

ANLOGA DISTRICT ASSEMBLY



GENDER EQUALITY AND SOCIAL INCLUSION STRATEGY

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BY: District Planning and Coordinating Unit (DPCU)

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ACRONYMS AND ABBREVIATIONS

ACHPR	African Charter on Human and People's Rights
ADVANCE	Agricultural Development and Value Chain Enhancement Project
ANC	Ante Natal Care
AnDa	Anloga District Assembly
BAC	Business Advisory Centre/Commission
BPfA	Beijing Platform for Action
CBOs	Community-Based Organization
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CHN	Community Health Nurse
CHRAJ	Commission for Human Rights and Administrative Justice
COHBS	Conference of Heads of Basic Schools
CRPD	Convention on the Rights of Persons with Disabilities
CRVA	Climate Risk and Vulnerability Assessment
CSOs	Civil Society Organization
DCD	District Coordinating Director
DCE	District Chief Executive
DDDP	District Development Data Platform
DEHO	District Environmental Health Officer
DEHU	District Environmental Health Unit
DEOC	District Education Oversight Committee
DHIMS	District Health Management Information Systems
DOVVSU	Domestic Violence and Victim Support Unit
DP	Development Partners
DPCU	District Planning Coordinating Unit
DSWCD	Department of Social Welfare and Community Development
EHSU	Environmental Health and Sanitation Unit
FAO	Food and Agriculture Organization
GAC	Global Affairs Canada
GDO	Gender Desk Officer
GES	Ghana Education Service
GESI	Gender Equality and Social Inclusion
GHS	Ghana Health Service
GPRS	Ghana Poverty Reduction Strategy
GRPB	Gender Responsive Planning and Budgeting
GSDF	Ghana Skills Development Fund
GSS	Ghana Statistical Service
ICESCR	International Covenant on Economic, Social and Cultural Rights
ICT	Information and Communication Technology
JHS	Junior High School

JICA	Japan International Cooperation Agency
LI	Legislative Instrument
LPG	Liquified Petroleum Gas
MHH	Men Headed Household
MoGCSP	Ministry of Gender, Children and Social Protection
MOWAC	Ministry of Women and Children Affairs
MP	Member of Parliament
MTDP	Medium-Term Development Plan
NADMO	National Disaster Management Organization
NCCE	National Commission for Civic Education
NCWD	National Council for Women and Development
NEIP	National Entrepreneurship and Innovation Programme
NGO	Non-Governmental Organization
NPOs	Non-Profit Organizations
NYEP	National Youth Employment Program
OGP	Open Governance Partnership
OPD	Outpatient Department
PTA	Parent Teacher Association
PWDs	Persons with Disabilities
SDGs	Sustainable Development Goals
SIGRA	Strengthening Investments in Gender-Responsive Climate Adaptation
SMC	School Management Committee
STAP	Skills Training and Apprenticeship Programme
SWCD	Social Welfare and Community Development
TVET	Technical and Vocational Education and Training
UN	United Nations
UNDP	United Nations Development Programme
UNFPA	United Nations Population Funds
UNICEF	United Nations Children's Fund
VRA	Volta River Authority
WASH	Water, Sanitation and Hygiene
WHH	Women Headed Household
WHO	World Health Organization
WIAD	Women in Agricultural Development
YEA	Youth Employment Agency

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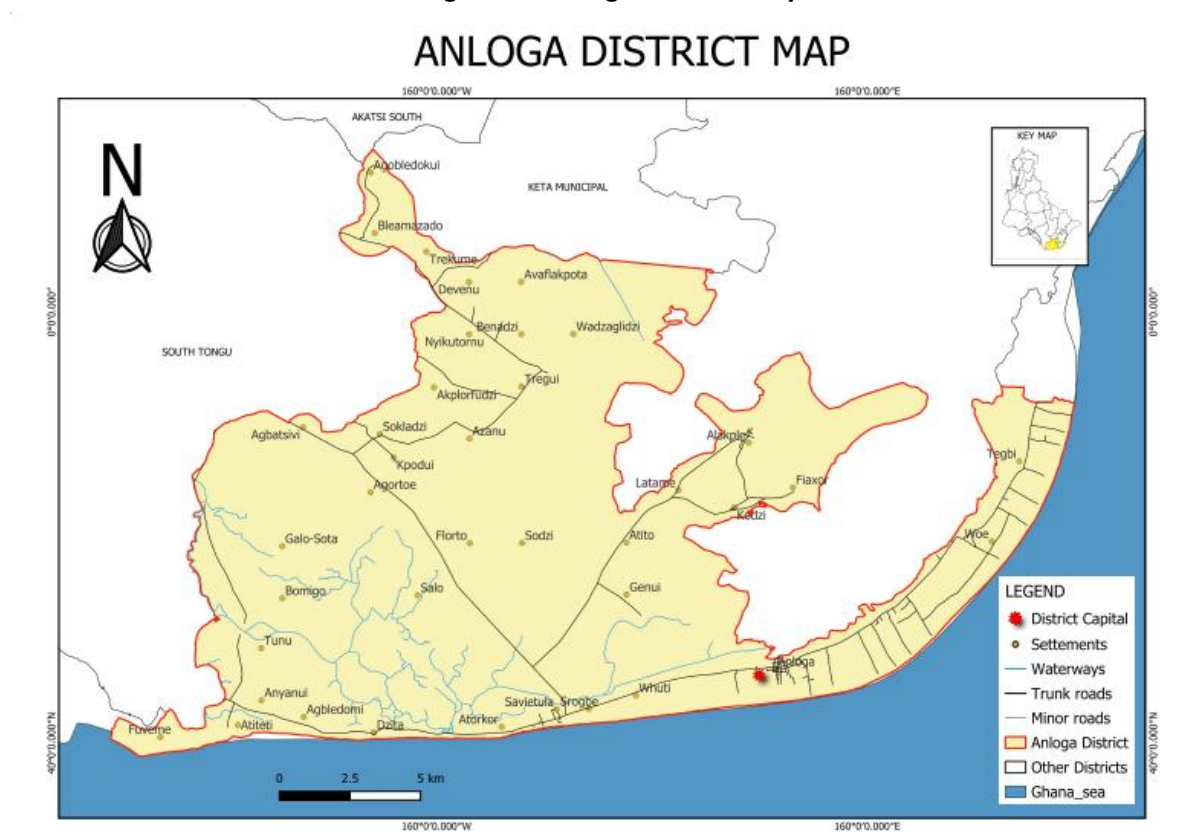
Similarly, we acknowledge with the highest level of reverence, the Honourable District Chief Executive and Coordinating Director for their unwavering leadership in the development of the strategy. To all the hardworking members of the District Planning and Coordinating Unit, your contributions were ineffably great, and we are truly grateful to you for providing relevant data for the development of this strategy.

1. Introduction

The Anloga District was carved out of Keta Municipal and it is currently one of the 18 Administrative Municipal/Districts of the Volta Region of Ghana with its capital located at Anloga. It was established by the Legislative Instrument (L.I.) 2372 of 2018 and inaugurated on the 19th of February 2019. The district is located east of the Volta estuary, about 160 km to the east of Accra, off the Accra-Aflao main road and lies within Longitudes 0.53E and 0.89W and Latitudes 5.47N and 5.79S. It shares common borders with Keta Municipality to the East, South Tongu District to the West, Akatsi South District to the North and the Gulf of Guinea to the South. The total land area of the district is 322 square kilometres. Figure 1 shows the map of the Anloga district.

The 2021 Population and Housing Census put the total population of the district at 94,895. The population constitutes 52.9 percent females and 47.1 percent males. The record also shows that there is a total of 6,008 persons with disabilities in the district representing 6.3 percent of the total district population. Out of this number, 3,220 are females while 2,788 are males. The district is one of the most urbanized districts in the Volta region, with more than half (64.5%) of the district's population living in urban areas (Anloga, Tegbi, Woe, Agbledomi) as at 2021. The remaining 35.5 percent forms the rural population of the district.

Figure 1: Anloga District map



The district is among the major vegetable producers in the Volta Region well known for its shallots, tomato, okro, spring onion and pepper production. Maize, cassava, sweet potatoes and cowpeas are also grown as off-season crops, but as main season crops in the northern parts of the district. The men dominate (18,403) in the farming and fishing activities, compared to women (7,887) while the women do petty trading and fish mongering.

More women, in particularly in the rural areas, play caregiver roles or become household heads on whom the survival and development of the household depends. Meanwhile, they do not claim ownership to properties and rites, and are not privileged to play lead roles nor contribute in the decision-making process domestically, community-wise and politically. Women and the children they cater for are therefore vulnerable to hardships, crises and natural shocks and are more often than not relegated to the background economically and socially, subjecting them to all forms of violence and abuse.

The Assembly has embarked on a gender-responsive development agenda aimed at mainstreaming gender into the district's Medium-Term Development Plan, recognizing the importance of gender equality. Antecedent to the gender mainstreaming agenda is the development of this district specific gender development strategy.

The gender equality and social inclusion strategies for the Anloga District aim to address systematic inequalities and ensure that all individuals, regardless of their age, sex, disability, ethnicity or socio-economic status, have equal access to opportunities and resources. This strategy focusses on empowering marginalized groups, promoting inclusive decision-making, and integrating GESI principles into local governance, education, healthcare and economic development initiatives.

This strategy provides a basis for the District Assembly, Central Government, Policy makers, Development partners, Private institutions, and Non-Profit Organizations (NPOs), in the design, implementation, monitoring and evaluation of projects and programs in the district. It will also improve gender mainstreaming, decision-making and provide District-specific strategies, knowledge and processes to shape the course of action in development in gender issues.

As a District, gender equality and social inclusion are essential in policy development and this includes:

- Better representation: inclusive policy development ensures diverse representative experiences are represented leading to more effective and responsive policies
- Improved outcomes: policies that consider the needs of all individuals which can lead to better health, education and economic outcomes
- Increased trust: when policies are developed with inclusivity in mind, citizens are more likely to trust institutions and feel that their needs are being addressed
- Reducing disparities: inclusive policies can help reduce disparities and inequalities, promoting social justice and human rights

The Assembly, as part of addressing inequalities and promoting inclusive governance, has included Persons with Disability (PWD) as part of government appointees in the Assembly and four (4) out of thirteen (13) government appointees are female representing 30.8%. The Assembly currently has a Gender Desk Officer where all issues relating to gender are addressed. A series of vocational support programs were implemented to support women in the district. Several programmes have been implemented in helping to bridge the gender equality gap such as vocational training programs for the youth and young girls, support for girl child education, vocational and entrepreneurial support for PWDs among others. This strategy will help address more GESI issues in the Anloga District.

1.1 International Commitments

The Government of Ghana has ratified a number of international, regional and national frameworks and protocols; such as the Beijing Declaration and Platform for Action of 1995; the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW); the Sustainable Development Goals (SDGs); the Universal Declaration of Human Rights; the International Covenant on Economic, Social and Cultural Rights (ICESCR); the African Charter on Human and People's Rights (ACHPR) and its Protocol on the Rights of Women (the Maputo Protocol), the Convention on the Rights of Persons with Disabilities (CRPD), and the African Union Agenda 2063, among others.

Ghana, along with other countries and development partners, have also agreed that as stipulated in the Beijing Platform for Action (BPfA), Sustainable Development Goal (SDG) 5 as well as other gender-related SDG targets, adequate and effective financing is essential in realizing the goal of gender equality and the empowerment of all women and girls. The UN Secretary General in his 23rd Review and Appraisal Report, noted that under-investment in gender equality and women's empowerment has contributed to slow and uneven progress in all 12 critical areas of concern to the Beijing Platform for Action (BPfA). Inadequate financing hinders the implementation of gender-responsive laws, policies and interventions. Additionally, data shows that financing gaps are sometimes as high as 90% with critical shortfalls in infrastructure, productive and economic sectors. Therefore, a gender-responsive focus on budget planning and increasing investments is crucial.

1.2 National Policy and Legal Framework

This section provides an overview of existing national laws, policies, and regulations that support gender equality and social inclusion.

Table 1: Overview of the major national commitments to gender equality in Ghana

Year	Lead Institution	Objectives	Beneficiaries
1975	Government of Ghana National Council for Women and Development (NCWD)	To analyze women's issues and implement programs to ensure the full integration of women in national development	Women and girls – promote their participation in national development
2nd Feb. 1986	Government of Ghana	Ratification of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)	Women and girls - ensuring rights and legal protection against gender-based discrimination
1992	Government of Ghana	Enact the 1992 constitution to protect the fundamental human rights of all Ghanaians	All citizens including women, girls and the vulnerable and marginalized population
1998	Government of Ghana Domestic Violence and Victim Support Unit (DOVVSU) of the Ghana Police Service	Established to provide institutional framework to address Violence Against Women and Children	Women and Children
1998 (2001)	Government of Ghana, Ministry of Women and	Development of the National Gender and	Men and women, boys and girls promoting gender equality and

Year	Lead Institution	Objectives	Beneficiaries
	Children Affairs (MOWAC) *(MoGCSP was nonexistent) NCWD	Children Policy and its implementation Plan Mainstreaming gender and children's issues in policies, programs and institutions	women's empowerment across sectors
2003	Government of Ghana	GPRS (Ghana Poverty Reduction Strategy) 1 Gender mainstreaming into development programs and policies	General population including women
2004	Government of Ghana, Ministry of Women and Children Affairs (MOWAC)	Launch of the Domestic Violence Victim Support Unit. Provide legal protection for victims of domestic violence	Women and victims of domestic violence ensuring their safety and access to justice
2006	Government of Ghana	Launch of GPRS 2 To continue the gender mainstreaming agenda	General population with a focus on marginalized groups including women
2006	Government of Ghana	Persons with disability Act 2006 (Act No. 715)	An Act that provides for persons with disabilities, to establish a National Council on Persons with Disability and to provide for related matters
2012	Government of Ghana, Ministry of Gender Children and Social Protection	The Affirmative Action Act	Women in politics and decision-making
2012	Government of Ghana	Ratification of the Convention on the Rights of Persons with Disabilities (CRPD)	Persons with disabilities, ensuring the promotion, protection, and full enjoyment of human rights
2013	Government of Ghana, Ministry of Gender Children and Social Protection	Launch of the National Gender Policy and Action Plan for Gender Equality and Equity	Women children and marginalized groups with a focus on gender equity
2014	Government of Ghana	The Livelihood Empowerment Against Poverty Programme	People in vulnerable situations including widows, orphans and persons with disabilities
2015	UN Women, UNFPA, UNDP and others	Launch HeForShe campaign in Ghana. Promote gender equality and women's rights	General population, promoting involvement equality and male involvement
2016	Government of Ghana, Ministry of Gender Children and Social Protection and partners	Implementation of the National Plan of Action for the Elimination of Violence Against Women and Children in Ghana	Women and children, particularly those at risk of violence and abuse
2017	Government of Ghana	Establishment of the Affirmative Action Bill to increase women's	Women in politics and decision-making

Year	Lead Institution	Objectives	Beneficiaries
		participation in politics and decision-making	
2017	Ministry of Food and Agriculture	Planting for Food and Jobs	Small-scale farmers including women
2017	Ministry of Food and Agriculture	Women in Agriculture Focus on addressing gender disparities in the agriculture sector	Female farmers
2017	Agricultural Development and Value Chain Enhancement (ADVANCE) Project	Improve gender equality in the agriculture sector	Supports women in various agricultural value chains
2019	Civil Society Organizations, including NGOs and women's organizations including women's rights groups	Launch of the 16 Days of Activism Against, Gender-Based Violence campaign	General population, raising awareness about gender-based violence
2020	Government of Ghana	Land Act 2020 (Act 1036)	There are provisions of gender equality and social protection which talk about acquisition of land and making provisions around discriminatory practices in order not to be denied access to land depending on an individual's gender or in a vulnerable situation
2020	Government of Ghana, Ministry of Gender, Children and Social Protection	Women's Empowerment Fund	Women entrepreneurs in the informal sector
2020	Ghana Enterprises Agency	Financial programmes to support women entrepreneurs and small and medium enterprises	Women entrepreneurs and small and medium enterprises

2. Intersectional Gender-Based Analysis

2.1 Anloga District's Commitment to GESI

The Anloga District has made specific commitment to increasing women's representation in decision-making processes in the district. In this regard, the District Assembly have appointed 4 women to the General Assembly. A total of 7 women including the District Chief Executive are occupying major positions in the district. Apart from the 4 appointees, the District Director for Health Services, District Electoral Officer, and the Judge at the District Magistrate Court have all risen through the ranks and merited their roles as leaders in their respective fields. Their leadership has propelled growth and has inspired many other young women to aspire to be better in their various fields of endeavor.

In terms of gender-responsive infrastructure and access to services, there have also been efforts to expand existing markets structures by the District Assembly. Over the years, new markets have been constructed and old ones renovated with changing rooms to provide safe space for personal care. Efforts have also been made to identify temporal safety zones and recruit foster parents to assist in reducing child protection concerns, protection from violence and abuse and provide access to essential resources, such as healthcare, education, and social protection services.

The district has also embarked on an increased awareness agenda targeting female headed households on the availability of LPGs as alternative sources of clean fuel for cooking. Capacity building efforts have also been introduced to provide alternative livelihood opportunities like mat weaving, soap making, and firewood gathering (to replace unsustainable mangrove harvesting) for women during the dry season. These efforts are made so that women can engage in paid work to support their households. The Members of Parliament (MP) for the constituency have supported a total of 787 youths and young girls in various vocational and entrepreneurial programmes such as dress making, hair dressing, fabrication, metal and leather works among others. All these groups of people have graduated and were supported with working tools to start their own businesses.

The district initiated a drive to identify and register all Persons with Disability (PWDs) to encourage their inclusion in development decision-making and promote economic empowerment for PWDs. A total of 434 PWDs consisting of 193 males and 242 females were identified and registered district-wide. Out the total, 179 PWDs consisting of 73 males and 106 females have been supported with income generating activities.

2.2 Social Cultural Context, Including Cultural Norms

Cultural norms have been crucial in influencing and shaping opportunities and decision-making processes of women in many traditional societies and the Anloga District is no exception. There are myths and misconceptions preventing women from engaging in decision-making processes in their communities within the district. For example, it is a common phenomenon among the Anlo people not to entertain menstruating women on the lagoons. This is because the people believe that, during this period women are unclean and their gods frown on it. It is further believed that, should any woman disobey and flout the directive from the gods, the communities are punished with decreased harvest from the lagoons and lack of growth of the mangroves for harvesting. The implication is that women whose livelihoods depend on the lagoon are not able to fish, or harvest mangroves during their menstrual period.

Men are the main decision makers in the district. Women are often in the minority when it comes to decision-making processes, even though they bring unique experiences and perspectives in decision-making when given the opportunity. Sometimes, there are elements of pseudo-participation of women in decision-making processes in the district, where women may be given representation in certain decision-making bodies but do not actually have the voice.

Also, unlike their male counterparts, women have limited or no access to natural resources, such as land. For example, family lands are not shared equally among both men and women. This is because the Anlos are patrilineal and it is believed in the Anlo land that, while women marry into other families and may lose biological family lands to other families, men remain and protect biological family lands and properties. Hence, a first born who is a woman will not be given equal size of land as compared to the second born male from the same parents. When given access to the land, second born women are only allowed to farm on the land. More so, while opportunities such as the availability of credit facilities, agricultural inputs, and mangrove harvesting business exist in the district, women often have to compete with men for these resources and frequently lose out. The barriers identified above make it particularly challenging for women to effectively compete and derive meaningful benefits from these opportunities. Nevertheless, women strive to generate income to support themselves and their households. For instance, many women involved in mangrove harvesting and fish processing are remunerated for their work on par with their male counterparts.

In other communities within the district, while both men and women are engaged in serving the gods women tend to be more limited in performing their normal daily routines than their male counterparts due to their reproductive cycle. For example, women in their menstrual cycle are considered unclean and cannot get close to serving the gods. For some young women in the district, due to the beliefs system, they are made to join 'yevektor' to wit traditional cult, to worship gods. They are often recruited at very early ages of 2 years and above. The period of initiation takes about a month or more depending on the recruits' family's financial strength. During this period, young girls may not be able to go to school because schools have uniforms and do not accept cult dressing (a white cloth wrapped around the body with a special oil applied). Hence, it disrupts their continuous education.

2.3 Economic Participation

Anloga District is mainly an agrarian economy, with the majority of the population engaged as skilled agricultural, forestry and fishery workers. The district is among the major vegetable producers in the Volta Region well known for its shallots, tomato, okro, spring onion and pepper production. Maize, cassava, sweet potatoes and cowpeas are also grown as off-season crops, but as main season crops in the northern parts of the district. The men dominate (18,403) in the farming and fishing activities while the women (7,887) mostly do petty trading and fish mongering (GSS, 2021). Women are more engaged in tasks such as planting, weeding, watering, harvesting, the transportation of farm produce, agro-processing and the marketing of small amounts of farm produce. Apart from playing active roles in the family farm, some women in the district also cultivate their own farms in which they grow their own crops. Women are predominately engaged in food crops production, mainly because it requires less capital and labor investment as compared to cash crops. Men are involved in the initial land clearing, the tilling of the soils and marketing of large amounts of farm produce especially at farm gate level. Men also make decisions on the use of land, inputs, labor and marketing. There is high gender segregation in livestock production. While the men keep big animals such as cows, sheep and goats, women who keep livestock often concentrate on poultry such as fowl.

In the artisanal fishery sector, there is a distinct division of labor between men and women. Although some few women own canoes, most of the fishing crews are men. Women are heavily concentrated in the processing/smoking, transporting and marketing aspects of the fishing business. Most women in fish processing are illiterate and rely on traditional processing methods. Fish farming requires access to land and capital; therefore, women's participation in this type of business venture is limited. Generally, the fishery sector is challenged with depleting stock of fishes. There is, therefore, the need to venture into other alternative livelihoods and income sources such as aquaculture and crop production.

2.4 Political Representation, Participation in Decision-Making

Ghana has adopted a decentralized government system with the view to gradually devolve administrative and financial decision-making to the local level. Data available shows a wide gap between men and women representation in the governance and decision-making processes at both the Assembly and substructure levels in the Anloga District as presented in the table below.

Table 2: Political representation, participation in decision-making

Level	Total	Men	Women	Men Representation	Women Representation
General Assembly Level	43	36	7	84.0	16.0
Executive Committee Level	10	7	3	70.0	30.0
Substructure level (Unit Committees)	140	119	21	85.0	15.0

As presented in the table above, the gender gap in positions of decision-making is wide at both the district and the subdistrict levels. For instance, at the General Assembly level, out of 43 Assembly Members (both elected and government appointees), the women constitute only 16.0 percent. Similarly, at the substructure level, out of a total of 140 Unit Committee Members, the women constitute only 15.0 percent. Only the Executive Committee level of the Assembly has a very good representation of women standing at 30%.

At Management level, women are playing crucial roles in the district where a number of them are currently occupying some important positions in the district. The District Director of Health Services, the District Electoral Commissioner, the judge at the Magistrate Court in the district and the Headmistress of Zion College are all women just to mention a few. These women have played very important roles in the administration of their various positions which has contributed so much to the development of the district. They occupy these various positions as a result of their hard work and experience. Currently, a number of these women are serving as role models to female and male youth as a result of their contributions.

The underrepresentation of women in local governance has several significant implications, both for democratic integrity and for the effectiveness of governance itself. For instance, women and men often have different priorities and experiences, especially in areas like healthcare, education, childcare, and safety. Under-representation of females can lead to policies that inadequately address women's needs. Similarly, gender-diverse leadership tends to be more creative and effective. Without women's input, local governments may miss out on innovative solutions.

The factors that contributed to low female participation include low economic empowerment of women, low educational levels, low self-confidence of women, and excessive household obligations. These obstacles need to be addressed to give room for more representation of gender issues in governance and decision-making processes in the district. There is therefore the need to implement strategies that can be used to promote the participation of women in local governance in the district, such as civic education, economic empowerment, leadership training, formal education of the girl-child, and enforcement of the affirmative action and gender equality law that requires 30% female appointed members.

2.5 Access to Resources and Services

2.5.1 Access to Education

64.7 percent of the population 6 years and older are literate while the rest (35.3%) are not. The non-literate population is higher among the female population (42.7%) than among the male population (26.9%) as presented in the **Table 3**.

Table 3: Literacy status

Literacy Status (6+)	Male	Female	Total
Literate	28,161	25,393	53,554
Non-literate	10,344	18,908	29,252
Total	38,505	44,301	82,806

A larger non-literate female population can limit the workforce's potential, hindering economic development and growth among women leading to poverty and increase in dependency on others for financial support. Addressing female non-literacy requires targeted efforts at improving their access to education, promoting literacy programs and supporting economic empowerment of women.

Additionally, the gender parity in schools in the district is such that, in some levels there are more boys to girls. The data available indicates that apart from the SHS level that has more girls enrolled in school than the boys, the boys have outnumbered the girls in the pre-sch, primary and JHS levels.

Table 4: Gender parity index

Gender Parity Index	2021	2022	2023	2024
Kindergarten	0.84	0.96	0.9	0.93
Primary	0.82	0.91	0.98	0.96
JHS	0.79	0.87	0.95	0.91
SHS	1.12	1.01	1.02	1.06

The data shows that at the kindergarten, primary and Junior High levels, the rate of girls to boys are 0.93, 0.96 and 0.91 respectively, which indicates the disparity in favor of boys. However, at the Senior High School level, the girl to boy index is 1.06 which indicates more girls to boys. This highlights the need for more programmes in relation to enrolment drives at the respective levels. There are three (3) vocational/technical schools in the district which offer various skills training programmes for both boys and girls. Data available shows that most of

the vocational and skills training offered to women and girls are concentrated on the traditional women's roles of domestic care such as home economics, catering, hair dressing and others. These women may not acquire the needed skills that can lead to better-paying jobs or entrepreneurship opportunities.

2.5.2 Access to Health

Out of a total population of 94,799 in the district, 53,119 individuals are covered by health insurance, representing 56 percent overall, while 41,680 individuals remain uninsured, accounting for 44 percent. 60.6 percent of women (30,374 out of 50,159) are covered, compared with only 51.0 percent of men (22,745 out of 44,640). This indicates that a higher proportion of women have health insurance coverage than men.

Table 5: Coverage of NHIS

Coverage	Male	%	Female	%	Total
Covered	22,745	51.0	30,374	60.6	53,119
Not covered	21,895	49.0	19,785	39.4	41,680
Total	44,640	100.0	50,159	100.0	94,799

Despite this relative advantage, a significant number of women, 19,785 still lack coverage. This gap can exacerbate existing vulnerabilities, as uninsured women may struggle to access essential healthcare services, including prenatal, delivery, and postnatal care, which are critical for their health and that of their children. The disparity also has broader implications for women's economic and social well-being. Women who must pay out-of-pocket for healthcare are more likely to face financial strain, potentially affecting household stability and limiting their ability to engage in productive activities or education. Ensuring comprehensive coverage for women not only promotes their health and empowerment but also contributes to broader family and community well-being.

In the year 2024, a total of 1546 pregnancies were registered across all health facilities in the district. Out of this, 217 representing 14.0% were teenage pregnancies. In addition, the percentage of deliveries attended by skilled health workers from the district stood at just 23.0%, indicating that most deliveries were done at the bigger hospitals due to lack of essential services needed. In the year 2024, the district has seen a low patronage of OPD (Outpatient Department) services leading to OPD per capita of 0.51 instead of a national target of 1.2 for the year. Additionally, there is low immunization coverage. Using Penta-3 as the proxy, the district recorded 76% instead of a national target of 95%. Male involvement in health care services is a priority for the health sector. However, male involvement seen at critical times during service provision is below target. In 2024, male involvement seen at antenatal care was 1,052, while at delivery was 544. Male involvement seen at postnatal care was low with only 285 males seen supporting new mothers. Lack of male involvement can contribute to poor health outcomes for both mothers and newborns, particularly in cases where men are not aware of essential health practices.

2.5.3 Access to Land

Land is a critical asset for rural livelihoods, particularly in agricultural districts like Anloga. Despite their active role in agriculture, rural women in the Anloga District often face challenges accessing and controlling land. In the district, lands are commonly held collectively by chiefs, families, or clans. Women have limited land ownership rights due to a patrilineal land ownership system. A slightly higher percentage of Men-Headed Household (44.8%) generally

have better access to land than the Women-Headed Household (37.1%). Mostly borrowed lands were the major mode through which female-headed households access land for agricultural production in Anloga, which were bedeviled with many challenges such as lack of written documentation, short-term use, frequent dispossession, unfavorable sharecropping terms among others. Limited access to land reduces women's ability to farm effectively. To improve the gender gap on land ownership and the secured use of land for rural households well-being, there is the need to engage traditional authorities to correct some customs that disadvantage women.

2.5.4 Access to Information

Limited access to information, resources and services often create gender-specific vulnerabilities to the impacts of climate change (Mujere, 2016). In the Anloga District, the proportion of men headed households outnumber that of women headed households in access to early warning systems, climate information and information on improved production methods and systems as presented in the table below. For instance, only 12.4% of women headed households have access to climate information services while that of the men headed households stands at 22.3%.

Table 6: Access to information

Access to information – MHH and WHH				
% of households with access to early warning systems	0-100%	MHH = 43.8%	WHH = 41.2%	TT = 42.6%
% of households with access to climate information services	0-100%	MHH = 22.3%	WHH = 12.4%	TT = 17.7%
% of households with access to information on improved production methods and systems	0-100%	MHH = 46.4%	WHH = 37.1%	TT = 42.1%

MHH = Men-Headed Household, WHH = Women-Headed Household

Gender-based inequalities in access to information in the Anloga District are influenced by several factors, including limited access to education and skills training, economic constraints, technology as well as low representation in decision-making. By addressing these challenges and implementing targeted strategies, the district can work towards reducing gender-based inequalities in access to information and promoting more inclusive development.

2.5.5 Access to Financial Services

For many women in the district, access to financial services is a critical challenge. Despite government programs aimed at supporting smallholder farmers, many of the women are excluded from these initiatives due to limited access to formal banking systems, inadequate collateral, or a lack of awareness about available financial products. 12.5% of male headed households have access to credit facilities as compared to 9.3% for female-headed households (CRVA Report_Anloga, 2025).

Also in the credit market, women entrepreneurs in the district fail even to apply for loans because of such factors as low financial literacy, risk aversion, and fear of failure. They lean toward private Susu operators that charge huge interest on their loans.

Legal regulations and customary rules often restrict women's access to and control over assets that can be accepted as collateral, such as land. Women are much less likely to have land titled under their name, even when their families own land, and are less likely than men to have control over land, even when they do formally own it.

2.5.6 Access to Training

Gender-based inequalities in training within Anloga District, reflect broader national challenges in Technical and Vocational Education and Training (TVET). Despite efforts to enhance female participation, significant barriers persist, particularly in male-dominated fields.

In Anloga District, while initiatives like the Skills Training and Apprenticeship Programme (STAP) have empowered a total of 591 women in dressmaking and hairdressing, these programs are focused on traditionally female-dominated fields. However, in other areas, women in female-headed households are especially underrepresented in training due to time constraints, social barriers, or lack of awareness. More often, in most rural communities where opportunities exist for skills training for men and women, women are often occupied in cooking and taking care of household members whereas their male counterparts are engaged in training and other skills learning.

Efforts to encourage women into male-dominated TVET sectors have been implemented through campaigns like "INVEST in Her," which aim to challenge gender stereotypes and promote inclusive education. However, the impact of such initiatives in Anloga District remains under-reported.

Current programmes ongoing in the Anloga District

- National Youth Employment Program (NYEP)/Youth Employment Agency (YEA)
- TVET Reforms and Ghana Skills Development Fund (GSDF)
- Local-Level Programs and NGOs
- NGO-Led Skills Training for Women

In summary, while the district had made strides in providing training opportunities for women, significant gender-based inequalities persist, especially in accessing training in male-dominated fields. Addressing these disparities requires continued efforts to challenge societal norms and provide equal opportunities for all genders in vocational training.

2.6 Unpaid Care Work

Unpaid care work is disproportionately distributed between genders, with women and girls bearing the brunt of the burden, limiting their economic and social participation, impacting their access to education, paid employment, and political representation. Women and girls spend significantly more time on unpaid care work than men and boys. This includes childcare, eldercare, housework, and preparing meals. As primary caregivers, women in Anloga District are disproportionately affected by climate change-induced health risks. Increased prevalence of diseases, like malaria, diarrhea, and respiratory infections due to changing weather patterns, heightens the burden on women who care for sick family members. The youth, while generally healthier, are still vulnerable to health risks associated with outdoor activities. Differently abled individuals face significant barriers in accessing healthcare, particularly during climate-induced emergencies, further exacerbating their vulnerabilities.

2.7 Unequal Impact of Climate Change

The impact of climate change in Anloga District includes low rainfall, tidal waves, salt water intrusion, and high salinity and among others. Flooding especially has had significant impacts on the district, as detailed below:

Economic impact

Most of communities are farming communities. The Akosombo spillage, for instance in the year 2023, caused the lagoon to overflow its banks leading to the flooding of communities

along the lagoon, namely Anyanui, Agbledomi, Atorkor, Srogboe, Whuti, and Anloga township resulting in a significant loss of farmlands and livelihood. Additionally, Trekume, Tregui, Benedzi, Akplorfudzi, Adzato, Azanu, Devegodo, Devenu communities lost their sugarcane farms to the flood. Genui, Alakpla and Tsito were not spared the devastating effects of the floods. They lost their kraal to the floods. In this situation, some of the men have to seek alternatives livelihood options in the bigger cities like Accra and Akosombo. This leaves women with more responsibilities such as taking care of the children, the aged and persons with disabilities.

Impact on Health

During the floods, access to healthcare became difficult. Most of the access roads leading to the health facilities were cut off. Water bodies were contaminated therefore water had to be treated before use. Our health facilities recorded increase cases of skin diseases as a result of the flooding.

Environmental Impact

On the environment, the flooding of refuse dumps, cemeteries and latrines polluted the water bodies. This led to the outbreak of communicable diseases such as skin diseases. Most of the wells were polluted and this affected women because they use water for their daily activities, are responsible for collecting water for their households, and for the practice of personal hygiene. Therefore, the women have to travel long distances in search of clean water.

Social Impact

The flooding in some of our communities led to the displacement of school pupils and teachers, destruction to school facilities, destruction of textbooks, teaching and learning materials, and loss of study time for both teachers and learners.

The devastative effect of Tidal waves has also affected Fuveme and Dzita communities. The entire Fuveme settlement was taken over by the sea hence, the new settlement at the current location, Agorkedzi. There was loss of livelihood. The remnant of the houses in the sea, due to the destruction, remains a challenge to fishing activities in the community. In their quest to find an alternative livelihood, they have resorted to the cutting of mangroves for sale which is a threat to the environment and further intensifies the impacts of climate change.

2.8 Commitment to Gender-Responsive Planning and Budgeting

The Anloga District Assembly has demonstrated its commitment to gender-responsive planning and budgeting through various initiatives including the following;

- Empowerment on Alternative Livelihood under auspices of Agric Department is spearheaded by Women in Agricultural Development (WIAD). Annually, 30% of the total Agric budget is spent on this activity. Additionally, the Agric department has instituted annual training of women in tomatoes puree making, a move to help reduce post-harvest losses while providing additional livelihood empowerment to the women. The Member of Parliament for the Constituency has also allocated part of the MP's Common funds (GHC 10,000.00) annually to support farmers with a greater focus on women in agriculture.
- The Member of Parliament has also implemented initiatives like the Skills Training and Apprenticeship Programme (STAP) which have empowered a total of 591 women in dressmaking, hairdressing, fabrication among others.
- Three (3) percent of the District Assembly's common fund is paid into a dedicated PWDs account to enable persons living with disabilities to engage in socio-economic

activities to support their education, health and training. Out of a total amount of GHC238,996.64 received in 2024, GHC179,171.29 was spent on PWDs.

- As part of the annual national farmers day celebration, award scheme is reserved for women in Agric and persons living with disabilities.
- Stakeholder engagement for the planning and budgeting process involves the inclusion of market women to take views and concerns of women on boards in making the final decision.
- The Assembly has established a desk responsible for championing, advocating and sensitizing the public on women's empowerment issues.
- The Assembly has also mainstreamed issues of women, girls, children and other marginalized groups into its annual plans and budget. This includes programs and projects aimed at achieving gender equity and women empowerment. The Assembly's commitment to gender responsive planning and budgeting is reflected in its membership with the Open Governance Partnership (OGP) program since 2022.

2.9 Key GESI Issues and Gaps

The key Gender Equality and Social Inclusion issues and gaps in the Anloga District are summarized in the table below.

Table 7: Key GESI issues and gaps

Sections	Key GESI Issues	Key Gaps/Challenges	Proposed Actions
Commitment to GESI	Unavailable Temporal Safety Zones	Lack of Temporal Safety Zones	Liaise with Assembly Members and Opinion Leaders to Identify Safety Zones
	Absence of Foster Parents	Inadequate Foster Parents	Create Awareness for Volunteers to be Recruited as Foster Parents
	Unemployed Women engaged in Unpaid Care Work	Inadequate Skill Training and Paid Work for Women	Organize Skill Training with the Support of NGOs
	Out of 434 PWDs, only 179 PWDs have received support for Income Generation Activities (SWCD-Anloga, 2024)	Inadequate Financial and Technical Support for PWDs	Encourage Investors including NGOs to Financially and Technically Support PWDs
	Inadequate mechanism for capturing gender issues	Low level of knowledge in gender analysis among DPCU members	- Train DPCU members in gender analysis tools. - Mainstreaming gender issues in planning and budgeting process - Establish mechanism for recording gender-related expenditure. - Strengthen partnership and NGO involvement
Socio-Cultural Context, including cultural norms	Little or no work for Menstruating Women on the lagoon Limited skilled training for women	- Denying women of their economic activities during menstruation - Traditional gender role often pushes women towards informal or domestic work, discouraging them from pursuing training in non-traditional or technical field	- Introduce livelihood diversification opportunities for women who depend on or cross the lagoon to sustain a living during menstruation. - Diversify training options beyond traditional female roles - Sensitize community to break gender stereotypes
Economic participation	Women with no or limited formal education engaged in fishing rely mostly on traditional methods of fishing	Limited gap in technical and entrepreneurial capacity for women in the fisheries sector	Liaise with appropriate agencies to build capacity of women in entrepreneurship in the fishing sector
	Limited women's participation in fish farming	Lack or inadequate capital to support women in fish farming	- Introduce and attract investors including NGOs to support women with capital - Provide incentive and support services
	Fishery Sector challenged with depleting Stock of Fishes	Lack of enforcement of Bye Laws to protect depleting fish stocks	Enforce Bye Laws to protect depleting fish stocks

Sections	Key GESI Issues	Key Gaps/Challenges	Proposed Actions
	Unpaid care work	• Low participation of men/boys in care works	• Encourage equal participation of boys and girls (men/women) in domestic care works
Political representation, participation in decision-making	Women, youth, and minorities are often excluded from political and leadership roles	• Limited access to campaign resources • Limited political education and leadership training • Fear of criticism and gender-based violence	• Economic empowerment of women, youth and minority groups • Provide leadership training for women, youth and minority groups • Support formal education of the girl-child • Implement affirmative action and gender equality law • Public sensitization on local governance and the need to have women's representation in decision-making • Establish Women's Political Support Networks. • Integrate Leadership into Girls' Education and mentorship Programs • Provide Campaign Support and Financial Assistance
Access to resources and services	Limited access to resources and service	• High rate of illiteracy among women (42.7%) • Gender disparities in education access • Intergenerational cycle of low literacy • Gender gap in schools' enrolment and completion • Limited access to quality education in the rural areas • High dropout rates among teenage girls • Gender segregation in employment • Skills mismatch	• Provide vocational training programmes for young women out of school and women above school-going age • Advocate for girl child education • Establish functional adult literacy programs for women • Offer flexible and accessible learning options • Integrate literacy with practical skills • Expand Access to Inclusive, Quality Education • Support Re-entry Programs for Girls Who Drop-Out • Promote Digital and ICT Literacy Support • Job Creation and Entrepreneurship for Youth and Women
		• Low ANC and skill delivery and family planning • High teenage pregnancy rate • Low immunization coverage • Low OPD per capita	• Carry out ANC outreach programs • Provide essential equipment • Lobby for more midwives • Liaise with necessary stakeholders and NGOs to open laboratory and scan unit for most of the facilities • Awareness creation on the importance of family planning and male involvement

Sections	Key GESI Issues	Key Gaps/Challenges	Proposed Actions
			- Public education on the prevention and the risk of teenage pregnancy - Collaborate with various institutions (DOVVSU, CHRAJ, DSWCD, Court, NCCE) to address issues of teenage pregnancy
		Limited access of women and minority groups to land	- Create land banks for women's groups - Engagement with landowners and clan heads to release land for women - Leasehold agreement for farmland to women
		Limited access of women and minority groups to information	- Greater participation of women in social networks and climate change programs - Establish women centered vocational training hubs
		Inadequate skills training for women and minority groups	- Train women and minority groups in entrepreneurial, vocational and technical skills - Provide start up capitals/kits to women
		- Limited access of women to credit facilities - Lack of collateral and formal documentation - Low financial literacy - Limited presence of financial institution in the rural areas - Gender discrimination and bias - Small loan sizes and high interest - Limited access to capital and business support	- Formation of women's groups to access low-interest credit facilities - Provision of insurance securities for loans granted to women - Provide financial support and start-up kits - Provide financial literacy and business training - Strengthen and support village savings and loan associations - Leverage mobile money and digital financial service - Create Credit linkage after vocational training. - Support Alternative Livelihoods and Green Jobs
Climate Change	Flooding/ tidal waves	Forced displacement of human settlements	- Dredging of the lagoons; river Tordzi and river Volta - Provision of safe haven for flood victims - Prohibition of building on water ways - Enforcement of the bye-law to prohibit sand weaning - Enforcement of building codes - Proper management of solid waste - Resettlement of persons in flood-prone areas - Increase of mangrove restoration activities

Sections	Key GESI Issues	Key Gaps/Challenges	Proposed Actions
		Loss of livelihood	- Provide alternative livelihood (e.g., snail and grasscutter rearing) - Support from central and local government, and CBOs and DPs in cash and/ or kind
		- Pressure on the mental health - Food insecurity and household strain - Inadequate climate change education and training	- Establishment of counselling mechanisms to support victims - Promote Climate-Resilient and Gender-Sensitive Agriculture - Provide Climate and Environmental Education for Women
		- Contamination and pollution of water sources (wells, rivers) - Flooding of latrines	- Provision of Pipe borne water to unserved communities - Construct environmentally friendly latrines - Provide potable refuse containers
	Salt water intrusion/ High salinity	Poor plant growth leading to low crop yield	- Educate farmers on minimum water requirement needed by various crops - Encourage farmers to avoid farming close to the sea
		Loss of income	- Provide alternative livelihood (e.g., snail and grasscutter rearing) - Support from central and local government, and CBOs and DPs in cash and/or kind

2.10 Practical and Strategic GESI Needs

Table 8: Practical vs strategic needs for the District

Practical Gender Needs	Strategic Gender Needs
• Targeted early warning system for climate impacts • Equal access to quality education • Access to livelihood opportunities • Transportation and market access • Sanitation and hygiene facilities • Access to clean water • Quality health care system • Equal access to credit facilities or loans • Support for small-scale farmers in form of incentives • Increase access to agricultural extension officers • Providing vocational training for women and vulnerable groups • Educating women on their rights and leadership roles and important of gender equality	• Economic empowerment and ownership right • Participation in decision-making and leadership • Legal rights and protection from gender-based violence • Sexual and reproductive health rights • Changing cultural and social norms • Increased engagement of women and women led CSOs in government policies, budget and planning decisions • Strategic resource allocation for gender and climate issues • Inclusive decision-making at the national and sub-national level. Increased access to decision-making spaces

2.11 Intersectional Gender Equity and Social Inclusion Strategy

Table 9: Intersectional Gender Equality and Social Inclusion (GESI) Strategy

Impact/ Content area(s)	Priority (1 being highest, 3 being lowest)	District Objective	District Actions	Evidence for Gap or Need, and who will Benefit	Responsible Person/ Department for Meeting the Objective	Partners or Champion Institutions	Indicators/Outputs that can be used to Measure Progress
Climate Adaptation	Priority 1	Risk reduction and prevention	• Dredging of the lagoons; river Tordzi and river Volta • Controlled spillage of the Akosombo dam • Provision of safe haven for flood victims • Prohibition of building on water ways • Enforcement of the bye-law to prohibit sand weaning • Enforcement of building codes • Proper management of solid waste • Resettlement of persons in flood-prone areas • Increase of mangrove restoration activities • Provision of relief items (e.g., fertilizers) • Provide alternative livelihood for the victims especially women (e.g., snail and grasscutter rearing)	Forced displacement of human settlements Loss of farmlands and farm produce	DCE/DCD/MP DCE/DCD Head of works DEHO DCE/DCD/ NADMO Forestry Dept. Chiefs, Assembly members	VRA, Development Institute, SIGRA	• Number of communities affected by floods • Number of climate resilient infrastructure • Reduction in area of farmlands affected by floods • Reduction in cost of damaged/lost produce • Number of early warning systems installed

Impact/ Content area(s)	Priority (1 being highest, 3 being lowest)	District Objective	District Actions	Evidence for Gap or Need, and who will Benefit	Responsible Person/ Department for Meeting the Objective	Partners or Champion Institutions	Indicators/Outputs that can be used to Measure Progress
			Provide early warning systems				
	Priority 1	Supporting economic recovery	- Provide alternative livelihood for the victims especially women (e.g., snail and grasscutter rearing) - Support from central and local government, and CBOs and DPs in cash and/ or kind	Loss of income	WIAD officer, Agric Dept, DCE/ DCD NADMO, MLGCRA, FAO, DPs	DPs, FAO FAO, DPs,	Number of women affected by flood with livelihoods restored
	Priority 2	Increased resilience of citizens prone to flood	Establishment of counselling mechanisms to support victims	Pressure on the mental health	GHS, DSWCD, DEHO	MoGCSP, GES	Number of counselling mechanisms established
	Priority 1	Minimize damage to social infrastructure	- Dredging of the lagoon closer to the market - Design and construction of flood resistance amenities	Flooding of social infrastructure. (Markets e.g., Anyanui and Anloga market)	DCE/DCD/MP Head of works	DPs	Number of social infrastructure affected by flooding
Education	Priority 1	Increase the retention rate of both boys and girls. (Data on retention rate of boys and girls 2023 for Anloga district. Boys 75% and girls 65%).	- Provide vocational training programmes for young women out of school and women above school-going age - Advocate for girl child education - Establish functional audit literacy programs for women - Offer flexible and accessible learning options	- High rate of illiteracy among women (42.7%) - Gender disparities in education access - Intergenerational cycle of low literacy - Gender gap in schools'	District Director of Education, DEOC, PTA, SMC, COHBS	- NGOs (e.g., Right To Play, Pencils of Promise, The Young Shall Grow, Anlo Literary Project, George Tetteh Foundation) - The District Assembly	- Enrolment rate - Attendance rate - Dropout rate - Literacy rate - Completion rate - Graduation rate - Gender parity index - Disability inclusion - Student-teacher ratio

Impact/ Content area(s)	Priority (1 being highest, 3 being lowest)	District Objective	District Actions	Evidence for Gap or Need, and who will Benefit	Responsible Person/ Department for Meeting the Objective	Partners or Champion Institutions	Indicators/Outputs that can be used to Measure Progress
		• Increase the completion rate of boys and girls • Increase the literacy rate of learners • Enhance school infrastructure and resources	• Integrate literacy with practical skills • Expand Access to Inclusive, Quality Education • Support Re-entry Programs for Girls Who Drop-Out • Promote Digital and ICT Literacy Support • Job Creation and Entrepreneurship for Youth and Women	• enrolment and completion • Limited access to quality education in the rural areas • High dropout rates among teenage girls • Gender segregation in employment		• CSOs • Anloga District Health Directorate	
WASH	Priority 1	Increase access to potable water	• Provision of Pipe borne water to unserved communities	• Contamination and pollution of water sources (wells, rivers)	EHSU	DEHU, UNICEF, GHS, NCCE, GES, SIGRA	• Promote hygiene practices among women and children • Prevent water borne/water scarce infections
	Priority 1	Improve solid and liquid waste management	• Provide potable refuse containers • Construct environmentally friendly latrines	• Flooding of latrines	EHSU	EHSU, UNICEF, GHS, NCCE, GES, SIGRA	• No. of open dumps in communities • Improved household latrines • Prevent faeco-oral infections
	Priority 2	Control mosquito and fly breeding	• Identify and eliminate crude dumping and open defaecation sites	• Increase in malaria, of cholera cases	EHSU	SERVICE PROVIDER	• No. of malaria cholera cases

Impact/ Content area(s)	Priority (1 being highest, 3 being lowest)	District Objective	District Actions	Evidence for Gap or Need, and who will Benefit	Responsible Person/ Department for Meeting the Objective	Partners or Champion Institutions	Indicators/Outputs that can be used to Measure Progress
Health	Priority 1	Make maternal health accessible to all women	• Carry out ANC outreach programs • Provide essential equipment and medicines • Lobby for more midwives and CHN • Liaise with necessary stakeholders and NGOs to open laboratory and scan unit in facilities that do not have • Awareness creation on the importance of family planning and male involvement	• Low ANC and skill delivery and family planning	GHS	GHS, WHO, UNICEF, JICA, NCCE, DOVVSU, Media	• Number of pregnant women visiting health facilities within a year • Number of pregnant women delivering in health facilities within the district in a year • Number of women in their fertile age accepting family planning within a year
	Priority 1	Ensure reduction in teenage pregnancy	• Create adolescent health clubs in schools • Public education on the prevention and the risk of teenage pregnancy	• High teenage pregnancy rate	GHS	GHS, WHO, UNICEF, JICA, NCCE, DOVVSU, Media, SIGRA	• Number of teenage girls seen at antenatal clinics within the year
	Priority 1	Increase Immunization coverage	• Organize monthly mop-up, home visits and routine vaccination activities	• Low immunization coverage			• Number of children immunized with the various antigens within the year
	Priority1	Increase OPD attendance	• Organize medical outreaches • Organize public sensitization on the importance of accessing health care	• Low OPD per capita			• Total number of patients that visited the health facilities within the year

Impact/ Content area(s)	Priority (1 being highest, 3 being lowest)	District Objective	District Actions	Evidence for Gap or Need, and who will Benefit	Responsible Person/ Department for Meeting the Objective	Partners or Champion Institutions	Indicators/Outputs that can be used to Measure Progress
Gender Equality	Priority 1	Traditional gender role often pushes women towards informal or domestic work, discouraging them from pursuing training in non-traditional or technical field	• Diversify training options beyond traditional female roles • Sensitize community to break gender stereotypes	• Most of skills training organized in the district focuses on the traditional gender roles thereby hindering women's participation in non-traditional and technical fields	Business Advisory Commission (BAC) National Entrepreneurship and Innovation Programme (NEIP) SWCD/GDO YEA	Dream Big Community Development Program Fafa Ark Foundation George Tetteh Foundation Development Institute SIGRA	• Number of Women Trained in Non-Traditional or technical fields • Number of Non-Traditional or Technical Training Organized
	Priority 1	Women, youth, and minorities are often excluded from political and leadership roles	• Economic empowerment of women, youth and minority groups • Provide leadership training for women, youth and minority groups • Support formal education of the girl-child • Implement affirmative action and gender equality law • Public sensitization on local governance and the need to have	• Women, and youth play critical roles in leadership yet are excluded in political and leadership roles	SWCD/GDO NCCE	Development Institute Dream Big Community Development Programme. SIGRA	Number of Women Engaged in leadership and political roles

Impact/ Content area(s)	Priority (1 being highest, 3 being lowest)	District Objective	District Actions	Evidence for Gap or Need, and who will Benefit	Responsible Person/ Department for Meeting the Objective	Partners or Champion Institutions	Indicators/Outputs that can be used to Measure Progress
			women's representation in decision-making • Establish Women's Political Support Networks. • Integrate Leadership into Girls' Education and mentorship Programs • Provide Campaign Support and Financial Assistance				
Gender- Based Violence	Priority 1	Increase awareness and education on gender-based violence in the district	• Conduct regular community sensitization programs to educate both men and women about gender-based violence, its forms and consequences	• Reported cases from DOVVSU, and Social Welfare	SWCD/GDO DOVVSU CHRAJ Court	Assembly Members Chiefs Opinion Leaders Unit Committee Community Members	Number of Cases Reported Number of Cases Recorded
	Priority 2	Strengthen Community Based reporting mechanisms	• Establish safe, confidential and accessible reporting systems in Anloga including community watchdog committee or toll-free hotlines	• Unreliable community-based reporting systems			

3. Conclusion

The development of this Gender Equality and Social Inclusion Strategy for Anloga District represents a critical step towards creating a more just, equitable and inclusive society. The issues identified ranging from unequal access to resources, limited representation in decision-making, economic exclusion, inadequate healthcare and education access, to the disproportionate impact of climate change are not just statistical gaps but lived realities that many women, girls, persons with disabilities and other marginalized groups in the district face daily.

What this strategy offers is not just a policy document, but a people-centered roadmap. It reflects the voices of the community, especially those who are often unheard. It is a call to action for duty bearers, traditional authorities, community leaders, development partners and citizens alike to work together toward inclusive governance, responsive budgeting and transformative change.

By institutionalizing the actions and priorities outlined in this GESI strategy and fostering partnerships that put inclusion at the heart of development, Anloga District can become a model for inclusive local governance. The future we envision is one where girls finish school with confidence, women lead in decision-making spaces, persons with disabilities participate fully in public life, and all individuals live free from violence and discrimination.

List of Participants

Name	Sex	Designation
Wisdom Kwakuvi Attigah	Male	District Planning Officer
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Franklin Kwaku Agbove	Male	District Director of Agriculture
Sylvester Deku	Male	Head, Department of Social Welfare and Community Development/Gender Desk Officer
Wisdom Vidzro	Male	Assistant Planning Officer
Wilfred Anokye Aidoo	Male	District Statistician
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Paul Adzayi-Kuwor	Male	Assistant Engineer
Godwin Dogbe	Male	District Environmental Health Officer
Gloria Agbofa	Female	District Public Health Nurse
Dominic Dzanado	Male	District Director of Education

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