



**NETWORK FOR WOMEN'S
RIGHTS IN GHANA**

GENDER ANALYSIS OF AGRICULTURE AND LAND POLICIES

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FINAL REPORT
ON
GENDER ANALYSIS OF AGRICULTURE AND LANDS POLICIES

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Ernestina Naana Hagan

ACRONYMS

ACHPR	-	African Charter on People and Human Rights
AfDB	-	African Development Bank
AUC	-	African Union Commission
AWDF	-	The African Women Development Fund
BPA	-	Beijing Platform of Action
CAADP	-	Comprehensive African Agriculture Development Programme
CEDAW	-	Convention on the Elimination of all forms of Discrimination against Women
CLMC	-	Community Land Management Committee
CSOs	-	Civil Society Organisations
DAD	-	District Agricultural Department
ECA	-	Economic Commission for Africa
ECOWAP	-	ECOWAS Agricultural Policy
EPA	-	Environmental Protection Agency
FASDEP	-	The Food and Agriculture Sector Development Policy
FBOs	-	Farmer Based Organisations
FPIC	-	Free Prior Informed Consent
GAASG	-	Gender Analysis of Agricultural Sector in Ghana
GADS	-	Gender and Agriculture Development Strategies
GCAP	-	Ghana Commercial and Agriculture Programme
GCU	-	Gender Coordinating Units
GESI	-	Gender Equality and Social Inclusion
GFD	-	Ghana Federation of Disability Organisations
GFPs	-	Gender Focal Points
GIPC	-	Ghana Investment Promotion Centre
GSGDA	-	Ghana Shared Growth and Development Agenda.
ICPD	-	International Conference on Population and Development
IEG	-	Independent Evaluation Group of the World Bank
ITFC	-	Integrated Tamale Fruit Company
LAP	-	The Land Administration Project
LC	-	Land Commission
LPI	-	Land Policy Initiative
M&E	-	Monitoring and Evaluation
MDAs	-	Ministries Department and Agencies
METASIP	-	Medium Term Agricultural Sector Investment Plan
MoFA	-	Ministry of Food and Agriculture
MOU	-	Memorandum of Understanding
NETRIGHT	-	Network for Women's Rights in Ghana
NFLS	-	Nairobi Forward Looking Strategies
NGOs	-	Non Governmental Organisations
RAD	-	Regional Agricultural Department
RECs	-	Regional Economic Committees
RELC	-	Research and Extension Linkages Committees
RTIU	-	The Rural Technology Information Unit
SLM	-	Sustainable Land Management
SMEs	-	Small and Medium Enterprises

UDHR	-	Universal Declaration of Human Rights
UNCWFS	-	United Nation Committee on World Food Security
UNECA	-	United Nations Economic Commission for Africa
WAAPP	-	West Africa Agricultural Productivity Programme
WROs	-	Women Rights Organisations

INTRODUCTION

The marginalization of the role of women in agriculture in Ghana has been the bane of the industry. Women contribute 70% to food crop production in the country and form 52% of the agricultural workforce (MoFA April 2013). Women work so hard but do not receive the requisite benefits. “They are at the **Centre of Production** but are at the **Periphery of Benefits**”

Women’s Access to Land.

Women’s access to land leaves much to be desired. The land tenure system in Ghana is governed mostly by Customary Law which invariably prevents women from acquiring lands in their own right. They often have access to land through their husbands or lineages which does not give them legal titles to the land. There is therefore absolutely no security of land tenure since such right abates at the dissolution of the marriage or the death of the husband.

The phenomenon of large-scale land acquisition by domestic, foreign investors and State Agencies, and the failure to ensure compliance of some basic requirements by relevant stakeholders seem to have aggravated the plight of small-holder farmers, usually women not only in Ghana, but across the African continent. This has ignited awareness to seek policies to ensure compliance of some minimum requirements which would mitigate the adverse consequences of such acquisitions and provide for equitable access to land and related resources among all land resource users.

Illiteracy

It is disheartening to note that most women farmers, generally smallholder farmers, are illiterate and often lack the capacity to access modern agricultural inputs including extension services and improved production practices. Most of them depend solely on rain-fed farming, “recycled” seeds and poor application of fertilizers.

The high illiteracy rate among women farmers also constitutes a serious constraint in their access to markets. Their inability to access information on market trends employing modern electronic technology (mobile phone and social media platforms) as well as their incapacity to add value to their produce worsen the poverty they are trapped in.

The challenge most women farmers have to produce high quality commodities to meet international food safety standards relative to their limited skills are debilitating factors which call for attention.

Most women farmers also do not have adequate and efficient storage facilities and marketing outlets. Access roads from settlements to their farms and from their farm gates to the markets are usually in very deplorable condition. These adverse factors together with the lack of ready market for their produce collectively result in high post-harvest losses. **The harder they work the poorer they become.**

Institutional Capacity of State Agencies

Agriculture service institutions, notably directorates under the Ministry of Food and Agriculture (MoFA), do not often have adequate gender-sensitised trained personnel, (especially Agricultural Extension Agents) Development Programmes, Gender Disaggregated Data and more importantly

Effective Delivery (Communication and dissemination) system. There is also very little visible coordination among their various activities. Minimal effort is made to integrate or harmonise their activities with those of other stakeholders particularly other Ministries, Departments and Agencies (MDAs), Academic and Research Institutions, Private Sector Operators and Civil Society Organisations (CSOs) in the overall development of agriculture and other sectors of the economy. MoFA does not seem presently to have enough extension officers. Regrettably there are very few trained female extension officers relative to the huge number of women farmers across the country. In view of this serious deficit women farmers in certain parts of the country who by custom cannot readily interact with male officers are often deprived of needed extension services and the benefits designed to be reaped from other state planned programmes and interventions.

Women's Productive and Reproductive Roles

Women's health, especially with respect to both their reproductive and productive roles, is an issue that needs to be tackled for any effective sustainable agricultural policy. Women, particularly rural women's lack of access to reliable health facilities and services, the uncontrolled population growth, high maternal mortality, infant and child mortality, are all factors that impede the development and wellbeing of the rural female farmer.

The absence of other socio-economic facilities and services such as educational facilities, childcare services, water supply, energy (fossil fuel), reliable transport, toilet/waste disposal facilities and communication services also compound the plight of the woman farmers.

Negative Cultural and Traditional Practices

Gender discrimination and negative cultural and traditional practices that are inimical to the wellbeing of women are very rampant in the rural areas where agriculture is the main source of livelihood. This situation is compounded by the high illiteracy rate which often reduces their self-assertiveness and ability to meaningfully participate in decision making in development processes in their communities.

Past Efforts to Promote Gender Equity and Protect the Rights of Women Farmers

The Government of Ghana through the Ministry of Food and Agriculture (MoFA) and, in collaboration with its Development Partners, have over the years formulated a number of policies and initiated laws aimed at promoting gender equity and protecting the economic rights of women in the agricultural and land sectors. Notable among them are **the Gender and the Agricultural Development Strategy I (GADS I) 2001, & (GADS II) 2015, the Food and Agriculture Sector Development Policy (FASDEP II, 2007), the Medium Term Agricultural Sector Investment Plan (METASIP, 2013), the Land Bill (2016) and the Lands Commission Guidelines on Large – Scale Land Transactions in Ghana 2016**. Regrettably these policies and laws have not achieved the desired goals. There are still palpable gender gaps in the sectors which need to be addressed to bring equity and reduce the poverty level of the woman farmer.

Fortunately, the present NPP Government offers an enabling environment in the development landscape for the field-testing and validation of these revised gender-sensitive strategies and measures. Opportunities offered by the Government include: the Planting for Food and Jobs Programme, the One District One Factory Initiative, the One Community One Dam Programme and the linking of the School Feeding Programme and the feeding of SHS students under the Free SHS policy to the operations of the Ghana Buffer Stock Company.

OBJECTIVES AND METHODOLOGY

Objectives

The broad objective of this assignment is to analyse the policies and frameworks governing the agricultural and land sectors from a gender perspective and propose recommendations to address gender gaps in the sectors to protect women particularly rural women's economic rights.

Main Tasks

- Critically review FASDEP II, METASIP, GADS II, the Lands Bill and the Land Commission's Large-scale Land Acquisition Guidelines.
- Identify the gender gaps within the policies outlined above
- Analyse how the gender provisions in these policies will benefit women in agriculture
- Make recommendations as to how gaps (if any) can be addressed to help carry out specific gender responsive advocacy interventions at the district and national levels.
- Present findings to participants at a Workshop
- Develop a policy brief based on the outcomes and recommendations
- Consider other matters relevant for the present assignment

METHODOLOGY

The methodology adopted for the performance of the assignment included the following;

- Preparation of an Inception Report and Work Plan
- Consultation with the NETRIGHT Team, and representatives of MoFA and the Lands Commission.
- Desktop Studies / Laws, Policies and Documents and Literature Review.
 - Critical gender analysis of FASDEP II, METASIP, GADS II, the Land Bills, the Large-Scale Land Acquisition Guidelines, other relevant Laws, Bills, Regulations on Gender Equality particularly the 1992 Constitution of Ghana, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goals etc.
- Recommendations on how best to address the gender gaps to achieve specific gender responsive advocacy interventions at the district and national levels.
- Submission of Draft Report and Policy Brief.
- Presentation of Power Points of the Draft Report and Policy Brief.
- Submission of Final Report

GENDER ANALYSIS OF THE FOOD AND AGRICULTURAL SECTOR DEVELOPMENT POLICY II (FASDEP II) 2007.

Gender Gaps in FASDEP II

- *Gender Mainstreaming*
- *Women and Access to Resources – Land, Credit, - (Cross cutting issues)*
- *Financial Service Delivery*
- *Research Extension Linkages Committees (RELC).*
- *Infrastructure*
- *Agricultural Technology*
- *Energy*

- *Market Access*
- *HIV/AIDS and Agriculture*

Policy Strategies

- Food Security & Emergency Preparedness
- Increased Growth in Incomes.
- Increased Competitiveness and Enhanced Integration in Domestic Markets
- Science and Technology Applied in Food and Agricultural Development
- Crop Development Policy.
- Livestock Development policy
- Fisheries Policy
- Extension Services Delivery
- Human Resource Development
- Agricultural Mechanisation
- Gender Mainstreaming
- Improved Financial Services

Implementation Policy

The key consideration in the implementation of FASDEP II was the efficient allocation of resources, strengthening linkages between different stakeholders and co-ordinating their activities. MoFA has to play the lead role in the co-ordination of the sector activities.

Gender Analysis of FASDEP I & II ¹

- In all the content documentation of FASDEP I & II gender issues featured minimally. The policy was gender neutral as if the results will naturally affect both men and women equally.
- The implementation of the policy often reinforced the issues of inequality, vulnerability and poverty of women
- Farmers who are vulnerable to food and nutritional insecurity have limited capacity to respond to agricultural programmes. These are mostly women and single headed households.
- Weak system for disaster prevention, preparedness and response. When disasters strike women are affected more than any segment of the population
- Poor rural road infrastructure affect poor rural women in their reproductive as well as productive roles – increase in their workload.
- Malnutrition among children, adolescent and women especially in the rural areas – was not tackled to alleviate the hardship of women.
- FASDEP's – Focus on Food Security & Emergency Preparedness and Response could not be achieved – because it missed out on access to the farm and food preservation.
- Every provision to ensure food security and disaster management should be gender based, and every service to be delivered reaches the female and the male along the agricultural value chain in equitable proportions.

Gender Approaches to Policy.

- Development of effective post-harvest management strategies
 - This is gender sensitive issue that can help reduce poverty among women considerably
- Rural transportation

- Enhancing the nutrition base of the family – reduces the burden of the women since they are the care – givers of the home.
- Strategic stock to support emergency and act as a buffer will increase incomes of women and provide them the needed food-security.
- Value addition and diversification into livestock and cash crops will increase the income of women.
- Promotion of gender based FBOs

GENDER ANALYSIS OF THE MEDIUM TERM AGRICULTURE SECTOR INVESTMENT PLAN (METASIP) – 2009-2015.

The METASIP is as result of a consultative technical and budgetary process. It takes into account ongoing projects and adopts the Sector Wide Approach (SWAP) for its implementation to bring on board key stakeholders and agencies in the agriculture sector through coordination and participation in harmony with the CAADP principles. It is expected that through co-operation, co-ordination and commitment of all sector stakeholders, Ghana can achieve the desired growth in achieving food security and enhance rural development.

Six Programmes of METASIP

- i. Food Security and Emergency Preparedness
- ii. Increased 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 applied in Food and Agriculture Development; and
- vi. Enhanced Institutional Co-ordination

Unfortunately, gender was not highlighted in the above programmes.

Overviews of Gender Gaps in METASIP

Implementation Plan is devoid of gender considerations

- No mention of Women Rights Organizations as an interest group
- Queen mothers are not specifically mentioned, rather the emphasis is on Traditional Authorities - National and Regional House of Chiefs.

Generally, the Policy fails to address gender issues. It does not provide specific support for rural labour markets or take into account the sex, age and regional dimensions. This constitutes a major gap, considering that self-employment is a significant portion of the labour sector and total population in Ghana. Specifically in the agriculture sector, almost fifty percent of the population is self-employed

METASIP does not make reference to the powerful synergies between labour and the agriculture sector. A more in-depth consideration of the employment dimension of investment within the METASIP document would strengthen the link between investment as a crucial means for better livelihood, and employment as the major source of income generation.

GENDER ANALYSIS OF GENDER AND AGRICULTURE DEVELOPMENT STRATEGIES II (GADS II) 2015

GADS II – Overview

GADS II was built upon the lessons learnt from GADS I, the shift in policy towards emphasis on value chain, private sector and the special needs of the vulnerable- People Living with Disabilities/ the Aged and the Youth. Additionally, the harmonization and alignments of the frameworks of FASDEP II, METASIP, GSGDA and other regional agricultural policies including ECOWAP, CAADP and WAAP, were factored into the development of the strategies.

Goal

It is expected that the measures in the strategies will culminate in enhanced opportunities and resources for women, men, persons living with disabilities, and youth in the agricultural sector. Ultimately, enhanced institutional capacity, improved food and nutrition, security, increased growth in incomes, enhanced market access, improved technology and climate resilience for sustainable and all-inclusive development will be achieved in the sector.

Vision

The vision of GADS II is the realization of a modernized and structurally transformed agricultural sector with enhanced equitable opportunities and resources for men, women, the aged, people living with disabilities and the youth, leading to improved productivity along the agricultural value chain and the wellbeing of the populace.

Mission

GADS II will work towards creating an enabling environment that is responsive to gender equity in policy formulation, programming, budgeting, implementation and monitoring and evaluation that will provide opportunities and resources for an inclusive sustainable agricultural development.

The Strategic Objectives are;

1. Strengthen Institutional Capacity for Gender Responsive Policies, Programmes, Projects, Budgets and M&E within the agricultural sector
2. Enhance Equitable Delivery of Agricultural Services and Access to inputs
3. Enhance Access to and Control over Land, Information on Land Rights and Tenure Security
4. Develop and disseminate Gender-Sensitive Appropriate Technologies along the Agriculture value chain including Climate Smart Practices
5. Promote Gender Responsive Agri-business, Value Addition and Market Access for livelihood Income
6. Promote Gender sensitive Research and Extension Linkages Committees (RELC)
7. Promote Equal Representation and Participation in Decision Making by Women and Men at all levels
8. Harness the potential of Vulnerable Farmers on Social Protection along the Agricultural Value Chain
9. Strengthen Gender Coordination among key Ministries, Civil Society Organizations, The Private Sector and Development Partners.

Gender Assessment of GADS II

GADS II appears very comprehensive and detailed in its attempt to deal effectively with gender gaps in the agricultural sector. The objective strategies spelt out under GADS II are far reaching and impressive. The accompanying Action Plan is equally laudable on paper. However, there are real challenges that need to be overcome to ensure gender equity in the sector as expected under GADS II. The factors militating against the effective implementation of gender responsive strategies under GADS II include the following:

- Awareness and acknowledgement of the gender gaps in the agricultural sector by the key stakeholders - Women and Men farmers, MoFA , its Directorates, Agents, Staff, Committees at Regional and District levels.
- Commitment and political will by the Government MoFA, Gender Ministry, Ministry of Finance and Stakeholders in the agricultural sector to commit both human and financial resources to the implementation of the activities towards achieving GADS II Strategic Objectives.
- Effective M&E System to track progress in the implementation of GADS II based on credible gender disaggregated data.
- Measurable Verifiable Indicators should be in place to ascertain the impact of the Strategies and Development Programmes on both men and women with the aim of closing the gender gap between men and women rural farmers.
- Agricultural Extension Agents (AEAs), Gender Focal Points (GFPs) staff, bodies and Committees of MoFA should be adequately trained, well resourced, well-motivated and made functional at the regional and district levels to support the implementation of GADS II Strategies.
- Time frame for the implementation of the activities to promote gender equity outlined under the Action Plan should be more realistic.
- Gender issues are development issues therefore the Central government should provide the necessary social amenities - schools, hospitals, childcare centres, water, electricity, good infrastructure in the rural areas where the embattled rural farmers especially where the female smallholder farmers reside.
- Land is a cross-cutting issue and key to making the agricultural sector gender sensitive, consequently, the Lands Commission, Traditional Authorities, Family and Clan Heads should be targeted and sensitized on the Strategies and their roles explained adequately to them.
- Civil Society Organizations (CSOs), Women's Right Organizations (WROs) and Development Partners are key collaborators that need to be educated and sensitized on gender issues in order to promote gender equity under GADS II.
- The special needs of the vulnerable - People Living With Disability (PLWDs), People Living With AIDS (PLWAs),the Youth and the Aged should be catered for under GADS II.
- The Government through MoFA, must create an enabling environment to reduce the drudgery of the rural female farmer and increase her income by providing appropriate affordable gender friendly agricultural equipment and agro processing services along the agricultural value chain.

The gender provisions enshrined in the Lands Bill and the Large Scale Land Acquisition Guidelines should be integrated into the strategies of GADS II to create a formidable synergy for practical advocacy interventions in the agriculture sector, particularly in the rural areas.

THE LANDS BILL 2018

Gender Analysis of the Provisions of the Lands Bill

- **Objective**

The objective of the Lands Bill is to revise and consolidate the laws on land with the view to **harmonising** those laws to ensure **sustainable land administration and management, effective land tenure and efficient surveying regimes** and to provide for related matters.

*The objective can be said to bring gender equity in the Land administration. However, the objective should be expanded to include “**equity**” and “**fairness**” in the administration of lands, in compliance with the 1992 Constitution of Ghana - **Article 17-1, 2**, - equality before the law and non-discrimination on grounds of..... **Gender**.*

Article 17. (4) *Nothing prevents parliament from enacting laws that are reasonably necessary to provide;*

*(a) for the implementation of policies and programmes aimed at **redressing social, economic or educational imbalance** in the Ghanaian society.*

Article 18 (1) *Every person has the right to own property either alone or in association with others.*

Article 22. *Equitable sharing and distribution of properties acquired by spouses.*

Article 26(2) & 39 (2); - *All customary practices which dehumanise or are injurious to physical and mental well-being of a person are prohibited.*

Article 36(2) (d) – *Underlying principle of the State shall include.... **Improving the conditions of life in the rural areas, and generally redressing any imbalance in development between the rural and the urban areas.***

Article 40- *adhering to the principles enshrined in the International Law; and policies – aims and ideals of the: United Nation Charter, Charter of OAU now AU, The Commonwealth, ECOWAS.*

- **Section 11 Prohibition of Discriminatory Practices – Gender Sensitive**

The Section states: - **A decision or practice in respect of land under customary tenure shall be void if it discriminates on grounds of; a.)Gender, race, colour....., b.)Social or economic status.**

This section is Gender Sensitive as it is in compliance with Article 17 of the 1992 Constitution, the CEDAW, AU, and United Nations Charter, ECOWAS, protocols etc.

- **Section 16 (1) – Structure and Staffing of Customary Law Secretariat.**

Appointment of Staff on merit and in accordance with best **human resource practice** and **gender considerations**. **Gender sensitive provision.**

- **Section 19- Areas Reserved for Common Use-(Gender Blind)**

The whole section on the community is gender blind. Gender concerns are most often absent in the community.

- *There should be specific mention of participation of **women** in the decision by the community otherwise their views and opinions will be completely lost.*

- *Women should be equally represented on the committees and their voices should be heard on the preparation of the Management Plan of the community. Indeed the composition of the said Committee should be spelt out. There should be equal representation of women and men.*

- **Section 22- Compensation for Damage Caused.**

This is an area where women suffer great losses. Simply because their rights are often trampled upon. They are voiceless consequently any compensation received by the family is not shared equitably. Often the women are ignored completely and their portion if any given to their husband or the family/clan head.

- *The provision should be gender specific to safeguard the interest of women who work so hard but hardly receive any compensation on the loss or damage of their property.*
- *The section should be gender sensitive to ensure fairness and equity in the distribution of the compensation.*

- **Section 35- Parties to a Conveyance – (Gender Sensitive)**

(3) In a conveyance for valuable consideration of the interest in land to a spouse during marriage, the spouse shall be stated as parties to the conveyance –except otherwise.

(4) Where conveyance is made to only one spouse, there is a presumption that the said spouse is holding it in trust for the spouse, unless contrary intention is expressed.

- **Section 44. Restriction on Transfer of Land by Spouse.-(Gender Sensitive)**

In the absence of a written agreement to the contrary by the spouse in a marriage, a spouse shall not in respect of land right or interest in land acquired for valuable consideration during marriage, sell or dispose of interest or do anything that can affect the right of the other spouse without the written consent of the other spouse, such consent not to be unreasonably withheld.

- **Section 94. Application for Registration(-Gender sensitive)**

(4) An application for registration of land or an interest in the land acquired during marriage shall state the spouses in the marriage as the applicant unless a contrary intention is expressed in the conveyance.

(5) Where only one of the spouse is stated as the applicant that spouse shall be presumed to have applied on behalf of the spouse and the other spouse unless a contrary intention is expressed in the conveyance.

- **Section 122 Land Certificate- Gender Sensitive**

(6) Where a Certificate in respect of land or an interest in the land is acquired for valuable consideration during marriage, **the Certificate shall have the names of the spouses to marriage.**

(7) Where only one name is stated in the Certificate it shall be presumed that the spouse whose name appears is holding it in trust for the other spouse

- **Section 257- Resettlement of displaced person – Gender Blind**

Where compulsory acquisition or possession under this Act, involves displacement of the **inhabitants**, the Commission or any other person directed by the President shall resettle the

displaced **inhabitants** on suitable alternative land with due regard for their economic well-being and the social and cultural values of the **inhabitants**

- *This is a very gender blind provision. Women, children and the elderly are the category of persons mostly affected by resettlement. Consequently gender issues should be highlighted. The rural female farmers are more likely to lose their properties in the displacement due to compulsory acquisition. Furthermore, they are the group that are never duly given their fair share of compensation. Women should have a crucial part to play in the preparation of the Land Acquisition and Resettlement Plan, to safeguard their interest.*

The above gender analysis of the Lands Bill reveals that even though the Bill appears sensitive, there are still gender issues that need to be addressed. Advocacy and intensive lobbying are still needed for its passage.

GUIDELINES FOR LARGE-SCALE LAND ACQUISITION IN GHANA 2016

Aim:

- (a)** Establishes a means for informed, fair, inclusive and transparent decision making by all stakeholders involved in large-scale land disposition by customary landowners.
- (b)** Outline standard procedures and minimum responsibilities regarding large-scale land acquisition by investors and State agencies.

Critical Gender Gaps in the Guidelines for Large Scale Land Acquisition.

A critical examination of the Guidelines for Large-Scale Land Acquisition in Ghana developed by the Lands Commission, re-enforces the view that the articulation of the “gender” factor mentioned at various sections of the guidelines requires either further interrogation or re-enforcement.

The guidelines rightfully identify four relevant actors in the land transactions. They are namely;

- a) The Land Owning Community
- b) NGOs and CSOs
- c) The Lands Commission and
- d) The prospective Investors.

All these actors have significant roles to play to ensure that gender is adequately addressed in successful land acquisition transactions. These are carefully elaborated under their respective roles. They are also expected to feature prominently in the Large-Scale Land Acquisition process.

An in-depth study of the above however reveals a number of issues which need appropriate answers. Notably among these are;

1. The capacity of some of the actors e.g. Rural women and NGOs and CSOs in the catchment areas of the transaction to do what they are required to do
2. The sufficiency and capacity of some of the structures proposed to facilitate the process
3. The accuracy of information /data relating to the land acquisition as well as the manner / method information assembled and disseminated
4. The existence or otherwise of an effective monitoring and evaluation mechanism or system to track the process and recommend appropriate and timely corrective measures.
5. The availability of recognized body to ensure compliance and last, but by no means the least.

6. The existence of a complaints and settlement body to deal timeously with disputes and disagreements.

An interface of the above with minimum requirements, obligations and standard procedures to be complied by the granters and grantees of large-scale Land and State Agencies involved in the large-scale land acquisition process as captured under the roles of the principal actors as well as the Pre-Registration Requirements, Registration and Post Registration requirement would be beneficial and enhance gender sensitivity in the acquisition process.

Gender Equity in Agricultural Investment

The Guidelines on Large Scale Land Acquisition envisage a gender approach to such acquisitions. It is therefore essential that these guidelines are closely monitored to avoid gender inequities and reinforce gender disparities entrenched in the communities.

The Outgrowers Scheme operated by the private investors and the local farmers are mostly not very equitable to the latter, gender concerns are often ignored. **Free Prior and Informed Consent (FPIC)** which is a key principle in such investments is not practised.

Specific requirements and regulations under the Large Scale Land Acquisition Guidelines which promote gender equity should be strictly adhered to by the investors. These are;

- Consultations with a broader range of community representatives beyond the traditional councils, including **female** as well as male representatives, seeking their Free Prior Informed Consent (FPIC)
- Development and implementation of detailed management plan to mitigate the negative social and economic impact arising from the activities including negative gender impact and promotion of social inclusion.
- The enforcement of national laws and regulations need to be improved by strengthening both the capacity and accountability of the Lands Commission, MoFA, the EPA and other relevant government bodies.
- The implementation of existing Labour Law, especially the provisions on women's pay and working conditions. Emphasis being placed on gender equitable and decent employment framework for different groups of rural women and men.

THE LABOUR ACT 2003

Introduction

Most rural women operate in the informal sector without any regular salary, appropriate and decent conditions of service. The few women that are in formal employment are found at the lower rungs of the employment ladder where wages are low and conditions of service deplorable.

The out-growers scheme under Ghana Commercial and Agriculture Programmes (GCAP) offers rural women some form of employment albeit not under very satisfactory conditions as required by the **Labour Act 2003, Act 651** which offers protection and remedy for women in the workplace.

Gender related provisions under the Labour Act

- **Scope of Application of the Labour Act**

The Act applies to **all workers** and employers except the Armed forces, Police Services, Prison Services, and the Security and Intelligence Agencies.

- **9. Duties of employers include;**

c.) Take all practicable steps to ensure that the worker is free from risk of personal injury or damage to **his or her** health during and in the course of the worker's employment or while lawfully on the employer's premises.

- **10. Rights of a worker**

The rights of a worker include the right to:

- a. work under satisfactory, safe and healthy conditions
- b. receive **equal pay for equal work** without distinction of any kind
- c. have rest, leisure and reasonable limitation of working hours and periods of holidays with pay as well as remuneration for public holidays.
- d. be trained and retrained for development of **his or her skill**
- e. receive information relevant to **his or her** work.

- **14. Prohibition of restrictive conditions of employment.**

An employer shall not in respect of any person seeking employment or of persons already in his/her employment.

e.) discriminate against the person on grounds of **gender**, race, colour, ethnic origin.....social or economic status, or disability.

- **15. Grounds for Termination of Employment.**

A contract of employment may be terminated by the worker on grounds of ill-treatment or **sexual harassment**.

- **22. Interruption of Work by Public Holiday, Sickness of Worker**

Public holidays and absence from duty due to sickness certified by a medical practitioner and **pregnancy** and **confinement** shall not affect the annual leave entitlement of a worker.

- **55. Night work or overtime by Pregnant Women.**

1. Unless with her consent, an employer shall not assign or employ a **pregnant woman worker to do any night work between** the hours of ten o'clock in the evening and seven o'clock in the morning
2. Engage for overtime a pregnant woman worker or a mother of a child of less than eight month old.

- **56(1). Prohibition of Assignment of Pregnant Woman**

An employer shall not assign, whether permanently or temporarily a **pregnant woman worker** to a post outside her place of residence after the completion of fourth month of pregnancy if the assignment in the opinion of the medical practitioner or midwife is detrimental to her health.

- **57. Maternity, annual and sick leave**

(1)A woman worker on production of medical certificate issued by a medical practitioner or a midwife indicating the expected date of her confinement is entitled to a period of

maternity leave of at least twelve weeks in addition to any period of annual leave she is entitled after her period of confinement.

(2) A woman worker on maternity leave is entitled to be paid her full remuneration and other benefits to which she is entitled.

(3) The period of maternity leave maybe extended for at least two additional weeks, where the confinement is abnormal or where in the course of the same confinement two or more babies are born.

(4) Where an illness medically certified is due to her confinement the woman worker is entitled to an extension of leave after confinement.

(5) A nursing mother is entitled to interrupt her work for an hour during her working hours to nurse her baby.

(6) An employer shall not dismiss a woman worker because of absence from work on maternity leave.

The above provisions are generally gender sensitive and protect the rights of women. Unfortunately there is clear distinction between these provisions and their implementation. The government and the implementation agencies should monitor the employers to ensure full compliance of the Labour Act. The capacity of the Labour Commission should be built and strengthened to promote gender equity and fairness in the agricultural sector.

PLANTING FOR FOOD AND JOBS

Goal

The programme is meant to revamp the agriculture sector to facilitate efforts towards the economic transformation of the country.

Objective

To empower over 500,000 farmers to increase food production and create jobs for the youth.

Critical Activities.

Include the following:

- Engagement of some 2700 extension agents.
- Construction and rehabilitation of roads linking farms to urban centres.
- Provision of storage facilities for farm produce to attract private investment for large-scale agribusinesses
- Removal of duties on agro-processing and manufacturing equipment and machinery.
- Establishment of a grant funding facility for agribusiness start-ups

Achievement so far Chalked.

- The programme has already recruited 2160 university graduates and registered 1070 youth
- Provided extension services to farmers across the country
- Registered 201,000 farmers
- Distributed to beneficiary farmers the following:
 - a. 121,000 metric tonnes of subsidized fertilizers
 - b. 4454 metric tonnes of subsidized seeds of cereal, legumes and vegetables.

The programme has also registered suppliers to distribute farm produce to public institutions, including the School Feeding Programme, the Free Senior High School Policy, Prisons, Defence and Police, among others, to ensure availability of quality food in these institutions.

The National Buffer Stock Company has also been revitalised to procure, store and distribute output from the PFAJ and other programmes of the MoFA. The National Buffer Stock Company, in collaboration with the Agricultural Development Bank has registered 533 licensed buying companies.

According to the Minister of Finance, a total of 220 tractors and accessories comprising 141 maize shellers and 77 multi-crop threshers were distributed in 2017 to farmers and service providers to promote agricultural mechanisation.

The government plans to distribute further assorted farm equipment, including 200 tractors and matching implements, 1000 power tillers and walking tractors to farmers in 2018.

Irrigation

A total of 192 small dams and dugouts were identified in 64 districts for development in 2017.

The government plans to encourage double cropping in suitable districts by constructing 50 small dams and dugouts. It also intends to make available some 147 hectares of irrigable land for crop production.

30 pumping schemes and 100 boreholes will be developed and a feasibility study conducted for water transmission lines in Northern Ghana.

Livestock

In order to improve meat production and livelihood of livestock farmers some 2000 livestock farmers will be supported with 70,000 small ruminants (sheep and goats) in 2018.

MoFA will also support six national livestock breeding stations to produce and distribute 200 cross-breed heifers, 1700 improved pigs and 100,000 cockerels

Gender Gaps in the Programme

The Government's programme under its Planting for Food and Jobs as summarised above seem quite laudable. It is unfortunate to note however that there is no reference to the role of women farmers who constitute about 50 per cent of the productive capacity in the agricultural sector and provide close to 70 per cent of food crop production.

It would have been more beneficial if the data given above was gender- disaggregated. Specifically it would be useful to know

- a. What percentage of the 500,000 farmers targeted under the programme would be women smallholder farmers?
- b. How many of the university graduates recruited and the youth registered are female.
- c. How many female farmers benefited from the extension services provided across the country?
- d. How would the storage facilities benefit the small-holder female farmers in different parts of the country?

- e. To what extent would the removal of duties on agro-processing and manufacturing equipment and machinery enable women farmers to employ improved technology in their operations?
- f. Would the establishment of the grant funding facility relieve women farmers and processors of their credit burdens?
- g. How many of beneficiary farmers who benefited from the subsidised fertilizers and improved seeds were women. It is well known that cereals, legumes and vegetables are generally handled by women. Similarly women dominate in the management of small ruminant (sheep and goats) management in the livestock industry.

It is important to ask how much support would women farmers receive from the many facilitative interventions planned by the Government. Many similar questions could be asked regarding gender insensitivity of the Minister Budget statement on the Planting for Food and Jobs Programme.

A critical examination of the Hon. Minister's statement reveals a serious failure of both the Gender Desk of the Ministry of Finance and Women in Agricultural Development Directorate at MoFA to input into the minister's statement. It cannot be denied that many consultations took place during the preparation of the budget statement. It is hence difficult to comprehend how such a crucial strategy – the mainstreaming of gender could be overlooked.

Gender mainstreaming, a policy worldly accepted should not only be talked about, it must be seen to be manifested and integrated in all development situations at all times.

CONCLUSIONS AND RECOMMENDATIONS

CONCLUSIONS

An in depth gender analysis of FASDEP I & II, METASIP, GADS I & II, The Lands Bill, The Large – Scale Land Acquisition Guidelines and other related documents have revealed that:

- Palpable gender gaps still exist in the agricultural and lands sectors despite the recognition of these gaps and formulation of countless policies programs and strategies to address the said gaps.
- Gender mainstreaming as a policy has not fully been accepted and integrated in all sectors of the Government as stated in the National Gender Policy 2015.
- Gender issues do not often receive the necessary needed attention by the Government.
- Lack of gender sensitivity is very real and pervasive in all sectors of the economy especially in the agriculture and land sectors.
- Gender in the agricultural sector does not seem as a priority issue for Government, MoFA, the Ministry of Finance and other sector Ministries despite being hailed as a pathway to sustainable agricultural development in the country.
- The rural female farmer is still under the yoke of illiteracy, disease, ill-health, degrading sanitation and environmental situation and poor housing and working conditions, deplorable roads and above all abject poverty. The harder she works the poorer she becomes.

- Lack of access, control and ownership of land, inadequate financial services, and storage facilities, appropriate and affordable agricultural machinery to reduce the drudgery and add value to her produce are still out of her reach.
- The activities and programmes to be undertaken by the responsible actors are quite often never implemented.
- Gender- Budgeting as a policy is not fully practised by the Government and appropriate Ministries so as to enable them implement the policies that would address the gender gaps in the sector.
- Gender disaggregated data is an effective tool in policy formulation, programme and project design, planning implementation and M&E. Unfortunately it is often not available, accessible or credible.
- Monitoring and Evaluation System should be strengthened in MoFA. The weakness may be attributed to lack of funds, personnel and logistics.
- The AEAs to farmer ratio in Ghana is around 1-1,500 instead of the recommended 1:500, of this member only 13% are females. This is an unfavourable situation that needs to be corrected to ensure gender equity in the sector.
- The Lands Bill and the Large Scale Land Acquisition Guidelines that seek to bring gender equity in Land administration are not known to the major stakeholders i.e. Traditional Authorities, Clan / Family Heads/ CSOs etc.
- CSOs and WROs are important collaborators in complementing the effort of the government, the development partners and the private sector. However, they seem to lack the needed recognition, capacity, training, and material resources to carry out their role effectively.

It is clear that unless there is political will and commitment to allocate the needed resources to carry out the activities and programmes to address the gender gaps in the sectors, the rural woman farmer will forever continue to be the poor, illiterate and emaciated woman always at the centre of production but at the periphery of benefits.

RECOMMENDATIONS

The specific gender responsive advocacy intervention to address gender gaps at the district and national levels include the following:

- **Land Administration**

The Government should have a further look at the Lands Bill with the aim of providing adequate safeguards to women's land rights.

- The enforcement of national Land Laws and regulations need to be improved by strengthening both the capacity and the accountability of the Lands Commission, the EPA and other governmental bodies.
- Government Ministries, including the Gender Ministry, MoFA, and the Lands Commission should initiate educational and awareness-raising programmes to encourage equal sharing of land between women and men. The target group could include **traditional councils and authorities**, faith-based organisations and the general public.
- Implementation of the Guidelines on Large Scale Land Acquisition should be closely monitored to ensure importantly compliance of the stated requirements, fairness and gender equity in land administration.

- Outgrowers Scheme should not discriminate against women's membership by stipulating land ownership as a condition for joining the Scheme.
- There should be equal participation of women and men in the activities of the Scheme. i.e. training and other benefits.
- Child care facilities should be established at the work place to maximise opportunities for women to participate and benefit from the Scheme.
- Compensation system should benefit those individuals who previously used the acquired land on the basis of possessing communal and/or usufruct rights over land and or its resources. Women's compensation should be in proportion to their pre-existing user rights and benefits to households and communal land.
- Women Right Organisations must heighten advocacy for the review and passage of the Lands Bill and other gender sensitive laws.
- They should endeavour, meanwhile to simplify existing Land Policies and Laws and translate them into the principal Ghanaian Languages and ensure their dissemination to rural women farmers.

- **Traditional Authorities**

The Traditional Authorities and the clan / family heads should be sensitised to include women in all discourses and to treat them as equals and allow them to have equal rights to land as the men. Such a situation will go a long way to improve the status of the rural women in the community.

- **Establishment of Land Banks**

The government should seek financial and technical assistance from the African Development Bank, the UN Economic Commission for Africa and other Development Partners to establish Land Banks, to facilitate women's easy access to land, especially in regions where women encounter serious challenges in access to land and security of land tenure to promote sustainable agricultural development and food security.

- **Support to Women Farmers.**

The government must design coherent and consistent policies to give needed support to women farmers in rural communities to expand their farms and enterprises and rationalise gender-priority in agricultural development and particularly in the food value chain.

- **Investing in smallholder female farms**

The government should increase investment in poor rural farmers especially smallholder female farmers by adopting measures aimed at primarily reducing illiteracy among them and facilitating their access to land and critical agricultural inputs, such as appropriate and affordable intermediate farming and processing implements and machinery, improved and certified seeds, fertilizers, extension services, credits, storage and transport facilities.

- The rural female farmer should be given affordable and friendly credit facilities to carry out her farming and reproductive roles since women are mostly the de-facto heads of families, and are known to be responsible borrowers.

- Infrastructural development at farm to farm gate and to the market should be undertaken by the appropriate MDAs to minimise post-harvest losses and to relieve the woman farmer of the drudgery from head-load of agricultural produce.
- Adequate budgetary allocation should be made to MoFA to implement policies, programmes and activities aimed at supporting the rural farmers especially woman farmers.

- **Enforcing Gender Mainstreaming as a Policy**

The Government must take necessary measures to ensure that the policy of gender – mainstreaming is accepted and integrated into all national development initiatives. The representation of 40% of women in all statutory bodies should be adhered to.

- The Government should give high priority to gender issues in the agricultural sector since women contribute 70% to food production in the country and form 52% of the workforce.
- The Ministry of Finance and indeed the Government should have the political will to mainstream gender in the agriculture sector
- The Government in implementing its policies of Planting for Food and Jobs and One District One Factory should be conscious of the gender concerns and ensure that both men and women farmers benefit equally from the flagship initiative.

- **Institutional Capacity Enhancement.**

MoFA should seek to ensure the enhancement of the institutional capacity at critical levels; the Policy Level, the Advocacy and the Linkage between policies and operational level (i.e.. The Women in Agricultural Development Directorate level) and the operational level where technical inputs and services are delivered to and employed by intended beneficiaries. Those in the latter category include Civil Society Organisations particularly WROs which reach out to rural communities and women and often complement efforts of government.

- **Training Women Planners**

To ensure that women farmers’ needs are acknowledged and adequately accounted for at all levels of the national development process, MoFA must endeavour to:

- Have more female staff acquire relevant knowledge, expertise and skills in policy formulation.
- Create functional networks among strategic technical and professional women’s advocacy groups and train them in development strategies.
- Identify dynamic women community leaders and encourage the formulation of effective working links between them and appropriate collaborating government agencies and private sector operators.

- **Gender – Sensitisation of Stakeholders in the Agricultural Development Sector.**

MoFA should identify all critical stakeholders – state and non-state actors in the agricultural sector and make conscious and continuous effort to gender sensitise them on state policies, programmes and strategies to enable them to be constantly conscious of the crucial role of women farmers in the agricultural sector.

- Gender awareness and sensitization programmes should be carried out at all segments and levels of the society – Schools, Ministries, Parliament and Traditional Council etc.
- **Strengthening links with Stakeholders in the Agricultural Development Sector.**

MoFA should strengthen links with all important stakeholders in the food production value chain, especially the academic and research institutions to facilitate timely and appropriate transmission to, and adoption of new knowledge and technologies by rural women farmers and processors.

- **Enhancement of Collation and Usage of Gender Disaggregated Data.**
 - All programmes and activities should be gender-disaggregated to ensure fairness and equity in the sector.
 - MoFA should collaborate with relevant state agencies, development partners and non-state organisations to enhance the collation and utilization of gender – disaggregated data to facilitate formulation of coherent and evidence- based policies as well as the planning and implementation of programmes and projects which meet the real needs of the different population groups.
- **Encouragement of the use of Objectively Verifiable Outputs.**

MoFA must ensure that objectives and especially outputs expected from various state interventions are objectively verifiable both quantitatively and or qualitatively and are time – bound to enable attendant or resultant impacts to be judiciously assessed and used in future.

- **Strengthening the Monitory and Evaluation System**

MoFA should strengthen its Monitory and Evaluation (M&E) system, through the deployment of well – trained gender – sensitised staff and the provision of requisite logistic, other essential resources and incentives to ensure its uninterrupted functionality, effectiveness and usefulness.

- **Reduction of Post-Harvest Losses**

MoFA should, in collaboration with other relevant state agencies, the development partners and private sector plan and implement appropriate and affordable post-harvest management measures, particularly in the different stages in the handling of agricultural produce, Notable are the preservation, shelling, cleaning, sorting, packaging, storage and transportation. This is to minimise the current heavy post-harvest losses of essential food crops, fruits and vegetables experienced often by women farmers in rural communities.

- **Establishment of a Knowledge Bank.**

MoFA should establish a Knowledge Bank to enable all successful agricultural development activities namely policies, programmes / projects and strategies as well as processes followed

to achieve them together with their impact and lessons learnt, to be stored and retrieved electronically for use by other development agents.

- **Providing Opportunities and Socio-Economic Facilities and Services to Enhance the Productivity of Smallholder Farmers**

MoFA, in collaboration with relevant state agencies, development partners, the Private Sector and Civil Society Organisations should create opportunities and provide the means for poor women farmers in both rural and peri-urban communities to have adequate knowledge in basic family planning and business development focusing on book-keeping accounts, stock taking, and salesmanship and saving. Basic socio-economic facilities and services such as accessible education, health, childcare centres, portable water, fuel, sanitation, transport and security must also be provided to reduce the burden women farmers encounter and increase their productivity in the agricultural sectors.

- **Labour Laws**

- The implementation of Labour Laws in Ghana particularly the Labour Act, should be strengthened to give effect to women's pay and working conditions.

1.0 INTRODUCTION

The marginalization of the role of women in agriculture in Ghana has been the bane of the industry. Women contribute 70% to food crop production in the country and form 52% of the agricultural workforce (MoFA April 2013). Women work so hard but do not receive the requisite benefits. “They are at the **Centre of Production** but are as the **Periphery of Benefits**”

Women’s Access to Land.

Women’s access to land leaves much to be desired. The land tenure system in Ghana is governed mostly by Customary Law which invariably prevents women from acquiring lands in their own right. They often have access to land through their husbands or lineages which does not give them legal titles to the land. There is therefore absolutely no security of land tenure since such right abates at the dissolution of the marriage or the death of the husband.

The phenomenon of large-scale land acquisition by both domestic and foreign investors as well as state agencies and the failure to ensure compliance of some basic requirements by relevant stakeholders seem to have aggravated the plight of small-holder farmers, usually women not only in Ghana, but across the African continent. This has ignited awareness to seek policies to ensure compliance of some minimum requirements which would mitigate the adverse consequences of such acquisitions and provide for equitable access to land and related resources among all land resource users.

The coordination of effort among the African Union Commission (AUC), the African Development Bank (AfD.B) and the United Nations Economic Commission for Africa (UNECA) which led to the organisation of the October 2011 Nairobi Action Plan to Promote Land Based Investments and its attendant resolutions attest to the above. It is pertinent to highlight the following resolution of the Forum initiated by the Land Policy Initiative (LPI) of the UNECA.

Made up of representatives of African Governments, members of Parliament, traditional leaders, the private sector, civil society and other stakeholders, the High Level Forum

“RESOLVED to work in close consultation with governments, parliaments, Regional Economic Communities (RECs), private sector traditional leaders, civil society, development partners and other stakeholders to promote alternative land-based investment models. These models should aim to increase agricultural productivity, maximise opportunities for Africa’s farmers with special attention to small holders and minimise the potential impacts of large-scale acquisitive such as land disposessions and environmental degradation, in order to achieve equitable and sustainable agricultural and economic transformation that will ensure food security and development” and

Undertake to Promote

- i. Assessment of land based large-scale investments, including gender differentiated and poverty impacts, in support of evidence based advocacy that draws on best practices and ongoing initiatives of governments, private sectors and development partners to promote profitable and sustainable land-based investments within 12 months.*
- ii. Capacity support to governments, traditional leaders, civil society organisation and communities to facilitate fair and transparent negotiations that lead to equitable land related investments initiated within 12 months.*

In October 2016, hundreds of women from 22 countries across the African continent including Ghana gathered at Kilimanjaro Tanzania and proclaimed a Charter of Demands on access to Land and natural resources.

It is remarkable to note that the intervention which was dubbed the Kilimanjaro Initiative was the concerted and coordinated effort of some Civil Society Organisations in Africa.

The Charter of Demands, according to Billya Mukuah Ali, contains 15 demands emerging from rural women on strengthening of their land rights, banning harmful and oppressive cultural practices that undermined their rights including those that prohibit women from inheriting land and other resources.

The demands also include the enactment and amendment of laws to provide safeguards to women's land rights and also translate land policies and laws into simplified versions and accessible local languages.

Destabilisation of the Ecosystem.

Another important factor which impacts negatively on rural women farmers is the destabilisation of the ecosystem through widespread mining activities (both legal and illegal) notably galamsey operations and the exploitation of other natural resources such as logging and the alarming depletion of the country's forest cover.

Galamsey activities have encouraged traditional land owners to force-out some smallholder farmers from their operations in preference for what they deem more profitable and quick to realise revenue from galamsey. Some cocoa farmers have destroyed their cocoa trees to engage in galamsey activities. These developments have had very devastating effect on the agricultural sector exposing women farmers as the worst victims as they do not have any legal right to the land they operate on and are often not represented in decision-making bodies at the community level.

Illiteracy

It is disheartening to note that most women farmers, generally smallholder farmers, are illiterate and often lack the capacity to access modern agricultural inputs including extension services and improved production practices. Most of them depend solely on rain-fed farming, "recycled" seeds and poor application of fertilizers.

The high illiteracy rate among women farmers also constitutes a serious constraint in their access to markets. Their inability to access information on market trends employing modern electronic technology (mobile phone and social media platforms) as well as their incapacity to add value to their produce worsen the poverty they are trapped in.

The challenge most women farmers have to produce high quality commodities to meet international food safety standards relative to their limited skills are debilitating factors which call for attention.

Most women farmers also do not have adequate and efficient storage facilities and marketing outlets. Access roads from settlements to their farms and from their farm gates to the markets are usually in very deplorable condition. These adverse factors together with the lack of ready market for their produce collectively result in high post-harvest losses. **The harder the work the poorer they become.**

The status of most smallholder women farmers make it imperative for them to be empowered in many diverse ways to enable them realise their inherent potentials. They need policy makers to formulate and implement pragmatic, complementary and gender-sensitive policies. They require designated state agencies to acknowledge their needs and provide appropriate agricultural inputs, enhanced services and infrastructural facilities. They need the services of the private sector and non-state actors to support government effort to improve their skills and reduce their illiteracy, give them a voice to enable them defend their rights

Institutional Capacity of State Agency

Agriculture service institutions, notably directorates under Ministry of Food and Agriculture (MoFA), do not often have adequate gender-sensitised trained personnel, (especially Agricultural Extension Agents) Development Programmes, Gender Disaggregated Data and more importantly Effective, Delivery (Communication and dissemination) system. There is also very little visible coordination among their various activities. Minimal effort is made to integrate or harmonise their activities with those of other stakeholders particularly other Ministries, Departments and Agencies (MDAs), Academic and Research Institutions, Private Sector Operators and Civil Society Organisations (CSOs) in the overall development of agriculture and other sectors of the economy. MoFA does not seem presently to have enough extension officers. Regrettably there are very few trained female extension officers relative to the huge number of women farmers across the country. In view of this serious deficit women farmers in certain parts of the country who by custom cannot readily interact with male officers are often deprived of needed extension services and the benefits designed to be reaped from other state planned programmes and interventions.

Women's Productive and Reproductive Roles

Women's health, especially with respect to both their reproductive and productive roles, is an issue that needs to be tackled for any effective sustainable agricultural policy. Women, particularly rural women's lack of access to reliable health facilities and services, the uncontrolled population growth, high maternal mortality, infant and child mortality, are all factors that impede the development and wellbeing of the rural female farmer.

The absence of other socio-economic facilities and services such as educational facilities, childcare services, water supply, energy (fossil fuel), reliable transport, toilet/waste disposal facilities and communication services also compound the plight of the woman farmers.

Negative Cultural and Traditional Practices

Gender discrimination and negative cultural and traditional practices that are inimical to the wellbeing of women are very rampant in the rural areas where agriculture is the main source of livelihood. This situation is compounded by the high illiteracy rate which often reduces their self-assertiveness and ability to meaningfully participate in decision making in development processes in their communities.

Past Efforts to Promote Gender Equity and Protect the Rights of Women Farmers

The Government of Ghana through the Ministry of Food and Agriculture (MoFA) and, in collaboration with its Development Partners, have over the years formulated a number of policies and initiated laws aimed at promoting gender equity and protecting the economic rights of women in the agricultural and land sectors. Notable among them are **the Gender and the Agricultural Development Strategy I (GADS I) 2001, & (GADS II) 2015, the Food and Agriculture Sector**

Development Policy (FASDEP II, 2007), the Medium Term Agricultural Sector Investment Plan (METASIP, 2013), the Lands Bill (2016) and the Lands Commission Guidelines on Large – Scale Land Transactions in Ghana 2016. Regrettably these policies and laws have not achieved the desired goals. There are still palpable gender gaps in the sectors which need to be addressed to bring equity and reduce the poverty level of the woman farmer.

Fortunately, the present NPP Government offers an enabling environment in the development landscape for the field-testing and validation of these revised gender-sensitive strategies and measures. Opportunities offered by the Government include: the Planting for Food and Jobs Programme, the One District One Factory Initiative, the One Community One Dam Programme and the linking of the School Feeding Programme and the feeding of SHS students under the Free SHS policy to the operations of the Ghana Buffer Stock Company.

The present assignment has revealed and confirmed gender gaps in the numerous laws, bills, policies and frameworks in the agricultural and land sectors. Recommendations for gender sensitive policies and advocacy interventions to address gender gaps in the sectors have been proposed.

2.0 OBJECTIVES AND METHODOLOGY

2.1 Objectives

The broad objective of this assignment is to analyse the policies and frameworks governing the agricultural and land sectors from a gender perspective and propose recommendations to address gender gaps in the sectors to protect women particularly rural women's economic rights.

2.1.1 Main Tasks

- Critically review FASDEP II, METASIP, GADS II, the Lands Bill and the Land Commission's Large-scale Land Acquisition Guidelines.
- Identify the gender gaps within the policies outlined above
- Analyse how the gender provisions in these policies will benefit women in agriculture
- Make recommendations as to how gaps (if any) can be addressed to help carry out specific gender responsive advocacy interventions at the district and national levels.
- Present findings to participants at a Workshop
- Develop a policy brief based on the outcomes and recommendations
- Consider other matters relevant to the present assignment.

2.2 METHODOLOGY

The methodology adopted for the performance of the assignment included the following;

- Preparation of an Inception Report and Work Plan
- Consultation with the NETRIGHT Team, and representatives of MoFA and the Lands Commission.
- Desktop Studies / Laws, Policies and Documents and Literature Review.
 - Critical gender analysis of FASDEP II, METASIP, GADS II, the Lands Bill, the Large-Scale Land Acquisition Guidelines, other relevant Laws, Bills, Regulations on Gender Equality particularly the 1992 Constitution of Ghana, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goals etc.
 - Recommendations on how best to address the gender gaps to achieve specific gender responsive advocacy interventions at the district and national levels.
- Submission of Draft Report and Policy Brief.
- Power Point Presentation of the Draft Report at a Validation Workshops in Bologatanga and Accra.
- Presentation at Press Briefing in Accra.
- Submission of Final Report.

2.3 Consultation with the NETRIGHT Team, Representatives of MoFA and the Lands Commission (LC)

2.3.1 The NETRIGHT Team

The Consultant held discussions with the Programme Manager of NETRIGHT, Mrs. Patricia Blankson-Akakpo and her two colleagues – Ms. Cynthia Sunu and Ms. Joyce Nyame.

The issues discussed included the following:

- Effective measures to translate policies into workable and practicable interventions to integrate gender concerns in the agricultural sector.
- Innovative ways to create awareness on the importance of gender in all aspects of the development process.
- Intensification of Gender Sensitive Programmes at all levels of the society – domestic, public, faith – based organisations, policy makers, parliamentarians etc.
- The crucial need for more gender training workshops for Civil Society Organisations (CSOs), especially Women’s Rights Organisation (WROs) and the Focal Point Persons of NETRIGHT in the regions.
- The critical need for NETRIGHT and its collaborators to act as watch dog for the effective implementation of the many gender related policies formulated by MoFA and other relevant Ministries aimed at ensuring gender equality and sensitivity in the Agricultural Sector.
- The need for Development Partners to earmark adequate funds for Monitoring and Evaluation of funded projects to ensure that the expected outcomes are achieved.

2.3.2 MoFA

Discussions with Mrs. Victoria Aniaku, the former Director of Women in Agriculture Development (WIAD) centred mainly on the Agricultural Extension Agents (AEAs) of MoFA.

The following issues were highlighted;

- The important role of AEAs in the Agricultural Sector.
- The high attrition rate of AEAs
- The low number of AEAs to farmer ratio in Ghana 1-1,500 instead of the recommended 1:500 (MoFA progress Report, 2013)
- The low number of female AEAs only **13%**
- The Disparity of access to extension services among male/female farmers, 34.4% and 9.5% respectively.
- Socio-cultural factors preventing women farmers from interacting with the male AEAs.
- Lack of adequate logistics and incentives to motivate the AEAs
- Recruitment of graduates from various Agricultural Institutes to augment the depleting numbers of the AEAs.
- Improvement of socio-economic conditions in the rural areas – water, schools, health facilities, infrastructure etc.

It was also observed, among other things, that MoFA has not yet achieved gender equality in the top hierarchy of their organisational structure. Most of the Directorates are headed by men. Women, as often the case in most establishments, are clustered at the lower rungs of the administrative ladder.

2.3.3 The Lands Commission

Fruitful discussions on Women and Land were held with Ms. Margaret Lamptey and Mrs. Dorothy Adotei-Nyamu, Gender Desk officers at the Lands Commission. Issues which emerged included the following:

- The establishment of Gender Desks at the various departments of the Lands Commission – Integrating Gender into Land Administration

- The preparation of Gender policy for the Lands Commission.

Further discussions with the Gender Desks Officers revealed their great interest in gender issues and efforts at integrating gender sensitivity in their work. Mrs. Dorothy Adotei-Nyamu, Gender Desk officer at the Land Valuation Division, recounted how she had sensitised some husbands to add their wives names to title deeds when registering land documents. According to her most husbands agreed without resistance. This shows that it is ignorance rather than malice that often perpetuates gender biases in the society. It also underscores the importance of gender education in the fight against the inequities in the society.

The Lands Bill and the Large-Scale Land Acquisition Guidelines were discussed with particular reference to the gender provisions. The Gender Desk Officers were advised to spearhead the lobbying campaign for the passage of the Land Bill into an Act and compliance of the Large-Scale Land Acquisition Guidelines to bring Gender equity in the administration of lands in country.

2.4 Desktop Studies / Review

A number of Laws, Regulations, Conventions, Policies and Documents underpinning Gender Equality and Social Inclusion (GESI) at all levels, particularly in the agricultural and land sectors, were studied and reviewed.

There was critical gender analysis of:

- The Food and Agricultural Sector Development Policy (FASDEP II) 2007
- The Medium Term Agricultural Sector Investment Plan (METASIP) 2013
- The Gender and Agricultural Development Strategy II (GADS II) 2015
- The Lands Bill 2016 and
- The Lands Commission Guidelines on Large Scale Land Acquisition in Ghana 2016.

Other relevant Laws, Regulations, Conventions, Policies and Documents at the International, Regional and National levels as stated below were equally reviewed.

2.4.1 International Level

- The United Nations Charter of 1945
- The Universal Declaration of Human Rights (UDHR) 1948 affirming the Rights of all – ***“All human beings are born free and equal in dignity and rights”***.
- Convention on the Elimination of All Forms of Discrimination Against Women-(CEDAW)- Hailed as the International Bill of Rights for Women, as it represents a comprehensive framework that each country can use to assess progress towards the elimination of discrimination against women.
- The Nairobi Forward Looking Strategies for the Advancement of Women(NFLS) 1986
- The Vienna Declaration of Human Rights 1993
- The International Conference on Population and Development, (ICPD) 1994
- Beijing Platform for Action(BPA) and Beijing +5 -1995, 2000
- Millennium Development Goals (MDGs) 2000 - Promoting Gender Equality and Women’s Empowerment.
- The Sustainable Development Goals (SDGs) 2015- Ensure Gender Equality and Social Inclusion (GESI).

2.4.2 Regional Level

- African Charter on Human and People’s Rights(ACHPR) 1981

- The Constitutive Act of African Union (AU) 2000- Provides that the AU shall function in accordance with the principles of gender equality.
- African Peer Review Mechanism (APRM) under the New Partnership for African Development, (NEPAD) 2001.
- The Protocol to the African Charter on Human and People’s Rights on the Rights of Women in Africa, 2003.
- The Solemn Declaration on Gender Equality in Africa -2004
- ECOWAS Agriculture Policy – (ECOWAP) 2005.
- Comprehensive Africa Agriculture Development Program(CAADP) 2005
- The African Union Gender Policy, 2009. The overall goal of this policy is to adopt right-based approach to development through evidence based decision making and the use of gender disaggregated data and performance indicators for the achievement of gender equality and women’s empowerment in Africa.

2.4.3 National Level

- **The 1992 Constitution**

- **Article 17(1)** states that all persons are equal before the law
- **Article 17(2)** states that a person shall not be discriminated against on grounds of **gender**, _____ social or economic status.
- **Article 17(4)** makes provision for special legislation or policies to address discriminatory socio-cultural, economic or educational imbalances in the Ghanaian society.
- **Article 18** guarantees every citizen’s right to property
- **Article 22** provides that spouses shall have equal access to property jointly acquired during marriage. Properties to be equitably distributed between the parties upon dissolution of marriage.
- **Article 26** prohibits all customary practices that dehumanize or are injurious to the physical and mental well-being of a person.

Chapter Six- The Directive Principles of State Policy

- **Article 35 (5)** Affirms the state’s commitment to Gender equality.
- **Article 36 (2)** Commitment to improve the conditions of life in the rural areas
- **Article 36 (3)** undertakes appropriate measures to promote the development of agriculture and industry.
- **Article 272-** mandates the National House of Chiefs to evaluate traditional customs and eliminate those that are outmoded and socially harmful.
- Intestate Succession Law, PNDC Law 111 (1985)
- Labour Act (2003) Act 651
- The National Gender Policy- 2015
- The Women’s Manifesto- 2016
- The Ghana Shared Growth and Development Agenda, GSGDA – (2010-2013)
- The Affirmative Action Policy on appointment of 40% women to official bodies and District Assemblies (1998)
- The National Lands Policy 1999
- Gender and Agriculture Development Strategy (GADS I & II) 2001, 2015.

- The Food and Agricultural Sector Development Policy (FADSEP II) 2007
- The Medium Term Agricultural Sector Investment Plan(METASIP) 2013
- The Lands Bill (2018)
- The Lands Commission Guidelines on Large Scale Land Acquisition in Ghana 2016

2.5 Submission of Draft Report.

Critical gender analysis of the following key agriculture and lands policies as well as Laws, Acts, Bills, Project/ Initiatives were painstakingly undertaken.

- FASDEP II
- METASIP
- GADS II
- The Lands Bill
- The Large – Scale Land Acquisition Guidelines
- The Labour Act, 2003
- Planting for Food and Jobs

Gender gaps identified were highlighted and the Draft Report submitted.

2.6 PowerPoint Presentation at Validation Workshop and Press Briefing.

The Draft Report was presented at Validation Workshops organised by NETRIGHT in Bolgatanga (11th – 13th April, 2018) and Accra (23th – 25th April, 2018) for rural women farmers and Women’s Rights organisations (WROs) in the Northern and Southern sectors of Ghana respectively. This was done through PowerPoint presentation, interactive sessions, group work and presentation at plenary. Appendix C – List of Participants

Interestingly the comments, observations and remarks at the Validation Workshops underscored and affirmed the Findings and Recommendations in the Draft Report.

Subsequently there was Press Release by the participants at a well-attended Press Briefing at Bolgatanga and Accra on the 13th and 25th April, 2018 respectively, where the participants articulated their key concerns and demands. Appendix D1&D2..... Press Release; Southern and Northern Sector

2.7 Submission of Final Report

The feedback from the Validation Workshops, Press Briefing and the Press Release are all incorporated in the Final Report.

3.0 CRITICAL GENDER REVIEW AND ANALYSIS OF THE FOOD AND AGRICULTURAL SECTOR DEVELOPMENT POLICY II (FASDEP II) 2007.

3.1 Introduction

FASDEP I – 2002

FASDEP I, the genesis of FASDEP II was designed with the aim of modernising the agricultural sector and accelerating Ghana’s position as a leading agro-industrial country in Africa by the year 2010.

The document provides insight into the factors militating against the growth of the sector. The barriers highlighted included the following;

- Lack of effective policy
- Weak Institutional mechanisms
- Poor infrastructure
- Low access to financial capital
- Social factors – aging, low interest of the youth in agriculture – high illiteracy, poor conditions of “service”.
- Poor weather and environmental conditions
- Lack of appropriate Technology

The Policy however, was not gender sensitive. The peculiar problems facing the woman farmer were not specifically captured. It didn’t also focus effectively on mainstreaming gender concerns.

3.2 FASDEP II 2007

FASDEP II seeks to enhance the environment for small categories of farmers while targeting poor and risk-prone and risk-averse producers.

The above objective is **gender neutral**, as women farmers who are the most vulnerable category mostly poor, risk prone and risk averse were not specifically targeted. The consultation process was not inclusive enough. **Women farmers, WROs and Queen Mothers were not** directly involved in the process, consequently their views could not be reflected adequately in the Policy.

3.2.1. Vision

The national vision for the Food and Agriculture Sector Development Policy II (FASDEP II) is a modernised agriculture sector culminating in a structured economy and evident in food security, employment opportunities and reduced poverty.

The Vision was based on the following Policies;

- ***The Millennium Development Goals (MDGs)***

The Five Goals Selected were to:

- Eradicate extreme Poverty and Hunger
- Promote Gender Equality and Empower Women
- Improve Maternal Health
- Reduce Child Mortality
- Ensure Environmental Sustainability

- **CAADP**

The Comprehensive African Agriculture Development Programme (CAADP). The seven – part vision for agriculture in Africa include; **food security, improved productivity of agriculture to attain annual growth rate of 6%, with particular attention to small scale farmers and women and allocation of 10% of annual budget to agricultural development.**

- **ECOWAP**

ECOWAS Agricultural Policy – Programme of activities included **increased food production and income generation, strengthened producers' organisations** and greater **involvement of women in socio-economic decisions** that affect household opportunities.

3.3 Gender Gaps in FASDEP II

- ***Gender Mainstreaming***

Gender is an important dimension of poverty in Ghana especially in the Northern Regions where there is a sharp disparity between the income earning opportunities of women and men.

FASDEP II emphasizes that gender inequality in the agriculture sector has undermined the achievement of sustainable agricultural development. Dissemination of new and improved technologies through extension services often remain unbalanced between women and men farmers; only 20% of services reach women. Lack of a harmonised gender disaggregated statistics and its accessibility to development planners and policy makers, hampers gender-sensitive planning, compounded by the low level of female representation within MoFA, **16% of female staff and 9.5% in decision making positions.**

- ***Women and Access to Resources – Land, Credit, - (Cross cutting issues)***

Women have limited access to land, labour and capital due to cultural and usufruct rights only – cannot provide collateral because of lack of legal ownership. Consequently agricultural produce traders are mostly women.

Women's reproductive roles which are usually defined by culture, interfere with their productive roles, in terms of time for the latter. Due to inadequate gender mainstreaming, extension planning delivery and content hardly address their needs and conditions.

- ***Financial Service Delivery***

Financial service delivery is key to any successful agricultural sector. Women are the worst hit as they lack collateral, ownership of assets and poor financial management due to illiteracy. High interest and unreliable credit from informal money lenders i.e. Susu Sources of financing, high interest borrowing costs, make credit inaccessible for small holder farmers especially women.

- ***Research Extension Linkages Committees (RELC).***

The Committees do not focus much on gender issues nor on Women in Agriculture Development (WIAD) activities. Gender sensitization training has not translated into practice. There is the need to establish gender desks staffed by highly sensitised persons with senior rank to co-ordinate gender mainstreaming into the work of MoFA, and for creating conditions to encourage and improve upon the productivity of women farmers and producers.

- **Infrastructure**

Poor infrastructural facilities aggravate **women's time**, constrain and hinder their productive work. Lack of good feeder roads linking farms to villages means that produce has to be head-loaded. This is mainly undertaken **by women**. Poor roads affect cost of inputs such as fertilizer. Physical market for farm produce are characterized by decrepit infrastructure, lack of commodity specific storage facilities, unhygienic premises and overcrowding – no well-developed livestock market, abattoir facilities are also limited.

- **Agricultural Technology**

The use of traditional processing technologies, mostly by women, is prevalent. They have low yields and are arduous and in some cases result in poor product quality. Limited availability of appropriate women-friendly and labour saving technologies and imbalances in the delivery of extension services to disseminate information have had negative impacts on the productivity of women farmers and producers.

- **Energy**

In agricultural production and processing, the high prohibitive cost and unreliability in the use of energy inefficient agricultural machinery and equipment is a big challenge to the rural farmers especially to the women farmer. Potential alternative energy sources (renewable energy) solar etc. is largely unexplored due to inadequate research and knowledge.

- **Market Access**

Most rural women farmers are unable to access well established markets due to the following:

- Lack of marketing skills
- Inadequate product development for effective use of farm produce
- Weak commodity value chain – backward and forward linkages.

- **HIV/AIDS and Agriculture**

HIV/AIDS has dramatic consequences on household and community food security because of loss of labour and creation of high dependency rates on care givers. Nutritional care and support are important for both the infected and affected. Women who are the category most affected by HIV should be mentioned specifically. (**Gender blind observation**).

3.4 **Broad Policy Principles under FASDEP II**

- There shall be targeting of the **poor** in appropriate aspects of policy and programmes- (women are mostly poor, they should be specifically mentioned – (**Gender Blind**))
- All policies and programmes will be designed from a **gender perspective** enabling the government to work towards greater **gender equality** in the agriculture sector. (**Gender Responsive**)
- The Government shall partner private sector and CSOs in policy implementation and review. (**Gender Blind** – should include WROs)

3.5. Policy Strategies

- **Food Security & Emergency Preparedness**

Food insecurity is more prevalent in high population density zones, where **women and children have** specific dietary needs. Climatic changes often result in disasters causing innumerable loss of property to the affected persons - **women and children are the category most affected. Lack of adequate government response to such occurrences perpetuates the phenomenon of poverty among the vulnerable persons especially women and children in the community.**

Issues:

Malnutrition is a serious problem to the rural woman farmer.

Strategies;-

- Develop appropriate irrigation schemes for different categories of farmers to ensure production throughout the year (especially in the three northern regions).
- Target the vulnerable in agriculture with special programmes that will enhance their opportunities for diversification, reduce risk and enhance their access to productive resources.

- **Increased Growth in Incomes.**

Issues:

- Triple workload of farmers (women) and producers undermines their productivity and earnings
- Limited access of poor farmers (female and male) to key productive resources (land , credit, information and technology)

Strategies

- Promote linkage of small holder production, especially of women to industry
- Improve accessibility from farm to market centres
- Promote formation of viable farmer groups and Farmer-Based Organisations with **gender equity**, to enhance their knowledge, skills and access to resources along the food value chain and for stronger bargaining power in marketing.

- **Increased Competitiveness and Enhanced Integration in Domestic Markets**

Issues:

- Lack of skills to access external markets
- Low, poor quality and irregular supplies of raw material to agro-processing enterprises.

Strategies

- Provide support of improved access of operators to market information, relevant market targeting – **(gender targeting absent).**
- Promote cottage level agro-processing industries with interventions to enhance access to machinery and quality products.
-

- **Science and Technology Applied in Food and Agricultural Development**

Issues:

- Absence of up to date statistics on **women farmers** particularly poor **women farmers** to inform policy making and programming.
- Most agricultural research is not designed from a **gender perspective**.

Strategies

- **Gender considerations** will be integrated in research design.
- Intensify agricultural policy research and advocate increased capacity for socio-economic research in research organisations

- **Crop Development Policy.**

- Support production of certified seeds, planting materials and increased farmer usage through intensified awareness campaign – **(No Gender provision)**

- **Livestock Development policy**

Women excluded – except poultry (small ruminants) Goats, pigs

- **Fisheries Policy**

- Improve product utilisation and marketing
- Improve socio-economic infrastructure and opportunities

- **Extension Services Delivery**

Issues:

- Limited access to extension services, especially by female agricultural operators
- Limited funding of public sector extension services; poor accessibility limits extension delivery.

Strategies

- Integrate gender in extension programming to ensure relevance of information to men and women and equitable access to services.
- Use of mass extension programming will be emphasized, mass communication through radio, Tv, communication vans, dissemination through farmer groups. **(Gender blind)**

- **Human Resource Development**

The key guiding principles for human resource development are enhanced private sector participation, cost effectiveness and **gender mainstreaming and equity**.

Strategies

- Train women leaders in the communities to complement extension service delivery.
- Intensify formation of women's groups to improve access to extension services.
- Design and implement special interventions for the resource poor, including women

- **Agricultural Mechanisation**

The objective is to facilitate access of farmers and agro-processors to mechanised services at affordable cost. The Rural Technology Information Unit (RTIU). The strategies are mostly **Gender blind**.

- **Gender Mainstreaming**

Issues:

Inadequate mainstreaming of gender in food and agriculture policies and programmes.

Strategies

- Strengthen institutional capacity for effective **gender mainstreaming**
- Advocate **affirmative action** in recruitment and training in MoFA.
- Ensure **gender disaggregated** data in MoFA.
- Ensure collection, usage and maintenance of **gender disaggregated data** at all levels.
- Prioritise a key **gender mainstreaming strategy** annually for implementation.
- Promote systematic and **regular gender analysis** of agricultural programmes to ensure they do not increase the workload of **poor women and men farmers**.

- **Improved Financial Services**

Issues:

Women's needs are paramount but yet they are not targeted under this section - (**Gender Blind**).

Strategies

- Poor operators will be targeted with group lending approaches. (**Gender blind**). Women should be specifically targeted.
- Ensure rural women's access to financial services.

3.6 Implementation Policy

The key consideration in the implementation of FASDEP II was the efficient allocation of resources, strengthening linkages between different stakeholders and co-ordinating their activities. MoFA has to play the lead role in the co-ordination of the sector activities.

3.7 Gender Analysis of FASDEP I & II¹

- In all the content documentation of FASDEP I & II, gender issues featured minimally. The policy was gender neutral as if the results will naturally affect both men and women equally.
- The implementation of the policy often reinforced the issues of inequality, vulnerability and poverty of women
- Farmers who are vulnerable to food and nutritional insecurity have limited capacity to respond to agricultural programmes. These are mostly women and single headed households.

¹ Gender Analysis of Agricultural Sector In Ghana _ 2014 Wilbert Tengey

- Weak system for disaster prevention, preparedness and response. When disasters strike women are affected more than any segment of the population
- Poor rural road infrastructure affect poor rural women in their reproductive as well as productive roles – increase in their workload.
- Malnutrition among children, adolescent and women especially in the rural areas – was not tackled to alleviate the hardship of women.
- FASDEP's – Focus on food Security & Emergence Preparedness and Response could not be achieved – because it missed out on access to the farm and food preservation.
- Every provision to ensure food security and disaster management should be gender based, and every service to be delivered reaches the female and the male along the agricultural value chain in equitable proportions.

Gender Approaches to Policy.

- Development of effective post-harvest management strategies
 - This is gender sensitive issue that can help reduce poverty among women considerably
- Rural transportation
- Enhancing the nutrition base of the family – reduces the burden of the women since they are the care – givers of the home.
- Strategic stock to support emergency and act as a buffer will increase incomes of women and provide them the needed food-security.
- Value addition and diversification into livestock and cash crops will increase the income of women.
- Promotion of gender based FBOs

4.0 CRITICAL GENDER REVIEW AND ANALYSIS OF THE MEDIUM TERM AGRICULTURE SECTOR INVESTMENT PLAN (METASIP) – 2009-2015.

4.1 Introduction

METASIP takes its root from the following Protocols, Policies, Programmes and Constitution:

- The Food and Agriculture Sector Development Policy II (FASDEP II) 2009
- Ghana Shared Growth and Development Agenda (GSGDA) 2014-2017
- Economic Community of West African States (ECOWAS) 1975
- African Union Commission (AUC) 2001
- ECOWAS Agriculture Policy (ECOWAP) 2005
- Comprehensive Africa Agriculture Development Programme (CAADP) 2005

The METASIP is a result of a consultative technical and budgetary process. It takes into account ongoing projects and adopts the Sector Wide Approach (SWAP) for its implementation to bring on board key stakeholders and agencies in the agriculture sector through coordination and participation in harmony with the CAADP principles. It is expected that through co-operation, co-ordination and commitment of all sector stakeholders, Ghana can achieve the desired growth in achieving food security and enhance rural development.

METASIP comprises the following six programmes which correspond to the FASDEP II and represent Ghana's priorities within the four CAADP Pillars (Food Security, Market Access, Sustainable Land and Environment Science and Technology).

4.2 Assessing the Gender Dimensions under METASIP

4.2.1 *Six Programmes of METASIP*

- Food Security and Emergency Preparedness
- Increased Growth in Incomes
- Increased Competitiveness and Enhanced Integration into domestic and international markets;
- Sustainable Management of Land and Environment
- Science and Technology applied in Food and Agriculture Development; and
- Enhanced Institutional Co-ordination

Unfortunately, gender was not adequately highlighted in the above programmes.

4.2.2 **Activities**

Gender issues were mentioned in certain specific areas, but generally the programmes were gender neutral.

- ***Food Security and Emergency Preparedness.***
 - Production of poultry, fishery and small rudiments increased by 20% - 24% respectively

- Mass Communication system for extension delivery that responds to practical **gender** needs.
- Translation into six local languages
(**Women definitely stand to benefit from such programmes**)
- **Nutrition Improvement (Women and Children Targeted)**
 - Advocate for the consumption of nutritious food (eggs, meat/fish, leafy vegetables, fruits) by **children** and **women** of reproductive age especially in rural areas (**Gender Sensitive**)
- **Support for off-farm alternative Livelihood Activities**
 - Promote off –farm activities with particular focus to supporting establishment of agro-processing Micro and Small Enterprises (MSEs) and targeting **women** and the youth – **Gender Sensitive**
 - Identify and train **vulnerable groups** within communities in entrepreneurial skills.
 - Identify viable markets for off-farm livelihood opportunities (e.g. Soap and cream from agricultural by-products). Activities mainly engaged by women (**Gender Sensitive**)
 - Identify NGOs in microfinance to promote and sustain community based savings and credit schemes **Gender Blind**
 - Introduce targeted grants and subsidies on inputs to **poor farmers** to improve farm level production and marketing (**The poor are mostly women, there is the need for gender specificity**).
- **Food Storage and Distribution (Lack of Gender Targeting)**
 - Link **small holders** to warehousing systems in the grain supply chain (**Gender Blind**).
General Activities without targeting women.
- **Early Warning Systems and Emergency Preparedness**
 - Support vulnerable households and communities to establish and support households in distress.
 - Identify vulnerable households in disaster prone areas in Ghana. The vulnerable household should be defined since **women** and children are the category most affected in such situations.
- **Irrigation and Water Management (No Gender targeting)**
 - General Activities – Rehabilitation of Bridges etc. **without special attention or targeting of women.**
 - Construction of small dams
 - Facilitate construction of water harvesting structures at household and community level

- ***Mechanization***

General activities that may assist all farmers without looking out for the special concerns of women

- ***Increased Growth in Income – (Gender blind)***

- Promotion of Cash Crop, Livestock and Fisheries

- ***Livestock***

- **The livestock sub-sector is dominated by small-scale operators who are mostly men. Women primarily engage in poultry and small ruminants; goats, pigs etc. There is the need to support the few women who are engaged in livestock production.**

- ***Fisheries***

- **Women mostly engage in fish processing - smoking, drying, sale of fresh fish. - The process is arduous, there is, urgent need for improved technology to reduce the drudgery. Cold storage needed for the fresh fish to reduce spoilage and fishery losses**
- **Production of aqua-culture by men and women increased by at least 60% by 2013 Gender Sensitive**

- **Development of New Product**

- Horticulture, crops, livestock, poultry
- Assess demand for value addition technologies.
- Assess market feasibility for selected crops **General Provision – Gender Blind**

- **Development of Rural Infrastructure**

- Link all district capitals to each other with tarred roads
- Link at least 70% of communities in districts by feeder towards to district capitals
- Facilitate the establishment of marketing centres with appropriate infrastructure

The rural female farmer stands to gain from these programmes and activities.

- **Rural Industrial Processing of cassava, oil palm, shea nuts, soybean, groundnut etc.**

- Rural Industrial processing of livestock and fish
- Support to urban and peri urban agriculture

General Activities not gender specific even though this is an area that is dominated by women.

- **Increased Competitiveness and Enhanced Integration into Domestic and international Markets – Male Dominated**

- **Export of non-traditional agricultural commodities by men and women and small-holders increased by 50% - Gender Positive**
- **Sustainable Management of Land and Environment**
 - Institutional capacity of all levels within the food and agriculture sector
 - No Gender Considerations**
 - Sustainable Land Management (**SLM**) knowledge to support policy and investment decision-making generated and adequately managed.
 - Establish baseline information database on land degradation and SLM practices
 - Such information should be gender disaggregated
 - Awareness Creation and use of SLM Technologies by **Men and Women** Farmers.
 - Gender Positive**
- **Science and Technology Applied in Food and Agriculture**
 - Adoption of improved technologies by men and women along the value chain increased by 25% (**Gender Positive**)
 - -MoFA to liaise with CSIR to co-ordinate research in all the districts
 - Strengthen the veterinary laboratories
- **Improved Institutional Co-ordination (Gender Blind)**
 - Capacity strengthening, planning, implementation and evaluation
 - Develop effective and efficient communication strategy within and among directorates.
 - Communication plan for national, regional and district levels
 - Strengthen the Human Resource Directorate in terms of material and financial resources
 - Undertake needs assessment of the human, material, logistics and skills resource requirements of all directorates (national, regional and districts) of MoFA
 - Staff welfare issues to be streamlined and implemented – recruitment, posting, timely promotion to keep all staff motivated and satisfied.
- **Inter -Ministerial Co-ordinations**
 - Develop and implement an inter-ministerial communications strategy to promote co-ordination.
 - Partnership with Private Sector and Civil Society Organizations
 - Gender targeting missing

4. 3 Overview of Gender Gaps in METASIP

Implementation Plan is devoid of gender considerations

- No mention of Women Rights Organizations as an interest group
- Queen mothers are not specifically mentioned, rather the emphasis is on Traditional Authorities - National and Regional House of Chiefs.

Generally Policy fails to address gender issues. It does not provide specific support for rural labour markets or take into account the sex, age and regional dimensions. This constitutes a major gap, considering that self-employment is a significant portion of the labour sector and

total population in Ghana. Specifically in the agriculture sector, almost fifty percent of the population is self-employed

METASIP does not make reference to the powerful synergies between labour and the agriculture sector. A more in-depth consideration of the employment dimension of investment within the METASIP document would strengthen the link between investment as a crucial means for better livelihood, and employment as the major source of income generation².

²Gender Inequalities in Rural Employment in Ghana Policy and Legislation 2012

5.0 CRITICAL REVIEW AND ANALYSIS OF GENDER AND AGRICULTURE DEVELOPMENT STRATEGIES II (GADS II) 2015

5.1 Background.

The Ministry of Food and Agriculture (MoFA), the lead government agency of agriculture in the country, is highly concerned about the marginalization of women in the sector and its dire consequences on the sustainable development of the sector, the well-being of women who form 52% of the agricultural work force and the country at large (**MoFA progress Report 2013**).

MoFA has carried out several studies that have validated the above assertion. In the **2012 World Development Report**, the World Bank estimated that if women farmers in Ghana had the same access to fertilizers and other inputs as do male farmers, overall maize yield would increase by almost one-sixth for the country.

Furthermore, FASDEP II 2007, states emphatically that Gender inequality in the agricultural sector has undermined the achievement of sustainable agricultural development since projects and programmes are not systematically formulated around different needs of women and men.

METASIP 2013, also indicates that the approximate male to female coverage of all projects mapped in the METASIP was 2:1

5.2 GADS I

GADS I, the fore-runner of GADS II was developed in 2001 to address primarily the gender inequalities in the agricultural sector using the gender mainstreaming approach.

5.2.1 Goal

The cardinal goal was to achieve a gender sensitive, equitable and efficient agriculture sector.

5.2.2 Objectives

The GADS I had eight objectives in all namely;

- Enhance institutional capacity of MoFA to address gender issues.
- Promote production and use of sex and age disaggregated data
- Improved Extension Service Delivery
- Improve access by farmers to financial services
- Improve access to information on Land Rights
- Improve development and promotion of appropriate technologies in agriculture
- Promote the diversification and development of new processed products.
- Enhance environmental protection through appropriate agricultural practices.

The achievements of GADS I were minimal, only two of the above objectives were reasonably implemented- i.e. institutional capacity development and sex disaggregated data?

5.2.3 Lessons Learnt from GADS I

- Disaggregated data were not backed by qualitative information about the situation of women and men
- All data generated showed inequalities and growing gap between women and men farmers, but not analysed to see how they affected men and women differently.

- Continuous gender analysis of the data gathered was not done to inform policy formulation, programming and budgeting.
- Gender indicators were not explicitly defined.

5.3 Highlights of the Gender Gaps in the Agricultural Sector in Ghana

The key gender gaps identified in the **Gender Analysis of Agricultural Sector in Ghana 2014 (GAASG)** which had to be addressed in GADS II were the following; -

- **Gender Gaps in Access to Credit and Financial Services**
 - Lack of collateral security
 - Proximity of financial institutions and unfriendly market environment
- **Gender Gaps in Access to Extension Services Delivery**
 - Frequency of access to extension services among male and female farmers was 34.4% and 9.5% respectively. Barriers include proximity to extension services / agents, lack of knowledge of the existence of such services, inability to find service officers.
 - Only 13% of AEAs were females- AEAs farmers ratio in Ghana was 1:1,500 instead of 1:500 (2013 MoFA Progress Report)
- **Gender Gaps in Access to New Technologies in Agriculture**
 - 33% of males as opposed to 12% females had access to new technologies. Women however dominated in agro-processing technologies.
 - Only 8.5% of both men and women had ever participated in field demonstrations of new technologies.
- **Gender Gaps in Access and Control over Land**
 - Socio-cultural factors
 - Processes and cost

About 90.3% of the respondent indicated **no form of education** or sensitization on existing customary land rights and use.

- **Gender Gaps in Harnessing the Potential of the Vulnerable in Agriculture**
 - Women as well as People Living with Disabilities and People Living with Aids and the Youth are the most discriminated against in the agricultural sector.
- **Gender Gaps in Agri-Input Support**
 - **Certified Seeds Supply**- Small scale female farmers and the youth often do not have access to certified seeds. Only well-to-do farmers mostly men have access to such seeds that yield good fruiting and higher crops.
- **Fertilizers and Crop Protection Materials (FCPM) supply**
 - Cost of fertilizers was high for the rural farmers
 - Distortion in the supply chain leading to shortages
 - Proper application limited among the illiterate and most women farmers.
- **Irrigation Practices**
 - Limited knowledge and skills in irrigation among rural farmers
 - Commercial farmers better positioned technically and financially to adopt appropriate systems to irrigate their farms.
- **Gender Gaps in Agricultural Engineering Services**

Farm Power Machinery and Transportation, Post-Harvest Management, Soil and Water Conservation, Rural Technology Information.

- Most machinery and equipment were not women friendly
- Prohibitive cost of machines
- Need for animal traction technology especially in the North
- Group ownership and Agriculture Mechanization Services Centre, (AMSEC) could be explored by Women Farmer Groups.
- Women farmers lacked Intermediate Means of Transport (IMT) – to carry produce from farms to farm gates and to the marketing centres. Women should be trained in the use of motor-tricycles, donkey- carts, etc.
- **Gender Gaps in Livestock Production**
 - Women were and are mostly engaged in poultry, small ruminants as well as processing and marketing of the livestock.
 - Limited access to finance to procure and feed the animal was a major constraint to women
 - Inadequate knowledge of officers to assist them in these areas as compared to men.
- **Gender Gaps in Institutional Arrangements and Implementation Procedures**
 - MoFA has limited institutional capacity to facilitate gender responsive policy development, planning and implementation
 - Staff constrained by lack of logistics and time for gender related work.

- **Gender Gaps in Agribusiness**

Agro-processing or value addition to agricultural produce is in the domain of women. It is however expensive and laborious and as such requires affordable friendly processing equipment to reduce the cost and drudgery women face. The constraints identified include the following; -

- Ninety-five percent (95%) of women in the agricultural sector were into agro-processing but had limited knowledge in postharvest management.
- The use of traditional processing technologies, mostly used by women was laborious, resulting in poor quality output and low turnover.
- Lack of qualified extension officers has adverse impact on the rural female farmers.
- **Gender Gaps in Research and Extension Linkages Committees, (RELC)**
 - RELC seeks to create a platform that makes technology development driven, allowing for more targeted and relevant research which enhances adoption of research results.
 - Most agricultural adaptive research was not derived from a gender perspective to meet specific gender needs.
 - Gender responsive adaptive research should consider the following;
 - a. Research and development of start button machinery and agro-processing that are women friendly
 - b. Low cost of processing machines that are efficient.
 - c. Training and demonstration equipment targeting women as well as men.
 - d. Development of equipment according to the various needs of women along the agricultural value chain.
 - e. Appropriate intermediate transport to transport farm produce from the farm to the bans and marketing centres.

5.4 GADS II – Overview

GADS II was built upon the lessons learnt from GADS I, the shift in policy towards emphasis on value chain, private sector and the special needs of the vulnerable- People Living with Disabilities/ the Aged and the Youth. Additionally, the harmonization and alignments of the frameworks of FASDEP II, METASIP, GSGDA and other regional agricultural policies including ECOWAP, CAADP and WAAPP, were factored into the development of the strategies.

5.4.1 Approaches to the Development of GADS II

GADS II adopted two –prong approach to gender integration and equality in the agricultural sector-:

- a) The integration of gender into policy formulation, programming and reporting in the sector.
- b) Gender targeted programming to address practical and strategic gender needs.

Practical Gender Needs- Improvement in the socio-economic conditions of women- food, nutrition, employment, income and friendly technology

Strategic Gender Needs- Improvement in the position of women, the youth, people living with disabilities and men in the society, access to resources, education, governance and decision-making powers.

5.4.2 Guiding Principles of GADS II

- **Social Justice-** Guarantee for equal rights and freedom of men and women without discrimination, gender stability in the agriculture sector
- **Equality and Affirmative Principle** -Equality of rights, opportunities and benefits between women and men in all domains of political, social, economic and cultural life.
- **Equity** -Based on principle of fairness, access and respect for one another.
- **Non-Discrimination** – Elimination of biases and practices that are based on the idea of inferiority or superiority for any of the sexes, or stereotyped functions of women and men; thus preventing the development and adoption of an integral gender approach as a strategy of analysis, planning and evaluation of the development issues of the agricultural sector.

5.4.3 Goal

It is expected that the measures in the strategies will culminate in enhanced opportunities and resources for women, men, persons living with disabilities, and youth in the agricultural sector. Ultimately, enhanced institutional capacity, improved food and nutrition, security, increased growth in incomes, enhanced market access, improved technology and climate resilience for sustainable and all-inclusive development will be achieved in the sector.

5.4.4 Vision

The vision of GADS II is the realization of a modernized and structurally transformed agricultural sector with enhanced equitable opportunities and resources for men, women, the aged, people living with disabilities and the youth, leading to improved productivity along the agricultural value chain and the wellbeing of the populace.

5.4.5 Mission

GADS II will work towards creating an enabling environment that is responsive to gender equity in policy formulation, programming, budgeting, implementation and monitoring and evaluation that will provide opportunities and resources for an inclusive sustainable agricultural development.

5.5 Strategies

The salient aspect of the strategies and sub strategies stated under GADS II to achieve the above Goal, Vision and Mission are stated below;

Strategic objective 1

Strengthen Institutional Capacity for Gender Responsive Policies

Programmes, Projects, Budgets and Monitoring and Evaluation within the agricultural sector.

- Gender Coordinating Units (GCUs)
- Gender Focal Points (GFPs)

The GCUs and GFPs should be well resourced and their personnel well trained

Strategic objective 2

Enhance Equitable Delivery of Agricultural Services and Access to inputs

Delivery of Services, Access to inputs include:

- Improved Extension Services Delivery-skewed in favour of men, limited number
- Access to credit and financial support
- Mechanization and agro-processing services (not friendly)
- Agro-inputs support- certified seeds, fertilizers, crop -protective materials
- Irrigation, storage transport facilities

The above are fundamental to improve productivity and make the sector gender – sensitive.

Strategic objective 3

Enhance Access to and Control over Land, Information on Land Rights and Tenure Security

Land Administration Project (LAP) II, initiated action to integrate gender sensitivity in the administration of lands

Strategic objective 4:

Develop and disseminate Gender-Sensitive Appropriate Technologies along the Agriculture value chain including Climate Smart Practices

Strategic Objective 5

Promote Gender Responsive Agri-business, Value Addition and Market Access for livelihood Income

- Enforcement of the Labour Law to protect women's wages and labour rights.
- Formation of Farmer Based Organizations (FBOs) and support their Networks.

Strategic Objective 6

Promote Gender sensitive Research and Extension Linkages Committees (RELC)

- Set up effective Research Linkages Committees
- Promote Research and Extension Linkages
- Promote gender sensitive research targeted towards the development of value chain commodities for food security.

Strategic Objective 7:

Promote Equal Representation and Participation in Decision Making by Women and Men at all levels

Promote the implement of 40% representation of women in all decision-making processes at all levels.

Strategic Objective 8:

Harness the potential of Vulnerable Farmers on Social Protection along the Agricultural Value Chain

- Collaborate with Gender Ministry, to assist women in the agricultural sector, Ministry of Youth and Sports, CSOs, AIDS Commission and The Ghana Federation of Disability(GFD) to promote gender equality in the agriculture sector

Strategic Objective 9

Strengthen Gender Coordination among key Ministries, Civil Society Organizations, The Private Sector and Development Partners.

5.6 Broad Activities TABLE 1

Broad activities to be implemented to achieve gender sensitivity in the Agricultural Sector are summarised below;-

➤ Strategic Objective 1	➤ Strengthen Institutional Capacity For Gender Responsive Policies, Programmes, Project, Budget and M&E within the Agricultural Sector
<i>Strategic Areas/ Direction</i>	<i>Broad Activities</i>
1.1 Policy	<ul style="list-style-type: none"> • Develop Agriculture Sector Gender Policy • Establish a Gender Co-ordination Unit (GCU) • Launch GADS II at all levels.
1.2 Programmes	Develop gender- responsive programmes and plans at all levels of the agricultural sector.
1.3 Human Resource	<ul style="list-style-type: none"> • Sensitise agricultural sector Staff on GADS II • Build the capacities of staff and organisations in the sector- ie. MoFA Directorates, RADs, DADs
1.4 Monitoring & Evaluation	Develop Performance Management Framework and other tools on gender responsive, Monitoring and Evaluation (M&E), Management Information Services.(MIS)
➤ Strategic Objective 2	➤ Enhance Equitable Delivery of Agricultural Services and Access To Inputs

<i>Strategic Area / Direction</i>	<i>Broad Activities</i>
2.1 Promote Agriculture Extension Services	Promote AEAs to meet needs of women and men in the sector along the value chain and recruit more women
2.2 Promote access to Credit and Financial Support.	Promote innovative credit and insurance Scheme for actors especially women along the agricultural value chain.
2.3 Promote Mechanisation and agro- processing	Promote appropriate, agro friendly machinery for women farmers along the value chain. Agricultural Mechanization Services Centres (AMSEC).
2.4. Promote increase access to Agro-Inputs	Promote affordable and accessible agro inputs e.g. Fertilizers, Certified seeds to all producers- especially women.
<i>Strategic area / Direction</i>	<i>Broad activities</i>
3.1 Promote access to Land and Tenure Security	MoFA collaborates with Lands Commission (LC) and Traditional Authorities, land sector agencies to implement gender, lands and agric investment related strategies. Number of women benefitted- (disaggregated by gender)
➤ Strategic Objective 4	➤ Develop and Disseminate Gender Sensitive Appropriate Technologies along the Agricultural Value Chain Including Climate Smart Practices.
<i>Strategic Areas /Direction</i>	<i>Broad Activities</i>
4.1 Promote environmentally friendly technologies	Intensify education and demonstrations on management practices to FBOs especially women.
4.2 Promote climate- resilient technologies	Increase Awareness and Mitigation strategies among farmers
4.3 Promote Food and Nutrition Technologies	Educate and demonstrate food safety technologies along food value chain to especially women
4.4 Promote Food and Nutrition	
➤ Strategic Objectives 5	Promote Gender-responsive Agric- business, Value- Addition Activities and Market Access for livelihood and Growth in Income
<i>Strategic Area /Direction</i>	<i>Broad Activities</i>
5.1 Review and Promote a gender-responsive agri-business policy	Support the development of a gender responsive agribusinesses
5.2 Promote gender-responsive institutional arrangement on all inclusive business models	Support such developments models
5.3 Promote agri-business plan development among FBOs	Support agri-business plan development among FBOs- outcome should always be gender- disaggregated
5.4 Promote agri- business plan development along the agric value chain	Support agric- business activities along the value chain
➤ Strategic Objective 6	➤ Promote Gender sensitive Research and Extension Linkages
<i>Strategic Areas / Directions</i>	<i>Broad activities</i>
6.1 Support to Research and Extension Linkages	Support gender responsive targeted research and extension linkages towards the development of value chain commodities
➤ Strategic Objective 7	➤ Promote Equal Representation and Participation in Decision- making by Women, Men at all levels

<i>Strategic Areas/Directions</i>	<i>Broad activities</i>
7.1 Promote Representation and Participation of all actors especially women in activities along the value of chain	Promote increased participation and representation at all decision making levels. 40% representation on all statutory bodies.
➤ Strategic Objectives 8	➤ Harness the Potentials of vulnerable Farmers on Social Protection along the Agricultural Value chain
<i>Strategic Area/Direction</i>	<i>Broad Activities</i>
8.1 Promote the provision of agro- inputs	Promote the provision of cash transfer as agro input to rural women on social protection schemes to increase access to productive resources. <ul style="list-style-type: none"> • Providing cash to poor farmers.
8.2 Promote entrepreneurial development among the youth in Agriculture	Develop the entrepreneurial skills of the youth along the agricultural value chain- Youth in Agriculture programme
8.3 Support Agric-business of PLWDs and families	Promote targeted agribusinesses, activities among PLWDs.
8.4 Promote provision of service to PLWAs.	Promote such services including targeted agribusiness to PLWAs to get AIDs commission involved.
➤ Strategic Objective 9	➤ Strengthen Gender Co-ordination and Collaboration among key Ministries, Development Partners, CSOs, WROs and Private Sector.
<i>Strategic Areas / Direction</i>	<i>Broad Activities</i>
9.1 Promote collaboration and co-ordination among key stakeholders at all levels in the agricultural sector	Promote collaboration and increased co-ordination among key stakeholders to enhance implementation of GADS II strategies.

5.7 Gender Assessment of GADS II

GADS II appears very comprehensive and detailed in its attempt to deal effectively with gender gaps in the agricultural sector. The objective strategies spelt out under GADS II are far reaching and impressive. The accompanying Action Plan is equally laudable on paper. However, there are real challenges that need to be overcome to ensure gender equity in the sector as expected under GADS II. The factors militating against the effective implementation of gender responsive strategies under GADS II include the following:

- Awareness and acknowledgement of the gender gaps in the agricultural sector by the key Stakeholders - Women and Men farmers MoFA , its Directorates, Agents, Staff, Committees at Regional and District levels.
- Commitment and political will by the Government, MoFA, Gender Ministry, Ministry of Finance and stakeholders in the agricultural sector to commit both human and financial resources to the implementation of the activities towards achieving GADS II Strategic Objectives.

- Effective M&E System to track progress in the implementation of GADS II based on credible gender disaggregated data.
- Measurable Verifiable Indicators should be in place to ascertain the impact of the Strategies and Development Programmes on both men and women with the aim of closing the gender gap between men and women rural farmers.
- Agricultural Extension Agents (AEAs), Gender Focal Points (GFPs) Staff, Bodies and Committees of MoFA should be adequately trained, well resourced, well-motivated and made functional at the regional and district levels to support the implementation of GADS II Strategies.
- Time frame for the implementation of the activities to promote gender equity outlined under the Action Plan should be more realistic.
- Gender issues are development issues therefore the Central government should provide the necessary social amenities - schools, hospitals, childcare centres, water, electricity, good infrastructure in the rural areas where the embattled rural farmers especially where the female smallholder farmers reside.
- Land is a cross-cutting issue and key to making the agricultural sector gender sensitive, consequently, the Lands Commission, Traditional Authorities, Family and Clan Heads should be targeted and sensitized on the Strategies and their roles explained adequately to them.
- Civil Society Organizations (CSOs), Women's Right Organizations (WROs) and Development Partners are key collaborators that need to be educated and sensitized on gender issues in order to promote gender equity under GADS II.
- The special needs of the vulnerable - People Living With Disability (PLWDs), People Living With AIDS (PLWAs),the Youth and the Aged should be catered for under GADS II.
- The Government through MoFA, must create an enabling environment to reduce the drudgery of the rural female farmer and increase her income by providing appropriate affordable gender friendly agricultural equipment and agro processing services along the agricultural value chain.
- The gender provisions enshrined in the Lands Bill and the Large Scale Land Acquisition Guidelines should be integrated into the strategies of GADS II to create a formidable synergy for practical advocacy interventions in the agriculture sector, particularly in the rural areas.

6.0 THE LANDS BILL 2018

6.1 Gender Sensitivity in Land Administration

Women's access, control and ownership of land in Ghana is a bane to sustainable and successful development of agriculture in the country. Women contribute 70% to food crop production and form 52% of the agriculture workforce. It is therefore imperative and equitable that gender mainstreaming strategies are integrated in the land administration. It is very unfortunate to note that the land tenure system in Ghana is governed largely by Customary Law which invariably prevents women from acquiring lands in their own rights.

There have been several attempts by Governments to introduce gender sensitive and equitable policies into the administration of lands. This includes the following;

6.1.1 National Land Policy 1999

In 1999 the Government of Ghana launched the National Land Policy. The Goal, among other things, was to harmonise statutory laws and customary practices to facilitate equitable access to land and enhance security of tenure through registering systematically all interests in land and to minimise protracted disputes in land administration.

The Policy further outlined long term land administration reform processes with the aim of stimulating economic development, reduce poverty and promote social stability.

6.1.2 LAP I and LAP II

The Land Administration Project (LAP1) was initiated in 2003 to implement the National Land Policy. LAP1 laid the foundation for sustainable decentralized land administration system that is fair, efficient, and cost effective and ensures land tenure security. LAP I ended in 2011 and LAP II started the same year. LAP II was designed to consolidate the moderate gains of LAP 1 which achieved appreciable increase in registration of land title and deeds by women and compensation as well as transparency in the administration of the State lands³. LAP II was aimed at ensuring a coherent set of land policies and laws, a more efficient and decentralized land administration operating throughout the country in harmony with cultural norms and practices.

In ensuring the sustainability of the reforms, there was Stakeholders consultations with cross section of the people including **Queen mothers** since women constitute over 50% of the population and over 60% of farmers engaged directly on land. It is heart-warming to note the emphasis of women as direct project beneficiaries as stated below;-

- Small- scale farmers including **women**.
- Tenant Farmers including **women**.
- Leaseholders, including **women**.

The National Land Policy did not focus specifically on gender. The goals and objectives were gender neutral. LAP 1 and LAP 11 equally did not target women specifically. The provisions were mostly **gender blind** with few provisions highlighting the plight of women in the land

³ Independent Evaluation Group (IEG) of the World Bank

administration. The provisions were generally couched with the assumption that women equally benefit from the system.

6.2 Gender Analysis of the Provisions of the Lands Bill

- **Objective**

The objective of the Lands Bill is to revise and consolidate the laws on land with the view to **harmonising** those laws to ensure **sustainable land administration and management, effective land tenure and efficient surveying regimes** and to provide for related matters.

The objective can be said to bring gender equity in the Land administration. However, the objective should be expanded to include “equity” and “fairness” in the administration of lands, in compliance with the 1992 Constitution of Ghana - Article 17-1, 2, - equality before the law and non-discrimination on grounds of..... Gender.

Article 17. (4) *Nothing prevents parliament from enacting laws that are reasonably necessary to provide;*

(a) for the implementation of policies and programmes aimed at redressing social, economic or educational imbalance in the Ghanaian society.

Article 18 (1) *Every person has the right to own property either alone or in association with others.*

Article 22. *Equitable sharing and distribution of properties acquired by spouses.*

Article 26(2) &39 (2); - *All customary practices which dehumanise or are injurious to physical and mental well-being of a person are prohibited.*

Article 36(2) (d) – *Underlying principle of the State shall include.... Improving the conditions of life in the rural areas, and generally redressing any imbalance in development between the rural and the urban areas.*

Article 40- *adhering to the principles enshrined in the International Law; and policies – aims and ideals of the: United Nation Charter, Charter of OAU now AU, The Commonwealth, ECOWAS.*

- **Section 11. Prohibition of Discriminatory Practices – Gender Sensitive**

The Section states: - **A decision or practice in respect of land under customary tenure shall be void if it discriminates on grounds of; a.)Gender, race, colour....., b.)Social or economic status.**

This section is Gender Sensitive as it is in compliance with Article 17 of the 1992 Constitution, the CEDAW, AU, and United Nations Charter, ECOWAS, protocols etc.

- **Section 16 (1) – Structure and Staffing of Customary Law Secretariat.**

Appointment of Staff on merit and in accordance with best **human resource practice** and **gender considerations - Gender sensitive provision.**

- **Section 19- Areas Reserved for Common Use-(Gender Blind)**

The whole section on the community is gender blind. Gender concerns are most often absent in the community.

- *There should be specific mention of participation of **women** in the decision by the community otherwise their views and opinions will be completely lost.*

- *Women should be equally represented on the committees and their voices should be heard on the preparation of the Management Plan of the community. Indeed the composition of the said Committee should be spelt out. There should be equal representation of women and men.*

- **Section 22- Compensation for Damage Caused.**

This is an area where women suffer great losses. Simply because their rights are often trampled upon. They are voiceless consequently any compensation received by the family is not shared equitably. Often the women are ignored completely and their portion if any given to their husband or the family/clan head.

- *The provision should be gender specific to safeguard the interest of women who work so hard but hardly receive any compensation on the loss or damage of their property.*
- *The section should be gender sensitive to ensure fairness and equity in the distribution of the compensation.*

- **Section 35- Parties to a Conveyance – (Gender Sensitive)**

(3) In a conveyance for valuable consideration of the interest in land to a spouse during marriage, the spouse shall be stated as parties to the conveyance –except otherwise.

(4) Where conveyance is made to only one spouse, there is a presumption that the said spouse is holding it in trust for the spouse, unless contrary intention is expressed.

- **Section 44. Restriction on Transfer of Land by Spouse.-(Gender Sensitive)**

In the absence of a written agreement to the contrary by the spouse in a marriage, a spouse shall not in respect of land right or interest in land acquired for valuable consideration during marriage, sell or dispose of interest or do anything that can affect the right of the other spouse without the written consent of the other spouse, such consent not to be unreasonably withheld.

- **Section 94. Application for Registration(-Gender sensitive)**

(4) An application for registration of land or an interest in the land acquired during marriage shall state the spouses in the marriage as the applicant unless a contrary intention is expressed in the conveyance.

(5) Where only one of the spouse is stated as the applicant that spouse shall be presumed to have applied on behalf of the spouse and the other spouse unless a contrary intention is expressed in the conveyance.

- **Section 122 Land Certificate- (Gender Sensitive)**

(6) Where a Certificate in respect of land or an interest in the land is acquired for valuable consideration during marriage, **the Certificate shall have the names of the spouses to marriage.**

(7) Where only one name is stated in the Certificate it shall be presumed that the spouse whose name appears is holding it in trust for the other spouse

- **Section 257- Resettlement of displaced person – (Gender Blind)**

Where compulsory acquisition or possession under this Act, involves displacement of the **inhabitants**, the Commission or any other person directed by the President shall resettle the

displaced **inhabitants** on suitable alternative land with due regard for their economic well-being and the social and cultural values of the **inhabitants**

- *This is a very gender blind provision. Women, children and the elderly are the category of persons mostly affected by resettlement. Consequently gender issues should be highlighted. The rural female farmers are more likely to lose their properties in the displacement due to compulsory acquisition. Furthermore, they are the group that are never duly given their fair share of compensation. Women should have a crucial part to play in the preparation of the Land Acquisition and Resettlement Plan, to safeguard their interest.*

The above gender analysis of the Lands Bill reveals that even though the Bill appears gender sensitive, there are still gender issues that need to be addressed. Advocacy and intensive lobbying are still needed for its passage.

7.0 GUIDELINES FOR LARGE-SCALE LAND ACQUISITION IN GHANA 2016

7.1 Aim:

- (c) Establishes a means for informed, fair, inclusive and transparent decision making by all stakeholders involved in large-scale land disposition by customary landowners.
- (d) Outline standard procedures and minimum responsibilities regarding large-scale land acquisition by investors and State agencies.

7.1.1 Bases of the Guidelines.

1. The 1992 Constitution

- (a) **Article 34-41** – The Directive Principles of State Policy.
- (b) **Article 266(1)**;- No interest in, or right over, any land in Ghana shall be created which vests in a person who is not a citizen of Ghana – a freehold interest
- (c) **Article 266 (4)** - No right over land to a person who is not a citizen of Ghana, a leasehold for a term more than 50 years at any one term.
- (d) **Article 267(1)** – Stool lands are vested in appropriate stool on behalf and in trust for the subjects- fiduciary interest.
- (e) **Article 267 (7)** - Consultation with Stool and other traditional authorities in matters relating to administration and development of stool land.
- (f) **Article 267(8)** – Co-ordination between all stakeholders in the preparation of the framework.

7.1.2 Applicability of the Guidelines

Applicable to the land acquisition of 50 acres or more for agriculture.

- (a) Not in violation of human rights, particularly the rights of **women** and other vulnerable groups and right to compensation. **Gender Sensitive.**
- (b) Based on **Free Prior Informed Consent** (FPIC) of affected landowners, **women** the youth and common land resource users.
- (c) Assessment of **social, economic** and **environmental** impacts including the way they are **gendered.**
- (d) Benefit showing between the investor and the **communities**
 - **'Communities'**-, there should be specific mention of women's rights. **gender blindness**
 - Notwithstanding the general applicability;-
- (a) An acquisition below (50 acres) may be subject to the guidelines if there is likelihood of displacing affected persons and violates human rights – (Women are mostly affected).
- (b) When the total acquisition aggregates 50 acres in the same area.

7.2 Roles of the Stakeholders

- **Roles of the Land-owning Community.**

(c) Safeguard the communal interest of all **its members**, the provision should be specific in the interest of women. **Gender blind**

(e) Consider **gender issues** in the land acquisition process and the right of **women** and other vulnerable persons to compensation **Gender sensitive**

- **Roles of NGOs and CSOs**

b) Serve as a “watch dog” over the interests and rights of the community including the right of women, youth and other vulnerable group. **Gender –Sensitive**

c) Create awareness on the benefits, risks of large-scale land acquisitions on the livelihood of the community, - the vulnerable women and youth.

h) Ensure **equal representation** within the land owning community at the Community Land Forum.

- Equal representation of women in Community Land Management Committee, (CLMC)
- when established.

- **Roles of the Lands Commission (LC)**

- As the lead Agency, LC, should collaborate with other agencies ie. Ghana Investment Promotion Centre (GIPC), Environmental Protection Agency (EPA), Town and Country planning etc.

The Gender Ministry should also be included.

- **Roles of Investors,**

(b) Provide social, economic and environmental impact assessment reports by engaging relevant professionals.

(d) Ensure food Security and Sustainability of livelihood of the affected community. - (**Especially Women**)

(h) Obtain consent to compensation and bear the cost of compensation due to all affected persons including **Women**. (**Gender Responsive and Sensitive**)

7.3 The Large-Scale Land Acquisition Process

(a) Identification of land and Stakeholders by investors.

(b) Community Engagement and Negotiations

(c) Investor Identity screening

(d) The Forum

- Identify and address the concerns of the local community members **including women and**
- Seek the informed consent of the local community members including **women** and other vulnerable groups. **Gender Sensitive**

- **Participation at the Forum – Gender Blind**

The Guidelines should state specifically that ‘persons’ shall include:-

*Vulnerable and natural resources user groups (**women, youth and elderly indigenous people**).*

- **Issues to be considered at the Forum- Gender Sensitive**

- Proceedings should be open, transparent and participatory to enable all to be heard on issues especially **Women**
- Compensation / Resettlement issues should be noted.

- Concerns raised by **women** the youth and vulnerable groups should be noted for consideration.
- Seek the informed consent of the local community members including **women**.

- **Memorandum of Understanding (MOU)**

- Between the Communities and the Investor

(b) Language of the Forum and evidence that the import of the MOU was understood based on FPIC principle and where necessary with interpreters in attendance.

This is very crucial as the medium of communication is essential to understanding the issues, (women are mostly illiterate or semi-educated to understand the complex issues raised).

(e) Identification of the rights and list of potentially affected community members, groups including **women** and individuals.

(f) Basis and mode of compensation taking into account **women** and other vulnerable groups.

7.4. Critical Gender Gaps in the Guidelines for Large Scale Land Acquisition.

A critical examination of the Guidelines for Large-Scale Land Acquisition in Ghana developed by the Lands Commission, re-enforces the view that the articulation of the “gender” factor mentioned at various sections of the guidelines requires either further interrogation or re-enforcement.

The guidelines rightfully identify four relevant actors in the land transactions. They are namely;

- The Land Owning Community
- NGOs and CSOs
- The Lands Commission and
- The prospective Investors.

All these actors have significant roles to play to ensure that gender is adequately addressed in successful land acquisition transactions. These are carefully elaborated under their respective roles. They are also expected to feature prominently in the Large-Scale Land Acquisition process.

An in-depth study of the above however reveals a number of issues which need appropriate answers. Notable among these are;

- The capacity of some of the actors e.g. Rural women and NGOs and CSOs in the catchment areas of the transaction to do what they are required to do
- The sufficiency and capacity of some of the structures proposed to facilitate the process
- The accuracy of information /data relating to the land acquisition as well as the manner / method of information assembled and disseminated
- The existence or otherwise of an effective monitoring and evaluation mechanism or system to track the process and recommend appropriate and timely corrective measures.
- The availability of recognized body to ensure compliance and last, but by no means the least.
- The existence of a complaints and settlement body to deal timeously with disputes and disagreements.

An interface of the above with minimum requirements, obligations and standard procedures to be complied by the granters and grantees of large-scale Land and State Agencies involved in the large-scale land acquisition process as captured under the roles of the principal actors as well as the Pre-Registration Requirements, Registration and Post Registration requirement would be beneficial and enhance gender sensitivity in the acquisition process.

7.5 Gender Equity in Agricultural Investment

The Guidelines on Large-Scale Land Acquisition envisage a gender approach to such acquisitions. It is therefore essential that these guidelines are closely monitored to avoid gender inequities and reinforce gender disparities entrenched in the communities.

The Outgrowers Scheme operated by the private investors and the local farmers are mostly not very equitable to the latter, gender concerns are often ignored. **Free Prior and Informed Consent (FPIC)** which is a key principle in such investments is not practised.

Specific requirements and regulations under the Large Scale Land Acquisition Guidelines which promote gender equity should be strictly adhered to by the investors. These are;

- Consultations with a broader range of community representatives beyond the traditional councils, including **female** as well as male representatives, seeking their Free Prior Informed Consent (FPIC)
- Development and implementation of detailed management plan to mitigate the negative social and economic impact arising from the activities including negative gender impact and promotion of social inclusion.
- The enforcement of national laws and regulations need to be improved by strengthening both the capacity and accountability of the Lands Commission, MoFA, the EPA and other relevant government bodies.
- The implementation of existing Labour Act, especially the provisions on women's pay and working conditions. Emphasis being placed on gender equitable and decent employment framework for different groups of rural women and men.

7.6 Constraints faced by Women Outgrowers ('Case study of Integrated Tamale Fruits Company (ITFC)')⁴

- The **gender neutral** approach generates gender neutral outcome, reinforces pre-existing socio-cultural conditions and put women at a greater disadvantage, i.e. access, control and ownership of land.
- The tendency for women to have only usufruct right to land deprives them of direct compensation since compensation is directly paid to those with customary ownership rights.
- Women's more limited access to land compared to men makes them much more dependent on communal resources, as a result women suffer more from the loss of access to the communal land acquired by companies.
- Women's poor representation in traditional leadership structures affect their bargaining power in negotiations.

⁴ Osei Robert 2008, *Integrated Tamale Fruit Company: Organic Mangoes Improving Livelihood for the Poor*

- Wives weaker status in the domestic area means that they hardly get any fair compensation for their loss of assets and livelihood.
- Inadequate gender awareness creation programmes by the Lands Commission, Environmental Protection Agency (ERA), MoFA and the Gender Ministry to educate the traditional councils and authorities about the social and the economic benefits of more equal allocations of land between men and women. This could also include more public sensitization and campaigns to encourage equal sharing of household lands, income and decision-making between husband and wives. The out-growers association, unfortunately had no women on its executive board thus limiting women's access to the scheme

8.0 THE LABOUR ACT 2003

8.1 Introduction

Most rural women operate in the informal sector without any regular salary, appropriate and decent conditions of service. The few women that are in formal employment are found at the lower rungs of the employment ladder where wages are low and conditions of service deplorable.

The out-growers scheme under Ghana Commercial and Agriculture Programmes (GCAP) offers rural women some form of employment albeit not under very satisfactory conditions as required under the **Labour Act 2003, Act 651** which offers protection and remedy for women in the workplace.

8.2 Gender related provisions under the Labour Act

- **Scope of Application of the Labour Act**

The Act applies to **all workers** and employers except the Armed forces, Police Services, Prison Services, and the Security and Intelligence Agencies.

- **9. Duties of employers include;**

- c.) Take all practicable steps to ensure that the worker is free from risk of personal injury or damage to **his or her** health during and in the course of the worker's employment or while lawfully on the employer's premises.

- **10. Rights of a worker**

The rights of a worker include the right to:

- f. work under satisfactory, safe and healthy conditions
 - g. receive **equal pay for equal work** without distinction of any kind
 - h. have rest, leisure and reasonable limitation of working hours and periods of holidays with pay as well as remuneration for public holidays.
 - i. be trained and retrained for development of **his or her skill**
 - j. receive information relevant to **his or her** work.

- **14. Prohibition of restrictive conditions of employment.**

An employer shall not in respect of any person seeking employment or of persons already in his/her employment;

- e.) discriminate against the person on grounds of **gender**, race, colour, ethnic origin.....social or economic status, or disability.

- **15. Grounds for Termination of Employment.**

A contract of employment may be terminated by the worker on grounds of ill-treatment or **sexual harassment**.

- **22. Interruption of Work by Public Holiday, Sickness of Worker**

Public holidays and absence from duty due to sickness certified by a medical practitioner and **pregnancy** and **confinement** shall not affect the annual leave entitlement of a worker.

- **55. Night work or overtime by Pregnant Women.**
 3. Unless with her consent, an employer shall not assign or employ a **pregnant woman worker to do any night work between** the hours of ten o'clock in the evening and seven o'clock in the morning
 4. Engage for overtime a pregnant woman worker or a mother of a child of less than eight month old.
- **56(1). Prohibition of Assignment of Pregnant Woman**

An employer shall not assign, whether permanently or temporarily a **pregnant woman worker** to a post outside her place of residence after the completion of fourth month of pregnancy if the assignment in the opinion of the medical practitioner or midwife is detrimental to her health.

- **57. Maternity, annual and sick leave**
 - (1) A woman worker on production of medical certificate issued by a medical practitioner or a midwife indicating the expected date of her confinement is entitled to a period of maternity leave of at least twelve weeks in addition to any period of annual leave she is entitled after her period of confinement.
 - (2) A woman worker on maternity leave is entitled to be paid her full remuneration and other benefits to which she is entitled.
 - (3) The period of maternity leave may be extended for at least two additional weeks, where the confinement is abnormal or where in the course of the same confinement two or more babies are born.
 - (4) Where an illness medically certified is due to her confinement the woman worker is entitled to an extension of leave after confinement.
 - (5) A nursing mother is entitled to interrupt her work for an hour during her working hours to nurse her baby.
 - (6) An employer shall not dismiss a woman worker because of absence from work on maternity leave.

The above provisions are generally gender sensitive and protect the rights of women. Unfortunately there is clear distinction between these provisions and their implementation. The government and the implementation agencies should monitor the employers to ensure full compliance of the Labour Act. The capacity of the Labour Commission should be built and strengthened to promote gender equity and fairness in the agricultural sector.

9.0 PLANTING FOR FOOD AND JOBS

9.1 Introduction

The most comprehensive statement on the government's flagship initiative the Planting for Food and Jobs (PFAJs) programme can be gleaned from the recent budget presented by the Minister of Finance Hon Ken Ofori-Attah on Wednesday 15th November, 2017.

Even though it does not provide much information on what the government intends to achieve during its current term, it throws light on what it intends to do in 2018 and, more importantly, some initial measures undertaken. These render opportunity for critical assessment of the programme. The following issues are worth noting.

Goal

The programme is meant to revamp the agriculture sector to facilitate efforts towards the economic transformation of the country.

Objective

To empower over 500,000 farmers to increase food production and create jobs for the youth.

Critical Activities.

Include the following:

- Engagement of some 2700 extension agents.
- Construction and rehabilitation of roads linking farms to urban centres.
- Provision of storage facilities for farm produce to attract private investment for large-scale agribusinesses
- Removal of duties on agro-processing and manufacturing equipment and machinery.
- Establishment of a grant funding facility for agribusiness start-ups

9.2 Achievement so far Chalked.

- The programme has already recruited 2160 university graduates and registered 1070 youth
- Provided extension services to farmers across the country
- Registered 201,000 farmers
- Distributed to beneficiary farmers the following:
 - 121,000 metric tonnes of subsidized fertilizers
 - 4454 metric tonnes of subsidized seeds of cereal, legumes and vegetables.

The programme has also registered suppliers to distribute farm produce to public institutions, including the School Feeding Programme, the Free Senior High School Policy, Prisons, Defence and Police, among others, to ensure availability of quality food in these institutions.

The National Buffer Stock Company has also been revitalised to procure, store and distribute output from the PFAJ and other programmes of the MoFA. The National Buffer Stock Company, in collaboration with the Agricultural Development Bank has registered 533 licensed buying companies.

According to the Minister of Finance, a total of 220 tractors and accessories comprising 141 maize shellers and 77 multi-crop threshers were distributed in 2017 to farmers and service providers to promote agricultural mechanisation.

The government plans to distribute further assorted farm equipment, including 200 tractors and matching implements, 1000 power tillers and walking tractors to farmers in 2018.

Irrigation

A total of 192 small dams and dugouts were identified in 64 districts for development in 2017.

The government plans to encourage double cropping in suitable districts by constructing 50 small dams and dugouts. It also intends to make available some 147 hectares of irrigable land for crop production.

30 pumping schemes and 100 boreholes will be developed and a feasibility study conducted for water transmission lines in Northern Ghana.

Livestock

In order to improve meat production and livelihood of livestock farmers some 2000 livestock farmers will be supported with 70,000 small ruminants (sheep and goats) in 2018.

MoFA will also support six national livestock breeding stations to produce and distribute 200 cross-breed heifers, 1700 improved pigs and 100,000 cockerels

9.3 Gender Gaps in the Programme

The Government's programme under its Planting for Food and Jobs as summarised above seem quite laudable. It is unfortunate to note however that there is no reference to the role of women farmers who constitute about 50 per cent of the productive capacity in the agricultural sector and provide close to 70 per cent of food crop production.

It would have been more beneficial if the data given above was gender- disaggregated. Specifically it would be useful to know

- What percentage of the 500,000 farmers targeted under the programme would be women smallholder farmers?
- How many of the university graduates recruited and the youth registered are female.
- How many female farmers benefited from the extension services provided across the country?
- How would the storage facilities benefit the small-holder female farmers in different parts of the country?
- To what extent would the removal of duties on agro-processing and manufacturing equipment and machinery enable women farmers to employ improved technology in their operations?
- Would the establishment of the grant funding facility relieve women farmers and processors of their credit burdens?
- How many of beneficiary farmers who benefited from the subsidised fertilizers and improved seeds were women. It is well known that cereals, legumes and vegetables are generally handled by women. Similarly women dominate in the management of small ruminant (sheep and goats) management in the livestock industry.

It is important to ask how much support would women farmers receive from the many facilitative interventions planned by the Government. Many similar questions could be asked regarding gender insensitivity of the Minister Budget statement on the Planting for Food and Jobs Programme.

A critical examination of the Hon. Minister's statement reveals a serious failure of both the Gender Desk of the Ministry of Finance and Women in Agricultural Development Directorate at MoFA to input into the minister's statement. It cannot be denied that many consultations took place during the preparation of the budget statement. It is hence difficult to comprehend how such a crucial strategy – the mainstreaming of gender could be overlooked.

Gender mainstreaming, a policy worldly accepted should not only be talked about, it must be seen to be manifested and integrated in all development situations at all times.

10.0 CONCLUSIONS AND RECOMMENDATIONS

10.1 CONCLUSIONS

An in depth gender analysis of FASDEP I & II, METASIP, GADS I & II, The Lands Bill, The Large – Scale Land Acquisition Guidelines and other related documents have revealed that:

- Palpable gender gaps still exist in the agricultural and lands sectors despite the recognition of these gaps and formulation of countless policies programs and strategies to address the said gaps.
- Gender mainstreaming as a policy has not fully been accepted and integrated in all sectors of the Government as stated in the National Gender Policy 2015.
- Gender issues do not often receive the necessary needed attention by the Government.
- Lack of gender sensitivity is very real and pervasive in all sectors of the economy especially in the agriculture and land sectors.
- Gender in the agricultural sector does not seem as a priority issue for Government, MoFA, the Ministry of Finance and other sector Ministries despite being hailed as a pathway to sustainable agricultural development in the country.
- The rural female farmer is still under the yoke of illiteracy, disease, ill-health, degrading sanitation and environmental situation and poor housing and working conditions, deplorable roads and above all abject poverty. The harder she works the poorer she becomes.
- Lack of access, control and ownership of land, inadequate financial services, and storage facilities, appropriate and affordable agricultural machinery to reduce the drudgery and add value to her produce are still out of her reach.
- The activities and programmes to be undertaken by the responsible actors are quite often never implemented.
- Gender- Budgeting as a policy is not fully practised by the Government and appropriate Ministries so as to enable them implement the policies that would address the gender gaps in the sector.
- Gender disaggregated data is an effective tool in policy formulation, programme and project design, planning implementation and M&E. Unfortunately it is often not available, accessible or credible.
- Monitoring and Evaluation System should be strengthened in MoFA. The weakness may be attributed to lack of funds, personnel and logistics.
- The AEAs to farmer ratio in Ghana is around 1-1,500 instead of the recommended 1:500, of this member only 13% are females. This is an unfavourable situation that needs to be corrected to ensure gender equity in the sector.
- The Lands Bill and the Large Scale Land Acquisition Guidelines that seek to bring gender equity in Land administration are not known to the major stakeholders i.e. Traditional Authorities, Clan / Family Heads/ CSOs etc.
- CSOs and WROs are important collaborators in complementing the effort of the government, the development partners and the private sector. However, they seem to lack the needed recognition, capacity, training, and material resources to carry out their role effectively.

It is clear that unless there is political will and commitment to allocate the needed resources to carry out the activities and programmes to address the gender gaps in the sectors, the rural woman farmer will forever continue to be the poor, illiterate and emaciated woman always at the centre of production but at the periphery of benefits.

10.2 RECOMMENDATIONS

The specific gender responsive advocacy intervention to address gender gaps at the district and national levels include the following:

- **Land Administration**

The Government should have a further look at the Lands Bill with the aim of providing adequate safeguards to women's land rights.

- The enforcement of national Land Laws and regulations need to be improved by strengthening both the capacity and the accountability of the Lands Commission, the EPA and other governmental bodies.
- MDAs, including the Gender Ministry, MoFA, and the Lands Commission should initiate educational and awareness-raising programmes to encourage equal sharing of land between women and men. The target group could include **traditional councils and authorities**, faith-based organisations and the general public.
- Implementation of the Guidelines on Large Scale Land Acquisition should be closely monitored to ensure importantly compliance of the stated requirements, fairness and gender equity in land administration.
- Outgrowers Scheme should not discriminate against women's membership by stipulating land ownership as a condition for joining the Scheme.
- There should be equal participation of women and men in the activities of the Scheme. I.e. training and other benefits.
- Child care facilities should be established at the work place to maximise opportunities for women to participate and benefit from the Scheme.
- Compensation system should benefit those individuals who previously used the acquired land on the basis of possessing communal and/or usufruct rights over land and or its resources. Women's compensation should be in proportion to their pre-existing user rights and benefits to households and communal land.
- Women Rights Organisations (WROs) must heighten advocacy for the review and passage of the Lands Bill and other gender sensitive laws.
- They should endeavour, meanwhile to simplify existing Land Policies and Laws and translate them into the principal Ghanaian Languages and ensure their dissemination to rural women farmers.

- **Traditional Authorities**

The Traditional Authorities and the clan / family heads should be sensitised to include women in all discourses and to treat them as equals and allow them to have equal rights to land as the men. Such a situation will go a long way to improve the status of the rural women in the community.

- **Establishment of Land Banks**

The government should seek financial and technical assistance from the African Development Bank, the UN Economic Commission for Africa and other Development Partners to establish Land Banks, to facilitate women's easy access to land, especially in regions where women encounter serious challenges in access to land and security of land tenure to promote sustainable agricultural development and food security.

- **Support to Women Farmers.**

The government must design coherent and consistent policies to give needed support to women farmers in rural communities to expand their farms and enterprises and rationalise gender-priority in agricultural development and particularly in the food value chain.

- **Investing in smallholder female farms**

The government should increase investment in poor rural farmers especially smallholder female farmers by adopting measures aimed at primarily reducing illiteracy among them and facilitating their access to land and critical agricultural inputs, such as appropriate and affordable intermediate farming and processing implements and machinery, improved and certified seeds, fertilizers, extension services, credits, storage and transport facilities.

- The rural female farmer should be given affordable and friendly credit facilities to carry out her farming and reproductive roles since women are mostly the de-facto heads of families, and are known to be responsible borrowers.
- Infrastructural development at farm to farm gate and to the market should be undertaken by the appropriate MDAs to minimise post-harvest losses and to relieve the woman farmer of the drudgery from head-load of agricultural produce.
- Adequate budgetary allocation should be made to MoFA to implement policies, programmes and activities aimed at supporting the rural farmers especially woman farmers.

- **Enforcing Gender Mainstreaming as a Policy**

The Government must take necessary measures to ensure that the policy of gender – mainstreaming is accepted and integrated into all national development initiatives. The representation of 40% of women in all statutory bodies should be adhered to.

- The Government should give high priority to gender issues in the agricultural sector since women contribute 70% to food production in the country and form 52% of the workforce.
- The Ministry of Finance and indeed the Government should have the political will to mainstream gender in the agriculture sector
- The Government in implementing its policies of Planting for Food and Jobs and One District One Factory should be conscious of the gender concerns and ensure that both men and women farmers benefit equally from the flagship initiative.

- **Institutional Capacity Enhancement.**

MoFA should seek to ensure the enhancement of the institutional capacity at critical levels; the Policy Level, the Advocacy and the Linkage between policies and operational level (i.e.. The Women in Agricultural Development Directorate level) and the operational level where technical inputs and services are delivered to and employed by intended beneficiaries. Those in the latter category include Civil Society Organisations particularly WROs which reach out to rural communities and women and often complement efforts of government.

- **Training Women Planners**

To ensure that women farmers' needs are acknowledged and adequately accounted for at all levels of the national development process, MoFA must endeavour to:

- Have more female staff acquire relevant knowledge, expertise and skills in policy formulation.
- Create functional networks among strategic technical and professional women's advocacy groups and train them in development strategies.
- Identify dynamic women community leaders and encourage the formulation of effective working links between them and appropriate collaborating government agencies and private sector operators.

- **Gender – Sensitisation of Stakeholders in the Agricultural Development Sector.**

MoFA should identify all critical stakeholders – state and non-state actors in the agricultural sector and make conscious and continuous effort to gender sensitise them on state policies, programmes and strategies to enable them to be constantly conscious of the crucial role of women farmers in the agricultural sector.

- Gender awareness and sensitization programmes should be carried out at all segments and levels of the society – Schools, Ministries, Parliament and Traditional Council etc.

- **Strengthening links with Stakeholders in the Agricultural Development Sector.**

MoFA should strengthen links with all important stakeholders in the food production value chain, especially the academic and research institutions to facilitate timely transmission to, and adoption of new knowledge and appropriate technologies by rural women farmers and processors.

- **Enhancement of Collation and Usage of Gender Disaggregated Data.**

- All programmes and activities should be gender-disaggregated to ensure fairness and equity in the sector.
- MoFA should collaborate with relevant state agencies, development partners and non-state organisations to enhance the collation and utilization of gender – disaggregated data to facilitate formulation of coherent and evidence- based policies as well as the planning and implementation of programmes and projects which meet the real needs of the different population groups.

- **Encouragement of the use of Objectively Verifiable Outputs.**

MoFA must ensure that objectives and especially outputs expected from various state interventions are objectively verifiable both quantitatively and/or qualitatively and are time-bound to enable attendant or resultant impacts to be judiciously assessed and used in future.

- **Strengthening the Monitory and Evaluation System**

MoFA should strengthen its Monitory and Evaluation (M&E) system, through the deployment of well – trained gender – sensitised staff and the provision of requisite logistic, other essential resources and incentives to ensure its uninterrupted functionality, effectiveness and usefulness

- **Reduction of Post-Harvest Losses**

MoFA should, in collaboration with other relevant state agencies, the development partners and private sector plan and implement appropriate and affordable post-harvest management measures, particularly in the different stages in the handling of agricultural produce, Notable are the preservation, shelling, cleaning, sorting, packaging, storage and transportation. This is to minimise the current heavy post-harvest losses of essential food crops, fruits and vegetables experienced often by women farmers in rural communities.

- **Establishment of a Knowledge Bank.**

MoFA should establish a Knowledge Bank to enable all successful agricultural development activities namely policies, programmes / projects and strategies as well as processes followed to achieve them together with their impact and lessons learnt, to be stored and retrieved electronically for use by other development agents.

- **Providing Opportunities and Socio-Economic Facilities and Services to Enhance the Productivity of Smallholder Farmers**

MoFA, in collaboration with relevant state agencies, development partners, the Private Sector and Civil Society Organisations should create opportunities and provide the means for poor women farmers in both rural and peri-urban communities to have adequate knowledge in basic family planning and business development focusing on book-keeping accounts, stock taking, and salesmanship and saving. Basic socio-economic facilities and services such as accessible education, health, childcare centres, portable water, fuel, sanitation, transport and security must also be provided to reduce the burden women farmers encounter and increase their productivity in the agricultural sectors.

- **Labour Laws**

- The implementation of Labour Laws in Ghana particularly the Labour Act, should be strengthened to give effect to women’s pay and working conditions.

APPENDICES

APPENDIX A



NETWORK FOR WOMEN'S RIGHTS IN GHANA (NETRIGHT)
(Mobilizing for Women's Rights in Ghana)

TERMS OF REFERENCE (TOR)

CONSULTANCY SERVICES

GENDER ANALYSIS OF AGRICULTURE AND LAND POLICIES

1.0 Introduction

Network for Women's Rights in Ghana (NETRIGHT) is a network of civil society organisations (CSOs) and individuals who have a clear interest in working together to bring a gender perspective to national processes as well as policy content and implementation. NETRIGHT draws attention to violations of women's rights and campaigns for changes to achieve women's equality. The network also creates space for debate and clearer articulation of different positions within the women's movement in Ghana. NETRIGHT focuses on three (3) core areas namely economic justice, movement building and natural resources. To ensure inclusiveness, NETRIGHT provides a national advocacy platform for CSOs around national and international processes and educates the public about gender equality and women's rights issues. A cardinal principle of NETRIGHT is to avoid duplication or competition with its members but rather support their interventions.

NETRIGHT is implementing a project on "***Strengthening the Voice of Rural Women Farmers for Improved Livelihoods***" under the African Women's Development Fund (AWDF) '***Leading from the South (LFS) Initiative***'. NETRIGHT's project is aimed at empowering rural women farmers to actively engage policy spaces in the agricultural and land sectors to enhance their livelihoods through targeted gender responsive advocacy to effect change.

1.1 Context

The Ghanaian society is a highly patriarchal system embedded in traditions, customs and norms with power vested in traditional authorities whose actions and inactions continue to discriminate against and undermine women in the pursuit of their economic rights. Government's (past and present) attitude towards the promotion of women's rights in the country is more of rhetoric than real commitment and political will to protect women's rights and economic interest. The power

dynamics within the policy space continue to tilt in favour of men thus duty-bearers and key actors at all levels are either disinterested, have limited knowledge or lack understanding of a gender responsive approach in the discharge of their work to ensure that the specific needs of women and girls are addressed to promote an equal world for all.

The division of labour in the agricultural sector and issues around land, property rights and inheritance are gendered and generally accepted by the society as the norm with socialisation playing a key role in the subordinate position of women and girls in the Ghanaian society.

The Food and Agricultural Sector Development Policy (FASDEP) II categorically states that gender inequality in the agricultural sector has undermined the achievement of sustainable agricultural development because programmes and projects are not systematically formulated around different needs of women and men. The Ministry of Food and Agriculture 's (MOFA's) mid-term review report of the Medium Term Agricultural Sector Investment Plan (METASIP) in 2013 also indicates that the approximate male to female coverage ratio of all projects mapped to the METASIP was 2:1 and very few of the projects had gender inclusiveness as part of the areas of focus within project objectives. FASDEP II policy direction for the sector focuses on value chain approach to the agricultural sector, emphasizing value-addition and market access. This brings into sharp focus emerging issues in the shifts in policy since the development of the Gender and Agricultural Development Strategy (GADS I) in 2001.

Women farmers on a daily basis are confronted with challenges such as unequal access to land, extension services, finance and credit, education and training, technology, time and market. An FAO/IFAD/ILO research report shows that especially women in rural areas continue to reap fewer benefits in agriculture than men and are less recognized compared to their male counterparts. Women's access, ownership and control of land are dependent on inheritance practices dictated by lineage systems. In addition, Ghana Government's increasing priorities towards private sector investments in the agricultural sector makes it even more critical to ensure that women's interests and economic rights are protected; as little attention is paid to smallholder farming in policies and frameworks governing the agriculture sector. Also, the land tenure system in Ghana has structural and systemic challenges which have created gender and class inequalities. This is further compounded by traditional norms and customs which adversely impact on women and other marginalized groups.

As part of activities outlined for the **AWDF LFS funded project**, NETRIGHT is interested in carrying out a gender analysis of policies and institutional frameworks governing the agriculture and land sectors with particular focus on the Gender and Agricultural Development Strategy GADS II, Food and Agriculture Sector Development Policy (FASDEP II), Medium Term Agriculture Sector

Investment Plan (METASIP), Land Bill and the Large-scale Land Acquisition Guidelines in order to carry out specific gender responsive advocacy interventions at the district and national level to enhance women's participation in policy discourses and effect gender reforms at the agriculture and land sectors.

1.2 Objectives

The broad objective of this assignment is to analyse the policies and frameworks governing the agriculture and land sectors from a gender perspective and propose recommendations to address gender gaps in the sectors to protect women's economic rights; particularly, rural women.

2.0 Main Tasks

The consultant is expected to perform the following tasks:

- Critically review FASDEP II, METASIP, GADS II, Land Bill and the Large-scale Land Acquisition Guidelines;
- Identify the gender gaps within the policies outlined above;
- Analyse how the gender provisions in these policies will benefit women in agriculture;
- Make recommendations as to how gaps (if any) can be addressed to help carry out specific gender responsive advocacy interventions at the district and national level;
- Present findings to participants at a workshop;
- Develop a policy brief based on the outcome and recommendations.

In addition, the consultant is expected to include other matters considered relevant for this assignment.

3.0 Key Deliverables

The key deliverables for this assignment are as follows:

- Inception Report and Work plan
- Draft Policy Analysis Report
- Final Policy Analysis Report
- PowerPoint Presentation on Draft Policy Analysis
- Final Policy Analysis Report
- A Policy Brief

4.0 NETRIGHT's Role

The role of NETRIGHT shall be as follows:

- Provide Consultant with relevant background information;
- Monitor work progress;
- Read and provide inputs for the first draft; ☐ Accept and sign off final draft.

5.0 Qualification and Experience

The consultant should have the following qualification and experience:

- Minimum of a Masters' Degree in Development Studies with specialization in gender or related social science discipline;
- Knowledge and experience in gender, land and agriculture issues;
- Working experience amongst rural women, female smallholder farmers and/or Women's Rights Organisations/CSOs working on agriculture and land issues; ☐ At least 5 years' experience in similar work.

6.0 Person Specification

The consultant should have

- Knowledge and experience in addressing gender and agricultural issues including policies and strategies;
- Good analytical, communication, reporting and writing skills;
- Proficient in Microsoft Office Suite;
- Proven record of experience in working on national and international programmes/projects.

7.0 Timing and Duration of the Assignment

The timeframe for the consultancy is **fifteen (15) work days** to be carried out between 2nd October and 1st December, 2017.

8.0 Application Process

Interested applicants should send their applications to netright@ymail.com or info@netrightghana.org by **15th September 2017**. The application should include the following information:

A cover letter expressing interest and how applicant meets the person specification;

- Applicant's CV
- A technical proposal of not more than 3 pages including the following:
 - ✓ Understanding of the assignment
 - ✓ Proposed methodology
 - ✓ Proposed work plan
- An example of previous work;

- Relevant References (not more than 2)

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APPENDIX B

WORK PLAN AND TIMELINES FOR THE ASSIGNMENT

Proposed Date/Month	Main Activities
26th Sept. 17	Signing of Contract
28th Sept.– 3rd Oct 2017	Preparation and presentation of Inception Report
5th Oct. – 12th Oct. 2017	Consultation with the NETRIGHT team
16th Oct. –20th Oct. 2017	Consultation with MoFA and relevant Organisations
23rd Oct. – 7th Nov, 2017	<p>Desktop Studies/Review</p> <ul style="list-style-type: none"> ▪ Identification, collection and critical review of FASDEP II, METASIP, GADS II, Land Bill and the Large-scale Land Acquisition Guidelines including other relevant Laws, Bills, Regulations and documents on Women in Agriculture particularly the 1992 Constitution & The Sustainable Development Goals. ▪ Identification of the gender gaps within the Policies stated above ▪ Critical analysis of the gender provisions, if any, in these policies and their positive impact on Women in Agriculture.
8th Nov. – 28 th Nov, 2017	Preparation of Draft Policy Analysis Report and Draft Policy Brief
30 th Nov, 2017.	Presentation of Draft Policy Analysis Report and Draft Policy Brief
4 th Feb. – 16 th Feb,2018	Preparation and Submission of PowerPoint on Draft Report and Draft Policy Brief
11 th April & 24 th April, 2018	Presentation of PowerPoint on Draft Report at Validation Workshop in Bolgatanga and Accra
25 th April, 2018	Press Briefing
26 th April– 16 th May, 2018	Consolidation of feedback into the Final Report and Policy Brief
17th May, 2018.	Submission of the Final Analysis Report and Policy Brief

APPENDIX C

LIST OF PARTICIPANTS

CAPACITY BUILDING WORKSHOP (SOUTHERN SECTOR)

PARTICIPANTS LIST

No	Name	M /F	Organisation	Email	Phone
1.	Lydia Ofori	F	Twabidi- Beposos Cocoalife		024626022 5
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8.	Mary Nyame	F	Western Anyano		054193423 8
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21.	Eunice Attakumah	F	Cocoa Farmer		054193718 3
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APPENDIX D – 1

PRESS RELEASE NORTHERN SECTOR OF GHANA



NETWORK FOR WOMEN'S RIGHTS IN GHANA (NETRIGHT)
(Mobilizing for Women's Rights in Ghana)

52% Unused Talent: The Bane of the Agricultural and Land Sector of Ghana

13th April 2018.

Bolgatanga

Upper East Region

We the rural women farmers and women's rights organisations from the Upper East, Upper West and Northern Region at a three-day workshop to "*strengthen the voices of rural women farmers for improved livelihoods*" funded by African Women Development Fund (AWDF), do recognise the efforts of government through legislations, policies and programmes to improve the conditions of rural women farmers.

It is an undeniable fact that Ghana's agriculture and land sector continue to suffer; when the knowledge and abilities of the 52% agricultural workforce of the country that are women are virtually not being used

Policies such as the National Policy on Gender, the Gender and Agricultural Development Strategy II (GADS II) and other interventions targeting women in agriculture are part of efforts by the government to address gender gaps in the agricultural sector. Yet the impact on rural women farmers has been abysmal

We also recognise the fact that Ghana has signed on to international and regional instruments and protocols that promotes women's rights and gender equality. However, women continue to face grave challenges in assessing and claiming their rights to: land; modern, appropriate and friendly technology; extension services, favourable credits, guaranteed market access; value chain investments, access to inputs among others.

In as much as we applaud past and current governments and other stakeholders for their efforts in the journey towards gender equality, we are quick to add that an inclusive "*Ghana beyond aid*" agenda will remain a mirage if we continue to exclude the **52% of the Talent** we have as a country. It is therefore important that the

government's flagship programmes/interventions such as Planting for Food and Jobs, One District, One Factory and the One Village, One Dam initiatives ensure that rural women farmers are not left behind.

We are therefore calling on the Government:

1. To ensure that the Ministry of Land and Natural Resources through the Lands Commission establish Land Banks to facilitate women's easy access to land;
2. To increase the female extension agents from the current 13% to 40%
3. To invest in research institution and support the invention and/or scaling up of modern, appropriate female friendly technology to reduce the drudgery experienced by rural women farmers from the current 12% to 33%;
4. To consciously ensure equal access to resources, information and equal representation of men and women on all Agricultural related committee at all levels.
5. To provide MoFA with the requisite human and financial resources to implement the strategies outlined in the Gender and Agricultural Development Strategies II (GADS II);
6. Through its appropriate Ministries, Departments and Agencies (MDAs) to embark on infrastructural development at farm-to-farm gate and market centres to ease the burden of the rural women farmers to minimise post-harvest losses;
7. To give directives to MoFA and research institutions to consistently generate gender-disaggregated data which shall be accessible to policy makers, Development Partners, Civil Society Organisations, Private Sector and other actors in the Agricultural and Land Sectors;
8. Land Administration Project (LAP II) to carry out an intense public education on the provisions of the Land Bill and the need for the passage of a gender sensitive bill that addresses the needs and interests of women and socially excluded groups such as rural women farmers, migrant and tenant farmers, pastoralists, and persons with disability;
9. To promote credit policies and practice that are friendly to rural women farmers who carry out their agri-business and other related activities in the food value chain;
10. And Development Partners and Funding agents to earmark adequate funds for M&E to ensure that projects achieve their desired outcomes, which can be objectively verified;

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APPENDIX D- 2

PRESS RELEASE – SOUTHERN SECTOR OF GHANA



NETWORK FOR WOMEN'S RIGHTS IN GHANA (NETRIGHT)
(Mobilizing for Women's Rights in Ghana)

The future of Ghana's economy is agriculture: and the future of agriculture is rural women farmers

25th April 2018

We the rural women farmers and women's rights organizations (WRO's) from the Southern sector of Ghana in a three-day workshop to **"Strengthen the Voices of Rural Women Farmers for Improved Livelihood"** funded by African Women Development Fund (AWDF) do recognize that government has in place laws and policies that will improve the lives of rural women farmers, but the challenge is the lack of implementation and knowledge of the existence of these laws and policies.

As Ghana moves beyond aid and the future of the country's economy is agriculture, we note that rural women produce 70 – 80% of food consumed in Ghana. There is the need to build capacities of rural women farmers to increase agricultural production for food security. With the necessary capacity and resources rural women farmers will be able to acquire large acres of land, increase production to ensure national food security, and the export food surplus thereby affecting the economy positively.

Women play a multi-faceted role in agriculture and constitute 95% of those involved in agro-processing and 85% in food production, yet women farmers are faced with a number of challenges which include access, control and ownership of land for farming, lack of equipment, poor road networks, lack of support for business initiatives, post-harvest losses, inadequate female extension officers, access to credit and markets, among others.

We acknowledge past and current governments' ratification of international and regional instruments and protocols that promote the rights of women and gender equality. However the pricing of cash crops on the world markets affects rural women farmers negatively since they are not involved in the price negotiation process. To ensure equality in line with international, regional and national conventions, both men and women farmers should be represented equally at the negotiation processes.

As government and other stakeholders pursue the path of gender equality, it is important that interventions such as "One District, One Factory" take into consideration rural women farmers and link them to these factories to avoid post-harvest losses. Irrigation is a critical part of farming, so as the government implements the "One Village One Dam" programme, this should serve 50% of rural women farmers. In the "Planting for Food and Jobs" programme also, rural women farmers should be given priority consideration as they contribute 70% of food crop production. Furthermore in

training Extension Officers, government should consider training at least 60% females from the farming communities for effective monitoring

To achieve these aims we additionally call on the government

1. Through the Ministry of Food and Agriculture to provide equipment and training on operation to rural women farmers and build storage facilities in the farming communities.
2. To ensure through the Ministry of Roads and Transport that roads connecting farming communities to the cities are constructed to facilitate transportation of goods to the market
3. To engage traditional authorities to reduce cost of farm lands by 50% for rural women farmers.
4. To link rural women farmers directly to industries to prevent post-harvest losses.
5. To make loan acquisition easily accessible with reasonable interest rate to rural women farmers

We call upon parliament to

1. Ensure that the gender provisions in the Land Bill, 2018 is not watered down in the final version to be passed into law.

Finally we call on development partners and funding agencies to

1. Set funds aside to train rural women farmers with adequate skills to improve their livelihoods.

“Improving Agriculture the backbone of Africa economy can drive massive poverty reduction and improve lives across the continents” Bill and Melinda Gates

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