

Ensuring a Gender-Responsive Emissions Reduction Program in Ghana: Gender Analysis and Action Plan

Acronyms	iii
Key Gender Terms	v
1 Introduction	1
1.1 Purpose	2
1.2 Methodology	2
1.2.1 Workshop methodology	3
2 Context and Rationale	3
2.1 Forests in Ghana	3
2.2 Gender and climate change	4
2.3 Why gender and REDD+	4
3 Current state of gender equality in Ghanaian sectors.....	5
3.1 Education	6
3.2 Literacy.....	6
3.3 Employment	7
3.4 Reproductive work	7
3.5 Land rights, access and ownership	8
3.6 Agriculture.....	9
3.7 Forestry	10
3.8 Financial access	10
4 Legal and political framework for gender equality	11
4.1 International gender and climate change commitments	11
4.1.1 Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) ...	12
4.1.2 Beijing Declaration and Platform for Action (BPfA)	12
4.1.3 United Nations Framework Convention on Climate Change (UNFCCC).....	12
4.2 National gender machinery.....	13
4.2.1 Ministry of Gender, Child and Social Protection (MoGCSP)	14
4.2.2 National Gender Policy (2015)	14
4.2.3 Civil Society Organizations	15
4.3 National institutions and policies relevant to REDD+ and gender	15
4.3.1 Ministry of Land and Natural Resources (MLNR)	16
Forestry Commission.....	16
Land Administration Project (LAP), Gender Strategy (2012).....	16
4.3.2 Ministry of Environment, Science, Technology and Innovation (MESTI)	17
Environmental Protection Agency (EPA)	17
Ghana Environmental Management Project (GEMP).....	17
National Climate Change Policy (NCCP)	18
4.3.3 Ministry of Food and Agriculture (MOFA).....	18
Gender in Agriculture Development Strategy II (GAD II).....	19
4.3.4 Ministry of Finance (MoF)	19
4.3.5 Ministry of Local Government and Rural Development.....	20
4.3.6 Cocoa-relevant MDAs and organizations	20
5 Gender in REDD+ in Ghana	20

5.1	Readiness Phase	20
5.1.1	Gender and REDD+ Roadmaps.....	21
5.1.2	National REDD+ Gender Sub-Working Group (GSWG).....	21
5.2	ERP: Ghana Cocoa Forest REDD+ Programme (GCFRP)	23
5.2.1	GCFRP Intervention Pillars	24
5.3	Identifying local-level gender-differentiated issues, gaps, and responses.....	24
5.3.1	Drivers of deforestation and forest degradation	27
	Considerations and responses.....	31
5.3.2	Participation in farm level productive activities.....	32
	Summary of results.....	32
	Considerations and responses.....	32
5.3.3	Prioritized tree species.....	34
	Considerations and responses.....	36
5.3.4	Challenges	37
6	Integrating gender into GCFRP: a Gender Action Plan	39
7	Moving forward.....	46
8	Annexes.....	47
8.1	Annex 1: GCFRP Cocoa-relevant MDAs and organizations	47
8.2	Annex 2: Focus Group Discussion Participant Lists	50
8.2.1	Atewa Focus Group Discussion Participants	50
8.2.2	Goasa Focus Group Discussion Participants.....	53
8.2.3	Bibiani Focus Group Discussion Participants.....	56
8.3	Annex 3: Main farm-level productive activities of women and men	58

Acronyms

BPfA	Beijing Declaration and Platform for Action
CBD	United Nations Convention on Biological Diversity
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CSC	Climate-Smart Cocoa
CSO	Civil Service Organization
DA	District Assemblies
DOG	Department of Gender
EPA	Environmental Protection Agency
ERP	Emission Reduction Programme
FCPF	Forest Carbon Partnership Facility
FIP	Forest Investment Programme
GAD	Gender in Agriculture Development (Strategy)
GAP	Gender Action Plan
GCF	Green Climate Fund
GDO	Gender Desk Officer
GBV	Gender-based violence
GCFRP	Ghana Cocoa Forest REDD+ Programme
GEMP	Ghana Environmental Management Project
GHG	Greenhouse gas
GSWG	Gender Sub-Working Group (of NRWG)
HIA	Hotspot Intervention Area
HFZ	High Forest Zone
IUCN	International Union for Conservation of Nature
LAP	Land Administration Project
MDA	Ministries, Departments and Agencies
MESTI	Ministry of Environment, Science, Technology and Innovation
MLNR	Ministry of Land and Natural Resources
MoF	Ministry of Finance
MOFA	Ministry of Food and Agriculture
MoGCSP	Ministry of Gender, Children and Social Protection
MLGRD	Ministry of Local Government and Rural Development
MoWAC	Ministry of Woman and Children

MTDP	Medium Term Development Plans
MRV	Monitoring, Reporting and Verification
NC1	Initial National Communication
NC2	Second National Communication
NC3	Third National Communication
NCCP	National Climate Change Policy
NDA	National Designated Authority
NDPC	National Development Planning Commission
NGO	Non-Governmental Organization
NRWG	National REDD+ Working Group
NTFP	Non-timber forest product
REDD+	Reducing emissions from deforestation and forest degradation
R-PIN	Readiness Plan Idea Note
R-PP	Readiness Preparation Proposal
SESA	Strategic Environmental and Social Assessment
UNFCCC	United Nations Framework Convention on Climate Change

Key Gender Terms

Gender	Refers to socially ascribed roles, responsibilities and opportunities associated with women and men, as well as the hidden power structures that govern relationships between them
Gender Equality	A concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices
Gender Equity	Fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities
Gender-responsive	Identifying, reflecting, and implementing needed interventions to address gender gaps and overcome historical gender biases in policies and interventions
Gender-sensitive	Understanding and taking into consideration socio-cultural factors underlying sex-based discrimination. In application, gender sensitive has come to mean 'do no harm'
Gender mainstreaming	Process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels
Sex	Universal biological characteristics that differentiate males and females according to biology and reproductive characteristics

1 Introduction

From providing sustenance to sequestering carbon from the atmosphere, forests are critical to human existence. Yet, despite the important role they play, forests are being cleared at an unsustainable rate, threatening biodiversity, local livelihoods and efforts to mitigate climate change. Agricultural production, in Ghana and around the world, is a major driver of deforestation, and the linkages between land clearing and food production are well documented—be it for subsistence or on larger scales of production. Reducing Emissions through Deforestation and forest Degradation (REDD+) exists as a crucial mechanism to combat these threats to ecosystems and livelihoods. Comprehensive integration of forestry conservation, agroforestry practices, and planning landscapes to serve multiple uses and enhancing non-timber forest product (NTFP) harvesting and use has multifaceted and wide-ranging benefits for forest-dependent communities and, at the national scale, for the economy and country as a whole.

Forests—and deforestation and forest degradation—are not gender neutral, and thus neither is REDD+: REDD+ planning, policies and measures must consider and reflect women’s and men’s differentiated roles, responsibilities and knowledge. This requires a gender-responsive approach, especially to ensure that the different potential benefits derived from REDD+ activities, including monetary gains and cultural and subsistence uses, are equitable, and do not exacerbate existing inequities.

Over the past decade, governments and stakeholders from different regions have increasingly recognized that effective solutions to climate change require a gender-responsive approach for more equitable outcomes. Specific to REDD+, global agreements now clearly require that gender considerations be integrated. The UNFCCC 2010 Cancun Agreements requested countries to address gender in their national strategies or action plans, and the 2011 Durban Outcomes agreed that systems for providing information on how the safeguards are addressed and respected would moreover take into account gender considerations. At regional, national and sub-national levels, various organizations and agencies have initiated policy, planning and activities. This has supported identifying relevant gender issues in the context of REDD+, as well as further demonstrating how gender considerations can be incorporated toward effective REDD+ programming, further contributing to both environmental and social benefits. Specific initiatives have provided technical support and capacity building to address gender equality in REDD+ as part of the efforts to strengthen the readiness phase and prepare countries for gender-responsive implementation.

Women’s participation and representation in REDD+ is not only important for advancing gender equality, but also leads to more effective development and climate change solutions, and is crucial to adaptation and improved resilience. As farmers, foresters, caretakers and household providers, women have unique knowledge and experiences with natural resources and therefore have varying perceptions of and priorities for—compared to those of men—how to use, manage, and govern them. As Ghana implements REDD+ policy and initiatives to meet ambitious climate change mitigation and adaptation goals, it will be imperative to include and champion women and men, and women’s and men’s needs and interests, equally in decision-making, planning, implementation and monitoring activities.

The Government of Ghana has made efforts to connect gender equality and climate change considerations in tandem with poverty reduction and resilience-building efforts in national policies, plans and measures, from identifying gender as a cross-cutting issue to including gender equality as a specific principle with targets for women’s involvement in climate change solutions. Despite this inclusion of gender equality at the national level in policies and planning, gender inequality persists as a challenge at multiple levels and across sectors relevant to

REDD+. The discrepancy between policy and practice can also be attributed to a lack of gender-specific data and baselines, as well as limited skills in mainstreaming gender among planners at both central and decentralized levels. But social progress does not have to work in opposition to environmental conservation and restoration, and Ghana has an opportunity to address these issues and meet international and national commitments and goals for climate change and gender equality through adoption of a gender-responsive approach. Thus, the daunting challenge remains in Ghana to translate the political theory of women's empowerment and gender equality in environmental, economic, and social development into interventions on the ground, including REDD+, for real—and sustainable—results and impact.

1.1 Purpose

The purpose of this gender analysis is to build on gender and REDD+ knowledge in Ghana specifically in the context of the Emissions Reduction Programme (ERP) and the planning around sustainable cocoa farming to achieve the programme goals in a gender responsive way. This analysis and report will generate evidence on the immense contribution of women, girls, men and boys to forest management, as well as agricultural activities, and consequently the drivers of deforestation and degradation. It is coupled with a Gender Action Plan outlining entry points for responding to the analysis.

This information should enable understanding toward devoting adequate and appropriate attention to gender issues within the ERP interventions, particularly in the relationships between women and men and their access, use and control to resources, activities, and the constraints and options (political, institutional, and on the ground) they face in relation to cocoa farming. It aims to provide information to address environmental issues from a gender perspective and with a gender-responsive approach for increased efficiency and effectiveness of the ERP. This will provide the Government, particularly the National REDD+ Secretariat, and REDD+ implementing partners with the knowledge and entry points/options for developing the skills and tools necessary to increase their capacity to effectively address the identified issues through the program, from identification of activities, design of processes and facilitation of the program implementation, to design of indicators and monitoring of progress.

1.2 Methodology

At the core of IUCN's methodology is the development of an analytical framework specifically contextualized for Ghana at multiple levels. It is based on previous experiences with integrating gender into the work of major environment and development institutions at the national and local levels, and on broader lessons from gender mainstreaming. Different methodological approaches were used to create a thorough analysis of gender in relevant environment and climate change areas pertinent to gender and REDD+, as well as to support recommendations toward enhancing capacity building for mainstreaming gender into ERP processes.

Existing national legal frameworks, policies, mechanisms and institutional initiatives were reviewed to reveal those relevant to the environment (particularly around forests, land and agriculture as linked with REDD+) and climate change and promotion of gender equality and equity, supporting assessment of each and their capacity to integrate gender. The desk review also included gathering of statistical data and evidence at a national (and sometimes subnational) level on the current state of gender (in)equalities. These aspects of the methodology support the identification of progress and gaps, as well as the barriers, but also potential entry points, toward enhancing gender equality in Ghana.

This information was supplemented with interviews with specialists on REDD+, forestry and forest programs, and the cocoa farming system across? private and public sectors, as well as gender experts. Field visits were also organised to hold focus group sessions or workshops with

local stakeholders including: decision makers, women and men farmers, forestry officials, women's rights advocates, community leaders, and women and men in communities already engaged in REDD+-relevant activities (such as FIP and/or cocoa farming). This facilitated mapping of women's and men's roles, risks, and benefits in REDD+, particularly as drivers for deforestation and degradation throughout various aspects relevant to REDD+, as well as systems and sectors that will affect and be effected by REDD+ in Ghana and the gender dimensions of this. The team was faced with some limiting factors in the analysis, including not all partners having, or providing, information on how their organizations are considering and integrating gender into their policies and programming, and because of travel, culture, and schedules time spent in the field could have been further enhanced with more time and engagement with focus groups and interviews.

1.2.1 Workshop methodology

The three workshops were held in April 2017, within the high forest zone-across 3 political regions (Eastern, Brong Ahafo and Western). The first was in Atewa, (Eastern Region) followed by Goaso (Brong Ahafo Region) and the third in Bibiani (Western Region). The three towns where these were conducted are located within the Ghana Cocoa Forest REDD+ Programme (GCFRP) landscape and are in fact within Hotspot Intervention Areas (HIAs) that have been delineated for the implementation of the programme. Participants at the workshops consisted of women and men farmers, cocoa growers, Queen Mothers and Chiefs, and representatives of government MDAs—especially the Forestry Commission, as well as National REDD+ GSWG representatives, NGOs and local organizations (see Annex 2, section 8.2, for a list of participants of the workshops).

Workshop participants were introduced to the concept of REDD+—specifically on the impetus to quell deforestation and forest degradation. Despite the relatively strong inclusion of gender mainstreaming in REDD+ policy and planning as evident from the political framework section, the GCFRP was mostly void of considerations and a response to gender inequalities. Considering the blindness to social issues broadly of communities in the GCFRP, the three workshops were planned to gather contextual information on dynamic social issues that could consequently affect, or be affected, by the implementation of REDD+, particularly the CSC pillar. Generally, this included a methodology to identify the drivers of deforestation and degradation women and men participate in in local communities, gendered participation and roles in forest and farm-level activities, and options for enhancing these activities to be more inclusive.

2 Context and Rationale

2.1 Forests in Ghana

It has been estimated that environmental degradation in the major natural resource sectors in Ghana costs five to ten percent of Ghanaian GDP, with the forest sector accounting for 63% of this cost, or USD 500 million.¹ According to the Food and Agriculture Organization of the United Nations (FAO), 41.0% of land in Ghana (equivalent to 9,337,000 hectares) is covered by forest (this statistic has significantly increased due to an accounting of forest cover based on 2006 IPCC direction which included land previous not accounted for as forested land). Eight percent of this (395,000 hectares) is classified as highly bio-diverse and carbon dense primary forest and 260,000 hectares are plantations, with growing consideration for this facet of production. Deforestation in Ghana has been identified as a critical environmental issue, because more than

¹ Ghana Forestry Commission. 2010. Ghana R-P. Accra, Ghana.

33.7% of the forests, equivalent to 2,500,000 hectares, have been lost since the early 1990s. Between 1990 and 2015, the rate of change for the forest is estimated at 3.2% per annum—a relatively high rate of deforestation.²

2.2 Gender and climate change

Deforestation, land degradation, mining, soil erosion, water quality, waste management and air pollution are some of the major environmental challenges in Ghana. Variability due to climate change has also posed specific challenges for Ghana, including more frequent and intense weather patterns, such as floods and droughts, which have significant negative impact on natural resources, the country's economy, and—differentiated impacts—on women and men in Ghana.

A majority of the country's population directly depend on ecosystem goods and services to maintain food security, livelihood and health, especially marginalized groups such as women who often do not have equal access to other sources of sustenance. Water resources are also impacted by climate change with longer dry seasons but also heavy rains eroding soil, both causing additional soil degradation reducing agriculture viability and consequently food and nutrition availability, especially for those who are dependent on agriculture to maintain livelihoods. Women are primarily responsible for maintaining household food security (in production and preparation) and collecting water, meaning that as these resources are degraded by the effects of climate change women disproportionately feel increased burdens in food, fuel and water collection and productive livelihood work. Additionally, women's tenuous land rights—which can impact their ability to produce sustenance and income, as well as access decision-making groups and loans—and their limited access to adaptation capacity options leaves them particularly vulnerable to climatic changes.

2.3 Why gender and REDD+

The role of forests in the lives of women and men in Ghana is crucial with the provision of food, clothing, shelter, furniture, potable water supply sources and bushmeat. The forests are also highly valued as sources of natural medicines, which are essential components of health treatment, which is commonly used in conjunction with mystical and ritual practices.

REDD+ activities respond to the impending and continued impacts of climate change. However, these efforts must take into consideration the human interactions with the natural world while building resilience in ecosystems as to not cut off existing livelihoods in efforts to curb and adapt to climate change. This provides opportunities for communities to continue accessing ecosystem benefits while sustainably managing resources and restoring landscapes for healthier communities and ecosystems.

Women's significant, diverse roles in the forestry sector affords them specific skills and experiences associated with best forestry management practices, as well as knowledge on properties of culturally and household-important NTFPs and forest resources. Statistics represent women as 57% in the agriculture sector in Ghana, but in addition to this formal employment, women also manage trees around the household and in home gardens, especially fruit trees. This contributes to household food security, food sovereignty and nutrition and potentially to women's autonomous income through small-scale sale of NTFPs, and particularly important for their involvement in government-planned agriculture and agroforestry implementation. Women and children also access forests for energy needs, collecting fuelwood for a variety of household uses.

² FAO. 2015. Global Forest Resources Assessment 2015, Country Report, Ghana. Rome, Italy.

However, despite the many benefits women's involvement in forestry provides, women are not equally involved in formal forest management activities and often cannot access higher paying positions in forestry activities, or in commodity production along various resource value chains that relate to REDD+ activities. Additionally, increased forest use for large-scale energy needs and conversion of land to private plantations limits women's access to fuelwood for household use, increasing their time and labour dedicated to collecting this resource, as well as exposure to harsh environmental conditions and risks of gender-based violence (GBV).

Community development and inclusion aspects of REDD+ activities represent prime opportunities to close gender gaps in regards to these issues through inclusive and gender-responsive REDD+ management. Actively involving women and men in planning, implementation and monitoring of projects, and ensuring equal access to opportunities and benefits, will help form a context-specific solution that addresses localized gender issues and meets the various needs and priorities of women and men.

Women are key managers and users of subsistence-based NTFPs and forests. They have important knowledge concerning the nutritional, medicinal and cultural benefits of forest products, and can gain supplemental income from sale of forest and agroforestry products. All of these activities are immensely important for household and community livelihood security and help women explore economic and educational opportunities for themselves and their families. However, despite the benefits women contribute to the household through their knowledge of and relationship with forests, their access to legal land ownership and control, decision-making opportunities in forest management and prospects for increased forestry wage labor is limited. Marginalization of women in communities dependent on forests from their services to products, necessitates the need for improving upon the status quo of gender integration and fully addressing inequitable issues

3 Current state of gender equality in Ghanaian sectors

Ghana, meaning "Warrior King" in a local language, is nestled between Togo, Burkina Faso, and Cote d'Ivoire with the Guinea Gulf and Atlantic Ocean to the south.³ Ghana has diverse geography and ecology ranging from coastal savannahs to tropical forests, providing rich resources for the surrounding populations contributing to their lives and livelihoods. This is important, as Ghana has experienced dramatic increases in its population, reaching close to 28 million in 2015, with women constituting nearly 52% of Ghana's total population—representing direct challenges for natural resource use, and adaptation to changing environmental elements.⁴

In 2016, Ghana ranked 59th out of 144 countries in the World Economic Forum's Global Gender Gap Index with a score of .705—indicating that 70% of its gender gaps have been closed—ranking roughly midway on the comparison of Sub-Saharan African countries.⁵

Ghana has demonstrated initiative and leadership to address and include gender in the political, legal and institutional framework across sectors. However, despite this promotion, gender inequality persists as a challenge at multiple levels and across sectors for various reasons.

Gender gaps are observed in the opportunities available to women, and girls, in terms of accessing education, employment, natural resources and land, and are underscored by the societal norms, expectations and treatment of women in communities.

³ World Bank. (2015). World development indicators: Ghana. Retrieved from <http://data.worldbank.org/country/ghana>

⁴ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

⁵ World Economic Forum. (2016). *The global gender gap report 2016*. Geneva, Switzerland.

As with other patriarchal societies, men are culturally considered the head of the household in Ghana, with women making up only 30.5% of heads of households in all of Ghana.⁶ In the rural savannah area, referring to the agro-ecological zones in the three northern regions and parts of Volta and Brong Ahafo (a population of 4.7 million people), women head the lowest proportion of households at 16%.⁷ In the rural coastal area, referring to the southern part of Ghana with an estimated population of 1.5 million, women head the highest proportion of households at about 38%.⁸ In rural forests, an estimated population of 6.9 million, women head about 28% of households.⁹

The following sections outline the current state of women and men in their roles and contributions in Ghana in various facets relevant to REDD+ in Ghana. This information will provide insight into some of the prevalent gender gaps on the ground that must be addressed and subsequent entry points in REDD+ policy and programming to ensure it is gender-inclusive and -responsive.

3.1 Education

For all of Ghana, school attendance rates for males and females ages 6-25 is high, about 93% and 90%, respectively.¹⁰ Most of the localities in Ghana reflect this national rate with slightly higher attendance in urban areas compared to rural areas. However, the rural savannah area in the northern part of the country is an exception, as school attendance rates dip below 80% for males (79.5%) and females (73.3%).¹¹

For adults 15 years and older the proportion who have attended school at some point in their lives varies widely between urban areas (91% of males and 80% of females) and rural areas (75% of males and 59% of females).¹²

3.2 Literacy

Literacy rates, defined as the ability to read and write a simple sentence in English and any Ghanaian language with understanding, vary significantly between rural and urban localities and for women and men. In urban areas, about 81% of males are literate compared to 60% of females.¹³ In rural areas, 53% of males are considered literate compared to 31% of females.¹⁴ For rural areas specifically, the lowest literacy rates are observed in the rural savannah area in the northern part of the country at a little over 38% for males and 22% for females, while the highest literacy rates are seen in the rural coastal areas in the southern part of the country at over 67% of males and 39% of females.¹⁵

⁶ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

⁷ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

⁸ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

⁹ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

¹⁰ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

¹¹ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

¹² Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

¹³ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

¹⁴ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

¹⁵ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

3.3 Employment

The workforce in Ghana has a pronounced gender gap favoring men, with employment rates of 60.3% and 39.7% for males and females, respectively.¹⁶ Of the total numbers employed in Ghana about 60% are engaged in informal establishments, with the remaining 40% in formal employment. Agriculture is cited as the sector to engage the smallest number of people, but admits this could be because it only collected data on institutional agriculture, leaving out a major swath of Ghanaian women and men employed in informal agriculture, estimated to be about 88% of the total population.^{17 18} However, regardless of the employment that males and females are engaged in, the report finds that the proportion of males that are professionals in the sector is drastically higher than of women, across the board.

3.4 Reproductive work

More women (27.7%) than men (15.5%) ages 7 years and older spend time collecting firewood for household use.¹⁹ Women spend an average of 23 minutes per day collecting firewood and men spend about 19 minutes a day collecting firewood.²⁰ This is slightly higher in rural areas (about 0.6 minutes more for both women and men per day) and lower in urban areas (20 minutes per day for women and 16.8 minutes per day for men).²¹ The most time spent collecting firewood for household use is observed in the rural savannah ecological areas in the northern part of the country, with women spending an average of 31.4 minutes per day and men spending an average of 25.4 minutes per day.²² The least amount of time spent collecting firewood for household use is observed in the rural coastal ecological areas, with women spending 17.6 minutes per day and men spending 14.8 minutes per day.²³

More women (63.4%) than men (39.8%) ages 7 years and older spend time collecting water for household use.²⁴ Women spend an average 19 minutes per day collecting water and men spend an average of 14 minutes per day collecting water.²⁵ This time is higher in rural areas (22.9 minutes for women and 16.6 minutes for men) and lower in urban areas (15.2 minutes for women and 11.6 minutes for men).²⁶ The most time spent collecting water for household use is observed in the rural savannah ecological areas in the northern part of the country, with women spending an average of 33.5 minutes per day and men spending an average of 23.5 minutes a day.²⁷ The least amount of time spent collecting water for household use is observed in Accra urban area, with women spending an average of 12.8 minutes per day and men spending an average of 10.7 minutes per day.²⁸

¹⁶ Ghana Statistical Service. (2015). Integrated Business Establishment Survey: *National Employment Report*. Accra, Ghana.

¹⁷ Ghana Statistical Service. (2015). Integrated Business Establishment Survey: *National Employment Report*. Accra, Ghana.

¹⁸ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

¹⁹ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

²⁰ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

²¹ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

²² Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

²³ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

²⁴ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

²⁵ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

²⁶ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

²⁷ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

²⁸ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

3.5 Land rights, access and ownership

In Ghana, women's rights to own and inherit land are legally mandated through various provisions and laws. However, despite these legal protections, women and other vulnerable groups still face major barriers to accessing and owning land in many parts of the country. About 80% of the land in Ghana is classified as customary land²⁹ and is therefore under traditional control that more often than not assigns greater control over land to men. While 40% of agricultural land in rural Ghana is cultivated by women and they play a primary role in household food security, their land rights are limited by patriarchal norms in these customary systems,³⁰ with men holding 3.2 times more of the total farms than women and 8.1 times more of the medium-large scale farms (of 5 acres and more).³¹ Additionally, women's control of land is further limited by marital status, gendered division of labor and access to monetary capital.³²

Ghana has both patrilineal and matrilineal systems when it comes to land access and inheritance.³³ In patrilineal systems, males inherit land from their fathers and in matrilineal systems they inherit land from their maternal uncles. Both systems consider land to belong in the lineage although male heads of households typically retain permanent use rights to land and women access land through male relatives (fathers and husbands in patrilineal communities and fathers, uncles, or sometimes husbands in matrilineal communities). However, women's rights are still considered secondary to the primary rights of the male relative. Women are also less likely to exercise independent control over the land they farm and often do not retain control over the resources they produce.³⁴ In many customary land tenure systems, community-level governance bodies that have authority over land are made of traditional leaders and family heads and virtually exclude women from participating. Plots of land that are allocated to women tend to be smaller and less productive than the land managed by male relatives, impacting their overall yield and constraining their productivity.³⁵

Rapid population growth and agriculture commercialization have had mixed impacts on traditional systems of land tenure. As more primary forests are cleared for crops and cocoa fields and large tracts of arable land are purchased by foreign governments and commercial investors, land prices are increasing and land availability is decreasing making it a valuable resource for those with formal ownership. This competition and value added to the land has in some cases led to males asserting their primary rights over land, subjecting widowed women to land grabbing by male relatives or denial of land in villages, like in the patrilineal Ewe community in Eastern Ghana.³⁶ Conversely, in some parts of Ghana the commercialization of cocoa has served to increase women's access to land as a result of increased labor demand

²⁹ USAID. (n.d.). *Ghana – Property rights and resource governance*. Retrieved from https://www.land-links.org/wp-content/uploads/2016/09/USAID_Land_Tenure_Ghana_Profile_0.pdf

³⁰ Hughes, A.K. & Knox, A. (2011). *Women's evolving land rights in the face of economic change: Ghana* (Brief). Focus on Land in Africa.

³¹ Gender, Equity and Rural Employment Division of FAO. (2012). *Gender Inequalities in Rural Employment in Ghana*. Rome, Italy.

³² Food and Agriculture Organization of the United Nations. (n.d.). *Gender and land rights database: Ghana – customary law*. Retrieved from http://www.fao.org/gender-landrights-database/country-profiles/countries-list/customary-law/en/?country_iso3=GHA

³³ USAID. (n.d.). *Ghana – Property rights and resource governance*. Retrieved from https://www.land-links.org/wp-content/uploads/2016/09/USAID_Land_Tenure_Ghana_Profile_0.pdf

³⁴ Food and Agriculture Organization of the United Nations. (n.d.). *Gender and land rights database: Ghana – customary law*. Retrieved from http://www.fao.org/gender-landrights-database/country-profiles/countries-list/customary-law/en/?country_iso3=GHA

³⁵ Hughes, A.K. & Knox, A. (2011). *Women's evolving land rights in the face of economic change: Ghana* (Brief). Focus on Land in Africa.

³⁶ Hughes, A.K. & Knox, A. (2011). *Women's evolving land rights in the face of economic change: Ghana* (Brief). Focus on Land in Africa.

because of out-migration and land transferring of permanent land to women from their husbands, like in the matrilineal Akan community in Western Ghana.³⁷

3.6 Agriculture

The agricultural sector is a dominant sector in the Ghanaian economy and is by far the dominant land use in Ghana with shifting cultivation utilized as the main method. The majority of the land is run by small-holder farmers, responsible for 80% of agricultural production.³⁸ However, Ghana's economy has in recent years transformed from being driven largely by the agricultural sector, toward rapid expansion among the services sector, which has now become the largest contributor to Ghana's GDP. However, while agriculture now contributes only 21% of the national GDP, in rural areas, a large swath of the population still depends on it for subsistence and income.³⁹

Household farming is mostly a rural activity, engaging about 83% of rural households and the highest proportion occurring in the rural savannah area with 93% of households involved.⁴⁰ About 41% of women in both rural and urban areas are engaged in farming activities for the household, with the highest proportion of women engaged in the rural coastal area at 48.3% and the lowest in the rural savannah area at 35.1%.⁴¹

Of the current employed population aged 15 years and older, 46% are employed in agribusiness.⁴² This figure is much higher in rural communities (72%) than in urban communities (18.7%).⁴³ There is also a slight difference in employed women and men for both urban (17.8% of women and 19.7% of men) and rural areas (70.2% of women and 74% of men).⁴⁴

For all localities in Ghana, about 42.3% of all households engage in processing agricultural products for sale or household use.⁴⁵ Women hold a majority of the responsibilities for household processing with their share being 84.9% of the work.⁴⁶ In urban areas, their share of the responsibility is higher at 88% and in rural areas their share of the responsibility is slightly lower at 82.8%, with the rural savannah area as an exception at 85%.⁴⁷

REDD+ activities must take into account the vulnerable positions of women in the agriculture industry, with respect to access to resources, and how their tenuous land rights may impact their ability to be fully and equally involved. Conversely, recognizing the roles and responsibilities, as well as opportunities, of women in agriculture will help the effectiveness of agroforestry initiatives and ensure benefits are equitable for both women and men.

³⁷ Hughes, A.K. & Knox, A. (2011). *Women's evolving land rights in the face of economic change: Ghana* (Brief). Focus on Land in Africa.

³⁸ Ministry of Lands and Natural Resources. (2012). *Forestry Outlook Study for Africa (FOSA): Ghana*. Accra, Ghana.

³⁹ Ghana Statistical Service. (2013). *Ghana living standards survey round 5 (GLSS 5)*. Accra, Ghana.

⁴⁰ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

⁴¹ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

⁴² Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

⁴³ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

⁴⁴ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

⁴⁵ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

⁴⁶ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

⁴⁷ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

3.7 Forestry

The forests and forestry sector in Ghana historically have contributed considerably to the national GDP, but perhaps more importantly to local livelihoods. However, there has recently been a decline from about 6% to 2% in national GDP from forestry, with at least partial identification of this decline contributed to deforestation and environmental degradation in general.

This has led to a reduction in employment in the sector from over 200,000 Ghanaians to 120,000, but still providing livelihoods for 3.6 million women and men.⁴⁸ The cocoa sector stands separate from the forestry sector though, and contributing 8% of national GDP, with 6 million people dependent on the industry—mostly as small-holder farmers.⁴⁹

While there are many practices and resources garnered from the forest, perhaps one of the most important, particularly in rural communities, is fuelwood. Wood is used as the main source of energy for cooking in rural areas with 74.8% of all rural households in Ghana.⁵⁰ The highest dependence on wood for a cooking fuel is in the rural savannah ecological zone in the northern part of the country (87.4% of households).⁵¹ Charcoal is another vital commodity used for cooking and heating in Ghana. Most of the charcoal production is done in the transition zones between the forest and savannah woodlands in rural areas, but demand is in urban areas where 69% of all urban households use charcoal, with at least 30% of the total consumption of charcoal taking place in Accra.⁵²

3.8 Financial access

Of the 44% of households engaged in non-farm enterprises, women operate 70.6% of them (71.4% in urban areas and 69.1% in rural areas). The main source of financial capital for non-farm enterprises for both women and men is household savings at 72% and 75.4%, respectively.⁵³ Women are also more likely than men to rely on relatives or friends for financial capital (16.7% compared to 9.6%), while men are more likely than women to rely on proceeds from a family farm for financial capital (6.4% compared to 3.8%).⁵⁴

A majority of women and men (over 92%) engaged in non-farm enterprises do not use any form of credit.⁵⁵ Of those that do access credit, men are slightly more likely than women to use a bank (2.2% compared to 1.9%) and women are more likely than men to use other financial agencies (2% compared to 1.4%), or family and friends (2% compared to 1.7%).⁵⁶

About one-third of all households have a savings account and a higher proportion of men have a savings account compared to women (58.6% and 41.4%, respectively).⁵⁷ In rural communities this gap is much wider for all rural ecological zones: in rural coastal areas, 70.6% of men and 29.4% of women have a savings account; in rural forest areas, 67% of men and 33% of women

⁴⁸ Forestry Commission of Ghana. (2010). Readiness Preparation Programme: Annexes. pp 96.

⁴⁹ Forestry Commission of Ghana. (2010). Readiness Preparation Programme: Annexes. pp 96.

⁵⁰ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

⁵¹ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

⁵² Ministry of Lands and Natural Resources. (2012). *Forestry Outlook Study for Africa (FOSA): Ghana*. Accra, Ghana.

⁵³ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

⁵⁴ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

⁵⁵ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

⁵⁶ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

⁵⁷ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

have a savings account; and in rural savannah areas, 74% of men and 26% of women have a savings account.⁵⁸ The main reasons for not having a savings account for both women and men is due to not having enough income or money or not having a regular income.⁵⁹

Aside from lack of collateral, several other socio-economic and cultural barriers hinder women from fully accessing financial services in Ghana, and around the world. These include the risks perceived by women associated with credit, lack of control over household resources and knowledge on how to use loans, limited or piece-meal income, inadequate micro-financing mechanisms that meet women's needs, women's status in society, and women's preference for grants. Although men have more access to credit than women, in general, access to financing is limited in farming communities for both women and men. While women access a lot of micro-credit, progress is limited because of high interest rates and the low amount of money distributed.

4 Legal and political framework for gender equality

In Ghana, historical circumstance and political will from the international to national level has resulted in a comprehensive network of women's machineries; strong global and national frameworks for gender equality and women's empowerment; and the inclusion of gender considerations in the visions, goals and activities of ministries, programmes and organizations across a variety of sectors and levels.

Ghana's government, in accordance with the Committee on the Elimination of Discrimination Against Women (CEDAW), the International Covenant on Civil and Political Rights, the Beijing Platform for Action, the Commonwealth Plan of Action for Gender Equality and African Women's Protocol, has committed to upholding women's human rights, ensuring women's participation in politics and public life, and developing affirmative action through its accordance with these. The government is also bound by Chapter 5 and 6 of Ghana's Constitution of 1992 on Human Rights and Directive Principles of State Responsibility, as well as by national laws and policies. Specifically, Article 17(1) and (2) of the 1992 Constitution guarantees gender equality and freedom of women and men, girls and boys from discrimination on the basis of social or economic status among others.⁶⁰ However, despite this robust base of support for gender considerations, programmes and initiatives, Ghana often struggles to translate these wide-ranging commitments into actions on the ground, perpetuating gender inequality and relegating women to a narrow set of options and roles.

4.1 International gender and climate change commitments

While Ghana has made strong international commitments to addressing gender equality and combatting climate change, in Ghana's reporting to various conventions, there is often little to no overlap on addressing gender issues and equality in the environment, natural resources or climate change, indicating a need to improve communication, or build knowledge and understanding, of the linkages between these issues as a starting point, with translation to implementation on the ground for enhanced results.

⁵⁸ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

⁵⁹ Ghana Statistical Service. (2014). *Ghana living standards survey round 6 (GLSS 6)*. Accra, Ghana.

⁶⁰ Government of Ghana. 1992. The Constitution of the Republic of Ghana. Retrieved from http://www.ghana.gov.gh/images/documents/constitution_ghana.pdf

4.1.1 *Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)*

Ghana was an early signatory of CEDAW,⁶¹ with signature in July 1980, and ratification following in January 1986.⁶² CEDAW, established in 1979, is often considered to be the international bill of rights for women and is fundamental to advancing gender equality. Ghana has submitted jointly its sixth and seventh report to CEDAW in 2014, identifying multiple areas where women's empowerment and gender equality has been enhanced since the previous report, but with no reference to the environment sector, natural resources, or climate change. This continues to indicate a lack of communication—or lack of knowledge and understanding of the linkages—between the reporting authorities for CEDAW, and environmental sectors relevant to gender equality. This absence also indicates that since there is little demonstration of progress on policy regarding gender equality and environment issues, the implementation on the ground then is likely suffering even more so, or not happening at a scale remarkable for progress to be shared.⁶³

4.1.2 *Beijing Declaration and Platform for Action (BPfA)*

The Fourth World Conference on Women in 1995 resulted in the BPfA, a commitment to ensure that a gender perspective is included in policies and programmes at all levels—local, national and international—with the UN and governments agreeing to promote mainstreaming a gender perspective in all developments efforts. The Declaration addresses population issues, land and credit policies, and makes an explicit link to sustainable development and a reference to global warming. In June 2014, Ghana submitted its 4th Progress Report on the Implementation of the African and Beijing Platform of Action and Review Report for Beijing +20 (prepared by the MoGCSP).⁶⁴ This report includes very few references to gender progress and challenges in environmental sectors, mostly in reference to agriculture and progress indicated by the development of the Gender in Agriculture Development Strategy (GADS), but with no reference to climate change.

4.1.3 *United Nations Framework Convention on Climate Change (UNFCCC)*

The UNFCCC is an international environmental treaty from the 1992 Earth Summit in Rio de Janeiro. The objective is to stabilize greenhouse gas (GHG) concentrations to prevent dangerous conditions in the climate system caused by human interference. The agreements under the UNFCCC in recent years have begun to substantively address gender equality concerns. As of 2017, the Convention has over 50 mandates on gender across multiple decisions and programmes, but also coordinates national communication from Party countries reporting on climate change data, policy and activity.

Ghana signed and ratified the UNFCCC as a non-Annex I Party in 1992 and 1995, respectively.⁶⁵ Ghana's Initial National Communication (NC1) to the UNFCCC was submitted by MESTI to the Secretariat in May 2001 and the Second (NC2) and Third National

⁶¹ Darkwa, L. and Laryea, J.R. 2012. The Implementation of the Convention on the Elimination of all Forms of Discrimination against Women in Ghana. Retrieved from <http://hdl.handle.net/123456789/5349>

⁶² United Nations Treaty Collection. Chapter 4: Human Rights, CEDAW. Retrieved from https://treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtdsg_no=IV-8&chapter=4&lang=en

⁶³ CEDAW. Combined sixth and seventh periodic reports of States parties: Ghana. 2012. Retrieved <https://documents-dds-ny.un.org/doc/UNDOC/GEN/G13/408/79/PDF/G1340879.pdf?OpenElement>

⁶⁴ MoGCSP. 4th Progress Report on the Implementation of the African and Beijing Platform of Action and Review Report for Beijing +20. Retrieved http://www.uneca.org/sites/default/files/uploaded-documents/Beijing20/NationalReviews/ghana_beijing_review_report.pdf

⁶⁵ http://unfccc.int/essential_background/convention/status_of_ratification/items/2631.php

Communications (NC3)—including also a national GHG Inventory—were submitted in October 2011 and July 2015, respectively.⁶⁶

The NC1 discusses strategies to reduce GHG emissions, vulnerability and adaptation to climate change and sustainable development, only making specific mention of the need to include women groups as stakeholders in outlined projects for vulnerability (adaptation) and mitigation (mostly relating to forest use and monitoring).⁶⁷ Ghana's NC2 improves upon this with significant inclusion of gender, addressing it as a cross-cutting issue in various climate-relevant sectors, as well as a specific section on Women and Vulnerability to Climate Change.⁶⁸ The NC3 includes Gender (Women's Livelihoods) as a priority vulnerability sector with significant impact to be addressed in climate change policy, planning and implementation, but only in adaptation, not mitigation. It outlines the key impacts, adaptive measures in place, and also to be adopted, and which institutions will lead (MOGCSP and National Development Planning Committee (NDPC)), supporting the gender ministry's engagement in climate change processes at the national level.⁶⁹

4.2 National gender machinery

Since Ghana's independence in 1957, the introduction of the Representation of the People (Women Members) Bill in 1960 established initial consciousness for gender equality and women's empowerment. Following the first United Nations Conference on Women in 1975, Ghana set up the National Council on Women and Development (NCWD)—now known as the Department of Gender (DOG)—as the national machinery. The main task of the national machinery then was to support government-wide efforts in the empowerment of women through income generation, social mobilization and social development.

Following the Beijing Conference in 1995 (including drafting of the BPfA), the NCWD moved within the Office of the President for increased coordination among government, CSOs, and NGOs to ensure gender concerns were mainstreamed throughout policies, plans and programmes carried out in Ghana. At this time, the Gender Desk Officers (GDO) were established in all Ministries, Departments and Agencies (MDAs) as a framework for supporting women's issues across sectors.

In 2001 a Ministry of Women and Children (MOWAC) was established, with the first National Gender and Children Policy developed in 2004. In 2013, however, MOWAC was replaced by the Ministry of Gender, Children, and Social Protection (MoGCSP) to promote social protection and welfare within mainstream government policy and processes, which expanded the mandate for the Ministry toward an inclusive society with specific provision of mechanisms to protect Ghanaians in situations of extreme poverty, vulnerability and exclusion.

In 2017, the existing machinery on gender equality and women's empowerment is extensive, including the MoGCSP, National Advisory Board to the MoGCSP, Department of Gender, Regional offices of the Department of Gender, Children and Social Welfare, District offices of Department of Social Welfare, and the GDOs in MDAs. The gender machinery is set up by the government to work collaboratively, while also connecting with a wider group of relevant and

⁶⁶ United Nations Framework Convention on Climate Change. (n.d.) Submitted national communications from non-Annex I parties. Retrieved from http://unfccc.int/national_reports/non-annex_i_natcom/submitted_natcom/items/653.php

⁶⁷ MESTI. 2001. Ghana's Initial National Communication to the UNFCCC. Retrieved from <http://unfccc.int/resource/docs/natc/ghanc1.pdf>

⁶⁸ MESTI. 2011. Ghana's Second National Communication to the UNFCCC. Retrieved from <http://unfccc.int/resource/docs/natc/ghanc2.pdf>

⁶⁹ MESTI. 2015. Ghana's Third National Communication to the UNFCCC. Retrieved from <http://unfccc.int/resource/docs/natc/ghanc3.pdf>

necessary stakeholders from the government (MDAs), NGOs, CSOs, private sector, UN/international organizations/agencies, media, and more to enhance the output and outcomes toward gender equality and women's empowerment.⁷⁰⁷¹

4.2.1 Ministry of Gender, Child and Social Protection (MoGCSP)

MoGCSP plays the main role in implementing the gender agenda in Ghana by ensuring strategic coordination and policy creation focused on gender, women's empowerment, children, family and social issues. The first government institution focused on gender was the NCWD, which existed until 2001 when it was converted into MOWAC, operating until 2013 before in the current state of MoGCSP. MoGCSP has evolved the policy and action reflective of key issues addressing gender and children as articulated in several national frameworks and the development agenda, to a more inclusive and comprehensive agenda to reflect the existing challenges and priorities on social welfare. MoGCSP has engaged in environmental programmes, mostly on a small scale with a focus on agriculture and food security in coordination with the Ministry of Food and Agriculture (discussed in 3.3.3), but recently have also been engaged in supporting development and implementation of climate change policy and programming. MoGCSP supported the development of the National Climate Change Policy (NCCP) and has specific allocations within the budget of the NCCP.⁷² MoGCSP also has been involved toward attainment of the UN SDGs, via the Ghana Climate Care Project, which includes training of 2000 women on methods to mitigate fossil and wood fuel consumption for cooking purposes.⁷³

MoGCSP also coordinates the training of the GDOs and knowledge sharing on gender equality issues. This has recently included capacity building sessions on gender and climate change in coordination with MESTI, at the national and subnational level for focal points. However, there is very limited capacity of the ministry in the districts to conduct trainings on the linkages, which limits the communication and training on these issues to relevant environment and climate change personnel, and any designated gender focal points, at the local level.

4.2.2 National Gender Policy (2015)⁷⁴

The National Gender Policy in Ghana provides overarching principles to various sectors in order to integrate gender issues in social, cultural, economic and political planning and programming. The 2015 National Gender Policy is a necessary update from the original (formulated under MOWAC, National Gender and Children Policy) from 2004.⁷⁵ Ghana's goals towards achieving gender equality targets are guided by its commitment to International Instruments, including the 1992 Constitution and national development frameworks.

The Policy outlines the many obstacles women face toward gaining equal rights; access to resources and services; and participation in social, cultural, economic and political spheres.⁷⁶

⁷⁰ MOGCSP. 2015. Ghana National Gender Policy. Accra, Ghana. Retrieved from http://www.ghana.gov.gh/images/documents/national_gender_policy.pdf

⁷¹ Dittoh, S.; Snyder, K. A.; Lefore, N. 2015. Gender policies and implementation in agriculture, natural resources and poverty reduction: case study of Ghana's Upper East Region. Retrieved from <https://cgspace.cgiar.org/handle/10568/66137>

⁷² <https://www.odi.org/sites/odi.org.uk/files/odi-assets/publications-opinion-files/9684.pdf>

⁷³ <https://sustainabledevelopment.un.org/partnership/?p=8871>

⁷⁴ MOGCSP. 2015. Ghana National Gender Policy. Accra, Ghana. Retrieved from http://www.ghana.gov.gh/images/documents/national_gender_policy.pdf

⁷⁵ <https://www.hsph.harvard.edu/population/womenrights/ghana.gender.04.pdf>

⁷⁶ MOGCSP. 2015. National Gender Policy: Mainstreaming Gender Equality and Women's Empowerment into Ghana's Development Efforts. Accra, Ghana. Retrieved from http://www.ghana.gov.gh/images/documents/national_gender_policy.pdf

The current policy includes a section on Gender and Natural/Land resources, as well as Gender and Agriculture (more details in the relevant sections below, 3.3.1 and 3.3.3), highlighting the role of those respective ministries (Ministry of Land and Natural Resources (MLNR) and Ministry of Food and Agriculture (MOFA)) in developing gender strategies to ensure the rights of women are realized in these sectors, both of which have implications and relevance to climate change and REDD+.⁷⁷

The policy also includes a section on Women's Empowerment and Livelihoods focused on accelerating efforts and impact on empowering women toward safe and secure livelihoods. Within this policy objective a strategic measure on "Food, Agriculture, Fisheries and Women's Access to Productive Resources" includes a point to "Engender climate change processes and facilitate the participation of CSOs, farmer-based organizations to ensure that agricultural practices and other livelihood practices comply with acceptable standards." This strategic objective also includes more general points around promoting equitable access to land and natural resources, and enforcing agricultural extension services for women and men equally, but particularly for vulnerable women—both linked with aspects crucial for equitable REDD+ processes and implementation of the ERP.⁷⁸

4.2.3 Civil Society Organizations

In Ghana, a strong coalition of civil society organizations working on women's rights has advanced various issues over the past decades. Leading the charge is ABANTU for Development—established in 1991, it is an NGO in Special Consultative Status with the Economic and Social Council (ECOSOC) of the United Nations. ABANTU was integral to the facilitation and creation of the *Women's Manifesto for Ghana*, and also hosts the Manifesto, issued by civil society in 2004. In addition to ABANTU, NETRIGHT, a CSO Network for Women's Rights, has supported the Manifesto, both facilitating The Coalition of the Women's Manifesto to ensure progress on women's rights toward gender equality.⁷⁹

ABANTU has also led the charge specifically on gender issues and climate change as the organisation established the first gender and climate change coalition in the West African sub-region. This coalition, led by ABANTU recognises the fact that women face many structural inequalities including discriminatory practices and lack of sufficient access to, and control of, resources. They participate at all levels in decision making to promote women and a gender-responsive approach particularly around environment and climate change issues; and also have supported the EPA in capacity building trainings at the national and local level, including on gender and environment, climate change, and REDD+.

4.3 National institutions and policies relevant to REDD+ and gender

Several government ministries in Ghana relevant to the discussion around environment, climate change and REDD+ have developed plans and strategies that address gender equality and women's empowerment simultaneously. Strategies, policies and initiatives that are inclusive of gender, and sometimes specific to gender, developed under these ministries have helped shape the robust political framework for addressing the complex but crucial gender considerations in sustainable development programming particularly in regard to climate change—a first step to advancing gender equality in Ghana.

⁷⁷ <http://www.ghanalap.gov.gh/index.php/component/content/article/93-departments/35-social-development-and-gender>

⁷⁸ MOGCSF. 2015. National Gender Policy: Mainstreaming Gender Equality and Women's Empowerment into Ghana's Development Efforts. Accra, Ghana. Retrieved from http://www.ghana.gov.gh/images/documents/national_gender_policy.pdf

⁷⁹ <http://www.southernvoices.net/en/networks/266-english/southern-voices-networks/750-abantu-network-profile-2015.html>

4.3.1 Ministry of Land and Natural Resources (MLNR)

MLNR was established under Section 11 of the Civil Service Law 1993 (PNDCL 327), and is mandated “to ensure the sustainable management and utilization of the nation’s lands, forests and wildlife resources as well as the efficient management of the mineral resources for socio-economic growth and development.”⁸⁰ The Ministry consists of three sub-sectors: lands, forestry and mining, each with its respective agencies.

Forestry Commission

The Forestry Commission, which REDD+ and multiple other forest programmes are encompassed under, also includes the Forest Services, Wildlife and Timber Industry Divisions for carrying out its mission: “To provide services that guarantee the conservation, sustainable management and development of Ghana’s forests and wildlife resources for the maintenance of environmental quality and to optimize their contribution to national socio-economic development for the benefit of all segments of society.”⁸¹

The Forest and Wildlife Policy (2012) was updated from a 1995⁸² version. The 2012 Policy outlines key areas of concern in these sectors focused largely on the natural environment aspects, with reference to climate change being an increased concern since the 1995 policy, as well as international mechanisms such as REDD+ recognizing the “far reaching implications” these have on forests and local livelihoods, but with nothing further on this topic throughout the policy. Included as a guiding principle is, “Mainstreaming gender and vulnerability issues into forestry development, planning and management;” and the policy also includes recognition that communities, including women and youth, need to be included in capacity building for publication education of biophysical and social connections of the landscapes.⁸³

Land Administration Project (LAP), Gender Strategy (2012)

In 1999, the National Land Policy was developed under MLNR outlining long term land administration reform processes with the aim of stimulating economic development, reducing poverty and promoting social stability. The Land Administration Project (LAP-1) was initiated in 2003 to implement the Policy. LAP-1 laid the foundation for a sustainable decentralized land administration system that is fair, efficient, cost-effective and ensures land tenure security, ending in 2011 with LAP-2 commencing the same year and still in place in 2017.

There has been a strong effort by MLNR to integrate gender into the land administration system beginning under LAP-1 with the development of a *Gender Mainstreaming Strategy and Action Plan*. This has the objective of “providing a coherent and sustained approach to addressing women and men’s concerns in land administration for equitable development, gathering gender-sensitive data using appropriate participatory appraisal tools and incorporating this in the implementation and monitoring processes of LAP.”⁸⁴ Implementation of the LAP Gender Strategy began in 2012 (as part of LAP-2) integrating gender considerations into the associated processes and with partner agencies. It focuses specifically on mainstreaming gender into land planning, by ensuring women’s representation and involvement in decision-making on land

⁸⁰ Ministry of Land and Natural Resources. 2016. About us. Retrieved <http://www.mlnr.gov.gh/>

⁸¹ Ministry of Land and Natural Resources. 2016. MLNR Agencies. Retrieved <http://www.mlnr.gov.gh/index.php/agencies/forestry-commission>

⁸² The Forestry Commission of Ghana. 1995. Forest and Wildlife Policy. Retrieved http://www.fcghana.org/library_info.php?doc=43&publication:Forest%20&%20Wildlife%20Policy&id=15

⁸³ The Forestry Commission of Ghana. 1995. Forest and Wildlife Policy. Retrieved <http://theredddesk.org/sites/default/files/Revised%20Forest%20and%20Wildlife%20Policy.pdf>

⁸⁴ http://www.ghana.gov.gh/images/documents/national_gender_policy.pdf

aspects, as well as promoting women's access to and control over land (e.g., land tenure) and collection of sex-disaggregated data.

This aims to be achieved through five priority areas: Public Education; Capacity Building; Institutional Reform; Advocacy; and Networking and Collaboration. The initiatives have focused on training and awareness creation among the staff of the Land Sector Agencies (LSAs) and the staff and the Traditional Authorities of the Project's pilot Customary Land Secretariats.

4.3.2 Ministry of Environment, Science, Technology and Innovation (MESTI)

Earlier iterations of the environment ministry was reconstituted in 2009 as the Ministry of Environment, Science and Technology, and then in 2013 renamed to also include "innovation" under Executive Instrument (E.I.) 7 Civil Service (Ministries). MESTI exists to promote sustainable development by deepening and strengthening market driven research and development for sound environmental governance, science, technology and innovation through intensive awareness creation, collaboration and partnership.⁸⁵

MESTI does not have a specific strategy on gender but through policy and programme development has incorporated gender equality considerations including through the coordination of the "Ghana Climate Care Project" with MoGCSP also as key partner, focused on delivering on multiple goals of the 2030 Sustainable Development Agenda.⁸⁶

Environmental Protection Agency (EPA)

The EPA is the leading public body under MESTI for protecting and improving Ghana's environment. The EPA was formally established on 30th December 1994 (Act 490) and given the responsibility of regulating the environment and ensuring the implementation of Government policies on the environment, following on the previously decreed Environmental Protection Council, established in 1974. The mission of the EPA of Ghana is to co-manage, protect and enhance the country's environment, in particular, as well as seek common solutions to global environmental problems.⁸⁷

Ghana Environmental Management Project (GEMP)

The GEMP was established by the EPA with support from the Canadian government and the goal "to strengthen Ghanaian institutions and rural communities to enable them to reverse land degradation and desertification trends in three regions of northern Ghana and to adopt sustainable water and land management systems that improve food security and reduce poverty." Part of the GEMP was to develop a Gender Equality Strategy and Action Plan (GESAP) to support in mainstreaming gender into the programme. Among other activities for capacity building and integration, modules were developed as resources and toolkits for gender and the six themes of the GEMP⁸⁸—including land use and soil management, wildlife and biodiversity conservation, energy resource management, water resource management, management of vegetative cover, and alternative and sustainable livelihoods—and more broadly into the National Action Plan. The strategy incorporated the GDO network to enhance

⁸⁵ MESTI. 2016. About us. Retrieved <http://mesti.gov.gh/>

⁸⁶ United Nations Partnership for Sustainable Development Goals. 2016. Ghana Climate Care Project. Retrieved <https://sustainabledevelopment.un.org/partnership/?p=8871>

⁸⁷ Environmental Protection Agency. 2017. Retrieved <http://www.epa.gov.gh/epa/>

⁸⁸ Environmental Protection Agency. How to mainstream gender equality into: Land use and soil management. Accra, Ghana. Retrieved from <https://www.slideshare.net/NancyDrost/1gender-and-land-use-and-soil-management-projects>

regional efforts on gender mainstreaming, and ensure mainstreaming at the national level too by all stakeholders along environmental issues.⁸⁹

National Climate Change Policy (NCCP)

In 2010 the “Ghana Goes for Green Growth: National Engagement on Climate Change” was published by MESTI paving the way for the adoption of the National Climate Change Policy Framework in 2011, and the National Climate Change Policy (NCCP), approved by the Cabinet in 2013. The NCCP aims to promote a low carbon development, increase policy coherence on climate change, and increase Ghana’s attractiveness to funding for mitigation strategies such as REDD+. The five priority policy themes of NCCP are: agriculture and food security; disaster preparedness and response; natural resource management; equitable social development; and energy, industrial and infrastructural development. The NCCP was followed up with the National Climate Change Master Plan Action Programmes for Implementation: 2015-2020 to support specific activities for progress.

Both the NCCP and Action Programme for Implementation have thoroughly integrated gender considerations, and a fairly progressive gender-responsive approach. Gender is included as a guiding principle to improve equity and gender sensitivity—clearly rooting gender equality within the NCCP for all subsequent and relevant climate change decision-making, programming and projects.⁹⁰ Gender is also integrated throughout the document specifically with inclusion in the Policy Themes as a cross-cutting issue in the following focus areas: Focus Area 1: Develop Climate-resilient Agriculture and Food Security Systems (in agriculture and food security); Focus Area 3: Increase Resilience of Vulnerable Communities to Climate-related Risks (in disaster preparedness and response); and Focus Area 6: Address Impacts of Climate Change on Human Health (in equitable social development); and also with a specific Focus Area 8 on “Addressing Gender Issues in Climate Change” within the Equitable Social Development priority area.

Focus Area 8 includes background on the issue—including gender-differentiated vulnerabilities, the need for sex-disaggregated data, gender-sensitive policies and programme guidelines, as well as recognizing women are not only vulnerable victims but powerful agents of change. This is followed by principles (or key messages) from the sector, challenges, policy objectives, policy actions, and finally specific programme area interventions to address. Throughout the policy and action plan, there are multiple mentions to women’s vulnerability and related issues, but of note is in the mitigation section with a specific inclusion of consideration for women in the “REDD+ and Agricultural Carbon” section.

The MoGCSP is mentioned in a section on women’s vulnerability, but not in relation to climate change as other ministries are included, and is not listed as a body of the National Climate Change Committee responsible for producing both documents, signifying continued lack of communication and coordination with the gender machinery.

4.3.3 Ministry of Food and Agriculture (MOFA)

MOFA is charged with the development and growth of agriculture in the country with the exception of the cocoa-coffee and forestry sectors. Its mission is to promote sustainable agriculture and thriving agribusiness through research and technology development, effective

⁸⁹ Environmental Protection Agency. 2009. Ghana Environmental Management Project. Retrieved from <http://www.epa.gov.gh/web/index.php/projects/ghana-environmental-management-project>

⁹⁰ Ministry of Environment, Science, Technology and Innovation. 2013. Ghana National Climate Change Policy. Retrieved from <https://s3.amazonaws.com/ndpc-static/CACHES/NEWS/2015/07/22//Ghana+Climate+Change+Policy.pdf>

extension and other support services to farmers, processors and traders for improved livelihood.⁹¹

Gender in Agriculture Development Strategy II (GAD II)

MOFA houses the Women in Agriculture Directorate, which coordinated the development of a Gender and Agricultural Development strategy (GAD), to support mainstreaming gender throughout the processes of MOFA. GAD II, updated in 2016 from the original 2004 version,⁹² aims to achieve multiple objectives relevant to the environment, climate change and REDD+ as it supports farmers particularly in rural areas, including:

- Strengthening Institutional Capacity for Gender responsive policies, programmes, projects, budgets and monitoring within MOFA.
- Enhancing Equitable Delivery of agricultural services and access to inputs.
- Enhancing access to land, information on land rights and tenure security.
- Developing and disseminating gender sensitive appropriate technology along the agricultural value chain including smart practices.
- Promoting gender responsive agribusiness, value addition and the market access for livelihood and growth in incomes.
- Promoting gendered research and extension linkages.
- Promoting equal representation and participation in decision-making by women and men at all levels.
- Harnessing the potential of vulnerable farmers for social protection along the agricultural value chain.
- Strengthening gender co-ordination among key Ministries, Civil Society, Private Sector and Development partners.

Despite MOFA not overseeing cocoa farming and the forestry sector which is key to the ERP, it is still necessary to consider the opportunity cost of engaging women and men farmers in the ERP and potential consequences or stressors that could place on food production in Ghana, and food and nutritional security for households.

4.3.4 Ministry of Finance (MoF)

The Ministry of Finance exists to ensure macro-economic stability for promotion of sustainable economic growth and development in Ghana. It serves as Ghana's National Designated Authority (NDA) to the Green Climate Fund under the Real Sector Division,⁹³ and also has oversight responsibility to the Ghana Cocoa Board, a key organization in the ERP.

As a coordinator and a catalyst for development, MoF has a vital role in safeguarding the operationalisation of the Gender Policy by ensuring that gender issues are mainstreamed throughout all aspects of the national development process. In collaboration with other sectors the MoF will ensure that women, men and children are equally targeted and that both gender and children benefit equitably from all development programmes and projects.

⁹¹ Government of Ghana. 2016. Ministry of Food and Agriculture. Retrieved from <http://www.ghanaweb.com/GhanaHomePage/republic/ministry.profile.php?ID=22>

⁹² Government of Ghana. 2016. Launce of Gender in Agriculture Development Strategy II. Retrieved from <http://www.ghana.gov.gh/index.php/media-center/112-food-agriculture/2424-report-on-the-launch-of-gender-in-agriculture-development-strategy-ii-document-by-the-ministry-of-food-and-agriculture-on-wednesday-january-27-2016>

⁹³ WRI. 2016. Ghana's NDA to the GCF launches climate change materials. Retrived <http://www.gcfreadinessprogramme.org/events-content/ghana%E2%80%99s-national-designated-authority-gcf-launches-climate-change-materials>

4.3.5 *Ministry of Local Government and Rural Development*

Based on local values and aspirations for the forest areas, Local Resource Management By-Laws prescribe what can be done and what cannot be done in the forest areas. They generally aim to protect the forests from destructive use. District Assemblies have the legal mandate to make by-laws for various functions including sustainable management of their natural resources.

Some towns, villages and local areas have their own environmental /forestry by-laws, spearheaded by their local or traditional leaders, some of which are unwritten. The Medium term Development Plans (MTDPs) of District Assemblies provide an entry point for mainstreaming natural resources/forestry related activities, projects and programmes into local level planning and budgeting, thereby securing resources for implementation of these actions. The guidelines⁹⁴ provided to MDAs by the National Development Planning Commission (NDPC) towards the preparation of the MTDPs and their subsequent Monitoring and Evaluation⁹⁵ processes do recognize and incorporate gender considerations. District Assemblies are therefore charged to ensure gender sensitivity in the composition of teams, to undertake social and gender audits of budget releases, District Assembly Common Fund (DACF), funds from development partners and internally generated funds, amongst other actions.

4.3.6 *Cocoa-relevant MDAs and organizations*

The ERP document identifies key stakeholders engaged in, or crucial to the success of the program implementation. Many of the aforementioned environment-related MDAs are included in this list, but there are additional MDAs and organizations not included here in the analysis due to a lack of capacity and information to identify their frameworks for gender integration, including already existing practices, but also needs and possible entry points for enhancing their support to gender integration in the ERP process. However, a list of these additional institutions with the research information can be found in Annex 1.

5 Gender in REDD+ in Ghana

5.1 Readiness Phase

Ghana began the REDD+ process in 2008 under FCPF with submission of a Readiness Plan Idea note (R-PIN) and the following grant recognizing that “increased capacity to develop and coordinate land use policies with the view of mitigating future impacts on forest cover, while ensuring that benefits from forests flow to those communities dependent on these resources and stakeholders taking actions to address deforestation and forest degradation” would be necessary.⁹⁶ As part of the Readiness phase, Ghana, led by the Forestry Commission and specifically the National REDD+ Secretariat, engaged in several processes and activities—including various analytical studies and research (on benefit sharing, Forest Reference Levels/ Emissions Baselines, Strategic Social and Environmental Assessment (SESA), etc.), development of policies, mechanisms, safeguards, and pilot project implementation—including

⁹⁴ NDPC. 2013. Guidelines for The Preparation of Medium-Term Development Plans By Ministries, Departments and Agencies (2014-2017). Accra, Ghana.

⁹⁵ NDPC. 2014. Guidelines for The Preparation of District Monitoring and Evaluation Plan Under Ghana Shared Growth and Development Agenda (GSGDA II 2014-2017). Accra, Ghana.

⁹⁶ Ministry of Lands and Natural Resources, Forestry Commission. 2008. Readiness Preparation Grant: Project Information Document. Retrieved from <https://www.forestcarbonpartnership.org/sites/forestcarbonpartnership.org/files/Documents/PDF/Oct2012/PID%20Ghana%20RPP%20AN%20-Oct%2014.pdf>

on gender (see next section). In September 2016, Ghana received endorsement for their Readiness Package from the FCPF Participant's Committee transitioning them from the Readiness phase toward implementation, and thus initiating implementation of the ERP phase.

5.1.1 Gender and REDD+ Roadmaps

The United Nations Framework Convention on Climate Change (UNFCCC) Cancun Agreements in 2010 and Durban Outcomes in 2011 called for REDD+ national strategies and systems for providing information on how safeguards are being addressed and respected to integrate 'gender considerations'. As part of the REDD+ readiness, in 2011, IUCN, with support from the Danish International Development Agency (DANIDA), and in collaboration with the Women's Environment and Development Organization (WEDO), facilitated participatory, multi-stakeholder workshops in Cameroon, Ghana, and Uganda to create Gender and REDD+ Roadmaps. The Roadmaps were produced for each country process and identified context-specific gender and REDD+ concerns, stakeholders, and concrete actions to integrate and enhance gender in REDD+ processes and projects.

In Ghana, the gender advocacy approach has generally tried to dispel the notion that gender is only about women. In view of the socio-cultural context and how gender roles are perceived, bringing men onboard to buy into and support gender actions is extremely important, as this will significantly increase success and effectiveness of interventions.

Ghana's Gender and REDD+ Roadmap was a driving force, along with the political and institutional framework, for integrating gender into the REDD+ national process, and facilitating dialogue with local level stakeholders on gender considerations. This was supported, and facilitated by engagement with key government agencies, particularly the Forestry Commission, a critical element to the drafting and process of Ghana's Gender and REDD+ Roadmap. This support from multiple stakeholders facilitated continued implementation of the Roadmap in 2015.

5.1.2 National REDD+ Gender Sub-Working Group (GSWG)

Ghana took a bold step in 2015 towards its commitment to mainstream gender considerations into the country's REDD+ readiness and implementation process by establishing a national REDD+ Gender Sub-Working Group (GSWG). The establishment and training of a GSWG was to become one of the key strategies, and a tool, for spearheading the implementation of Ghana's Gender and REDD+ Roadmap and the national gender mainstreaming process in general, as well as the provision of technical support in the review of REDD+ documents. The process towards establishment of the GSWG begun in January 2015 and was supported by funding from DANIDA and UNDP through the facilitation of the IUCN Global Gender Office (GGO).

A draft Terms of Reference (TOR) provided initial guidance for the identification of key stakeholder groups/ institutions that needed to be part of this national gender advocacy group and the expected roles and responsibilities of the group. The GSWG was to consist of representatives from key MDAs, traditional authorities, local communities, academia, private sector and non-governmental and civil society organizations. Following an official invitation from the National REDD+ Secretariat, representatives were nominated from the identified institutions and stakeholder groups to serve on the GSWG. These include National House of Chiefs, the MLNR, MESTI, MoGCSP, MLGRD, Energy Commission, Wildlife Division of the Forestry Commission, Forest Services Division of the Forestry Commission, Forestry Research Institute of Ghana (CSIR-FORIG), Institute of Environment and Sanitation Studies (IESS), University Of Ghana-Legon, Centre for Sustainable Development Initiatives (CENSUDI), ABANTU for Development and OLAM Ghana. The Paramount Queen Mother of Mankessim was also invited

as well as community representatives from the Wassa Amenfi Landscape in the High Forest Zone and the Mole Ecological Landscape in the Savannah Zone. The Mole Ecological landscape is represented by the Queen Mother of Damongo.

The GSWG was convened and subsequently trained from 18 - 19 March, 2015 in Accra, on climate change, REDD+ and its status in Ghana, the links between gender, REDD+ and safeguard issues, particularly, the importance of mainstreaming gender considerations into REDD+. A Gender Action Plan (GAP) for REDD+ was also developed for the operationalization of identified actions in the Gender and REDD+ Roadmap both at the national level and at the landscape/ local levels across the three main ecological zones of Ghana. It details key outcomes and timelines for implementation. The training culminated with an official inauguration event on 19 March 2015, to create public awareness about the existence of the GSWG and its mandate to ensure a gender-responsive approach to REDD+ in Ghana.

The REDD+ Secretariat's Gender and Safeguards Focal Person was designated as coordinator of the GSWG, a role that involves convening quarterly meetings of the GSWG, serving as the liaison between the National REDD+ Secretariat and GSWG, and providing progress updates to other related working groups on GSWG activities. Although the scope of the GSWG work is mainly at the national-level, it liaises with relevant decentralized institutions through the National REDD+ Secretariat.

The establishment of the GSWG has not only provided the driving force for the implementation of the country's Gender and REDD+ Roadmap, but also a critical voice for ensuring gender considerations are integrated into all aspects of Ghana's REDD+ architecture. This is being achieved through advocacy and provision of technical support to the other REDD+ sub-working groups⁹⁷ and the broader National REDD+ Working Group (NRWG) in the development and subsequent implementation of the National REDD+ Strategy. The GSWG has also been liaising with decentralized institutions such as the District offices of key government agencies, District Assemblies, traditional communities, local communities and CSOs to implement actions at the sub-national/ landscape and project levels.

Since the establishment of the GSWG, the group has reviewed and provided technical inputs into Ghana's draft National REDD+ Strategy and Grievance Redress Mechanism Report as a means of ensuring that the national REDD+ framework and implementation process is inclusive, pro-poor and gender responsive. The capacity and knowledge of the GSWG about REDD+ issues and process in Ghana has also been enhanced in the process and their mandate and role in the national REDD+ architecture of Ghana strengthened.

To build up on the momentum and foundation laid by the initial actions, the Ghana National REDD+ Secretariat and IUCN, in collaboration with the GSWG and IUCN's local implementing partners at its two project landscapes—A-Rocha Ghana (Mole Ecological Landscape) and Codesult Network (Wassa Amenfi Landscape)—organized a series of activities at the local or landscape level in order to create awareness about the national REDD+ process, particularly safeguards and gender issues. Local gender advocacy groups were trained in REDD+, safeguards, gender issues and are serving as a platform for dialogue, capacity building and leading in gender actions at the local level. Capacity building and participatory programmes have also been organized for women and men to help understand community perceptions of potential Risks of REDD+ to Rights and Livelihoods of both women and men at the local level and the possible actions for averting/ minimizing these risks. The information gathered through

⁹⁷ Safeguards Sub-Working Group; Policy, Legislation and Governance sub-Working Group; Consultation and Participation sub-Working Group; Monitoring, Reporting and Verification (MRV) and Reference Emissions Level (REL)/Reference Level (RL) sub-Working Group

these activities have been fed into the REDD+ safeguards process at the national level and are being built on in the development of a Country Approach to Safeguards (CAS) and Safeguards Information System (SIS) for Ghana.

Members of the GWSG continue to serve as key resource persons, providing technical inputs into REDD+ consultations and other activities organised at the national and landscape level by monitoring and highlighting gender issues and ensuring gender dimensions are considered as the REDD+ process progresses in-country. The GSWG has since provided invaluable contributions towards the finalisation of the national REDD+ Strategy and Readiness package, amongst other processes. In January 2017, the GSWG reviewed and updated the GAP by prioritizing key actions that will be implemented in 2017 to support the national REDD+ process, and have been engaged in facilitation of a gender responsive approach in the ERP planning.

5.2 ERP: Ghana Cocoa Forest REDD+ Programme (GCFRP)

Ghana's ERP is titled: Ghana Cocoa Forest REDD+ Programme (GCFRP). The GCFRP area covers 5.92 million ha of the Ghana's High Forest Zone (HFZ) located in the southern third of the country, and forms part of the West Africa Guinean Forest biodiversity hotspot.⁹⁸ The area encompasses 92 administrative districts and 5 administrative regions, which includes parts of the Eastern Region, Central Region, Ashanti Region, Western Region and the Brong-Ahafo Region. Approximately 2.4 million ha (Western Region and part of Brong Ahafo Region) fall within Ghana's Forest Investment Programme (FIP) area.

The Programme landscape is a diverse mosaic of various forest and land-use types, and the socio-cultural diversity within the GCFRP area is very high and economically diverse. The total population of the area is just over 12 million people,⁹⁹ with an almost even urban-rural divide. The GCFRP landscape is endowed with resources that are vital to the national economy and to people's livelihoods. This includes agricultural resources such as cocoa, palm oil, rubber, citrus and food crops like plantain and cassava,¹⁰⁰ and natural resources such as gold and timber.¹⁰¹

Ghana's deforestation pathway is one of incremental degradation leading to deforestation. Due to the high economic dependence on natural resources, Ghana now has one of the highest deforestation rates in Africa. The Readiness Preparation Proposal (R-PP) identifies the principal drivers of deforestation and degradation, in order of relevance, as:

- 1) Uncontrolled agricultural expansion at the expense of forests;
- 2) Over-harvesting and illegal harvesting of wood;
- 3) Population and development pressure; and
- 4) Mining and mineral exploitation.¹⁰²

⁹⁸ Government of Ghana. (2002). *National Biodiversity Strategy for Ghana, Ministry of Environment and Science (MES)*. Accra, Ghana. Retrieved from <https://www.cbd.int/doc/world/gh/gh-nbsap-01-en.pdf>

⁹⁹ This figure was arrived at based upon assessment of population data from the 2010 National Census data for those districts situated within the programme area.

¹⁰⁰ Despite its importance, the contribution of Ghana's agricultural sector (including forestry) to GDP in 2014 was 21.4%, lower than in previous years but reflective of an economy that has entered middle income status and has started producing oil.

¹⁰¹ The mining sector remains a strong contributor to foreign direct investment at 37% and mining contributes 1.7% of Ghana's GDP. (Ghana Chamber of Mines, 2015. Mining in Ghana – What future can we expect? International Council on Mining and Metals. Mining: Partnerships for Development July 2015). <http://www.tabforestmines.com/wp-content/uploads/2015/10/Ghana-Chamber-of-Mines-report.pdf>

¹⁰² Government of Ghana. (2010). *Readiness Preparation Proposal Ghana: Revised Ghana R-PP*. Accra, Ghana. https://forestcarbonpartnership.org/sites/forestcarbonpartnership.org/files/Documents/PDF/Jan2011/Revised_Ghana_R-PP_2_Dec-2010.pdf

Ghana has identified the underlying causes of these drivers as forest industry over-capacity, policy and market failures, population growth, increasing demand for agriculture and wood products, low-tech farming systems that continue to rely on ‘slash and burn’ farming methods, and a burgeoning mining and (illegal mining) sector. Agricultural expansion (50%) is further identified as being predominantly attributed to cocoa cultivation systems, distinguishing cocoa farming as one of the most significant drivers of deforestation across the HFZ in Ghana.

5.2.1 GCFRP Intervention Pillars

It is in this backdrop that one of the main facets for implementation of the ERP will be large-scale integrated approach to foster farming practices and land use that reduce deforestation and degradation, as well as growth of forests in off-reserve farming landscapes. GCFRP includes five main pillars that the interventions and activities are planned under (seen in Figure 1 below), including: A) Institutional Coordination and MRV; B) Landscape Planning within HIAs; C) Increasing Yields via Climate-Smart Cocoa; D) Risk Management and Finance; and E) Legislative and Policy Reforms. Within these pillars, specifically the implementation of the GCFRP, are multiple opportunities to integrate a coordinated, gender-responsive landscape approach that considers and targets all women and men stakeholders at various levels to alter business as usual practices and reduce emissions.

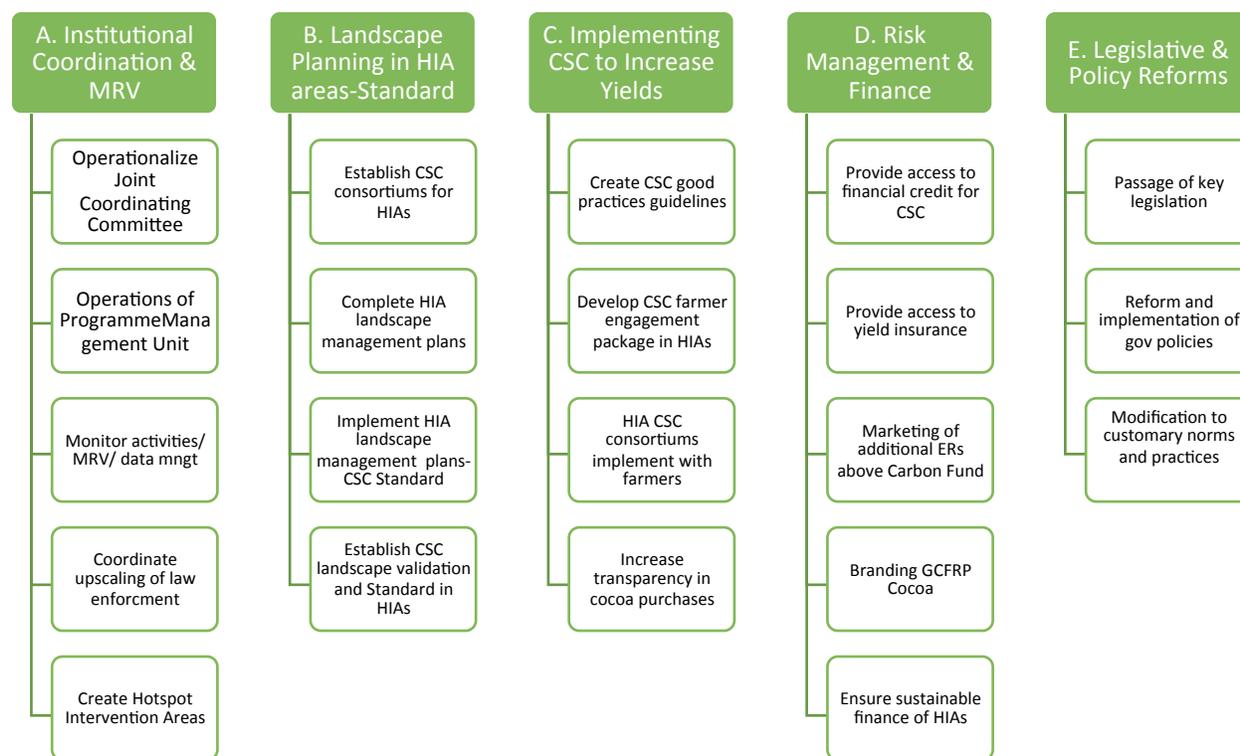


Figure 1. Implementation plan interventions and activities

5.3 Identifying local-level gender-differentiated issues, gaps, and responses

While the analysis of the existing national framework of different institutions, policies, and mandates on both gender and REDD+-relevant sectors is necessary, the engagement and input from local stakeholders—women and men—at all levels is crucial. The information in the

following sections was gathered specifically from the workshops in three regions (as elaborated upon in the methodology section, 1.2.1) with local-level stakeholders to guide and develop a more comprehensive understanding of issues, capacity gaps and thus potential responses to approach mainstreaming gender particularly in implementation of activities on the ground in the GCFRP, especially pertinent to the main pillar C.) Increasing Yields via Climate-Smart Cocoa (CSC). As such, the following sections provide in-depth information and analyse the gaps, challenges and opportunities largely within this pillar based on workshop input, discussion, and analysis. Below, in Table 1 is a summary of the key takeaways from these sessions included to aid key stakeholders and decision makers with priority issues and opportunities for integrating gender.

Table 1. Key takeaways on gender-differentiated issues, gaps and responses

Varied participation by women and men in forest-related activities, as well as the intensity of those activities, dictate differentiated drivers of deforestation and forest degradation, requiring various sustainable livelihood options for women and men to reduce these drivers and their associated impacts.

Reducing drivers of deforestation and forest degradation will require increased community awareness through information dissemination and education of women, men and youth, as well as strengthened regulation and utilization of existing law enforcement—including through traditional outlets.

Women and men are both involved in the collection of firewood and charcoal production for home energy consumption and as a source of income. Sustainably managed woodlots can incentivize, provide and promote the use of clean(er) cooking systems including establishing sustainable legal charcoal production, to decrease the negative health impacts of indoor air pollution, while raising awareness on the issue as an incentive to reduce deforestation and degradation.

Women and men utilize and prioritize trees in differentiated ways, and therefore have separate and distinct impacts on deforestation and forest degradation, as well as conservation management. As a result of entrenched gender roles, women tend to prefer tree species that provide food, medicine, energy, and/or income, necessitating diversity in the tree species to be made available in nurseries to meet the uses and needs of women and men.

Shade trees, in particular, are in demand by both women and men to support cultivating species both prioritize. There is, however, a need to increase the prevalence of shade trees in nurseries as CSC is enhanced and scaled up, which could drive an increase in community nurseries providing additional employment opportunities and livelihoods as a peripheral activity to CSC and cocoa as a cash crop.

Nursery development and tree planting for forest and landscape restoration is vital, but it is necessary that ownership rights (of land, trees, carbon, etc.) for both women and men are clear and equitable.

Palm oil is a priority crop for women at the farm level particularly because they are able to generate income every month as a result of year-round production, processing and selling. As stakeholders in REDD+, women's priorities must be recognized and sustainable palm oil production integrated into REDD+ planning and implementation.

Equitable access for women and men to agriculture inputs and tools for practicing CSC methods is necessary. Mechanisms to achieve equitable access must also be put into place since women often lack financial independence and potentially have less dispensable cash to gain access to these necessary resources.

Scaling up cocoa production, while utilizing CSC practices, can increase the burden on women and men farmers who already have full workloads. This is particularly an issue for women who provide unpaid—and often unrecognized—care work several hours a day for the household.

Women and men are interested in adding value to their crops and forest products. Women are particularly interested in harvesting cocoa—requiring targeted resources and training—to increase income generated.

Agricultural inputs seem to be available for both women and men, but access to and control over trees, permits, concessions, technical assistance, training and technology is notably higher for men than for women. Enhancing the lives of women and men, which in turn benefits the community and nation as a whole, necessitates building equitable capacity to access and control of these resources—including through training on practices—in order to successfully engage in agriculture and additional livelihood opportunities, such as CSC.

5.3.1 Drivers of deforestation and forest degradation

At the workshop, participants were asked to identify the drivers of deforestation and forest degradation in their surrounding communities. They also provided information on the role or contribution of women and men to each driver, as well as the benefits and risks each assumes from the driver (activity). Participants were able to validate the main drivers identified in the GCFRP (and R-PP), but also identified several other additional drivers to consider. These are important to consider because of the pertinence they have to the local communities as they potentially have impact on not only the sustainability of reducing deforestation and degradation, but also on the success of initiatives to restore, especially considering social issues and livelihoods. The drivers identified, as well as the gender issues, capacity gaps and possible entry points for gender inclusion are summarized in Table 2 as the participants indicated. (Note: The workshop participants categorized drivers as either solely contributing to deforestation or forest degradation, but also some that contributed to both, thus the table is divided in this manner to represent their ideas and responses accurately.)

Table 2: Identified drivers of deforestation, deforestation and forest degradation, and forest degradation in Atewa, Goaso and Bibiani, gender issues and possible entry points.

DEFORESTATION	
Driver	Gender issues, gaps and possible entry points
Agricultural expansion	<p><i>Gender Issues and gaps</i></p> <ul style="list-style-type: none"> • Both women and men participate in different activities that cause agricultural expansion; women usually participate in small-scale activities and men participate in large-scale activities. • Women often receive little, if any, monetary benefit from farming and agricultural expansion but it is done for subsistence purposes/food security for the household. • Men engage in these farming activities to gain income from selling the products, and expand fields to increase yield. • The use of herbicides reduces the stress of weeding, especially for women—who often find themselves engaged in this activity daily. Men are usually responsible for chemical application, but women also do it when they own their own land plots. Chemical application causes health problems for both women and men because usually they do not use (because they don't have access to) application equipment and protective wear, thus their contact with chemicals can be detrimental to health. • Women and men can destroy crops due to using improper doses of chemicals because of a lack of information. • Women and men are worried about promoting pest resistant strains/species and the impact of slash-and-burn agriculture practices. • Cattle raising and grazing is an activity done mainly by men and boys. They are interested in this activity because it is a source of income and protein for the household. <p><i>Entry Points</i></p> <ul style="list-style-type: none"> • Due to the use of unsustainable methods of agriculture for food crop production and cocoa farming, as well as the differentiated participation, needs and interests of women and men in the

	<p>activities related to the drivers, it will be necessary to offer women and men different alternatives for their specific livelihoods.</p> <ul style="list-style-type: none"> • Promotion of traditional support groups (Nnoboakuo) to provide alternative livelihoods should be better integrated, such as: bee keeping, snails and grasscutter rearing, tree nurseries, and mushroom cultivation. • Women and men involved in these activities request government support in farming inputs, financial assistance, storage facilities, technical assistance and markets for agri-products to provide a way to add value to agricultural products, gain access to the use of chemical-protection information on safe handling, and access to alternative organic-biological-cultural pest control practices. • Increased access to machinery for weed control and promotion of cover crops, as well as increased knowledge/communication on climate smart agriculture practices, access to improve cocoa varieties and trees for shade. • Ensure the ownership of planted trees by women and men. • Technical assistance on how to graze in a more sustainable manner will be required in order to reduce the environmental impacts of this activity. Practices like growing fodder, intensive cattle production and pasture rotation can be promoted in the region.
<p>Galamsey/ mining</p>	<p><i>Gender Issues and gaps</i></p> <ul style="list-style-type: none"> • All activities related to galamsey, have a higher participation of men than women. The activities performed by women are related more to their reproductive role, for example, providing food and water for the miners, as well as participating in specific activities, such as carrying and washing of the minerals. Children also participate in mining when they have free time. • There is a high participation of men who have migrated from other countries to participate in mining/galamsey. • The main interest and reason for men to participate in galamsey is because it is a quick way to make money and for sustained employment. • Besides the impact galamsey has on deforestation and degradation, women and men also recognize it impacts other elements including water quality, loss of land, and health of community members. • Community health is threatened due to galamsey mostly because of the increase in men from other countries, or areas of Ghana, migrating to areas to participate in galamsey. For multiple reasons (more/new young men in the area that young women enter into relationships, and an increase of women working as sex workers because miners have money) the incidence of teenage pregnancy, STDs, and HIV/AIDS contraction has increased. <p><i>Entry Points</i></p> <ul style="list-style-type: none"> • Women and men mentioned the need to: find alternative livelihoods options that can provide equal or higher income throughout the year to reduce the incentive to take part in galamsey. • Increasing law enforcement and reporting by the community chief on galamsey activities to officials.

	<ul style="list-style-type: none"> • Promote and educate women and men on safe mining practices. • Develop mandate for mining industry to plan and develop infrastructure for schools and health services facilities to support communities that suffer detrimental impacts from mining (including sexual health education). • Advocacy and communication on the impacts of mining and laws.
<p>Population and development pressure (settlement expansion, roads, constructions, electrification)</p>	<p><i>Gender Issues and gaps</i></p> <ul style="list-style-type: none"> • Men’s participation is higher in construction activities including in roads and electrification processes often because men operate heavy machinery necessary for this; women’s participation is more related to reproductive activities supporting men as they work. • Women and men perceive that the numbers of members in the family increase the need for providing more food and generate more income to pay for school fees, health services or to build a house. • Both women and men see settlement expansion as a way to earn money by participating in the activities associated with expansion. <p><i>Entry Points</i></p> <ul style="list-style-type: none"> • In order to reduce the impact of this driver, women and men suggest improving knowledge of, access to, and utilization of: family planning information and methods (for limiting family to manageable size); renewable energy options and clean cookstoves; and improved urbanization and land use planning in rural areas transitioning to be more developed.

DEFORESTATION AND FOREST DEGRADATION

Drivers	Gender issues, gaps and possible entry points
<p>Over-harvesting and illegal harvesting of wood (logging /chainsaw clearing)</p>	<p><i>Gender Issues and gaps</i></p> <ul style="list-style-type: none"> • More men than women participate in all the activities linked with harvesting of wood. Women’s participation is related to reproductive activities to support the men working; women also can participate as informants/alerts to the (illegal) loggers if law enforcement is nearby/on their way. • The main benefit of these activities is the generation of cash and employment for men, with supplementary benefits to women. <p><i>Entry Points</i></p> <ul style="list-style-type: none"> • Even though women’s participation is low, it is important to implement activities that could provide alternative livelihoods for both women and men. Some of the alternative options include: tree planting with species that are important for women and men (See section 4.3.4); adding value to forest products in the value chains; increasing role and accountability of law enforcement protecting forests; setting up volunteer whistleblower groups; increasing awareness of the negative impacts of deforestation and forest degradation to communities using radio communication; and establishment of woodlots.

FOREST DEGRADATION

Drivers	Gender issues, gaps and possible entry points
Firewood collection and charcoal production	<p><i>Gender Issues and gaps</i></p> <ul style="list-style-type: none"> • The participation of women and children is higher for collecting small fuelwood using machetes. Men are in charge of collecting firewood of bigger size using chainsaws or machetes. • Women mainly collect firewood as a cheap source of energy to cook. Charcoal is also used as source of energy for cooking and ironing. Additionally, women can obtain some cash selling firewood and charcoal. In the case of men, their main interest for firewood and charcoal production (done mostly by men) is the opportunity for income. <p><i>Entry Points</i></p> <ul style="list-style-type: none"> • It is important to offer women and men alternative livelihoods that can increase the possibility for a better income. Alternative activities could include awareness and implementation of sustainable harvesting of woodlots, use of agroforestry systems and practices on land, and promotion of access to clean cookstoves or LGP access incentives. • Increase awareness on the impact on health due to fuelwood and charcoal smoke can reduce degradation. • Establish system for legal charcoal production with requirement for a Forest Service Division permit.
Burning (fire) for agriculture and hunting	<p><i>Gender Issues and gaps</i></p> <ul style="list-style-type: none"> • Men use fire for hunting purposes and also to start bush fires to clear land for agriculture production, including planting cocoa. • Fire is used for clearing land because it is thought to increase yields in the first few years and the increased production can be sold to generate increased income. • The use of fire is used in hunting because it is an easy way to capture game in the forest. Game, is a high source of protein, and can be sold in local food places for income, or used for household consumption and increased nutrition. <p><i>Entry Points</i></p> <ul style="list-style-type: none"> • Providing alternative livelihood options and trainings for women and men will reduce the incentive to burn forest/land, including bee keeping, domestication of small animals (to increase food source/nutrition), and encourage agroforestry practices. • Informing farmers and communities on: the risks of burning during dry season (less control and likelihood of a wildfire destroying a much larger swath of land), and options for creating fire belts around the areas, particularly to sensitize hunters and men involved in alcohol distillation about the impact of using fire within the forest. • Enforcement of laws and regulation and increase education of people.
ADDITIONAL DEGRADATION	
Drivers	Gender issues, gaps and possible entry points

Non-Timber Forest Product (NTFP)

Gender Issues and gaps

- Women and men participate in different activities related to the collection and processing of the NTFPS. Women are more involved with looking for chewing sticks, snails and mushrooms and men are more involved in making pestles and mortars (for making Ghanaian culinary dishes) and producing wine, with both women and men involved in collecting medicinal plants.
- Collection of NTFPs by both women and men can be utilized for personal/family use, or to generate income by selling products at market.
- In addition to providing income, NTFPs can enhance food security, health (via access to medicine), hygiene and sanitation (via soap production—particularly important for women and girls), and additional elements important to local culture.

Entry Points

- Promoting alternative livelihoods for women and men through sustainable harvesting and production can reduce NTFP collection. This can be for either conservation, promotion, and value addition of NTFP which could require training for: rearing snails, grasscutters, pigs, bees, and mushroom cultivation, soap and candle making, and pestle tree replanting.
- Increasing access and entry for community women and men into commodity value chains, to add value to products, can significantly increase income and discourage unsustainable collection and forest degradation.

Considerations and responses

Within the identified drivers of deforestation and forest degradation, multiple gender-differentiated issues and impacts were shared by workshop participants as already existing, but also potentially exacerbated by increasing REDD+ implementation. Generally, recognizing these differentiated impacts is the first step as an entry point to increase gender inclusion and mainstreaming. Following recognition—not only by community members but more importantly officials and decision-makers engaged in REDD+ processes—it is necessary to not only consider, but also respond to the needs of the communities. The most prevalent intervention workshop participants included is increasing options for alternative livelihoods to reduce pressure on natural resources in the forests, and discourage deforestation and degradation.

Particularly for women, workshop participants concluded that training on alternative livelihoods, coupled with financial access for entrepreneurial endeavours would be most advantageous. In particular, opportunities for women to engage in animal rearing (grasscutters, pigs, rabbits), beekeeping, mushroom cultivating, improved livestock management, charcoal and alternative energy production, and NTFP value-added sales (soap, candles, etc.). An additional aspect of this to utilize is coordination with, or development of, cooperatives to support these ventures in a more systematic way. Cooperatives or community-driven savings associations (e.g., Village Savings and Loan Associations (VSLA) can be a popular, and successful, way for local women and men in forest communities to become engaged in business development and improve upon their financial well-being (e.g., through increased savings, and access to revolving funds, loans and micro-loans, etc.). This can especially benefit women at the village level who can collectively apply for larger loans for investments with larger returns, who may be hindered in this regard due to lack of property rights and therefore collateral.

Additionally, trainings and workshops to build business management skills of local women and men can help ensure that new economic ventures are sustainable and have the tools to be successful. These activities will be especially important for women who often do not have equal access to skills-building trainings, economic activities or business management opportunities despite their extensive but undervalued roles in forest and agriculture management and the agricultural business sector. Cooperatives provide an opportunity for trainings as a platform for individuals already engaged in economic activities, and thus can be targeted to improve upon their knowledge and skills to enhance their lives and livelihoods. Engaging vocational training centers to participate in these skills-building sessions in specific areas, ensures women and men are included in all programming regardless of vocation.

5.3.2 Participation in farm level productive activities

Following on the identification of deforestation and forest degradation drivers, because one of the main pillars of the GCFRP is “implementing climate smart cocoa (CSC) to increase yields” an assessment of the gendered aspects at the farm and household level, in relation to the activities done by women and men was conducted (See Annex 3 in section 8.3 for results in Table 5: *Main productive activities at farm level*). Information from this session provides insight into gender relationships, and, therefore, which family members should be consulted and included in knowledge sharing, capacity building, and participation for work on farms in regard to cocoa production and reducing emissions from specific activities. In the same vein as this, the activity supports identifying times during the year when stakeholders are particularly busy, or not, based on agricultural and household responsibilities which should be evaluated and considered when engaging them in CSC, or other activities.

Summary of results

Generally, all members of the family participate in various activities at the farm level. However, there are some activities that men or women perform based on their status in the household, the resources accessible to them or other family members'/workers' availability (e.g., when children/youth are out of school they support on farm work, or hiring day laborers).

In the production of annual crops the tendency is for both women and men to work together during planting and harvesting, with some help from children when they are available such as during the weekends or when school is on break. Men are more involved in fertilizer and pest/disease control through chemical application. Women's main interests in cultivating annual crops is to have enough food and diversity for household consumption, as well as to be able to gain income from the sale of crops at markets. In the case of men, they are more interested in planting annual crops, particularly cash crops, for income.

The activities related to cocoa production are also done by all the members of the family, with men in charge of pruning, spraying, fermenting and selling, and for managing the rest of the activities all are involved, women, men and children. Cocoa is used by women for household consumption and selling to PBCs, but there are also some experiences where women are producing cocoa soap and butter, thereby adding value to the product.

Women and men both participate in land clearing, planting and weed control for oil palm. Men are in charge of harvesting and women are in charge of processing, storing and selling the final product, however, despite oil palm identified by farmers and community members in these areas as a main crop produced and livelihood oil palm is not included within the ERPD for enhanced sustainability.

Considerations and responses

Cocoa is a cash crop, and both women and men would like to have more cocoa trees and nurseries supplying shade trees as a way to generate and/or increase income. A particularly

important aspect to consider, supported by the information gathered during this session, is the additional workload to be taken on via implementation of REDD+ activities, from, for example, the GCFRP and climate smart cocoa initiative. Not recognizing, or working with/around, the already full workloads of many women and men rural farmers could have negative consequences on the production, and thus outcomes of the CSC to reduce expansion of cocoa farming into forested lands. This is a risk, for example, where the number of hours needed to participate in any cocoa-producing activities increases because of increased scale, but the human resources available (and sufficient and knowledgeable) are lacking, thus placing increased burden on already over-worked farmers. This is particularly important for women, where as the results in Table 2 (Annex 3) indicate women participate in many activities throughout the year, their marginalized roles may not always be counted or recognized as significant, thus implementation of CSC needs to consider this. This is doubly burdensome if access to agricultural inputs, or tools necessary to put into practice the CSC methods are not made available, or methods for increasing availability are not put in place. This continually increases labor and time for workers. Again, women who lack financial independence and perhaps less cash flow will disproportionately struggle here to gain access to resources, or hire additional workers.

Additionally, women are very interested in finding ways to add value to the cocoa that is being harvested which can also increase the income generated as it enters into the market as a commodity. Prioritization by women to engage in value-addition activities demonstrates a desire, or need, for enhancing their skills and therefore income. This would (likely) require training for individuals and women's groups/networks on the processing, as well as resources/materials and a location to conduct the processing, as well as other considerations, and opportunities highlighted in the above section regarding alternative livelihoods, cooperatives, and entrepreneurship.

Another recommendation from participants was to increase the prevalence of shade tree nurseries to support in cultivating species that both women and men prioritize. This could be beneficial to women and men who participate in nursery activities, and perhaps especially to women's groups who may be able to open and manage nurseries. It should be considered though that often activities conducted by women laborers in the nursery are paid less because they are generally less labor-intensive than men's work. Women may take part in nursery work for additional income during the morning hours, and return to reproductive activities to support the household later in the day. Consideration then also needs to be given in this regard to women's time and income. Additionally, the discussion around tree nurseries should also take into account the results of the following activity (Section 4.3.4) to ensure a diverse but specific range of trees are being cultivated in nurseries for sale to local women and men farmers.

Lastly, palm oil was included in the activity, but was contentious in regard to its importance between women and men, including forest officials. Women identified palm oil as a priority activity for women at the farm level particularly because they can generate income every month because of year-round production and selling, compared with cocoa production which only garners income twice a year after harvest. Noting that palm oil has not been included as a large element to the GCFRP, this could be inaccurately construed due to a lack of stakeholder engagement with local women. Reconsideration of the role palm oil play in the lives and livelihoods for women (and men) farmers but community members may be necessary, or perhaps in increasing the sustainability of this activity as a by-product of the increased cocoa production via CSC.

While women contribute significant labor to growing and processing cash crops such as cocoa, results from the workshop show that women have very limited access to and control over important production resources such as land, technology and training. Agricultural inputs seem

to be available for both women and men, but the access and control over trees, permits, concessions, technical assistance, training and technology, such as improved varieties of seeds and production tools, is notably higher for men than for women. But women certainly desire and need knowledge on, access and control of these resources to engage in agriculture opportunities such as CSC successfully, including training on practices, to enhance their lives and livelihoods, therefore benefiting their communities and nation as a whole.

It is, however, crucial to recognize that in order to ensure women are provided the access and control to resources for their empowerment and engaged in all GCFRP implementation, the key stakeholder organizations must all be involved. This will require also that these organizations have the capacity to deliver on this engagement for mainstreaming gender, which the analysis of the institutional capacity indicated is varied, and mostly limited in terms of capability to implement integration of women’s empowerment and gender equality. This should necessitate formation of a local-level network of gender focal points in the HIAs to develop strategic alliances with government agencies, NGOs, CSOs, MoGCSP and also promote knowledge management and sharing in relation to this issue.

Organizations exist in Ghana at the national level and in the regions that are providing services such as trainings on capacity building, access, and control, alternative livelihoods, etc., These organizations (e.g., CARE International, Action Aid, Peace Corps and A Rocha Ghana) can also support in coordination and implementation at the national level either through incorporation into the REDD+ GSWG, or engaged to support the GSWG, but also have the platform to facilitate additional work with the key REDD+ partners going forward in the ERP. This is an opportunity to explore particularly with the private sector institutions engaged in the GCFRP, specifically on cocoa production.

5.3.3 Prioritized tree species

In REDD+ activities, agroforestry systems are promoted as a practice to reduce emissions, while enabling a more healthy landscape approach with optimal output. As this is a planned element of the CSC pillar under GCFRP, investigation into, and consideration of, the gender dimensions need to be undertaken. Of particular importance is considering women as a stakeholder in agroforestry activities and ensuring their voice is shared regarding their interests, needs and priorities. To facilitate gathering this information, the workshop participants identified common trees planted in their communities, or that they would like to have in their communities, as well as the uses and associated benefits for both women and men that each tree species provides.

Table 3: Common trees species identified by women and men as significant in their use and benefits for women and men in Atewa, Goaso and Bibiani. (Note some sections are empty indicating the groups did not specify uses or benefits for women or men from that species.)

Tree species		Use & Benefit	
Common name	Scientific Name	Women	Men
Mahogany	<i>Khaya Iviorensis</i>	Collect bark of trees for medicine; income by selling seedlings	Logging; preparation of herbs and liquor; income; seedling production, furniture and medicine
Otie	<i>Pycnanthus angolensis</i>	Medicine	

Nyame-dua	<i>Alstonia boonei</i>	Medicine	Timber and medicinal purposes
Prekese	<i>Tretrapeura teraptera</i>	Food	Medicine and food
Esa	<i>Celtis Meldbradie</i>	Fuelwood	Sale for timber, plywood, pestle and fuelwood
Cocoa	<i>Theobroma cacao</i>	Soap production, food, medicine (herbs and roots), seedling production employment and income	Employment and liquor income; and seedling production
Tweapea	<i>Garcinia Cola</i>	Medicine	Medicine
Emire	<i>Terminaria ivoirensis</i>	Medicinal bark	Building supplies
Kusia	<i>Nauclea diderrichii</i>	Local culture and food (pounding for fufu)	Mortar, timber and firewood; income
Teak	<i>Tectona grandis</i>	Collect leaves for medicines	Electricity poles and building, logging
Obonewa	<i>Voacanga africana</i>	Sale medicine	Sale medicine
Panpenama	<i>Corynanthes pachyceras</i>	Medicine	Medicine
Rubber	<i>Hevea brasiliensis</i>	Employment and income (women carry rubber liquid); production of seedlings	Cutting, pruning, harvesting rubber; employment and income. Production of seedlings
Cassia	<i>Senna Siamea</i>	Fuelwood; leaves for medicine; seedling production	Charcoal production, leaves for medicinal, seedling production
Ofram	<i>Terminalla superba</i>	Fuelwood	Timber and firewood
Wawa	<i>Triplochiton scleroxylon</i>		For canoe carving, building construction furniture and sculptures.
Mango Tree	<i>Manguifera indica</i>	Fruits and income	
Oranges tree	<i>Citrus sinensis</i>	Fruits and income	
Cashew	<i>Anacardium occidentale</i>		For production of oil; for fruit serving
Danta	<i>Nesogogordonia papaverifera</i>		For carving of gun, cultural axe
Oil palm	<i>Elaeis guineensis</i>	Food (oil for cooking), brooms, roofing (branches), mushroom production, palm wine,	Roofing, mushrooms, Palm wine and weevil maggot

		weevil maggot, basket weaving and Animal fodder	
Prekese	<i>Tetrapleura tetraptera</i>	Spices in food and soaps, medicinal purposes and fuelwood	Medical purposes and timber

The results of this activity—identifying common tree species, their uses and benefits—provides valuable information to enhance the efficiency and effectiveness of REDD+ activities, specific particularly to the CSC pillar, and ensures equitable distribution of benefits to women and men. It is foundational to recognize the priorities of women and men in forest and agroforestry management, because, as the results indicate, women and men utilize different species commonly, but also the same species for different purposes and benefits.

Considerations and responses

Practices for CSC interventions focus on integrating multipurpose trees as shade trees into crop fields, but additional interventions for planting trees and restoration should consider/include home gardens and terraces, and be used as fodder banks and property boundaries. The main gender considerations in all of these practices, as well as in other interventions with similar practices, is species selection and community accessibility. Due to women and men’s different roles their priorities and preferences are different often because women and men use trees and their products in different ways for economic or household use, and have knowledge on the various species regarding management/care and use for each.

Fruit trees, for example, are important to have because they provide sustainable food sources, which women often prefer to improve long-term food and nutritional security for their families; species that provide good sources of fuelwood, sticks for garden poles, or fodder for livestock, are crucial for women and children as they are responsible for collecting these items; and species with additional value, such as providing medicinal products, termite control or wind breaks, are often prioritized by women to suit their familial and household needs.

Men identified tree species as priorities that generally provide resources for generating income, including timber, and firewood, but also taking keen interest in the medicinal qualities of trees as or are able to add value to timber in production. While men indicate that they are interested in harvesting wood for fuel as well as women, discussion narrowed this focus down to identify that men engage in harvesting larger pieces of wood, and also at a larger scale, to be mostly sold for income rather than household use, compared with women’s focus.

Where tree species were identified that both women and men use, the priorities of women may not always be heard or represented because much of their intent with collection/harvesting is non-monetary and for household consumption. However, an analysis of unpaid care and informal work would support and further identify entry points. As such, women may lack agency and control in making decisions with their interests—which do not only prioritize income but additional safeguards for nutrition, health, and general well-being of the family and household—and need to be considered for adequate implementation, specific to the GCFRP, in shade cover for cocoa and in developing alternative livelihood options. Therefore, it is important to carefully consult both women and men in communities to gain their perspectives, knowledge, specific preferences of tree species and what benefits they derive from each species for successful initiative implementation.

5.3.4 Challenges

Results from the workshop make clear some of the remaining challenges specific to REDD+ at the local level, but additionally consultations with national level stakeholders supported discussion around challenges for integrating gender into broader policy, planning and mechanisms for REDD+ implementation. Undoubtedly, significant gaps and challenges remain including especially persistent structural barriers against women, and against women's access to spheres such as those relevant to REDD+, but also resources on the ground. Based on the analysis, the following list identifies key areas where gender challenges exist, highlighting the need for focused consideration and intervention.

Participation

- Lack of self confidence amongst women participants/stakeholders and hesitation to engage;
- Lack of recognition, and valuation, of women's conservation knowledge;
- Lack of tools/know-how to measure success/ impact of gender-sensitive REDD+ process; and
- Inadequate/lack of process and legal knowledge among women's groups.

Local social and livelihoods issues

- Working with and representing diverse marginalized groups, especially among women and the range of economic and cultural contexts;
- Training on gender and REDD+ and cocoa climate-smart agriculture practices;
- Promoting or guaranteeing livelihood improvements with REDD+ programs;
- Not creating additional work burden for women when engaged in REDD+ implementation;
- Ensuring women's continued engagement through initiatives, especially as demands grow and necessary skills for maintaining program success;
- Land and forest tenure barriers;
- Limited capacity to translate policy onto ground for equitable practices and benefits; and
- Lack of methodology/tool to integrate/evaluate/quantify women's labor contribution/value.

Policy and cross-sectoral cohesion

- Lack of land/tree/forest/carbon tenure and rights for women;
- Conflicting political will;
- Conflicting statutory and customary laws on tenure;
- Insufficient law enforcement or accountability;
- Lack of processes/approaches that properly address the diversity of women, together with multi-cultural contexts and cultural barriers;
- Lack of space to come together as an international community of practice to harmonize guidelines, standards, and methodologies;
- Inter-MDA coordination and private sector partners to ensure REDD+ integrates gender; and
- Lack of sustainability, including lack of devoted/sustained resources to implement and monitor actions, strategies, safeguards and pilots projects, for gender-responsive REDD+ efforts.

Institutional

- Insufficient capacity on gender and REDD+ across all levels;

- Lack of capacity building for staff and technical personnel on gender (and climate change and REDD+);
- Low level of gender institutionalization and mainstreaming for partners; and
- Few opportunities for institutional coordination, collaboration and knowledge exchange of environmental organizations (particularly those involved with GCFRP) with institutions, which have a higher capacity on mainstreaming gender.

6 Integrating gender into GCFRP: a Gender Action Plan

Based on the workshops and through communications with REDD+ stakeholders at national and local levels, the identified key challenges can be translated into opportunities and actions to strengthen gender mainstreaming in the GCFRP pillars. This could, and should, include efforts to expand capacity and integration on mainstreaming gender through political awareness and support, planning, financing, implementation and MRV. The following table (Table 4) takes into account the specific challenges from the workshops coordinated with the analysis of the GCFRP and the Gender and REDD+ Roadmap Action Plan and proposes entry points with actions necessary for Ghana's ERP to fully integrate a gender-responsive approach.

Table 4: Recommended entry points and actions for mainstreaming a gender-responsive approach in GCFRP.

GCFRP PILLARS	GENDER ENTRY POINTS and ACTIONS	INDICATORS
Institutional Coordination & MRV	Facilitate institutional collaboration among implementing partner organizations (IPOs) towards and between IPOs and the GSWG towards implementation of the Gender and REDD+ Roadmap and GAP in the HIAs	GSWG is an active partner in institutional coordination
	Targeted continued training, capacity building and resources for the effective functioning of the National Gender Sub-working Group (GSWG)	
	Provide technical support to the GSWG in analysis of existing policies, institutional and legal frameworks and safeguard issues related to REDD+	
	Technical support to GSWG in documenting experiences, results and lessons relating to mainstreaming gender in the implementation of the national REDD+ strategy by developing indicators and tools for measuring success (outputs, outcomes, and income indicators)	
	GSWG provides training to partners of the program and technical people of institutions on gender and to develop a strategic alliance with the MoGCSP	Number of REDD+/GCFRP technical partners trained (w/m)
	Conduct training for women's rights and gender equality organizations, IPOs and local women from the four ecological zones: HFZ, Savanna, Transition and Coastal, (as pertinent to their work, lives and livelihoods), on forestry and REDD+ issues to ensure they understand their roles, rights and potential benefits in the REDD+ programme. Initial focus shall be on the HFZ and Savannah	Number of women and women's groups in the HIA trained Number of campaigns coordinated (particularly in HIAs)
	Raise awareness through gender-responsive national and subnational campaigns regarding forestry laws, repercussions, and benefits to thwart illegal forest activities and incentivize REDD+, particularly in local areas	

	GSWG coordinates with national level programmes (e.g., GEMP, NAP, LAP, etc.) and organizations to facilitate comprehensive integration of REDD+ and gender in all sector programming	
	Enhance CREMA platform by training local women and men on practices to ensure their full and effective participation	Number of women and men trained on CREMA
	Identify and document gender responsive MRV practices (locally and internationally through knowledge exchange) that women are actively involved in	Resource list/outline of MRV best practices
	Create awareness of the need for gender in REDD+ MRV in all HIAs and foster the understanding of the importance of gender roles, risks, opportunities and benefits by and for both men and women, and collectively with a gender-responsive framework	Gender-responsive MRV mechanism created and in place
	Develop a monitoring and evaluation mechanism to ensure continuous practice and tracking of gender responsiveness	
	Build the capacities of the GSWG, women's organizations, local women and gender desk officers in M&E in order to actively participate in the MRV process	Number of women and men trained on gender-responsive MRV mechanism
Landscape Planning in HIAs	Identification of key gender issues in relation to access, control, use of natural resources and benefits in each of the HIAs; the different roles of men and women in deforestation and degradation (D&D) along the cocoa value chain; potential roles in restoration and reducing D&D	HIA-specific gender-analysis and report for GCFRP
	Engage women as equal stakeholders (e.g., women participants from MDAs, farmers, GSWG, etc.) in HIA CSC Consortium	Number of women, men, and women's groups fully and actively participating in: GCFRP CSC Consortium, and HIA Management Plans development and implementation
	Ensure women are engaged as full and effective stakeholders through a participatory and gender-responsive process in development of HIA Management Plans for each HIA, and in the review/validation process	
	Support women's participation in implementation decision making and planning activities at the HIAs	
	Identify and document good practices and actions in other forest management/conservation initiatives that have fully and effectively integrated gender considerations	Best practices brief on forest conservation/management and gender
	Adaption of these good practices at the HIAs to ensure the different interests of men and women are considered in the development of HIA management	Number of good/best

	plans	practices implemented in (# of) HIAs in Management Plans
Increasing Yields via CSC	Identification of key gender issues in relation to CSC production systems; the different roles/ interests of men and women along the CSC production and value chain; consider these different interests in the development of CSC standards (including environmental and social specialist participating in expert working group on review of best practices, to be led by Ghana Cocoa Board)	Value chain analysis recommendations integrated into CSC Standards GSWG fully participate as stakeholder in review of best practices
	Facilitate women's participation in CSC decision making platforms and the implementation of CSC through targeted trainings, guidelines, extension services	Number of women and men, and GSWG representatives, participating in CSC platforms
	Promote the replication of sound and gender-responsive practices within the ERP areas/ HIAs and other ongoing initiatives such as Forest Investment Programme (FIP), Sustainable Land and Water Management Programme. (SLWMP) by providing technical support to the project managers/developers to demonstrate ways of integrating these practices into projects or actions at HIAs	Percent increase in women's and men's income due to CSC higher yields, and value addition
	Create mechanism(s) to provide—and monitor—equal access, use, control and benefits to women and men in relation to information, tools, equipment, technology and resources needed to engage in CSC activities for increased yields and benefits (e.g., advocate for a quota system)	Mechanism created, monitoring number of women and men engaged in CSC, including resources accessed, and benefits
	Conduct capacity building on gender responsive information/data collection and communication systems for implementing partners	Number of implementing partners trained, and utilizing gender-responsive data collection
	Identify and use sources and channels of information and communication that allow for participation of women and vulnerable groups, particularly in rural communities	
	Ensure CSC Good Practice Guidelines take into account gender considerations, especially when evaluating farmers who may have more limited access and control to resources hindering their ability to meet	

	implementation requirements	
	Ensure equal access for women and men to engage with the GCFRP package resources and benefits.	Number of women and men receiving GCFRP benefits; Number of women and men who have change in access to resources; % of change in income; documented qualitative benefits and co-benefits
Risk Management/ Finance	Identify and collate best practices for gender-sensitive Benefit Sharing (BS) mechanisms and delivery frameworks and select pilot communities to apply and assess these practices	
	Ensure mapping exercise by PMU identifies finance sources and credit lines already being accessed by (specifically) women farmers, or could be accessed, utilizing results in developing equitable and targeted credit programmes for women and men farmers	Mapping exercise conducted Number of credit programmes targeted toward women and men farmers Number of women and men farmers targeted/enrolled
	Foster a dialogue with traditional authorities/ local government institutions on women's rights issues pertinent to forest sector and build their capacity to support with conflict resolution at the local level	Number of HIAs where traditional authorities and local government participate in dialogue/training sessions on gender equality and women's rights/ empowerment
	Develop gender-responsive insurance schemes, considering that women often have less economic means (e.g., lower premiums based on income, or area, etc.)	Number of insurance schemes targeted toward women and marginalized groups specifically

		Number of women and men engaged
	Provide equal access for women and men in relation to financial credits, yield insurance, CSC premiums and financial management training (introduce quota system)	Women and men equally benefiting from financial investments
	Brand and market the successful gender-responsive approach of Ghana CSC beans as inclusive, equitable and empowering women to enhance opportunities for trade of a premium, sustainable, and socially-responsible product	Socially responsible product conceived, and marketed
	Ensure equitable access and benefits (including any necessary capacity building) for women and men to the five types of premium revenue expected from each HIA (i.e., climate-smart cocoa premiums, wild harvest NTFP premiums, other tree crop premiums, climate finance, and grant revenues)	Number of women and men trained on 5 premium revenue types % increase in women and men's benefits from premium revenue types (disaggregated by type and sex)
Legislative and Policy Reforms	Advocate for implementation of legal frameworks that fully secure rights and interests of women and marginalized groups and ensure they benefit equitably from the resources	National and subnational legal frameworks drafted and approved
	Advocate for MoGCSP to be made part of Environment and Natural Resources Advisory Council (ENRAC) and for the integration of gender equality issues into the ENRAC agenda	ENRAC considers gender equality, standing agenda item MoGCSP included in ENRAC
	Provide orientation sessions to the judicial system on women's rights issues pertinent to forest sector and update new government staff on emerging issues and lessons related to forests and gender	Number of judiciary personnel oriented on gender and REDD+ Elimination of customary norms and practices that reduces women equal access to resources such land

	Secure resources for local women, women's organizations and district gender desk officers previously selected to participate in all local and regional decision making fora	Amount of resources secured for women, men, and women's organizations Number of local and regional for a local women and organizations participating in from REDD+ funding
	Ensure all policy reform and guidance on policy implementation (i.e., tree tenure reform, defining benefit sharing agreements, and cocoa farm input system reform) and gender-responsive processes including specific gender analysis, participation of women and women's organizations stakeholders, etc., with equitable framework outcomes	Tree tenure reforms benefit women and men equally
	Identify potential risks of REDD+ implementation on women right's and livelihoods (with particular attention to land and natural resource use; full and effective consultation and participation; fair access to information, education to enable decision-making and consent; and equitable distribution of benefits) merge with capacity building programme	Analysis and brief of REDD+ implementation risks
	Support the development of Country Approach to Safeguards and Safeguards Information Systems for REDD+ in Ghana in order to prevent violation of the rights of women and the vulnerable.	CASSIS for REDD+ developed, utilized
	Inform local women of their rights, safeguards and build their capacity to use grievance or protocols systems if safeguards are violated	Number of women and men informed/trained on grievance mechanisms for reporting
	Foster a dialogues with traditional authorities and create awareness about cultural practices that infringe on rights of women for potential reform of these practices	Number of HIAs where traditional authorities and local government participate in dialogue/training sessions on gender equality and women's rights/ empowerment
	Brochure and briefing paper on the process and rationale for GSWG, how the GSWG has contributed to gender-balanced REDD+ design and	Brochure and briefing paper drafted and

	implementation in Ghana and lessons learned for policy and legislative reforms	designed for national and international dissemination
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Crucial to not only adopt but to ensure a gender-responsive approach is achieved, is allocation of specific budget within the GCFRP for the recommended activities in Table 4, Without specific allocation, coupled with requirements to report on tangible results enhancing women's empowerment and gender equality in the processes and outcomes, gender will continue to be sidelined in REDD+ and specifically the GCFRP.

7 Moving forward

Current efforts to address the impending impacts of climate change and curb GHG emissions to reduce the intensity of future impacts will need to continue to evolve along with the changing world. Women are systematically and disproportionately excluded from these efforts and solutions including in decision making, benefit sharing, participation and leadership positions, despite the multitude of ways they contribute to their communities. Instead, women, especially in the districts are still treated as a vulnerable party: a factor recognized at the national and local level but not necessarily addressed at either, lending them little to no voice to be included and, or, championed. Tapping into the immense potential women hold in their specific knowledge and experiences can, and has proven to, make a significant, positive impact on success and efficiency of projects, programmes and actions, from the local to international levels.

To meet the ambitious goals of REDD+ that the Government of Ghana has committed to, a gender-responsive approach which respects the potential needs from the local to national level must be adopted and integrated into policy, programming and on the ground implementation. This needs to be aimed toward enhancing women's engagement and empowerment toward gender equality, and considerations and responses not only in REDD+ but additional areas relevant and pertinent to the success of REDD+. This opportunity to enhance gender equality exists; this starts by acknowledging women's and men's unique knowledge, access, needs, priorities and well-being as related to forests, forest resources, and REDD+ initiatives, and ensuring they are well integrated, actually shaping interventions at multiple levels.

As a mechanism for reducing emissions, the GCFRP provides multiple opportunities for local women and men to become more engaged and empowered through training, decision making and alternative livelihood options. Adopting gender-specific activities, with specific allocated budget toward those activities, will provide increased knowledge, capacity, income and various co-benefits—such as improved food and water security, health and sustainable income—enhancing the lives and livelihoods of not only women but their households and communities as they are empowered culturally and economically. This will also have a catalysing effect on development, poverty eradication and security at the national level, with the added bonus of transformational change enhancing progress toward gender equality across sectors.

While Ghana is a prime example of a country committed politically to improving gender relations and equality in the forest sector and REDD+ (and more broadly), this momentum needs to be coupled with sound monitoring and reporting including indication of lessons learned on the impact of a gender-responsive approach in REDD+, as well as the consequences when not included. This is an opportunity to maximize the contribution of a fully integrated gender-responsive approach on REDD+, and its impact to mitigate climate change. As a country that increasingly recognizes and responds to gender in REDD+, Ghana can lead as an example for continued and increased effort to translate words from policy and planning documents into action on the ground that responds to these issues.

8 Annexes

8.1 Annex 1: GCFRP Cocoa-relevant MDAs and organizations

The following table includes information on other key stakeholders (in addition to the outlined MDAs in section 4.3) engaged in the REDD+ process identifying their role and capacity in integrating gender into either REDD+ or their other work, as well as gaps and needs for support. Much of this analysis is piece-meal due to difficulty gathering information online and through in-person communications, thus areas void of information assumes lack of capacity and resources on integrating gender, necessitating an increased need for analysis and support to mainstream and target gender integration.

Organization	Gender activities/capacity	Gender policy/strategy
Ghana Cocoa Board	<p>No current Gender activities ongoing</p> <p>As part of their collaboration with FC in the ERP of REDD+ COCOBOD is willing to incorporate some gender activities when implementation starts</p> <p>The Research, Monitoring and Evaluation Department of COCOBOD is in the process of exploring areas to incorporate gender issues in their operations outside the scope of ERP</p> <p>Implemented the above activities across our project areas. This is not being packaged in REDD+ context.</p>	
Minerals Commission		
Forestry Research Institute of Ghana (FORIG)	Little to no gender activities	
Cocoa Research Institute of Ghana		
National House of Chiefs		
Touton (a cocoa bean trading company)	Implementation of 'Additional Livelihood' as a service delivery pillar by Touton's Rural Service Centres. Under this project women in cocoa farming households are trained to diversify household income while addressing	No

	<p>basic nutrition and food security challenges.</p> <p>Vegetable value chain is being developed where cocoa farming households are producing tomatoes, chili, cabbage and carrot for markets in Accra. Apart from vegetables they are also trained in cassava, plantain, snail and gari/flour production.</p>	
Mondelez (a chocolate producing company)		
Produce Buying Company (PBC)		
Olam	<p>Olam works on women's advocacy and empowerment introducing additional/alternative livelihoods for both women and men</p> <p>Olam also has three (3) women's groups who they have trained in batik, grasscutter rearing, and soap making.</p> <p>These women form about 30% of the farmers Olam engages with.</p> <p>Implementing child labor program with International Cocoa Initiative and Rainforest Alliance</p>	Olam International has gender strategy
Armajaro/Ecom Ghana Ltd.		
Solidaridad West Africa	<p>Forming gender groups to advocate for land use right and sustainable land use policy</p> <p>Capacity building of women group in oil palm production business</p> <p>Entrepreneurship development and capacity building in cocoa value chain target a minimum of 40% of</p>	Draft Gender Strategy being finalized and approved

	<p>women in climate smart cocoa production</p> <p>Capacity building, technical support and providing logistic/facilities to women to enhance conservation farming in northern Ghana</p> <p>We are targeting to empower women and marginalized groups such as youth in sustainable and adaptive community initiatives this year.</p>	
Nature Conservation Research Center		
SNV	<p>No specific gender activities currently in Ghana on REDD+</p> <p>As part of their cocoa rehabilitation process, both men and women are engaged together to find out issues on land ownership, decisions to cut trees, etc.</p> <p>Supported women-managed revolving fund for shea farmers¹⁰³</p>	Gender Policy for SNV updated in 2016, with specific focus on gender in agriculture

¹⁰³ Banye, Eric. 2012. Adding value to women's savings groups through cooperative development. Retrieved from http://www.snv.org/public/cms/sites/default/files/explore/download/adding_value_to_womens_savings_groups_in_ghana.pdf



8.2 Annex 2: Focus Group Discussion Participant Lists

Participant lists from three workshops in Atewa, Goaso, and Bibiani.

8.2.1 Atewa Focus Group Discussion Participants

April 5th, 2017; (11 women, 24 men)

	NAME	ORGANISATION	MALE/FEMALE	LOCATION	TELEPHONE	EMAIL ADDRESS
1.	NANA APPIAH II	QUEEN MOTHER	FEMALE	ANYINAM	02445210714	
2.	NANA APPIAH	CHIEF	MALE	AKYEM DOMPEM	0553456253	
3.	AFIA DEDE	QUEEN MOTHER	FEMALE	ANYINAM	0549862080	
4.	MARGARET SASU	FARMER	FEMALE	ASIAKWA	0546252548	
5.	HON. SAMPSON K. BOSOMPE	ASSEMBLYMAN	MALE	APAPAM	0205320659	
6.	JANET OFOSUA	ASSEMBLYMAN	FEMALE	DOMPE	0540877438	
7.	EDITH HESSE	ATIWA DISTRICT ASSEMBLY	FEMALE	KWABENG	0249704540	
8.	ENESTINA ASIEDUAA	FARMER	FEMALE	AKYIM AWENEDE	0243382610	
9.	MICHAEL COFFIE	FARMER AKYIASA	MALE	AKYIASA		
10.	ADDISON AYAMATEY	FARMER	MALE	AKYIASA	0203158879	
11.	EMMANUEL ADDO	FARMER	MALE	AKYIASA	0509057570	
12.	HON. STEPHEN APPIAH	ASSEMBLY MEMBER	MALE	KUOUO	0208180068	
13.	HENRY OPOKU BOATENG	FOREST SERVICES DIVISION (FSD)	MALE	BEGORO	0243826503	opokuboaenggh@yahoo.com



14.	ALFRED YABEPONE	FSD- ASSISTANT DISTRICT MANAGER	MALE	BEGORO	0244522914	alfyab@yahoo.com
15.	PALMER AIKINS	FSD- RANGE SUPERVISOR	MALE	BEGORO	0244627966	aikinspalmer@yahoo.com
16.	SETH TWUM- AMPOFO	FSD- FORES GUARD	MALE	KIBI	0244627966	
17.	LEVINA OWUSU	MESTI	FEMALE	ACCRA	0208154891	levinaowusu@yahoo.com
18.	HON. CHRISTIANA T. ANNOR	ASSEMBLY MEMBER	FEMALE	OBUOHO	0242605856	christiantetteh@gmail.com
19.	NANA BRIMAN ASNTE	CHIEF	MALE	OBUOHO	0205907139	
20.	BEATRICE LANTER	NANA HEMAA KYIAME	FEMALE	OBUOHO	0546108743	
21.	NANA ANIMA	QUEEN MOTHER	FEMALE	ADADIENTEM	0541711815	
22.	MOSES ASAN	FARMER	MALE	KIBI	0249799750	
23.	ACHEAMPONG SAMUEL	FARMER	MALE	ANOENANE	0249716771	Kiss.asi85@gmail.com
24.	ISAAC KOFI NTORI	A ROCHA GHANA	MALE	KIBI	0207890885	ntoriisaac@gmail.com
25.	HON. ANTWI A. EUGENE	ASSEMBLY MEMBER	MALE	PAMENG	0248496548	
26.	WILLIAM GYABU	FSD	MALE	SUHUM	0247618802	
27.	AFEDO VICTOR	EAST AKIM MUNICIPAL	MALE	KIBI	0246196646	



		ASSEMBLY				
28.	ADU AIKINS	FARMER	MALE	DOMPIM	0598233049	
29.	FREDERICK AMOAKO	FSD	MALE	BEGORO	0244661307	
30.	RICHARD K. BEMPONG	AYENSUONAD DISTRICT ASSEMBLY	MALE	COALTAR	0244143390	
31.	ANTHONY EWUSI	E A M A	MALE	KIBI	024598829	Ewusiconsult2@gmail.com
32.	EMMANUEL AKYEANOR TABI	ASSEMBLY MEMBER	MALE	SAGYIMASE	0247896109	hthtabi@gmail.com
33.	EMMANUEL AKOM	A ROCHA	MALE	KIBI	0202918275	akommanu@yahoo.com
34.	PATRICK KWAKYE	FORESTRY COMMISSION	MALE	ACCRA		Patrickkwakye24@yahoo.com
35.	RAHMAT TAHIRU	MINISTRY OF LANDS AND NATURAL RESOURCES	FEMALE	ACCRA		rahmattahiru@yahoo.com



8.2.2 Goasa Focus Group Discussion Participants

April 7th, 2017; (9 women, 36 men)

	NAME	MALE/FEMALE	ORGANIZATION	LOCATION	TELEPHONE	EMAIL
1.	DWENENA GODFRED	MALE	AGUNAFO SOUTH DIST. ASSEMBLY	KUKUOM	0244486647	dwamenagodfred@gmail.com
2.	FRANCIS KWAME OPPONG	MALE	COCOA FARMER	MINTINI	0247838791	
3.	NANA ODURO FRIKYI	MALE	COCOA FARMER	AHANTANO	0268010722	
4.	HON. PHILIP DANKURA	MALE	ASSEMBLY MEMBER	AKRODIE	0268010722	
5.	NANA KWAKU DARKO	MALE	PRESIDENT-ARKOODIE TRADITIONAL COUNCIL	ARKOODIE	0200033000	
6.	ROSE DUROWAA	FEMALE	COCOA FARMER	MPAMASI	0264770695	
7.	NANA AKUA AFRA	FEMALE	QUEEN MOTHER	BEDIAKO	0542716613	
8.	NANA AKUA ADUSA	FEMALE	QUEEN MOTHER	GAMBIA NO. 1	055647047	
9.	NANA GYAMERA	MALE	CHIEF	BEDIAKO	0276997878	
10.	AGARTHA AFRIYIE	FEMALE	ASSEMBLY WOMAN	BEDIAKO	0242909068	
11.	YAW APPAU	MALE	FRIENDS OF THE EARTH	ACCRA	0242272248	Yawappiah84@gmail.com
12.	AHMED ABDUL RAZACK	MALE	UNIT COMMITTEE SECRETARY	KASAPIN	0246038054	Ahmeddark1989@gmail.com
13.	ERIC GYAMFI	MALE	UNDP/ESP	GOASO	0247436524	denozinga@gmail.com
14.	KOFI WIREKO	MALE	FSD	GOASO	0243227869	Kofewireko2016@gmail.com



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16	DANIEL DONKOR	MALE	FSD	SUNYANI	0204800994	Donkor-daniel@yahoo.com
17	TSAWE SAMUEL	MALE	FSD	GOASO	0242677001	
18	OPARE AKWEFO	MALE	FSD	GOASO	0206721710	
19	ALBERT AWUAH	MALE	FSD	GOASO	0246277977	
20	JAMES K. KYEREMATENG	MALE	FSD	GOASO	0244847514	
21	ERNEST ADOTO	MALE	FSD	GOASO	0244819978	
22	PETER KOFI BEYESEH	MALE	FSD	GOASO	0244686552	
23	NTIAMOAH MICHAEL	MALE	FSD	GOASO	0208217707	
24	ALEX ODURO KWARTENG	MALE	FSD	GOASO	0244778967	
25	R. OBENG BOAMAH	MALE	FSD	GOASO	0244461683	obengboamah@yahoo.co.uk
26	MONICA OKINE	FEMALE	FARMER	ABUOM	0556097580	
27	FAUSTINAL ASANTE BOATENG	FEMALE	FSD	GOASO	0244025212	
28	SALIFU ALHASSAN	MALE	FSD	GOASO	020866321	
29	NOE ERIC ABREDU	MALE	UNIT COMMITTEE	ASUMMURA	0243923724	
30	HON. CHARLES ADJEI DICKSON	MALE	ASSEMBLY MAN	ABUOM	0244563422	acharlesdicksopn@yahoo.com
31	CHARITY DARKO	MALE	FSD	GOASO	0244646692	Chadak1975@yahoo.com
32	NANA OSEI BONSU	MALE	CHIEF REP.	KASAPIN	0541811188	
33	GODFRED QUANSAH	MALE	DISTRICT	GOASO	0243014595	fredghs@yahoo.co.uk



			MANAGER, FSD			
34	SAMUEL ALIDZI	MALE	COCOA FARMER	KWAPONG PISIOKRO	0549749594	
35	ACHULIBA CLETUS	MALE	ASUTIFI SOUTH DISTRICT ASSEMBLY	HWIDIEM	02021866463	cachuliba@gmail.com
36	EMMANUEL ABABIO YEBOAH	MALE	AYOMSO ASSEMBLY MAN	AYOMSO	0249131930	Emmanuel.ababio@yeboah@y-mail.com
37	AMINA BUKARI	FEMALE	CROP FARMER	KASAPIM	0205431529	
38	KWABEN NKRUHMAH	FEMALE	FARMER	AKRODIE	0203189265	
39	EDWARD NYAMOAH	MALE	FSD	GOASO	024362897	
40	ATA-ERA A. JAMES	MALE	ASITIFI NORTH	KENYARI	0207084265	jamesataerasa@gmail.co,
41	BERNARD BOATENG	MALE	UNIT COMMITTEE	AYONSO	0249742700	
42	OSABUTEY WILLIAMS DUKE	MALE	UNIT COMMITTEE	ABUOM	0247448552	dukewile@gmail.com
43	GLORIA DJABLETEY	FEMALE	FORIG	KUMASI		gdjaneydjab@gmail.com
44	PATRICK KWAKYE	MALE	FC-NRS	ACCRA	0249449984	Patrickkwakye24@yahoo.com
45	THOMAS GYAMBRAH	MALE	FC-FSD	ACCRA		Nanayaw239@yahoo.com



8.2.3 Bibiani Focus Group Discussion Participants

April 11th, 2017; (12 women, 14 men)

	NAME	MALE/ FEMALE	ORGANISATION	LOCATION	TELEPHONE	EMAIL
1.	AYUBA GYASI	MALE	FARMER	MEREWA	0543633647	
2.	AGNESS AKOSA	FEMALE	FARMER	MEREWA	0553506246	
3.	RAXTUS MENSAH	MALE	COCOBOD	ANHWIASO	0243406852	raxtuslord@gmail.com
4.	GEORGINA AFFI	FEMALE	FARMER	NAMBRO	0556300901	
5.	VICTORIA OFORI	FEMALE	FARMER	NAMBRO	0249336177	
6.	HANNA DONKOR	FEMALE	FARMER	NAMBRO		
7.	ANTHONY ANUOKO	MALE	FARMER	ATTULKROM	0242536258	
8.	FRANCIS ADJEI	MALE	FARMER	NAMBRO	0249336194	
9.	LITICIA ACKAM	FEMALE	FARMER	ANHWIASO	0543348991	
10.	SOLOMON FRIMPONG	MALE	CHIEF FARMER	ANHWIASO	0249610091	
11.	AMA AFFRUL	FEMALE	FARMER	ASAPANAYE		
12.	KWAKU AYAPONG	MALE	FARMER	ASEMPANAYE	0244111452	
13.	EVELYN OPPONG	FEMALE	FORESTRY	BIBIANI		
14.	NANA BORU SAMA	MALE	QUEEN MOTHER	SUBIRI NKANTE	0246398099	
15.	FREDDA MIAH	FEMALE	FARMER	ANHWIASO	0241178099	
16.	NANA KWAME SOBRE II	MALE	CHIEF	MANSO	0244645383	
17.	AKOTO DAMIAN BRONDY	MALE	CODESULT NETWORK	ASANKRAGWA	0241246667	Akotodamian123@gmail.com
18.	DOROTHY EWUSI	FEMALE	GSWG MEMBER	ASANKRAGWA	0209194219	Dorothyewusi17@gmail.com



19.	ELORM JOHN AMENGOR	MALE	FSD	BIBIANI	0241329032	Elorm.amengor128@gmail.com
20.	MICHAEL K. BENNI	MALE	FSD	BIBIANI	0244514172	Mikebenni2006@yahoo.com
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8.3 Annex 3: Main farm-level productive activities of women and men

This table demonstrates the various roles women, men, and youth take on in different farm/household productive activities around the calendar in Atiwa, Goaso, or Bibiani. It is important to mention that the information presented in Table 5 shows the activities done in a family where there is a male head of household. When a woman is the head of the household and she also owns the land, generally she does most of the work with her children and sometimes she can also hire men to help.

Table 5: Main productive activities and who does them at the farm level in Atiwa, Goaso and Bibiani. (Key: women=W, men=M, both women and men=B, and children=C)

Activity	Who participates in activity and when?											
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Annual crops*	J	F	M	A	M	J	J	A	S	O	N	D
Soil preparation/clearing land	B	B						B	B			
Ridges and Planting			B	B					B	B		
			C						C	C		
Fertilizer application				M	M				M	M		
Harvesting							B	B			B	B
							C	C			C	C
Processing	B							B	B			
Storage	B						B	B				
Weed control (chemical application)					B	B					B	B
Pest/disease control (chemical application)					M	M					M	M

*maize, cassava, plantains, and vegetables; major crop season starts in January and minor season in August.

Cocoa	J	F	M	A	M	J	J	A	S	O	N	D
Nurseries (cocoa and tree seedlings)	B	B	B									
Planting					B	B	B					
Fertilizer application								B	B			
								C	C			
Weeding						W	W	W	W	W	W	W
						C	C	C	C	C	C	C
Pruning	M	M	M	M	M	M	M	M	M	M	M	M
Disease control					M	M	M	M	M	M	M	
Harvesting				B	B					B	B	B

Gathering pods	B	B							B	B	B
Fermentation	M	M							M	M	M
Sun-drying	M	M							M	M	M
Selling	M	M							M	M	M

Oil Palm	J	F	M	A	M	J	J	A	S	O	N	D
Soil preparation/clearing land				B	B	B						
Planting						B	B					
Weed control		B				B	B		B	B		
Harvesting	M	M	M	M	M	M	M	M	M	M	M	M
Processing with machines	W	W	W	W	W	W	W	W	W	W	W	W
Storage (for almost a year)	W	W	W	W	W	W	W	W	W	W	W	W
Selling	W	W	W	W	W	W	W	W	W	W	W	W
Buying plants				B	B							

Livestock	J	F	M	A	M	J	J	A	S	O	N	D
Animal feed	B	B	B	B	B	B	B	B	B	B	B	B
	C	C	C	C	C	C	C	C	C	C	C	C
Grazing/pastoralism	M	M	M	M	M	M	M	M	M	M	M	M
	C	C	C	C	C	C	C	C	C	C	C	C

Forest	J	F	M	A	M	J	J	A	S	O	N	D
Collecting firewood	W	W	W	W	W	W	W	W	W	W	W	W
	C	C	C	C	C	C	C	C	C	C	C	C
Collect timber and poles for construction with permit	M	M	M	M	M	M	M	M	M	M	M	M
Charcoal production	B	B	B	B					B	B	B	B
	C	C	C	C					C	C	C	C

Bee Keeping	J	F	M	A	M	J	J	A	S	O	N	D
Site identification											M	M
Harvesting			M	M	M	M	M	M	M			
Processing			M	M								

Marketing	B B B B B B B B B B B B
NTFP (snails, grasscutter, canes and raffia for weaving, etc.)	B B B B B B B B B B B B C C C C C C C C C C C C
NTFP sales	W W W W W W W W W W W W C C C C C C C C C C C C
Medicinal plants	B B B B B B B B B B B B C C C C C C C C C C C C