls.	Sensitise and build capacity of Parliamentarians on international women's rights instruments.	Existence of national mechanisms to protect women and girls in situations of displacement, rehabilitation, repatriation, and reintegration.			
		Establish a support fund for the economic empowerment of displaced, rehabilitated and reintegrated women; as well as to aid women to be repatriated.	Existence of a national support fund for vulnerable women.			
		Organise skills training workshops for vulnerable women.	Number and percentage of women receiving benefits/training, and the types of benefits/training received.			
	iv. Sensitisation and training of key institutions such as the responsible	Organise gender awareness seminars and dialogues for national refugee agency and the	Extent to which national structures and institutions protect and promote			



	agency in charge of refugees, Ghana Prisons (correctional) Service.	Ghana Prisons Services.	women's rights.			
Institutional mechanisms in the security and justice sector strengthened to protect women and prosecute perpetrators of sexual and gender based violence.	<p>i. Strengthen multi-sectoral collaboration between security and justice agencies.</p> <p>ii. Sensitisation and training of law enforcement and judicial personnel.</p> <p>iii. Advocacy for the creation of SGBV units within security and justice institutions.</p>	<p>Organise joint SGBV seminars and trainings for security and justice personnel.</p> <p>Support the development of a joined-up response strategy to SGBV for the security and justice sector.</p> <p>Train personnel of security and justice sectors on women's rights and SGBV.</p> <p>Provide technical and logistical support to the Ghana Police Service, Narcotic Board, Ghana Prisons Service and Judiciary to enhance their competence in</p>	<p>Increased level of awareness on SGBV evidenced by rapid response of security and justice personnel.</p> <p>Existence of a joined-up SGBV response strategy and the number of SGBV cases reported, investigated and prosecuted using strategy.</p> <p>Number and percentage of SGBV cases reported, investigated and prosecuted.</p> <p>Number of SGBV units within security and justice sector, and the percentage of cases handled.</p>	Ministry of Women and Children's Affairs (MoWAC)	Ministries of Interior, Justice & Attorney-General's Dept. and Defence; Domestic Violence Secretariat and Management Board; DOVVSU CSOs; Media Judicial Service CHRAJ KAIPTC	2012-2014

		responding to SGBV.				
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**Pillar Two:  
Participation of Women in Conflict Prevention, Peace and Security Institutions and Processes**

- **UNSCR 1325 (Article 1):** Urges Member States to ensure increased representation of women at all decision making levels in National, Regional and International Institutions and mechanisms for the prevention, management, and resolution of conflict.
- **UNSCR 1325 (Article 2):** Encourages the Secretary-General to implement his strategic plan of action (A/49/587) calling for an increase in the participation of women at decision making levels in conflict resolution and peace processes.
- **UNSCR 1325 (Article 3):** Urges the Secretary-General to appoint more women as special representatives and envoys to pursue good offices on his behalf, and in this regard calls on Member States to provide candidates to the Secretary-General, for inclusion in a regularly updated centralised roster.
- **UNSCR 1325 (Article 4):** Further urges the Secretary-General to seek to expand the role and contribution of women in United Nations field-based operations, and especially among military observers, civilian police, human rights and humanitarian personnel.
- **UNSCR 1325 (Article 8b):** Measures that support local women's peace initiatives and indigenous processes for conflict resolution, and that involve women in all of the implementation mechanisms of the peace agreements.
- **UNSCR 1325 (Article 15):** Expresses its willingness to ensure that Security Council missions take into account gender considerations and the rights of women, including through consultation with local and international women's groups.

**Outcome Objective:**

Ensure the full representation and active participation of women in conflict prevention, resolution, peace negotiation, mediation, crisis and security management at all levels of the Ghanaian Society

Output Objectives	Strategies	Specific Activities	Indicators	Primary Stakeholder /Lead Agency	Other Partners	Timeframe
Increase the level of deployment of women to peace support operations by	i. Increase advocacy for the recruitment and/or appointment of women.	Conduct baseline study of women's participation and representation in PSOs.	Existence of a baseline study on Ghanaian women's participation in	Ministry of Women and Children's Affairs	Ministries of Interior and Defence; Parliament;	2012

30% over current level.	<p>ii. Policy review and/or development to incorporate gender perspectives in PSOs as a TCC.</p> <p>iii. Capacity building and education.</p>	<p>Organise policy review workshops with heads of SSIs.</p> <p>Organise training workshops for female security sector personnel on strategic issues such as forensic skills, computer training, leadership, driving, etc.</p>	<p>PSOs; and the type of functions they perform while in missions.</p> <p>Number of institutional PSO policies reviewed and the extent of gender-sensitivity evidenced by the changes in the level of women's participation in PSOs.</p> <p>Number and percentage of women involved in PSOs and their level of involvement in strategic positions and units.</p>	(MoWAC)	<p>CSOs; Security Sector Institutions (Customs, Immigration etc.) WIPSEN; FOSDA; WANEP KAIPTC DOVVSU</p>	
Increase women's participation in early warning, conflict prevention and resolution structures.	i. Capacity building/training.	<p>Organise gender workshops for relevant appointing bodies for the Peace Councils.</p> <p>Organise gender workshops for the Peace Councils.</p>	<p>Number of workshops and training sessions to build capacity of the Peace Council and its appointing bodies on gender, peace and security.</p>	Ministry of Women and Children's Affairs (MoWAC)	<p>Government National and regional Houses of Chiefs and traditional councils; Queen mothers</p>	2012 - 2013

			Extent to which the operations of the Peace Councils incorporate gender analysis, targets, indicators and budgets.		National, Regional & District Peace Councils UNIFEM; UNDP; UNFPA CSOs; Institute of Adult Education (LEGON) Faith Based Organizations MLGRD; MMDAs; Local Govt. Service District Assemblies FOSDA; WIPSEN WANEP KAIPTC DOVVSU	
	ii. Sensitisation and awareness-raising	Conduct specialised skills training for women in mediation, negotiation and early warning.  Organise gender awareness seminars for the national and regional houses of chiefs, traditional councils and faith-based organisations.	Number and percentage of women engaged in formal mediation and early warning; especially in decision making with these structures.  Increased acceptability of women as key partners in conflict and dispute resolution by traditional and faith-based leaders evidenced by the presence of women in these bodies.			
	iii. Creation of rosters/databases.	Develop a roster/database of women working or with expertise in early warning, conflict	Number and percentage increase in number of women in national early warning,			

		<p>prevention and resolution.</p> <p>Advocate for the inclusion of women peace and security in the new year school programme at the University of Ghana (Legon).</p>	<p>conflict prevention and resolution structures.</p> <p>Evidence of the incorporation of women, peace and security in new year school curriculum.</p>			
	<p>iii. Advocacy, networking and collaboration with national early warning structures.</p>	<p>Advocate for the appointment of women mediators in the resolution of conflicts.</p>	<p>Number of women appointed as mediators in national and local delegations for conflict/dispute resolution.</p>			
<p>Promote mechanisms to ensure increased recruitment, retention and advancement of women in security (including justice and non-state) institutions.</p>	<p>i. Research and documentation of status of gender mainstreaming in Ghana's Security Sector.</p> <p>ii. Awareness creation and sensitisation to demystify age-old notions of security being mainly a 'male preserve'.</p>	<p>Conduct a gender needs assessment (audit) of security sector institutions.</p> <p>Facilitate and organise joint MoWAC-SSI career fairs in tertiary institutions.</p>	<p>Number of gender audits conducted and extent to which it increases awareness of women's issues within security institutions.</p> <p>Number and percentage increase in women's enrolment in Ghana's Security Sector.</p>	<p>Ministry of Women and Children's Affairs (MoWAC)</p>	<p>Ministries of Interior, Defence, Justice &amp; Attorney-General's Dept., MOFEP Education; GES; Information Services; FOSDA WANEP CHRAJ; FIDA;</p>	<p>2012 - 2014</p>

	<p>iii. Policy review and development.</p> <p>iv. Advocacy targeted at heads of SSIs.</p>	<p>Develop a standardised gender policy for SSIs.</p> <p>Organise workshops on gender budgeting for SSIs to ensure the allocation of funds for the implementation of the gender policy for the security sector.</p> <p>Organise consultative meetings with heads of SSIs to address issues relating to sexual exploitation and abuse and the creation of conducive workplace environments.</p> <p>Lobby legislators and heads of SSIs to increase the representation of women in senior ranking positions within SSIs.</p>	<p>Increased political will for gender evidenced by the number of institutional gender policies within the security sector.</p> <p>Evidence of the application of gender budgets, targets and indicators.</p> <p>Number and percentage of SEA cases reported, investigated and prosecuted within SSIs.</p> <p>Number and percentage of women in decision making and senior ranking positions within SSIs.</p>		<p>WIPSEN-Africa; AWLA; LAWA; Parliamentary select committees on security and gender; ASDR; DOVVSU; Customs; Immigration Service; Policy Makers Parliamentarians UNDP; UNFPA; UNIFEM KAIPTC</p>	
Mainstream peace and security into the	i. Capacity building through the	Establish a peace and security unit within	Existence of a peace and security unit in	Ministry of Women and	UNIFEM; UNDP;	2012 - 2013

work of women's groups and institutions.	provision of technical and logistical support to women's groups and institutions.	MoWAC.  Organise peace and security trainings and workshops for MoWAC, female parliamentarians and parliamentary committee on gender, and for women's CSOs.	MoWAC and the extent to which MoWAC is visible in national peace and security processes.  Number of training sessions for MoWAC, Parliament and Women's CSOs.	Children's Affairs (MoWAC)	UNFPA Peace and Security CSOs National, Regional & District Peace Concils Parliamentarians WIPSEN; WANEP; FOSDA KAIPTC	
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**Pillar Three:**  
**Prevention of Violence against Women including Sexual, Gender-Based and Conflict related Violence**

- **UNSCR 1325 (Article 5):** Expresses its willingness to incorporate gender perspective into peacekeeping operations, and urges the Secretary-General to ensure that where appropriate, field operations include a gender component.
- **UNSCR 1325 (Article 7):** Urges Member States to increase their voluntary financial, technical and logistical support for gender-sensitive training efforts, including those undertaken by relevant funds and programmes, inter alia, the United Nations Fund for Women and United Nations Children’s Fund, and by the Office of the United Nations High Commissioner for Refugees and other relevant bodies.
- **UNSCR 1325 (Article 11):** Emphasizes the responsibility of all States to put an end to impunity and to prosecute those responsible for genocide, crimes against humanity, and war crimes including those relating to sexual and other violence against women and girls, and in this regard stresses the need to exclude these crimes, where feasible from amnesty provisions.
- **UNSCR 1325 (Article 14):** Reaffirms its readiness, whenever measures are adopted under Article 41 of the Charter of the United Nations, to give consideration to their potential impact on the civilian population, bearing in mind the special needs of women and girls, in order to consider appropriate humanitarian exemptions.
- **UNSCR 1325 (Article 16):** Invites the Secretary-General to carry out a study on the impact of armed conflict on women and girls, the role of women in peace building and the gender dimensions of peace processes and conflict resolution, and further invites him to submit a report to the Security Council on the results of this study, and to make this available to all Member States of the United Nations.

**Outcome Objective:**

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

Output Objectives	Strategies	Specific Activities	Indicators	Primary Stakeholder /Lead Agency	Other Partners	Timeframe
Raise awareness and sensitize stakeholders on the need for zero-tolerance for sexual	i. Sensitisation and education at national and community levels.	Simplify and translate women’s rights instruments into five main local languages.	Level of awareness of SGBV and the extent of intolerance for SGBV.	Ministry of Women and Children’s Affairs	Ministry of Information; Information Service	2012 - 2014



and gender based violence, especially against women and girls.	<p>ii. Development of IEC materials.</p> <p>iii. Simplification and translation of instruments using radio, drama, etc.</p> <p>iv. Capacity building and training</p>	<p>Sensitise community and religious leaders on SGBV.</p> <p>Sensitise parliamentary select committees on gender and security on SGBV.</p> <p>Organise SGBV trainings for the media, peace councils, security services and community women's groups.</p>	<p>Percentage increase in the number of cases reported and prosecuted by community leaders.</p> <p>Extent to which SGBV is incorporated in legislation.</p> <p>Number and percentage of SGBV cases reported, investigated and prosecuted.</p>	(MoWAC)	<p>Division (ISD) National, Regional &amp; District Peace Councils; CSOs NCCE; Parliamentarians; Traditional Leaders/Queen mothers; Religious Leaders; Media Community leaders and women groups Security Services Institutions MMDAs, Local Govt. Service District Assemblies WIPSEN WANEP FOSDA</p>	
Promote measures to prevent and/or	i. Advocacy for the domestication of	Organise consultative meetings with women	Extent to which reviewed law reflects	Ministry of Women and	WAANSA; GNACSA;	2012 - 2014

control misuse of illicit small arms and light weapons.	international and continental instruments.  ii. Review of firearms and ammunition laws in light of international, regional and sub-regional instruments.	groups and female parliamentarians to generate inputs for the review of the firearms and ammunition laws.  Organise a consultative meeting with the AG's Office to discuss and develop a roadmap for the review of firearms and ammunition laws from a gender perspectives.  Organise a validation workshop with women's groups.	gender sensitivity.  Existence of a gender-sensitive firearms and ammunition law approved by Parliament.  Extent to which reviewed firearms and ammunition law incorporates pro-women/gender provisions from international, regional and sub-regional instruments.	Children's Affairs (MoWAC)	Ministries of Interior and Defence; Parliament; AGs Office; MLGRD; Local Government Service	
Institute mechanisms for preventing and/or responding to conflict and violence against women including through policies, procedures, and codes of conduct for the security sector.	i. Establishment of SGBV structures  ii. Capacity building/training	Appoint gender focal points for SGBV and establish counselling units in Schools.  Organise training for counsellors.  Organise SGBV	Number of gender focal points appointed and counselling units established.  Number of training sessions organised for counsellors and the percentage increase in cases reported and addressed.  Number of trainings	Ministry of Women and Children's Affairs (MoWAC)	MLGRD; Local Government Service; Ministry of Education, MOFEP, Interior, Justice & Attorney-General's Dept. and Defence; CSOs; DSW;	2012-2014

	iii. Policy advocacy	<p>training for MoWAC field staff especially at the regional and district levels.</p> <p>Develop and launch a standardised programme for the rehabilitation of SGBV perpetrators</p> <p>Organise workshops with the security and justice sector to develop common guidelines for use in responding to SGBV.</p> <p>Set up funds to support prosecution of SGBV cases.</p>	<p>organised for MoWAC personnel.</p> <p>Existence of a standardised rehabilitation programme evidenced by the number and percentage of perpetrators that have benefited.</p> <p>Extent to which common guidelines are used in addressing SGBV cases.</p> <p>Number and percentage of victims and witness that have benefited from fund.</p>		DOVVSU Schools WIPSEN; WANEP; FOSDA KAIPTC	
Build a culture of peace and non-violence, especially among youths to prevent the likelihood of future acts of violence against	i. Capacity building and training	Conduct training workshops for key traditional and religious leaders, women and youth leaders on SGBV and conflict	Number of trainings conducted and extent to which knowledge is applied.	Ministry of Women and Children's Affairs (MoWAC)	MLGRD; Ministry of Information; Information Services Division (ISD)	2012 - 2014

women and girls.	<p>ii. Information and communication strategy</p> <p>iii. Sensitisation and awareness-raising.</p>	<p>prevention/resolution techniques.</p> <p>Establish and train anti-SGBV and conflict ambassadors/clubs in schools.</p> <p>Organise training workshops for media personnel on SGBV and conflict reportage.</p> <p>Produce fliers, posters, bookmarks, brochures, etc on zero-tolerance for conflict and violence (including SGBV).</p> <p>Launch community campaign and score-card on SGBV and conflict.</p> <p>Organise annual gender excellence awards at national and regional levels.</p>	<p>Number of ambassadors/clubs established and the extent of behavioural changes among youths.</p> <p>Extent to which media reportage incorporates gender and conflict sensitivity.</p> <p>Level of attitudinal and behavioural changes evidenced by increased level of zero-tolerance for conflict and violence.</p> <p>Extent to which national and community governance structures incorporate gender and conflict sensitivity in their work.</p>		<p>NCCE Security Services; District Assemblies; Local Govt. Service Media; KAIPTC; WIPSEN; WANEP; FOSDA CSOs FIDA; DOVVSU; CLOGSAL AC</p>	
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## Action Plan for Coordinating the Implementation of GHANAP 1325

Output Objectives	Strategies	Specific Activities	Indicators	Primary Stakeholder /Lead Agency	Other Partners	Timeframe
Ensure effective coordination of the implementation of the GHANAP 1325	<ul style="list-style-type: none"> <li>i. Networking, alliance building and collaboration</li> <li>ii. Sensitisation and awareness-raising</li> <li>iii. Capacity building</li> </ul>	<p>Establish a multi-sectoral working group on 1325.</p> <p>Develop terms of reference for working group.</p> <p>Launch of 1325 working group.</p> <p>Organise intensive training for working group.</p> <p>Develop a fundraising strategy for the implementation of GHANAP.</p> <p>Appoint 1325 focal persons in all regions and districts.</p>	<p>Existence of a functional working group.</p> <p>Extent to which working group delivers on mandate</p> <p>Level of expertise on 1325</p> <p>Level of donor support for GHANAP</p> <p>Number of 1325 focal persons appointed.</p>	Ministry of Women and Children's Affairs (MoWAC)	SSIs; Development Partners CSOs; Ministries of Finance, Interior, Foreign Affairs and Defence; MDAs; National, Regional & District Peace Councils Media MLGRD District Assemblies Local Govt. Service	2012-2014

		<p>Organise quarterly meetings of the working group.</p> <p>Organise field trips and exchange visits within and outside Ghana</p>	<p>Number of working group meetings organised.</p> <p>Number of field trip and exchange visits organised.</p> <p>Level of knowledge on new/emerging women peace and security issues.</p>			
Promote knowledge and awareness on GHANAP 1325	<p>i. Sensitisation and awareness-raising.</p> <p>ii. Information and communication strategy.</p> <p>iii. Training/capacity building.</p>	<p>Sensitize &amp; Educate the public on the existence and content of GHANAP 1325 through radio &amp; Community shows in all 10 regions.</p> <p>Organise television programmes in most local languages.</p> <p>Liaise with the Bureau of Ghana Languages to translate the UNSCR 1325.</p> <p>Organise community and school outreach</p>	<p>Level of awareness and knowledge about GHANAP and UNSCR 1325.</p> <p>Evidence of increased application of women, peace and security issues in the work of national and community peace and security structures and institutions.</p> <p>Evidence of increased acceptance of the role of women in peace and security</p>	Ministry of Women and Children's Affairs (MoWAC)	Media; NCCE; Ministry of Information; Information Service Division GES (Girls Education Unit) Bureau of Ghana Languages; Schools; CSOs	2012

		programmes.  Produce and disseminate IEC materials on GHANAP and UNSCR 1325.	at especially national and community levels. Number of schools outreach programmes conducted.			
Strengthen institutional and national capacities to monitor the implementation of GHANAP 1325.	i. Sensitisation and awareness-raising. ii. Capacity building iii. Study visits	Establish a national monitoring committee.  Establish institutional monitoring teams within key ministries, departments and agencies.  Develop a checklist for monitoring GHANAP 1325 at both national and institutional levels.  Inaugurate monitoring teams.  Conduct mid-term and end of three-year plan evaluation and impact assessments.	Existence of national and institutional monitoring mechanisms.  Number of evaluations and impact assessments conducted.	Ministry of Women and Children's Affairs (MoWAC)	Ministries of Interior, Defence and Foreign Affairs; CSOs Customs Immigration Service	2012-2014
Ensure transparency and accountability for 1325 through an effective reporting	Implementing partners comply with agreed reporting format	Develop and disseminate a reporting template and system.	Number of reports produced.  Existence of a	Ministry of Women and Children's Affairs	SSIs, Ministries of Defence, Interior and	2012 - 2014

system		Collate and finalise report annually.  Develop shadow report annually.	reporting system and template on 1325.  Level of policy and practice changes enabled by report.	(MoWAC)  GHANAP 1325 Working Group	Information; CSOs MLGRD; District Assemblies; Local Govt. Service	
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The services of a Consultant would be contracted for the Monitoring and Evaluation of the coordination and implementation process of the GHANAP 1325.



#### 4.0 Next Steps

The Ministry of Women and Children's Affairs, after the development of the draft GHANAP 1325 and the budget for the implementation of the Plan will undertake the following activities:

- Submit National Action Plan to the Office of the President and Cabinet for approval.
- Organize a Presidential Launch of GHANAP 1325
- Establish an Inter-Ministerial Committee to assist in monitoring the implementation of the National Action Plan on UNSCR 1325.
- Establish the Ghana Chapter of the ECOWAS Network on Women, Peace and Security.

## 5.0 Conclusion

The development and launch of the Ghana National Action Plan on UNSCR 1325 demonstrates the commitment and political will of the Government of Ghana to the advancement of women, peace and security issues in the country. With the focus on conflict prevention, international peace support operations and gender and sexual-based violence, the National Action Plan is a proactive rather than mere reactive measure that seeks to avert the likelihood of victimhood of women and girls in situations of humanitarian crisis. Its approach to addressing the root causes of violence and discrimination against women and girls is quite rejuvenating and relevant for ensuring the full and equal participation of women and girls in peace and security, the protection and promotion of human rights of women and girls, and the prevention and prosecution of sexual and gender-based violence.

The inclusive and highly participatory approach to the development of the GHANAP 1325 further demonstrates that for Ghana, issues of women, peace and security, is not merely a woman's issue. It is a national security issue; and one which warrants a joined-up, multi-sectoral partnership if it is to be adequately addressed. In this regard, the commitments that have been made towards its effective and accountable implementation by various Ministries, Departments, Agencies, International Partners and Civil Society Organisations are quite welcome. On its part, the Ministry of Women and Children's Affairs (MoWAC) will ensure it coordinates all implementation efforts in an effective manner as to ensure these commitments become a reality for the women and girls of Ghana.

With the launch of the Ghana National Action Plan on UNSCR 1325, the task has only just begun. Effective implementation is hinged on the allocation of the requisite resources and we envisage that the Government of Ghana will make good its commitment towards gender equality and women's empowerment by supporting the implementation of the GHANAP 1325 through budgetary allocation.

Finally we hope that the women and girls of Ghana will utilise this National Action Plan in ways that will bring about transformation and positive changes for them in the area of peace and security. Local ownership is crucial here and we enjoin all stakeholder and our partners to remain relentless in their effort to achieve the milestones enshrined in the GHANAP 1325.

## **APPENDIX I**

### **Budget for the Implementation of GHANAP 1325**