

# QUESTIONNAIRE

## PART ONE:

### OVERVIEW OF TRENDS IN ACHIEVING GENDER EQUALITY AND WOMEN'S ADVANCEMENT

In Ghana, since the declaration of the International year of women in 1975 and also the establishment of the National Council on Women and Development, Ghana's Machinery on Women, remarkable progress has been made towards addressing both practical short term needs and strategic long term needs of women. The NCWD formulated a ten and fifteen year plan of action towards the advancement of women in 1975 and 1985 respectively. This plan of action identified activities to be undertaken in the areas of education, employment, health and legislation in Ghana. Since after the fourth World Conference in Beijing, China in 1995, a consolidated National Plan was developed based in a review of previous year' plans of action, the Nairobi Forward looking strategies, the African and the Global Platforms of Action and Declarations and resolutions of other international conferences such as the World Summit for Social Development, the International Conference on Population and Development and the City Summit on Habitat.

The Ghana Plan for Action for implementation of the Beijing Platform covers the following priority areas considered very crucial in ensuring socio-economic and political emancipation of women and towards the furtherance of the goals of gender equality and advancement of women.

- Poverty and Economic structure
- Education and the Girl Child
- Health and Environment
- Power-sharing and decision making
- Violence, Peace and Human Rights
- Mechanisms for the Advancement of Women.
- Women in the media.

The Plan for Action indicated strategies, expected targets and responsible organisations and collaborative partners, soon after Beijing a brief on the Beijing Conference, the Beijing Declaration and the critical areas of concern was submitted to Cabinet. Government accepted the report and indicated its commitment to the implementation of the Beijing Platform of Action. Appropriate programmes and projects were designed to implement the recommendations within the Ghanaian institutional environment in order to enhance women's capacity to develop their full potential. Examples of such programmes are poverty alleviation programmes, micro-credit facilities for women and educational and legal reforms.

A lot have been achieved in the area of gender equality and advancement of women since after the Beijing Conference. The Government of Ghana demonstrated its commitment towards the implementation in many concrete ways.

First, the National Machinery on Women and Development (NCWD) organised a two day workshop to gain consensus on a draft 15 year Plan of Action for implementation of the Beijing and the African Platform for Action. The Plan of Action covered strategies for implementations of the critical areas of concern and also identified Ministries and key sectors responsible for implementation of various specific actions.

A committee was constituted under the leadership of H.E. the First Lady of Ghana, Nana Konadu Agyeman-Rawlings to draft an Affirmative action proposal to Government asking for 40% representation of women on all Policy-making Bodies. The proposal was accepted in principal by government followed by a statement pledging 40% representation of women on all decision making bodies.

The Cabinet of Ghana having carefully considered and studied proposals and recommendations for Affirmative Action, issued a statement of policy and provided a set of guidelines for the systematic and sustained implementation of the various aspects of Affirmative Action towards equality of rights and opportunities for women in Ghana. As such, Government has undertaken to establish a more clear-cut administrative framework for handling women's affairs and to enhance the status of the National Machinery. There shall be at the apex of Administration within the Executive arm of Government, an officer who will be

that at the local level, District Assemblies have 30% representation of women. To achieve this target, the National Commission on Civic Education (NCCE) will be charged to create the necessary awareness on the importance of women offering themselves as candidates whilst at the same time embarking on a campaign to educate the electorates on the election of more women to such places as Parliament, District Assemblies and Unit Committees. In pursuance of these, the National Machinery (NCWD) will be resourced to implement the Commission's efforts in the creation of political awareness amongst women to enable them take advantage of the choices and opportunities available to them.

Another major achievement towards gender mainstreaming is the development of a gender policy document and a strategy framework for reducing gender imbalances in society. The need for a gender strategy for development, a policy framework cannot be over emphasized. The gender strategy policy document is in the process of being finalised. As a result of this initiative, other sectors such as health, Education, Agriculture, the Trade Union Congress, the Public Services Commission are developing Gender policy documents for their respective sectors drawing from the Board policy guidelines and strategies of the National Gender policy document.

The Gender policy document will guide the National Machinery and other partners in development to coordinate and mainstream gender and development programmes and activities.

In addition, a gender management system, a system for managing the integral parts in formulating, implementing and monitoring policy and programmes. The Commonwealth Secretariat initiated a process towards establishment of a gender management system in Ghana to be coordinated by the National Machinery. A team of consultants visited the country and had discussion with the National Machinery and key Ministries towards the establishment of the gender management system which if established will enhance the gender mainstreaming process.

Another major achievement is the commission of a research study on the nature and incidence of violence against women. The Research Findings and a case studies on Violence Against Women are ready for dissemination to the wider public. A lot of awareness has been created. Women and children who are harassed or treated violently are openly talking. The print and electronic media are unvelling issues of violence. Ghanaian women participated actively in the

## PART TWO

### FINANCIAL AND INSTITUTIONAL MEASURES

The Government of Ghana demonstrated its commitment towards the implementation of the National Plan of Action aimed at improving the advancement of women in general and rural women in particular, by its allocation of an amount of 215.4 million cedis under the 1996 budget for Women Community and Development project to enhance women's economic status. Government also made available an amount of one billion (1,06,000,000,000,000) cedis under the rural finance scheme through all registered financial institutions to women customers and groups delivering credit to women. Another one billion cedis was made available for feasibility study and for start-up expenses for the establishment of an Afrika Women Bank (Ghana) Limited aimed at enhancing women's access to credit and their economic empowerment under the 1996 Budget. The subsequent Budgetary allocations to the National Machinery for 1997, saw some improvement. With the introduction of the new budget system, the National Machinery budget comprehensively for three years and was allocated a total sum of 299 million cedis towards implementation of programmes and activities for 1999. On the issue of credit facilities for women entrepreneurs efforts were made to link women to the traditional banking systems and various rural banks. Specific credit schemes were designed to benefit women, some of these were credit lines under the Programmes of Action to Mitigate the Social Cost of Structural Adjustment (PAMSCAD) on women and an "Enhancing opportunity for Women in Development" (ENOWID). Today credit facilities available to women include, the Bank of Ghana - Credit scheme for women Entrepreneurs, National Board for Small Scale Industries, Business Assistance Fund, Citi-Savings and Loans, Rural Bank Women's Funds 20% allocation for specific programmes for women. Another credit Bank to be set up by the 31<sup>st</sup> December Women's Movement to support women international and bilateral donors have contributed financially towards implementation of the Beijing Platform for Action. UNDP and WHO sponsored a research on the nature and incidence of Violence Against Women to a tune of about 80 million cedis. UNICEF sponsored the translation and printing of the Beijing Platform for Action in five local dialect to tune of about 20 million cedis. UNFPA had supported the National Machinery in many diverse ways to carry out educational and sensitization programme on population, family planning and reproductive health issues. UNFPA also sponsored partially this year International Women's day and Women's Week celebrations. UNFPA sponsored a number of Ghanaian delegates to the 43<sup>rd</sup> Session of the Commission on the Status of Women and the preparatory meetings for the Population Conference in New York.

The Government has established a more clear-cut Administrative framework for handling women's affairs. The National Machinery on Women and Development is placed at the highest level possible in within the Government Machinery of Governance. NCWD is under the office of the president and has direct and indirect linkages with key Ministries, Departments and Agencies as well as with Non-governmental Organisations. At the apex of Administration within the Executive Arm of Government, an officer is charged with the responsibility of handling women's affairs. The officer links up with a permanent Desk at the NCWD Headquarters to deal with the implementation of the policy on Affirmative Action. All Ministries, Departments and Agencies are mandated to create women's desk or focal persons to ensure that prompt action is taken on issues on implementation of Affirmative Action a nine-member committee on Affirmative Action is being constituted to be coordinated by the National Machinery. Other key existing institutions and structures are being strengthened and resourced to facilitate implementation of the Platform for Action and other commitments made at other international conferences.

The Government of Ghana has taken an active role in involving NGO's in planning and implementing the National Action Plan. About 200 NGO's are now registered with NCWD in Accra alone. The NCWD collaborates and cooperates with many NGOs. It also meets monthly with them to dialogue and prepare gender sensitive materials and to disseminate, accessible information, through public health campaigns, the media, reliable counselling and the educational system. NGOs expertise encompasses gender and development, micro-finance education, mass media, technology, business, entrepreneurship, law human rights, health, maternal and child-care, banking, and taxation. With the collaboration and support of these NGOs the NCWD has been able to effect policy and legal changes towards addressing equality and women's advancement.

### PART THREE

#### IMPLEMENTATION OF THE CRITICAL AREAS OF CONCERN OF THE BEIJING PLATFORM FOR ACTION

##### INNOVATIVE POLICIES, PROGRAMMES, PROJECTS AND GOOD PRACTICES

The new strategic vision of the NCWD since the Decade and the 4<sup>th</sup> World Conference in Beijing considers gender as a cross cutting issue in all government's activities and programmes.

It has become imperative to mainstream women's issues into the development process and address gender disparities between men and women in all spheres of development. In the pursuit of sustainable growth and development, Ghana

has embarked on a serious effort of planning for the future the nation envisages. The Vision 2020 Ghana development policy framework aims at achieving gender equality.

A gender management system to monitor how gender is being mainstreamed into government sector policies will also be established with support from the Commonwealth Secretariat.

The Government, through the NCWD formulated an Action Plan in consultation with NGOs identifying priority areas and setting time sensitive targets for monitoring and allocating resources for implementation. For 1997 - 1999, priority areas to be addressed are poverty reduction and access to credit, education, and girls, decision making and women in public life, institutional strengthening of the National Machinery and Health.

The plan incorporates recommendations from Government and NGO representatives which met to develop action plans on selected areas of concerns.

All Ministries are in the process of mainstreaming gender in their policies. Ministries of Health, Agriculture, Education are in the process of finalising gender policies with respect to their sectors. The National Board for Small Scale Industries, the Trade Union Congress have also formulated their gender policies for implementation.

Other efforts made by the Government to enhance the status of women include:

- The law banning and criminalising female genital mutilation and observance of harmful widowhood rites and ritual slavery.
- The establishment of legal aid services at little or no cost to poor women enabling them access to the justice system.
- The establishment of the Commission on Human Rights and Administrative Justice to deal with issues of Human Right violations and ensure Justice.

- The fixing of the marriageable age at 18 years and the amendment of the criminal code to ensure the protection of the rights of women and children.
- Passage of the customary registration and divorce laws which provide one standard form of inheritance to override the different customary laws a measure to correct injustices suffered by women and children.
- The passage of the Labor Degree with provisions for maternity leave and also giving time off to nursing mothers.
- The Review of the law on distribution of property acquired upon divorce to allow for more equitable distribution to women.

### THE GIRL CHILD

To address the issue of spatial imbalance of girls' access to education, a number of policy measures have been put in place. A women's unit desk has been established within the Ministry of Education, and a girls education unit also established to deal with girls education. Other initiatives (worthy of emulation) such as scholarship schemes for deprived girl children, best teacher awards have been undertaken to correct spatial imbalance of girls' access to education. A fixing of the marriageable age at 18 years will ensure retention of girls in school to pursue their education. The new educational reforms and the Free Compulsory Basic Education programmes are all geared towards ensuring gender parity in education and development generally.

### HEALTH

Women's health is increasingly being considered as area for improving the health status of the population. Women's Health is being incorporated in undergraduate and post-graduate curricula. There have been curriculum revision for the medical midwifery and nursing schools as well as for other allied health professionals at all levels especially in the field of reproductive and sexual health. Inter-sectoral collaboration is considered crucial to ensuring availability of resources for the improvement of the health status of women. Women's health is a priority to the Ministry of Health. The reproductive health programme has been selected as one of the priority health service interventions. The focus is on family planning services and essential and emergency obstetric care. Child health programmes have always been integrated with maternal health programmes so that the child cannot be separated from the mother. There is a shift from Mother-child Health to Reproductive Health. Key issues being considered are adolescent health and male involvement in reproductive health. Male specific family planning methods like the male condom and

vasectomy are being promoted vigorously through use of male dominant social clubs. The Ministry is promoting adolescent health in line with the National Population Policy, the National Reproductive Health services policy and standards and draft Adolescent Reproductive Health policy.

Notable achievements are in four main areas:

1. Management, Institutional and human capacity building.
2. Quality reproductive health care delivery.
3. Information Education, Communication (IEC).
4. Advocacy and social mobilisation and Operational Research.

In the area of Management, Institutional and Human Capacity Building, the Ministry of Health in collaboration with the private sector developed a number of policy documents and protocols which are being used as reference materials and for training. These include:

- The National Reproductive Health service policy and standards.
- The National reproductive Health Protocols.
- Draft child health policy and strategies.
- Draft self-learning guide on selected areas in safe motherhood.
- Guidelines on single use of needles and other skin piercing equipment and sterilization facilities.

The Planned Parenthood Association of Ghana (PPAG) an NGO in collaboration with other private organisations and the Ministry of health, developed an Adolescent Reproductive Health training manual in 1997 which has since been put to use.



The Ministry of Health has regularly held bi-annual conferences for service managers and key service providers from the public and private sectors as a strategy for information sharing and monitoring of the reproductive health programme activities.

Ten established Regional Resource teams for reproductive health have been trained to function in the regions and to train reproductive health service providers in the districts. About 350 health workers, comprising physicians, midwives public health technicians and administrators from all the regions have been trained in lactation management. Cross-sections of media personnel have also been given an up date on breastfeeding promotion.

Over 1000, nurse midwives from the public and private sectors have received in-service training in family planning with focus on Inter-Uterine device (IUD) insertion.

A significant number of TBAs and Traditional Healers have been trained in safe motherhood skills and infection control respectively.

Issue of elderly people have began to receive attention.

A national policy on the aged is being prepared. A number of NGOs and associations have raised awareness to issues associated with ageing and some have specified programmes dealing with practical matters. Government has also instituted a free medical care scheme for elderly people which became operational in 1998.

### **PHYSICALLY CHALLENGED PERSONS**

In the area of disability, steps were taken by the Government recently to ensure their effective integration in society. The Ministry of Youth and Sports for example organises games annually for people with disabilities and is helping to make facilities available to support similar moves. Special schools for the hard of hearing and those with visual impairments have been established and existing ones improved.

Also, there is a special on-going programmes to encourage some tertiary educational institutions to provide for the training of people with disabilities.

## COALITION ON GENDER

There is also a Gender Coalition that seeks to secure the support and commitment of policy makers, opinion leaders programmers on the Affirmative Action policy developed as a Post Beijing activity. It also supports on-going legal reforms, enactments of new laws and for amending old and negative laws in order to protect the rights of women and girls, with specific reference to their health, economic and educational opportunities, inheritance, marriage, divorce, personal ownership of property, land tenure, harmful traditional practices, sexual violence. A positive example here is that intensive advocacy and lobby since the ICPD and Beijing led to abolition of Female Genital Mutilation in the country. Further advocacy is needed to intensify the efforts to achieve the effective implementation of laws at the community levels.

## WOMEN IN DECISION MAKING

Initiatives have been taken to promote the participation of women at policy and decision making levels. The number of women Parliamentarians have increased from 16 to 18 out of 200. With sponsorship from ODA now Department for International Development (DFID), three institutions namely the National Council on Women and Development, the Institute of Statistical and Social, Economic Research and the Institute of Management and Public Administration (GIMPA) have implemented the Women In Public Life Project. The Institute of Statistical and Social, Economic Research completed a major research on the situation of women in decision making, GIMPA identified and developed relevant training needs and NCWD disseminated the research findings to various institutions and government. While this will serve to concretise demands for Affirmative Action it will also serve as a major sensitization and advocacy endeavour.

Under the same programme, NCWD has set up a documentation centre. With further assistance from its collaboration with the National Population Council, a management information system will be set up to further disseminate gender and development data, to enhance its mainstreaming efforts and disseminate best practices as well.

A directory on women in decision making is being developed along side a directory of women with leadership qualities at the grassroots level.

A programme of interaction between adolescents and women's groups which began to identify acceptable modalities for delivery of reproductive health education as part of school curriculum is to dovetail into the Women in Public Life and mentorship programmes. At these fora, youth with public speaking abilities and leadership skills will be exposed to further training and mentorship and they will serve as peer advocates.

The Affirmative Action bill when passed and implemented will go a long way in ensuring increase in numbers of women in public life and at decision making levels.

## **MEDIA DISSEMINATION**

### **WOMEN AND THE MEDIA**

In the area of media dissemination of the Platform for Action, some remarkable achievements have been made. The Association of women in the media and women in Broadcasting drew a programme for implementation of the Beijing critical area of concern on women and Media. The Association intensified their activities and programmes and brought to light issues of rape and child abuse and violence against women. Gingles, photo exhibition and Television programme to sensitize the public about the need to curb the incidence of violence against women were used. These have generated debates which have given weight to various recommendations made towards reviewing the rape laws and other laws that impact negatively on women and children.

The Association of Women in Broadcasting has initiated children's exposure to news reading, and presentations of programmes on television thus grooming them to have a better appreciation of journalism as a profession.

### **POST BEIJING OUTREACH PROGRAMMES**

Various sensitization and awareness programmes are in place on issues such as violence against women using drama or popular theatre.

A number of such programmes and workshops were organised throughout the country to highlight the twelve critical areas of concern. Leaflets on the critical areas of concern were produced and distributed in all the Regions and districts of Ghana through organisations that work with women. A Newsletter Adenkum has been published. The third edition is under preparation. It has been serving as a major networking tool for NCWD and its collaborating women's groups and organisations. Media professionals serve on its editorial board.

Under the auspices of the NCWD, Peace Marches were organised in collaboration with women's organisations to usher in the 1996 elections.

## **IMPLEMENTATION OF CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN.**

A National Sub-Committee on CEDAW was launched in April 1987 to monitor the implementation of the convention on women's rights, the implementation of the Affirmative Action as well as serve as watch-dog on women's human rights in collaboration with other human rights bodies such as the Commission on Human Rights and Administrative Justice.

## **THE ECONOMY AND POVERTY ALLEVIATION**

Ghana Government continues to implement pilot programmes in which women beneficiaries have access to revolving loans on soft terms for income generating activities such as oil processing. A holistic programme approach is adopted and such support activities as formation and education on reproductive health and family well-being, business management, non-formal education, sanitation are facilitated in collaboration with relevant agencies. The objective is to enhance beneficiaries ability to make informed life choices. These projects are funded by Government of Ghana and the United Nations Fund for Population Activities.

A survey has indicated that although many of the beneficiaries have passed their menopause and outside the reproductive age, as group and may not use the information themselves they have become credible and reliable educators to their own children and their communities.

## **OBSTACLES ENCOUNTERED**

1. One major challenge the National Machinery faced in the implementation of the Beijing critical areas of concern is financial, human and material resource allocation.

This challenge was met with support from some donor communities like UNFPA, WHO, UNICEF and UNPA to augment Government's budgetary allocation

2. The human resource constraints are being resolved. Staff who left as a result of poor conditions of service have been replaced. The National Machinery also makes use of expertise of NGOs at the regional and district levels to reach out to rural women.

3. Another challenge is that of challenging societal attitudes and perceptions about men and women and ensuring gender balance in development.

- Make poverty reducing technologies more available.
- Improve the position of women and the handicapped.
- Improvement in social development mechanisms.

To ensure that poor women benefit from the programme, a gender working group working group has been established to ensure that programmes are gender sensitive and meet the needs of women.

The ending all forms of discrimination and marginalization based on social status, gender though would go a long way to eliminate some of the main causes of poverty remains a major challenge.

Fulfilling such a task will require efforts at all levels global, international, nationalism regional, community and at the individual levels.

Another equally difficult challenge is how to ensure that the benefits of economic and social growth and development are distributed equitably to forestall further impoverishment of the poor and powerless?

How can we prevent further impoverishment from the AIDS pandemic, the millennium problem, environmental degradation the present menace of armed conflict and even nuclear war and the mounting external debt which is crippling poorer countries.

#### COMMITMENTS TO FURTHER ACTION AND INITIATIVES

1. Implementation of the International Conference on Population and *Development*.  
-Declarations and Commitments and Plan of Action.
2. The Vienna Declaration on Human Rights.
3. The African Charter of people and Human Right.
4. The CEDAW Convention.
5. The UN Declaration on Elimination of Violence Against Women.
6. The World Summit for Social Development.

**FURTHER ACTIONS AND INITIATIVES TO BE TAKEN TO FULLY  
IMPLEMENT THE PLATFORM FOR ACTION BEYOND THE YEAR 2000**

- Incorporation of the remaining articles of the Convention on Elimination of all Forms of Discrimination not yet incorporated into the domestic laws of Ghana.
- Integration of population into development planning as essential components of Ghana's population policy.
- Integration of reproductive health into health delivery system.
- The adoption and implementation of the optional Protocol to CEDAW.

**VISION FOR WOMEN'S ADVANCEMENT AND EQUALITY  
FOR WOMEN IN THE NEW MILLENNIUM**

We can envision enormous social and political progress in the years ahead. There are positive changes in governance now underway in Ghana, a democratic government which tends to respond more to the public demands for basic services of which education health and sanitation services are at the top.

Another fundamental shift is the gender cause itself, women's issues are on the National, Regional and International agenda. The Government is fulfilling its commitments made at various international fora concerning the development of women. Women's rights are being recognised as Human Rights. The Ghana Vision 2020 medium term programme addresses issues of gender and development and women's specific needs. The constitution guarantees equal rights for all. Government has issued guidelines towards implementation of Affirmative Action to remove imbalances and ensure gender equality between the sexes. The National Machinery on Women, NCWD is being strengthened and resourced to coordinate implementation of various initiative taken. Gender issues are being mainstreamed in sector policies to be coordinated by the National Machinery.

The Girl-child is being educated. More girls are studying science and science related subjects to an extent that now men and boys are feeling threatened by the pace at which women and girls are developing. We see a brighter future for women in the new millennium inspite of the challenges ahead.

# IMPLEMENTATION OF BEIJING PLATFORM FOR ACTION

Critical Areas of Concern	Targets and Strategies set and related achievements	Obstacles Encountered/ Lessons Learned	Further Action New Initiatives	Other
1. Women and Poverty	<p>Harness the productive skills of women and turn them from subsistence production into lucrative economic ventures by year 2000</p> <p>Regular reviews of national policies, programmes and project must be initiated by NCWD to ascertain how women are doing both as benefactors and beneficiaries of development taking cognisance of their contribution whether enumerated or unenumerated to be considered in economic policy and planning.</p>			
2. Education and Training of Women	<p>Affirmative Action in Education. This calls for 40% of admission to tertiary institutions to be preserved for girls/women</p> <p>Free compulsory Universal Basic Education</p> <p><u>Achievements</u> Free compulsory Universal Basic Education has been implemented. This encouraging parents to send their girl children to school. Science clinics for girls has also been introduced to encourage girls in the study of these subject. Plans are advanced to introduce the regional and district levels to involve more girls</p>			

Critical Areas of Concern	Targets and Strategies set and related achievements	Obstacles Encountered/ Lessons Learned	Further Action New Initiatives	Other
<p>3. Violence Against Women</p>	<p>Establishment of Women's Desk in all institutions to bring to the fore discriminatory practices against women.</p> <p>Introduction of Gender equity into all sectors of promulgating of law against all outmoded customs eg. F.G.M, Trokosol and widowhood rites</p> <p>Education and Campaign on Violence Against Women</p> <p><u>Achievements</u> Government passed a law banning practice of FGM, Trokosol and widowhood rites.</p> <p>Promulgation of a bill on children protects the girl child.</p> <p>Criminal Code was reformed to include fail term for rapists. Women and Juvenile Unit set up to work in specialised interest of battered women.</p>	<p>Punishment for rapist should be stiffer.</p> <p>Victims are now coming out to talk about their experiences.</p> <p>Culprits are being exposed.</p>		



Critical Areas of Concern	Targets and Strategies set and related achievements	Obstacles Encountered/ Lessons Learned	Further Action New Initiatives	Other
4. Women and Media	<p>Gender based stereotyping must be eliminated from the media organisations as well as sexist stereotyping.</p> <p>Projection of negative and degrading images of women in electronic print, visual and audio must be changed for positive portrayal. 50% of the National Censorship Board must comprise women.</p> <p>Women in Broadcasting empowered. Presently the President of Journalist Association is a woman.</p> <p>Deputy Communication Minister is a woman.</p> <p>Air time has been given to women to discuss women's issues on the National Broadcasting Station.</p> <p>Gender based advertisement have ceased.</p>			
5. Women in Power and Decision Making	<p>Affirmative Action calls for 40% representative of women in decision making at all levels.</p> <p><u>Achievements</u> Cabinet has made a policy statement about AA. Presently it is before Parliament to be promulgated into a Bill.</p> <p>Women's Desk on AA established in Parliament.</p>	<p>Women in Public Life Project, a research undertaken by the NCWD reveals women as a result of the socialisation process which assign gender roles are reluctant to engage in politics</p>	<p>Gender studies is being considered for introduction into the school curricula as well as the study on Human rights</p>	

Critical Areas of Concern	Targets and Strategies set and related achievements	Obstacles Encountered/ Lessons Learned	Further Action New Initiatives	Other
<p>6. Institutional Mechanisms for the Advancement of Women</p>	<p>Revitalisation of the NCWD</p> <p>(a) <u>Achievements</u> The NCWD is being restructured. Report is out and implementation is soon to be effected.</p> <p>(b) A belting National Secretariat to house the NCWD</p> <p>(c) A building has been handed over to the NCWD to serve this purpose</p> <p>(d) Establishment of gender focal points within institutions to mobilise support for policies that will enhance the advancement of women.</p> <p>(e) This objective has been achieved by establishing women's desks at institutions</p> <p>(f) Networking to be established among women's groups.</p> <p>(g) NCWD has established a monthly meeting between the groups.</p>	<p>The building is dilapidated and needs refurbishing</p>		