

Adapting Together, Thriving Tomorrow



Integrating Gender Considerations into Ghana's National Adaptation Plan (NAP) Process

**A Strategy for the Green Climate Fund
Adaptation Planning Readiness Project**



Contacts Information

No. 91 Starlet Street, Opp

Telephone: 050 6694760 /

050 6699466

P.O. Box M.326

info@epa.gov.gh

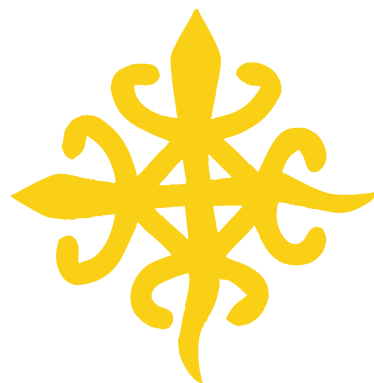
www.epa.gov.gh

Document Information

Title: Integrating Gender Considerations into
Ghana's National Adaptation Plan (NAP) Process
A Strategy for the Green Climate Fund Adaptation
Planning Readiness Project

Prepared for: Government of Ghana with support
from GCF and UNEP





This symbol in the NAP Logo represents Gender sensitivity and inclusiveness.



Table of Contents

Acronyms

	6
1. Introduction	7
2. Policy and Institutional Context	8
2.1. Institutional Arrangements	8
2.2. Climate Change Policies	9
2.3. Gender Policies	10
3. Ghana's NAP Process	11
3.1. Achievements to Date	11
3.2. Next Steps	11
4. Gender and Climate Change Considerations for the NAP Process	14
4.1. Gender Differences in Adaptation Needs and Capacities	15
4.2. Equitable Participation and Influence in Adaptation Decision-Making Processes	16
4.3. Equitable Access to Finance and Other Benefits Resulting from Adaptation Investments	17
5. Recommendations for Integrating Gender Considerations in the NAP Process	20
5.1. Gender-responsive coordination of the NAP process	20
5.2. Gender-responsive assessment and appraisal processes	21
5.3. Integrating gender considerations in adaptation planning documents	23
5.4. Developing concept notes for implementation of adaptation actions	23
5.5. Gender-responsive information sharing	24



5.6.	Gender-responsive private sector engagement	24
6.	Next Steps	26
	References	27



Acronyms

AC	Adaptation Committee
CSH	Country Support Hub
EPA	Environmental Protection Agency
GCF	Green Climate Fund
LEG	Least Developed Countries Expert Group
M&E	Monitoring and evaluation
MDAs	Ministries, departments and agencies
MESTI	Ministry of Environment, Science, Technology, and Innovation
MoGCSP	Ministry of Gender, Children, and Social Protection
MOLNR	Ministry of Lands and Natural Resources
MSME	Micro, small and medium enterprise
NAP	National Adaptation Plan
NCCAS	National Climate Change Adaptation Strategy
NCCP	National Climate Change Policy
NDC	Nationally Determined Contribution
NDPC	National Development Planning Commission
UNDP	United Nations Development Program
UNESCO	United Nations Educational, Scientific, and Cultural Organization
UNFCCC	United Nations Framework Convention on Climate Change





1. Introduction

Ghana's National Adaptation Plan (NAP) process, led by the Environmental Protection Agency (EPA), aims to address the country's medium- and long-term adaptation needs in a coherent and coordinated manner (EPA, National Development Planning Commission & Ministry of Finance, 2018). Currently, Ghana is in the process of launching its Green Climate Fund (GCF) NAP readiness project, which will support the current phase of its NAP process. While the launch was delayed due to the COVID-19 pandemic, the project was officially launched on July 1, 2020.

The GCF-funded activities, to be implemented over the coming three years, will focus on establishing systems for the NAP process at the central and district levels, strengthening the enabling environment for private sector investment in adaptation, and disseminating learning about the NAP process. The GCF proposal indicates that Ghana is aiming to develop a fully gender-integrated NAP, which clearly describes women's and men's different climate vulnerabilities, as well as a roadmap of actions that address such gender-differentiated vulnerabilities (Ministry of Finance, Republic of Ghana and UN Environment, 2019). To support the achievement of this ambition, this strategy has been developed to ensure and guide effective integration of gender considerations throughout the main activities of the project.

The strategy has been developed by the EPA, with support from the NAP Global Network's Country Support Hub (CSH). It has been developed through a desk-based process and provides a rapid overview of the key gender issues that must be considered, as well as practical recommendations to ensure that gender considerations are integrated from the outset of this phase of the NAP process. Consequently, this is a working document, which is expected to be refined and further elaborated through the implementation of the GCF-funded activities. A key reference for this document is the [Toolkit for a Gender-Responsive Process](#)

[to Formulate and Implement NAPs](#), developed by the NAP Global Network, in collaboration with the Adaptation Committee (AC) and the Least Developed Countries Expert Group (LEG) under the United Nations Framework Convention on Climate Change.





2. Policy and Institutional Context

Ghana already has a number of policies in place that establish the mandate, roles and responsibilities for integrating gender in its NAP process. This section provides an overview of the most relevant among these, along with a review of the institutional arrangements that are already in place to facilitate this process.

2.1. Institutional Arrangements

The lead institution for climate change in Ghana is the Ministry of Environment, Science, and Technology & Innovation (MESTI). Its Environment Directorate is responsible for the implementation of the National Climate Change Policy, and the ministry hosts the National Climate Change Committee (NCCC), which brings together representatives of line ministries, as well as civil society organizations, private sector actors and academic institutions. The NCCC provides strategic oversight of climate change policies and programs. The EPA is the lead mandated technical implementing Agency under MESTI, for environment issues, including climate change. Within the EPA, which is the focal point for the UNFCCC, the Climate Change Unit provides technical coordination of climate change activities, including the NAP process. A number of line ministries – including the Ministry of Gender, Children and Social Protection – are involved in coordination, planning, implementation and monitoring of adaptation actions, along with the sub-national authorities, including metropolitan, municipal and district assemblies. The National Development Planning Commission provides guidance to both the sectors and the sub-national authorities in these efforts. Technical working groups on health, water, infrastructure and the land-energy-agriculture nexus are planned to support the NAP process (EPA, National Development Planning Commission & Ministry of Finance, 2018; UNDP & MESTI, 2018).

Leadership on gender mainstreaming, under the National Gender Policy, is the responsibility of the MoGCSP. The ministry works with other actors to promote women's rights and gender equality, including the Commission on Human Rights

and Administrative Justice (CHRAJ), and the Department of Social Welfare and Domestic Violence and Victims Support Unit (DOVVSU) of the Ghana Police Service. These institutions have different histories and characteristics which have a bearing on how they have approached the issue of women's rights and gender equality.

Within the MoGCSP, the Department of Gender works with regional offices and Gender Desk Officers in other ministries to ensure that gender considerations are integrated into policies, plans and programmes (Ministry of Gender, Children and Social Protection, Republic of Ghana, 2015). The MoGCSP is developing guidelines for the appointment of these Gender Desk Officers, to clarify the roles and ensure that the appointees are at a senior level to enable them to influence the integration of gender in development processes, including climate actions. In 2017, a focal person on gender and climate change was appointed within the Department of Gender (UNDP & MESTI, 2018) – they have since benefitted from capacity building programs that have enabled them to better play this role. There are also plans to establish a Climate Change Unit within the department. In addition, the Ministry of Food and Agriculture has established the Women in Agriculture Development Directorate, which is responsible for integrating gender in agriculture initiatives, including those focused on climate change.

Under the NDC process, a Technical Working Group on Climate Change and Gender (TWGCCG) has been established to provide technical backstopping to the MoGCSP. However, since gender, climate change and other environment and development related policies exist separately, there is a challenge of how to bring coherence and synergy to advance climate change and gender actions. Inadequate resources to facilitate effective coordination and the fact that majority of the gender focal persons across the NDC sectors have limited technical capacity on gender issues hinder progress. There is therefore the need for comprehensive training in gender mainstreaming, including gender budgeting, for their capacities to be strengthened.



Beyond the government, NGOs and civil society have been engaged in the promotion of gender equality in Ghana. Major coalitions working on the promotion of women's rights and gender equality include the Network for Women's Rights in Ghana (NETRIGHT), the Women's Manifesto Coalition (WMC), and the Domestic Violence Coalition (DVC). The Gender Action on Climate Change for Equality and Sustainability (GACCES) as the name suggests, specifically works on gender and climate change issues. GACCES is hosted by ABANTU for Development, a women's rights organisation working to promote gender issues in national policy processes in Ghana.

2.2. Climate Change Policies

Ghana's National Climate Change Adaptation Strategy (NCCAS) was developed in 2012 for the period of 2010-2020 with the goals to strengthen Ghana's adaptive capacity and build the resilience of its society and ecosystems. It also aims to mainstream climate change and disaster risk reduction into national development processes. It outlines adaptation strategies in areas such as livelihoods, agriculture, fisheries, health, water and land use, among others. Gender sensitivity is one of the guiding principles for the strategy ((UNEP & UNDP, 2012).

Building on this strategy, Ghana developed the National Climate Change Policy in 2013. This overarching policy outlines the country's vision and guiding principles for addressing climate change. It aims to "ensure a climate-resilient and climate-compatible economy while achieving sustainable development through equitable low-carbon economic growth for Ghana" (p. ix). Effective adaptation and social development are two of the three objectives. One of ten priority programme areas is focused on gender and climate change issues, aiming to promote equal opportunities and affirmative action for women and vulnerable groups in climate change adaptation and mitigation, to mainstream gender issues into climate policies and programmes at both sectoral and district levels and to increase knowledge and capacities on gender-responsive approaches. Four actions are

identified, focusing on gender-responsive climate change research, poverty reduction and livelihood protection and diversification, budget allocations for gender and climate change and gender-responsive disaster risk management. Equity and gender sensitivity are also identified as guiding principles for the policy and are integrated throughout. For example, the role of women's groups and the MoGCSP in governance and coordination is highlighted. Further, the policy calls for systematic gender analysis, collection and utilization of sex-disaggregated data and integration of gender in monitoring & evaluation systems (Ministry of Environment, Science, Technology and Innovation, Republic of Ghana, 2013).

In 2015, Ghana submitted its Nationally Determined Contribution (NDC) to the Paris Agreement to the UNFCCC. This first NDC outlines Ghana's commitments to climate action from 2020-2030, focusing on seven priority sectors for adaptation: agriculture and food security; sustainable forest resource management; resilient infrastructure in the built environment; climate change and health; water resources; waste; and, gender and the vulnerable. The NDC emphasizes the need for good governance and stakeholder engagement in adaptation, including through inter-sectoral coordination, outreach and communications. It also highlights the need for adequate financing, capacity building and innovation, and commits to accountable monitoring and reporting. A specific policy action is identified to address gender and increase resilience of vulnerable groups, through community-led adaptation and livelihood diversification (Republic of Ghana, 2015a).

Ghana is currently in the process of updating its NDC. The process started in May 2020 and is intended to finish in October 2020. The main intention of the exercise is to update the first NDC with a view to achieving greater ambition in the following areas: (a) strengthening implementation of the NDC; (b) ensuring robust adaptation actions; (c) raising mitigation ambition; and (d) enhancing transparency of communication of the new NDC. The rationale for the update is



not only to lead to the ultimate raising of ambition, but to also allow for addressing the persistent challenges inhibiting the full implementation of the NDCs.

Gender issues are very high on the agenda of Ghana's NDC update, and the gender policy action from the first NDC has been further elaborated. In 2018, an initial gender analysis for the NDC process was completed, focusing on the energy and agriculture sectors (MESTI, 2018). A second analysis is underway, looking at an additional five sectors, namely: health; water; waste; transport; and disaster risk reduction and climate services. These analyses are informing the approach to integration of gender in the update to the NDC. Among the issues under consideration include: institutionalization of the TWGCCG; conducting gender analysis of the NDC priority sectors that have not yet been completed; integrating NDC actions (including gender) into the national M&E and tracking system using high level indicators and the annual progress reporting (APR) system; establishment of a national climate change and gender coordination mechanism under the leadership of the Ministry of Gender, Children and Social Protection (MoGCSP); developing a climate change and gender mainstreaming toolkit with sex-disaggregated indicators; developing a national climate change and gender action plan in line with the enhanced Lima Programme of Action and Gender Action Plan; and conducting a series of trainings on climate change and gender mainstreaming.

The NAP process, which is ongoing, builds on these foundations – see section 3 for more details.

2.3. Gender Policies

Ghana's National Gender Policy was finalized in 2015, with a focus on mainstreaming gender equality and women's empowerment into development efforts. The policy outlines five policy objectives, which address: women's empowerment and livelihoods; women's rights and access to justice; women's leadership and accountable governance; economic opportunities for women; and

gender roles and relations. For each of these objectives, a number of strategic measures are identified to support its achievement. The policy creates a mandate for integrating gender considerations across all government policies and plans, including those for climate change. In addition, climate change is specifically addressed under the women's empowerment and livelihoods objective, in relation to food, agriculture, fisheries and women's access to productive resources (Ministry of Gender, Children and Social Protection, Republic of Ghana, 2015).

A recent gender analysis for the NDC notes that gender issues are not sufficiently prioritized by the different government authorities, at both national and sub-national levels, and that the implementation of the policy is hindered by a lack of resources (MESTI, 2018). The lack of a clear action plan to guide the different actors has also been identified as a barrier to effective implementation. There are also knowledge gaps in relation to gender and climate change and women's representation in scientific and technical fields related to climate change (Mensah-Kutin, 2020). The MoGCSP has commenced a process of reviewing the National Gender Policy – this presents an opportunity for integrating more climate change related strategies and engaging with sectors to ensure that they are prioritised.





3. Ghana's NAP Process

3.1. Achievements to Date

Ghana is currently in the planning stage of its NAP process. The process seeks to: identify medium- and long-term climate adaptation actions; facilitate institutional coordination around climate change adaptation; and accelerate the mobilization of funds for climate change adaptation (EPA, National Development Planning Commission & Ministry of Finance, 2018). Its approach includes mainstreaming adaptation across government ministries, departments and agencies (MDAs) and sub-national structures in order to fully integrate climate adaptation considerations into Ghana's policy and planning processes (Republic of Ghana, Environmental Protection Agency, 2019). Further, the country's NAP process seeks to provide a framework for the planning and implementation of adaptation actions identified in the aforementioned policy and strategy documents, while also contributing to national and international goals of sustainable development.

In 2018, Ghana's NAP Framework was completed. It establishes a core vision for the country's NAP process and approach, and identifies the structures that will drive the process moving forward. The Framework proposes a two-fold to adaptation planning: the EPA will coordinate the development of an overarching NAP that identifies adaptation priorities for key sectors including agriculture, forestry, water, energy, gender, and health; while the National Development Planning Commission (NDPC) will coordinate planning and mainstreaming of adaptation at the district level. The framework document also highlights the importance of engaging the private sector in adaptation planning, adopting a gender-responsive approach, and delivering co-benefits to sustainable development and poverty reduction (EPA, National Development Planning Commission & Ministry of Finance, 2018). The NAP Framework was introduced to and validated by key decision-makers through a series of national and sub-national workshops. Additional workshops were held in 2019 to build political will and momentum

(involving four Parliamentary Select Committees and Metropolitan, Municipal and District Coordinating Directors) for the NAP process among key stakeholders. A key feature of these stakeholder engagement processes was the attention to gender equality and gender mainstreaming.

Following the completion of the NAP Framework, Ghana completed its private sector engagement strategy for the NAP process in 2020, focusing particularly on agriculture, financial services, construction, mining and micro, small and medium enterprises (MSMEs) (Environmental Protection Agency, 2020). It also finalized its sectoral adaptation strategy for the infrastructure sector (including the water, energy, and transport sectors) (EPA, 2020).

Ghana's NAP readiness proposal to the GCF, first submitted in 2017, was approved in 2019. This additional funding will enable the country to advance its NAP process in a coherent and coordinated manner (EPA, National Development Planning Commission & Ministry of Finance, 2018). The GCF funding will support the process over the coming three years, as outlined in the next section.

3.2. Next Steps

Both the NAP Framework and GCF proposal have identified a series of crucial next steps for the NAP process. Ghana's NAP Framework highlights capacity building as a core need for the NAP process moving forward, as well as the need for a comprehensive program aimed at assessing the vulnerabilities of key sectors of the economy, including agriculture, water, health, energy, and forestry (Antwi-Agyei, Nkrumah, & Amoah, 2018). It also calls attention to the need for a coherent fund mobilization approach and a monitoring and evaluation (M&E) framework to facilitate implementation of the NAP process (Antwi-Agyei, Nkrumah, & Amoah, 2018).

The GCF NAP readiness proposal echoes many of these identified gaps and next steps, especially in relation to capacity building. The proposal states that though



some capacity development initiatives have been implemented in the area of adaptation planning, most were time-limited and have not been continued. It states further that “capacity needs in relation to adaptation planning have been consistently stated...in the areas of developing systems for evidence-based decision making” (Ministry of Finance, Republic of Ghana and UN Environment, 2019). As a result, the GCF-funded phase of the NAP process will focus on capacity building at the national and district levels, while also raising awareness among planners, politicians, and the private sector.

The proposal also highlights critical barriers to adaptation that should be addressed through the NAP process. These barriers include a lack of information on climate change risks, insufficient progress in integrating climate change and its consequent disasters into Ghana’s national development planning and budgeting process, a low level of awareness of hazards and how to manage them, and challenges in district level adaptation planning (Ministry of Finance, Republic of Ghana and UN Environment, 2019). Moreover, Ghana’s Third National Communication Report to the UNFCCC identified additional barriers, including the duplication of activities and funding and a lack of transparency on climate finance (Republic of Ghana, 2015b).

The GCF-funded phase of the NAP process seeks to redress many of these gaps and barriers. Its expected outcomes are as follows:

- Developing and mainstreaming central-level systems and processes for the NAP;
- District level systems and processes for the development of the NAP;
- Creating an enabling environment to promote private sector investment in adaptation; and
- Disseminating learning about the NAP process (Ministry of Finance, Republic of Ghana and UN Environment, 2019).

Additional next steps outlined in the newly developed Infrastructure Sectoral Adaptation Strategy include developing a coherent financial strategy to ensure adequate and sustainable financing of the adaptation options highlighted therein (EPA, 2020). Ghana’s Private Sector Engagement Strategy for the NAP identifies information sharing and capacity building, the integration of private sector stakeholders into the NAP process, and Inter-ministerial engagement as next steps (Environmental Protection Agency, 2020). Key entry points for integrating gender considerations in these upcoming steps of the process are outlined in Box 1.



Box 1. Key entry points for integrating gender in the upcoming steps of the NAP process

The planned activities through the GCF project offer a number of entry points for integrating gender considerations. These include:

- Establishment of institutional arrangements for the NAP process, including the Climate Ambassadors and Cross-Sectoral Policy Groups.
- Climate risk and vulnerability assessments that will be conducted to inform adaptation planning.
- Economic appraisals of adaptation strategies.
- Development of the NAP document and district-level adaptation plans.
- Establishment of the monitoring and reporting system for the NAP process.
- Information sharing efforts, including the trough the climate risk and vulnerability information portal.
- Development of concept notes for implementation of adaptation actions.
- Training and capacity building for actors at different levels.
- Private sector engagement efforts.





4. Gender and Climate Change Considerations for the NAP Process

The Government of Ghana has made considerable steps to strengthen gender equality and women empowerment in the country, as described in Section 2. Though considerable progress has been made, barriers to gender equality remain as a result of ongoing socialization and norms, in addition to the historical legacy of patriarchal influences (Ministry of Gender, Children and Social Protection, Republic of Ghana, 2015).

Ghana's NAP process has committed to an approach that is gender-responsive and improves social equality (EPA, National Development Planning Commission & Ministry of Finance, 2018; Ministry of Finance, Republic of Ghana and UN Environment, 2019). To meet these objectives, the following issues must be addressed (Dazé & Dekens, 2017; NAP Global Network and UNFCCC; 2019):

- Existing and potential gender differences in adaptation needs and capacities;
- Gender-equitable participation and influence in adaptation decision-making processes;
- Gender-equitable access to finance and other benefits resulting from adaptation investments.

The following sections outline these gender issues in the Ghanaian context. Box 2 highlights the importance of disaggregated data across all three of these dimensions.



Box 2. The need for disaggregated data at all levels for effective adaptation

Disaggregated data are central to developing and implementing evidence-based policies that can transform the lives of women and marginalized groups. Data that is disaggregated by gender, as well as other factors that influence vulnerability to climate change (age, location, wealth, level of education, ethnicity, disability, class etc.) is critical to make effective policy decisions. This enables analysis of who is vulnerable to climate change and why, providing the basis for targeted adaptation actions that address climate risks as well as the underlying causes of vulnerability. This data must be collected and analyzed over time and at different points, including in post-disaster contexts. To achieve this, statistical offices require training in the collection and analysis of disaggregated data, so that they can work with other actors to produce such data, use it for decision making and disseminate the learning that is generated through the analysis. This is an essential basis for effective and gender-responsive implementation of policies, including the NAP process (Mensah-Kutin, 2020).

4.1. Gender Differences in Adaptation Needs and Capacities

The way in which people experience the impacts of climate change—and how they engage in adaptation—differs depending on the role they play in their household and communities. These roles and responsibilities are often determined by a person's gender, which intersects with other factors including age, race, level of education, ethnicity, disability, class, and location (Björnberg & Hansson, 2013; CARE, 2010; Demetriades & Esplen, 2008; GGCA, 2016; NAP Global Network & UNFCCC, 2019; Rohr, 2007; Vincent et al., 2014).

In Ghana, at the household level, there remains, a traditionally gendered division of labour between women and men. This division is often heightened in rural areas as opposed to urban centres. Estimates suggest that women spend more than two times as much time on domestic work than men in Ghana (UNDP NDC Support Programme, 2019). Women's unpaid labour – including collecting firewood, fetching water, cooking, taking care of family members, and food security – is instrumental to the livelihoods and security of these households (Dankleman, et al., 2008; MESTI, 2018). Most of these activities are dependent on natural resources and vulnerable to the impacts of climate change. It is essential then, that this unpaid, informal work, is captured in adaptation planning in order to ensure the overall security of rural and urban households. This issue has been highlighted by the COVID-19 pandemic and the disproportionate impact on women.

In the agricultural sector, women comprise more than half of the labour force and produce approximately 70% of the country's subsistence crops (UNDP NDC Support Programme, 2019; Dazé & Echeverría, 2016). In rural areas, most women are predominantly engaged in food crop cultivation and small-scale trading (oftentimes informal), while men are involved in larger-scale food and cash-crop cultivation (Dankleman, et al., 2008). The informal nature of women's labour in the agricultural sector may signify less stable and less protected

employment opportunities. Agriculture is also a sector that is highly sensitive to climate change; the labour force in the sector can therefore be particularly vulnerable. However, women's predominant role in agriculture also makes them valuable agents of change with in-depth knowledge on the ground of the sector, its opportunities, and vulnerabilities.

Much of the rural population in Ghana – and especially women – rely on the forests and non-timber forest products for food, clothing, shelter, furniture, water supply, medicine, and bushmeat (Siles, Rojas, & Owren, 2019). Many of these resources, however, are vulnerable to the impacts of climate change, including forest degradation. In the southern part of Ghana especially, the livelihoods of women who cultivate small parcels of land and depend on these forest resources are especially vulnerable to the impacts of climate change (Yaro, 2010). Conversely, forest restoration and management can contribute to both adaptation and mitigation actions, while also providing a source of income. Studies have shown that women's involvement and leadership in forest restoration, management, and governance can improve forest health and restoration outcomes (Siles, Rojas, & Owren, 2019). This is a vital opportunity for adaptation actions concerning the forestry sector.

The forests are also an important source of biomass, namely fuel wood and charcoal, constituting 67% of total energy consumed in Ghana (UNDP NDC Support Programme, 2019). Women are the primary providers of both energy and water at the household level, especially in rural areas. As forest resources degrade due to the impacts of climate change, women have to travel farther distances and spend more time collecting biomass, distracting them from accessing educational opportunities, wage employment, and livelihood enhancing options (UNDP NDC Support Programme, 2019). Moreover, this contribution to the energy sector is largely unpaid and informal. Promoting women's leadership in energy training programs for rural households – and especially renewable energy training programs – however, could improve their autonomy, formal income creation,



and drive sustainable development (UNDP NDC Support Programme, 2019). Planning and implementing adaptation actions in the energy sector, therefore, would benefit from responding to this gender perspective.

Though many women engage in informal activities for their livelihoods, there have been increases in the last decade regarding women's employment in industry and services. In 2000, 14% of women's employment was in industry; by 2019 this number increased to 24% (The World Bank, 2020). In the services sector, female employment increased from 36% to 54% in the same time period (The World Bank, 2020). Though formalized employment numbers have increased significantly for women, many are still primarily involved in the lower-paid, non-technical fields including administration, finance, marketing, and public relations (UNDP NDC Support Programme, 2019). Moreover, there has been an increasing number of women micro-entrepreneurs in Ghana – both in the formal and informal sectors (Boateng & Poku, 2019). These small businesses contribute greatly to the Ghanaian economy, by providing employment, income, and wealth. Their formalization may also make them less vulnerable to climate change, as they are more likely to benefit from training opportunities, small business loans for adaptive strategies, and employee benefits. Their access to financial resources, technology, and training opportunities will be expanded upon in section 4.3.

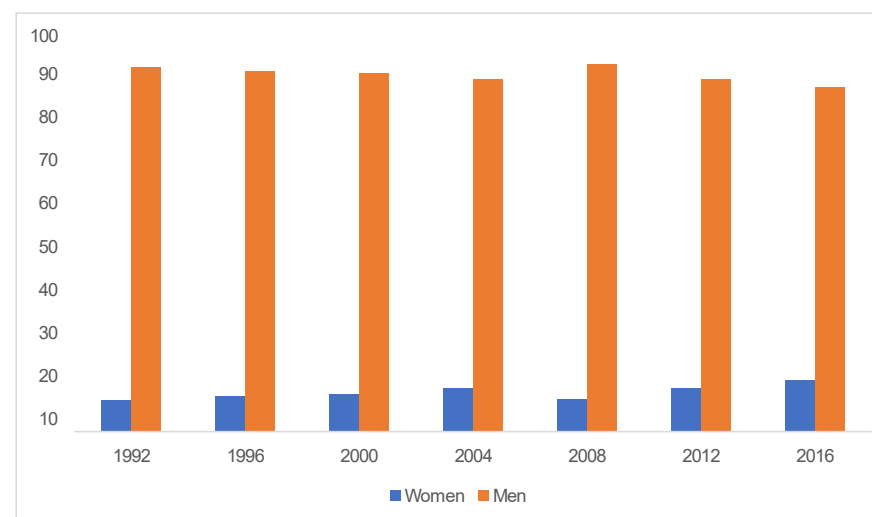
4.2. Equitable Participation and Influence in Adaptation Decision-Making Processes

Decisions on adaptation processes can be taken at various levels: from decisions made in the household to the national government. These decisions will impact the nature of adaptation actions planned, implemented, and monitored. Gender barriers to participating in and leading decision-making processes therefore have implications for overall gender equity and responsiveness in adaptation decision-making processes. In many modern democratic societies, an underrepresentation of women in decision-making processes has led to mostly male-favoured policies

(Adzawla, Azumah, Anani, & Donkoh, 2019). Addressing this underrepresentation is essential to ensure that the NAP process is gender-responsive.

The Government of Ghana has made strides to increase the representation of women in political decision-making since independence in 1957. In 1960, 10 women were elected to the First National Assembly of Ghana (UN Women, 2020). By 1979, the Government of Ghana adopted an affirmative action policy to increase women's participation in government; women were to make up 40% of all state and public boards, councils, commissions, and committees (Burgess & Ayentimi, 2020). Despite this quota, a significant gender gap in political representation remains. This is evidenced by the gender imbalance in Parliament, as shown in Figure 1. In 2020, women held approximately 13% of the seats in national parliament and 25% of ministerial-level positions (The World Bank, 2020).

Figure 1. Representation of women and men in Parliament, 1992-2016 (%)



Source: Parliament of Ghana



Representation of women in the public sector differs depending on the ministry; in the Ministry of Food and Agriculture, for example, only 9.5% of staff in decision-making roles are women (UNDP NDC Support Programme, 2019). Women are also underrepresented at the district level in politics and public services (Japan International Cooperation Agency, 2013). The Government of Ghana however, has made recent efforts to ensure the active participation of Queen-mothers in the Traditional Councils and Houses of Chiefs (Ministry of Gender, Children and Social Protection, Republic of Ghana, 2015).

Criteria for the appointment of political positions is the same regardless of gender in Ghana, with the level of education being the main criterion influencing appointments (Dzradosi, Agyekum, & Ocloo, 2018). Nevertheless, there remain gaps in education and literacy rates between men and women in Ghana, which have influenced these appointments. Though enrolment in primary and secondary education is close to parity, tertiary education enrolment (i.e. beyond high school) is higher for men than it is for women (The World Bank, 2020). The literacy rate for men ages 15 and above has reached 84%, whereas for women ages 15 and above it is 74% (UNESCO Institute for Statistics, 2018). These rates, in both education and literacy, are generally lower in rural areas for both men and women.

As described in Section 2, the Government of Ghana has implemented institutional arrangements to mainstream gender equality and women empowerment, including by appointing focal points on climate change and gender in key ministries (Ministry of Gender, Children and Social Protection, Republic of Ghana, 2015). Despite this progress, there is a lack of participation of these focal points in key decision-making processes (UNDP NDC Support Programme, 2019). This, in addition to a lack of technical capacity on gender-responsive adaptation for these key staff, poses a challenge to mainstreaming gender-responsive adaptation into budgets and planning for relevant ministries.

Many women who have attained policy decision-making roles may continue to face obstacles specifically related to their gender once in office. Negative traditional beliefs, media coverage, and opinions from the public continue to present significant challenges for women in politics (Dzradosi, Agyekum, & Ocloo, 2018). Women in politics often continue to spend a greater amount of time on domestic activities than their men: a result of traditional gender roles and permeating social norms. On average, 89% of women in Ghana spend 10 hours per week or more on domestic activities, while 65% of men spend from 0-10 hours (Siles, Rojas, & Owren, 2019).

At the household level, women tend to be responsible for water supplies, energy for cooking, and food security—all of which are highly dependent on natural resources (MESTI, 2018). This dynamic is heightened in rural areas as compared to urban centres. Though women are more frequently responsible for these core household tasks, men in these structures retain a stronger decision-making role (MESTI, 2018). Given the importance of women's work and responsibility at the household level, however, it is important that their voices are elevated in adaptation decision-making processes to ensure their equitable representation. Women play multiple roles in both their home and communities. As such, they remain vital stakeholders and agents of change in all aspects of decision-making, including adaptation-related decision-making.

Moreover, studies have shown that women decision makers are more inclined to make decisions that benefit the environment and take into consideration natural resources (Cook, Grillos, & Andersson, 2019).

4.3. Equitable Access to Finance and Other Benefits Resulting from Adaptation Investments

Adaptation processes often involve allocating resources and directing them to institutions and communities to implement adaptation actions. To ensure this is done in a gender-responsive and equitable manner and does not reinforce existing inequality, concerted action is needed to address gender gaps in access



to education, services, technologies, and financial resources (NAP Global Network & UNFCCC, 2019).

Land access and ownership is also a critical indicator of adaptive capacity; without ownership over land, decision-making regarding adaptive strategies taken on the land can be constrained. Though women compose more than half of the agricultural labour force in Ghana, they continue to face barriers to owning the land that they use (Dazé & Echeverría, 2016). Men hold 3.2 times more of the total farms than women in Ghana, and 8.1 times more of the medium-large farms (Siles, Rojas, & Owren, 2019).

Age and marital status also impact the likelihood of land ownership for women farmers; single, young women in Ghana are less likely to have tenure security and are therefore less likely to implement innovative adaptive strategies (Lawson, Alare, Salifu, & Thompson-Hall, 2020). Many women acquire land through insecure means (e.g. through male relatives) and run the risk of having the land taken away from them. The Network for Women's Rights in Ghana (NETRIGHT) has been championing the land rights of women in Ghana. The network's position is that the passage of a gender responsive Land Bill into law would address the plight of hundreds of thousands of women whose livelihoods depend on land but are unjustifiably being denied access to land, both for farming and other economic activities. If passed, this will have co-benefits for gender responsive adaptation measures.

A 2020 study found that water harvesting and irrigation were less likely to be adopted as an adaptive practice by women than men in Ghana; both strategies involve substantial investment and capacity, which women were reluctant to deliver given their insecure control of the land (Lawson, Alare, Salifu, & Thompson-Hall, 2020). To address these obstacles, the Government of Ghana through the Ministry of Lands and Natural Resources (MOLNR) implemented a Gender Mainstreaming Strategy Action Plan in 2012, promoting women's access to and control over land (Ministry of Gender, Children and Social Protection, Republic of

Ghana, 2015). Women's control of land, though improving, remains limited due to the permeation of patriarchal practices, inheritance rules, and gendered divisions of labour (Yaro, 2010).

MSMEs make up the cornerstone of the Ghanaian economy. It is estimated that 80 per cent of MSMEs in Ghana operate in the informal sector, many of which are managed and owned by women—both in rural and urban settings (Boateng & Poku, 2019). Jobs in the informal sector are generally less secure and stable; they are not protected by labour laws and may not have access to right such as minimum wage or healthcare (Dankleman, et al., 2008). They also experience less or minimal access to formal financial services. Estimates suggest that women-owned businesses, both in the formal and informal sectors, do not receive enough financial or institutional support to expand their businesses (Japan International Cooperation Agency, 2013). Land ownership can also influence access to financial services required to engage in adaptation—women may be unable to provide collateral due to a lack of control of the land, which is often a requirement for commercial loans (Siles, Rojas, & Owren, 2019).

Women-owned businesses and associations, especially in the informal sector, also suffer from a lack of access to management and leadership training, information on markets, and capacity building on the use of technologies—all of which could influence the businesses' adaptive capacities for the better.

Studies have also shown that women-owned businesses increase their profits when assistance is given in-kind, such as equipment and materials (Japan International Cooperation Agency, 2013). Equitable access to these resources and financial services can be powerful tools for women to expand, formalize, and increase the resilience of their businesses. When planning and implementing NAP process actions targeted at financing, it is important that these dynamics are taken into consideration.



Box 3. Key messages on gender and adaptation

The following are key messages that can be included in orientation and training sessions for different audiences, including ministries, Parliamentarians, and District-level officials:

- Gender, in combination with other factors including age, race, ethnicity, disability, class, and location, influences people's vulnerability to climate change and their adaptive capacity. These issues must be considered – and inequalities addressed – for adaptation efforts to be effective.
- Women's unpaid and informal work is essential for household and community resilience, and must be recognized and valued in adaptation planning efforts. This demands that planning is informed by gender analysis, which provides an understanding of existing roles and responsibilities in the household and community, to identify actions that reduce the burden on women.
- A range of strategies, including dialogue, behaviour change campaigns and direct engagement of men, are needed to challenge unhelpful social norms and practices that are discriminatory towards women.
- Prejudiced beliefs, social norms and other obstacles mean that women are under-represented in decision making, from the household level to the national level. These imbalances must be corrected for adaptation processes to be gender-responsive.
- There remain gender gaps in access to education, resources and services – these represent a barrier to adaptation for women, particularly those from marginalized groups.
- Disaggregated data – by gender, age, wealth, ethnicity, etc. – are central to developing and implementing evidence-based policies that can transform the lives of women and marginalized groups. Analysis of disaggregated data is critical for effective policy decisions on climate change generally and for the NAP process specifically.





5. Recommendations for Integrating Gender Considerations in the NAP Process

Ghana's policy frameworks, including the National Gender Policy and the gender commitments in the NDC, provide a strong mandate for integrating gender considerations in the NAP process. This will also enable Ghana to fulfil its commitments under the UNFCCC, including to the Enhanced Lima Work Programme and Gender Action Plan. This section presents recommendations for integration of gender considerations in the NAP process in a number of key activities of the upcoming phase of the NAP process (NAP Global Network and UNFCCC, 2019). It is important to note that these are initial recommendations based on a rapid analysis – a comprehensive gender analysis is needed to further elaborate the actions needed. Further, these recommended actions need to be tailored to the specific activities of the NAP process as they unfold.

5.1. Gender-responsive coordination of the NAP process

A gender-responsive NAP process is as much about how things are done as it is about what is being done and who is benefitting and/or losing. The following recommendations address the coordination of the NAP process, to ensure that it is undertaken in a gender-responsive manner:

- Commit to a gender code of conduct that will guide all actors involved in the NAP process. This code of conduct must be communicated to all relevant actors and stakeholders, with all confirming their commitment to it during meetings and workshops.

- In selecting the Climate Ambassadors, ensure an equal number of women and men, and include at least one male and one female designated gender champion among the Ambassadors.
- Ensure that the Climate Change Bill reiterates the commitment to mainstream gender issues in climate action. This includes ensuring meaningful participation of MoGCSP, other gender actors, women and women's organizations in stakeholder engagement processes related to the Bill.
- When organizing workshops and other events related to the NAP process, aim for gender balance in speakers and participants and include gender issues on the agenda.
- Ensure that gender considerations are integrated in the Terms of Reference for the Cross-Sectoral Policy Groups (both national and district levels), including:
 - Each group must include at least one representative of the MoGCSP and/or a Gender Desk Officer from a relevant ministry.
 - Each group must include civil society representatives working on gender issues and climate change.
 - All groups to aim for gender balance in representatives, with this to be tracked and reported on throughout the mandate of the groups.
 - All groups to commit to incorporating gender as a cross-cutting issue in their work and to access external expertise and knowledge as needed to do this effectively.
 - A dedicated discussion on gender to be included on the agenda for meetings and workshops organized by the policy groups on a regular basis.



- When organizing training and capacity building sessions related to the NAP process:
 - Include dedicated sessions on gender equality and social inclusion, to be facilitated by gender experts from government or civil society.
 - Invite gender experts to contribute to the design and facilitation of the sessions.
 - Aim for gender balance in participants in all sessions; track gender of participants and report on this.
 - Invite representatives of the Department of Gender, Gender Desk Officers and/or the focal person on gender and climate change, as well as civil society representatives, to participate in training and capacity building sessions on adaptation and the NAP process.
 - Ensure that training and capacity building sessions provide participants with concrete knowledge and tools that they can apply to integrate gender considerations in their work.
 - Create opportunities for gender actors and climate change actors to learn together to build a shared understanding of the way forward for gender-responsive adaptation.
- In the monitoring and reporting system for the NAP process, include the following elements:
 - Collect sex-disaggregated data related to participation in the NAP process, benefits from investments in adaptation and outcomes from adaptation actions.
 - Include indicators of gender equality and women's empowerment in the monitoring

- framework for the NAP process.
- Involve gender actors in monitoring and reporting processes.
- Report on progress in addressing gender considerations in the NAP process, as well as unintended negative impacts and lessons learned.

5.2. Gender-responsive assessment and appraisal processes

A number of climate risk and vulnerability assessments, as well as economic appraisals of adaptation strategies, are planned through the GCF-funded phase of the NAP process. The following recommendations will ensure that gender issues are addressed in these activities:

- In the design of the climate risk and vulnerability assessments that will be conducted to inform adaptation planning:
 - Identify and document gender-specific risks and vulnerabilities, including those that result from systemic inequalities.
 - Use sex-disaggregated data and existing gender analyses to inform these assessments, and identify gaps in data and analysis that limit gender-responsive analysis of climate risks and vulnerabilities.
 - Consider gender differences in roles, responsibilities and decision-making power in the sectors being assessed.
 - Incorporate participatory approaches in the risk and vulnerability assessment processes; ensure that these are inclusive and gender-equitable.
 - Engage gender experts in the development of methodologies, data collection and analysis for the assessments.



- Enhance capacity of gender actors to participate in climate risk and vulnerability assessments.
- Establish mechanisms for continuous learning and knowledge sharing on gender and climate change.
- In the appraisals of adaptation strategies:
 - Identify gaps in existing sectoral development plans in relation to integrating gender considerations.
 - Ensure that gender equality is included as a criterion for prioritization of adaptation strategies.
 - Recognize the value of women's unpaid work when considering the costs and benefits
 - of different adaptation strategies.
 - Identify gender-specific adaptation strategies, taking into account the different roles and responsibilities, as well as particular barriers faced by women due to gender inequality.
 - Ensure that implementation plans and investment plans incorporate the additional resources needed to adopt gender-responsive approaches.

Box 4. Gender-related issues and questions to be explored through gender analysis to inform the NAP process

Gender analysis is the foundation for integrating gender considerations in the NAP process. To ensure an informed approach to the NAP process, a more detailed gender analysis is needed. The following issues and questions should be explored through such an analysis (NAP Global Network, 2020):

- Are there differences in how climate hazards and changes affect women and men both at home and at work? Why?
- What do the above differences mean for the adaptation needs of women and men?
- What capacities exist to adapt to climate risks and changes? How do these differ for women and men?
- Are there imbalances in decision-making power between women and men within households?
- Are sub-national and community decision-making entities gender-balanced? If not, what are
- the barriers to women's involvement?
- What opportunities have women, women's groups or organizations promoting gender
- equality had to participate in adaptation planning?
- Is access to climate-sensitive resources such as land, water and forests equitable between women and men?
- Are there gender differences in access to information and services? (e.g. financial services, agricultural extension services, social protection, etc.)
- Is access to financial resources and benefits resulting from government or other development investments gender-equitable?



5.3. Integrating gender considerations in adaptation planning documents

The GCF NAP Readiness proposal calls for the development of a national, costed adaptation plan and district-level adaptation plans in 10 districts. The following recommendations are provided to ensure gender considerations are integrated into these adaptation planning documents.

- In both the national costed adaptation plan and the district-level plans, identify gender-specific adaptation options where appropriate, addressing gender differences in roles, livelihood strategies, and access to information and resources.
- Moreover, in both the national-level and district-level adaptation planning documents, incorporate actions that support gender-responsive and inclusive implementation, and address social norms and cultural practices that perpetuate gender inequalities.
- Use sex-disaggregated data and findings from the gender analysis to inform the development of adaptation planning actions and implementation strategies.
- Promote gender-equitable participation in orientations, validation workshops, training opportunities, and dialogues for the development and dissemination of the adaptation planning documents, including in capacity building workshops regarding climate risks analysis and mainstreaming among district planning officers, district budgeting officers, agriculture officers, district coordination officers.
- When developing district-level climate change adaptation plans, create opportunities for women and marginalized groups to meaningfully participate and apply their knowledge to adaptation actions.

- When developing the M&E process documents for the NAP process, engage diverse stakeholders—including women’s organizations, representatives of marginalized groups and gender actors—in their development and subsequent reporting stages.
- Incorporate measures to undertake gender analysis of data collected through the M&E processes to assess the extent to which the NAP process generated equitable benefits.

5.4. Developing concept notes for implementation of adaptation actions

The readiness phase of the NAP process aims to develop three concept notes for implementation of adaptation actions, to be submitted to the GCF. The following recommendations will help to ensure that these concept notes address gender inequalities:

- Use sex-disaggregated data and gender analysis to inform the project designs.
- Involve gender actors in the development of concept notes to ensure systematic integration of gender considerations.
- Ensure that Terms of Reference related to the concept notes incorporate gender considerations.
- Allocate targeted resources for gender expertise on project teams and implementation of gender-focused activities in project budgets.
- Ensure integration of gender indicators and outcomes in project monitoring & evaluation frameworks.



5.5. Gender-responsive information sharing

The following recommendations should guide information sharing efforts, including through the climate risk and vulnerability information portals:

- Consider gender issues that may create imbalances in access to information, including literacy, access to technology and so on.
- Use a range of communication methods to reach stakeholders that may have difficulty in accessing online portals, including poorer women and men.
- Develop targeted messaging and materials for different groups, taking into account gender, age, location and livelihood strategies.
- Include messaging on gender equality as part of overall communications about climate change adaptation, using visuals and other message supports.

5.6. Gender-responsive private sector engagement

The involvement of the private sector is imperative to the success and sustainability of the NAP process and aligns with overarching principles and goals of enhanced adaptation action, as set out by the Conference of Parties to the UNFCCC; that it should be country-driven, participatory, fully transparent, and that it should integrate gender considerations (UNFCCC, 2012). Neglecting gender considerations throughout this process may serve to reinforce existing gender disparities and inequality within the private sector.

- Outcome Three of the GCF Readiness Proposal aims to strengthen an “enabling environment to promote private sector investment in adaptation” (Ministry of Finance, Republic of Ghana and UN Environment, 2019). The following recommendations will help to ensure that these efforts to engage the private sector are gender-responsive:

- When assessing private sector groups in Ghana, efforts should be made to collect information that is gender-disaggregated. This may involve identifying women-led, women-focused, and women-operated enterprises and financiers, as well as making note of their relative representation and opportunities for engagement.
- Moreover, efforts should be made to identify private sector champions among MSMEs, who may lead and inspire engagement in the NAP process. Champions among women-led and women-focused MSMEs should be identified and targeted for tailored messaging.
- Incorporate a gender perspective to tailor messaging for private sector engagement; taking into account differences in accessing, processing, and distributing information.
- When developing an innovative engagement strategy for targeting networks including Club 100, gender differences should be accounted for in regards to informational barriers, financing, capacity, and access to institutional arrangements.
- When assessing climate change risks and impacts on building and infrastructure, identify any gender-specific risks, vulnerabilities, and opportunities.
- Workshops and dialogues held in regards to the land zoning regulation reform process and the building and infrastructure standards and regulations revision should aim for gender balance in speakers and participants. The timing and location of these workshops and dialogues should also take into consideration gender perspectives.
- An emphasis should be placed on ensuring that private financing mechanisms employed to leverage and enhance private sector



investments in the NAP process, are accessible by both men and women, and do not exacerbate existing patterns of inequity or inequality.

- When appointing and selecting private sector representatives to institutional arrangements—including the cross-sectoral policy groups and the high-level climate ambassadors—a gender balance should be accounted for and encouraged.





6. Next Steps

This document provides a working strategy for the team leading the GCF-funded phase of Ghana's NAP process to take forward. While it does identify concrete actions that can be taken to effectively integrate gender considerations in the specific activities of the NAP process, further analysis and refinement will be needed to tailor the activities. In particular, a more detailed gender analysis is needed – ideally involving a participatory process – to identify context-specific issues for implementation of adaptation actions at the local level, as well as the institutional barriers and biases that need to be addressed for a truly gender-responsive approach. Ghana has already taken the essential first step, by committing to a gender-responsive process. This strategy provides the foundation for realizing this ambition.



References

1. Adzawla, W., Azumah, S.B., Anani, P.Y., & Donkoh, S.A. (2019). Gender perspectives of climate change adaptation in two selected districts of Ghana. *Heliyon*.
2. Antwi-Agyei, P., Nkrumah, K., & Amoah, A.-B. (2018, September 25). Ghana's Vision for National Adaptation Planning. *NAP Global Network Blog*.
3. Björnberg, K. E. & Hansson, S. O. (2013). Gendering local climate adaptation. *Local Environment*, 18(2), 217–232. doi: 10.1080/13549839.2012.729571.
4. Boateng, S. & Poku, K.O. (2019). Accessing finance among women-owned small businesses: evidence from lower Manya Krobo municipality, Ghana. *Journal of Global Entrepreneurship Research*.
5. Burgess, J., & Ayentimi, D.T. (2020, March 6). Women in Ghana: Progress, but importance challenges remain. *The Conversation*.
6. Cook, N.J., Grillos, T., & Andersson, K.P. (2019). Gender quotas increase the equality and effectiveness of climate policy interventions. *Nature Climate Change*, 330-334.
7. Cooperative for Assistance and Relief Everywhere (CARE). (2010). Adaptation, gender and women's empowerment (CARE International Climate Change Brief). Retrieved from https://www.care.org/sites/default/files/documents/CC-2010-CARE_Gender_Brief.pdf
8. Dankleman, I., Alam, K., Ahmed, W.B., Gueye, Y.D., Fatema, N., & Mensah-Kutin, R. (2008). Gender, Climate Change and Human Security: Lessons from Bangladesh, Ghana and Senegal. The Women's Environmental Development Organization with ABANTU for Development in Ghana, ActionAid Bangladesh and ENDA in Senegal.
9. Dazé, A., & Dekens, J. (2017). A Framework for Gender-Responsive National Adaptation Plan (NAP) Processes. Winnipeg: NAP Global Network.
10. Dazé, A., & Echeverría, D. (2016). Review of Current and Planned Adaptation Action in Ghana. CARIIA Working Paper no.9. Ottawa, Canada and London, United Kingdom: International Development Research Centre, UK Aid.
11. Demetriades, J. & Esplen, E. (2008, November). The gender dimensions of poverty and climate change adaptation. *IDS Bulletin*, 39(4). doi: 10.1111/j.1759-5436.2008.tb00473.x.
12. Dzradosi, C.E., Agyekum, M.W., & Ocloo, P.M. (2018). A Gender Analysis of Political Appointments in Ghana Since Independence. Accra: Institute of Local Government Studies and Friedrich-Erbert-Stiftung.
13. Environmental Protection Agency. (2020). Ghana's Private Sector Engagement Strategy for the National Adaptation Plan. Accra: Government of Ghana.
14. EPA (2020). Ghana's Adaptation Strategy and Action Plan for the Infrastructure Sector (Water, Energy, and Transport Sectors). Accra: Environmental Protection Agency.



15. EPA, National Development Planning Commission & Ministry of Finance (2018). Ghana's National Adaptation Plan Framework. October 2018. Retrieved from <http://napglobalnetwork.org/resource/ghana-nap-framework/>
16. Global Gender and Climate Alliance. (2016, November). Gender and climate change: A closer look at existing evidence. Retrieved from <https://wedo.org/wp-content/uploads/2016/11/GGCA-RP-FINAL.pdf>
17. Japan International Cooperation Agency. (2013). Country Gender Profile: Republic of Ghana. Japan International Cooperation Agency; M&Y Consultants Co., Ltd.
18. Lawson, E.T., Alare, R.S., Salifu, A.R., & Thomspson-Hall, M. (2020). Dealing with climate change in semi-arid Ghana: Understanding intersectional perceptions and adaptation strategies of women farmers. *GeoJournal*, 439-452.
19. LDC Expert Group. (2012). National Adaptation Plans: Technical guidelines for the national adaptation plan process. United Nations Framework Convention on Climate Change.
20. Mensah-Kutin, R. (2020). Personal Communication, June 22, 2020.
21. Ministry of Environment, Science, Technology and Innovation, Republic of Ghana (2018). In-Depth Gender Analyses for the Nationally Determined Contributions (NDC) process in Ghana. UNDP. Submitted by Rose Mensah-Kutin, October 26, 2018.
22. Ministry of Environment, Science, Technology and Innovation, Republic of Ghana (2013). Ghana National Climate Change Policy. Retrieved from <https://www.un-page.org/files/public/ghanacclimatechange policy.pdf>
23. Ministry of Finance, Republic of Ghana and UN Environment (2019). Enhancing multi-sector planning and capacity for effective adaptation in Ghana. Green Climate Fund Readiness and Preparatory Support Proposal. Retrieved from <https://www.greenclimate.fund/document/adaptation-planning-ghana-through-unep>
24. Ministry of Gender, Children and Social Protection, Republic of Ghana (2015). National Gender Policy. May 2015. Retrieved from <http://www.mogcsp.gov.gh/index.php/mdocs-posts/national-gender-policy/>
25. NAP Global Network. (2020). Gender Analysis for National Adaptation Plan (NAP) Processes. Terms of Reference, April 2020 (Unpublished draft)
26. NAP Global Network & UNFCCC. (2019). Toolkit for a gender-responsive process to formulate and implement National Adaptation Plans (NAPs). Dazé, A., and Church, C. (lead authors). Winnipeg: International Institute for Sustainable Development. Retrieved from <http://napglobalnetwork.org/resource/toolkit-for-gender-responsive-national-adaptation-plans/>
27. Republic of Ghana (2015a). Ghana's intended nationally determined contribution (INDC) and accompanying explanatory note. September 2015. Retrieved from https://www4.unfccc.int/sites/ndcstaging/PublishedDocuments/Ghana%20First/GH_INDC_2392015.pdf



28. Republic of Ghana. (2015b). Ghana's Third National Communication Report to the UNFCCC. Accra: Republic of Ghana.
29. Republic of Ghana, Environmental Protection Agency. (2019, April). Ghana Country Poster. Retrieved from NAP Global Network: <http://napglobalnetwork.org/wp-content/uploads/2018/02/napgn-en-2019-ghana-nap-process-poster.pdf>
30. Rohr, U. (2007). Gender, climate change and adaptation: Introduction to the gender dimensions. Retrieved from https://www.americalatinagenera.org/es/documentos/taller_cc/roehr_gender_climate.pdf
31. Siles, J., Rojas, A.V., & Owren, C. (2019). Gender mainstreaming in climate change projects: The case of FORM GHANA LTD. in Ghana. African Development Bank.
32. The World Bank. (2020). Ghana. Retrieved from The World Bank Gender Data Portal: <http://datatopics.worldbank.org/gender/country/ghana>
33. UN Women. (2020). Ghana. Retrieved from UN Women Africa: <https://africa.unwomen.org/en/where-we-are/west-and-central-africa/ghana>
34. UNDP NDC Support Programme. (2019). Ghana Gender Analysis: Executive Summary. New York City: United Nations Development Programme.
35. UNESCO Institute for Statistics. (2018). Ghana. Retrieved from Data for the Sustainable Development Goals: <http://uis.unesco.org/en/country/gh>
36. UNEP, UNDP. (2012). Ghana's National Climate Change Adaptation Strategy. UNDP Climate Change Adaptation.
37. United Nations Framework convention on Climate Change (UNFCCC). (2012). National adaptation plans: Technical guidelines for the national adaptation plan process (FCCC/GEN/288 E). Bonn, Germany: UNFCCC. Retrieved from http://unfccc.int/resource/docs/publications/publication_idc_nap_techguidelines.pdf.
38. Vincent, K. E., Tschakert, P., Barnett, J., Rivera-Ferre, M. G., & Woodward, A. (2014). Cross-chapter box on gender and climate change. In C. B. Field et al., Climate Change 2014: Impacts, adaptation, and vulnerability. Part A: Global and sectoral aspects. Contribution of Working Group II to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change (pp. 105–107). Cambridge: Cambridge University Press. Retrieved from https://www.ipcc.ch/site/assets/uploads/2018/02/WGIIAR5-PartA_FINAL.pdf
39. Yaro, J.A. (2010). The social dimensions of adaptation of climate change in Ghana. The World Bank.



