



The gap between national gender mainstreaming policy and how this translates into local decision-making

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SITUATION ANALYSIS

- Women commonly face higher risks and greater burdens from the impacts of climate change due to their subordinate position in most societies.
- In the case of Ghana, women face inequalities when it comes to education, control and access to land, technology, decision-making power, and financial and other productive resources.
- These inequalities stem from prevailing cultural norms as well as legal and regulatory barriers.
- women are also affected by the gendered divisions of labor which limit women to spend the majority of their time in unpaid, time consuming, productive activities such as collecting firewood or water, instead of in market-valued productive activities.

SITUATION ANALYSIS

- Ghanaian women spend more than two times as much time on domestic work than men.
- Consequently, women in Ghana are more likely to be impoverished than men, less likely to participate in policy-making and implementation and are less able to adapt to climate change impacts.
- Ghanaian women are also the primary providers of energy and water.
- At the same time, women are powerful agents of change due to their important role in Ghana's relevant sectors for development and climate change – energy.
- Women have thus the unique, first-hand knowledge in the key sectors and are well-placed to play a key role in pushing effective and sustainable climate solutions.

GENDER MAINSTREAMING GAP ANALYSIS

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- **Ghana's energy policies** such as the draft National Energy Policy, SE4ALL, REMP, National Energy Plan II (SNEP) as well as the NDCs recognized the importance of Gender Equality in achieving its targets.
- **Strong variations** regarding energy and gender responsiveness of policies, strategies and plans in the energy sector. The Energy sector policies are still less gender responsive compared to other sectors.
- **Weak coordination** on energy and gender related actions; the Ministry of Gender, Children and Social Protection (MoGCSP) has the overarching responsibility of coordinating all gender and related programmes and interventions across all sectors of development, including gender and energy. The concept of gender mainstreaming into all sector policies is however relatively new and an ongoing process and thus, technical capacity gaps exist.

GENDER MAINSTREAMING GAP ANALYSIS

- **Technical capacity gaps** in the public sector to develop and implement gender sensitive programme action; energy and its gender dimensions are relatively new concepts. thus, key staffs in the energy sector have inadequate relevant capacity for the effective mainstreaming of gender and implementation.
- Women's **participation and representation in decision making** spaces in the energy sector is woefully inadequate.
- Women do not have **satisfactory access to technical knowledge** on energy and energy transition due to numerous barriers to accessing information and profiting from finance and training.

GENDER MAINSTREAMING GAP ANALYSIS

- **Inadequate sex disaggregated data** for effective planning, monitoring and evaluation of gender sensitive interventions. The gap in sex disaggregated data is very high for the energy sector.
- Again, a crucial capacity gap identified is the **lack of gender sensitive indicators** to monitor the implementation of our energy policies hence limiting the ability to embark upon a gender sensitive measurement framework and monitoring and evaluation (M&E) of the gender actions on energy.
- Another challenge is the **lack of participation by the gender focal points in key decision making** in policy development, project design and implementation.

RECOMMENDATIONS

- **Develop a capacity building programme targeting staff from relevant sectors at the national and sub-national**, including the Metropolitan, Municipal, District Assemblies (MMDA) levels and across multiple sectors.
- **Establish an improved coordination platform to better align Ghana's gender equality and energy agenda** and ensure a harmonized approach for institutions working on policy implementation on the national and subnational levels.
- As an urgent measure, **National Action Plan On Policy for Gender Mainstreaming in Energy Access** must be adequately implemented.
- A gender responsive monitoring and evaluation plan with gender responsive indicators and reporting mechanisms for the energy sector programme of actions must be developed and implemented.

- **Carry out continuous advocacy and sensitization on the implementation of the National Gender Policy** which mandates for all sectors to mainstream gender into their planning and budgeting.
- **Creation of a data hub for the collection of sex-disaggregated data** on the nature and impacts of climate change interventions in the energy sector to help with monitoring and evaluation efforts.
- **Integrate gender equality perspectives in the National Energy Policy**, which is currently under review to integrate climate change.

THANK YOU