



# **LA NKWANTANANG-MADINA MUNICIPAL ASSEMBLY (LaNMMA)**

## **GENDER EQUITY POLICY**

**DECEMBER, 2025**

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## **LIST OF ABBREVIATIONS AND ACRONYMS**

GEC	Gender Equity Committee
GFPs	Gender Focal Persons
HR	Human Resource
LaNMMA	La Nkwantanang-Madina Municipal Assembly
MCE	Municipal Chief Executive
MEL	Monitoring Evaluation and Learning
MTDP	Medium-Term Development Plan
SDG	Sustainable Development Goal

## **EXECUTIVE SUMMARY**

The La Nkwantanang-Madina Municipal Assembly (LANMMA) considers gender equity as a fundamental imperative for inclusive and sustainable local development. This Gender Equity Policy offers a comprehensive framework to ensure that all persons: women, men, girls, boys, and diverse gender groups enjoy equal rights, representation, opportunities, and equitable access to municipal resources and services.

The policy aligns with Ghana's Affirmative Action (Gender Equity) Act, 2024 (Act 1121), the Local Governance Act, 2016 (Act 936), the National Gender Policy, and relevant international conventions subscribed by Ghana. It aims to embed gender equity into the Assembly's structures, planning, budgeting, human resource processes, and service delivery mechanisms.

This policy is guided by principles of equity, inclusiveness, transparency, accountability, non-discrimination, and sustainability. It establishes the Gender Equity Committee (GEC) to coordinate and oversee implementation, supported by Gender Focal Persons (GFPs) appointed in each department.

Strategies for implementation focus on enhancing women's representation in leadership and decision-making, promoting gender-responsive planning and budgeting, strengthening institutional capacity, ensuring gender-sensitive public service delivery, and improving monitoring and evaluation systems. The policy also includes an implementation plan with timelines, responsible institutions, and resource requirements.

To address potential risks such as low institutional buy-in and cultural resistance, the policy outlines mitigation measures including community sensitization, capacity building, and stakeholder engagement. A communication strategy ensures widespread awareness, while monitoring and review mechanisms support accountability and continuous improvement.

Overall, this Gender Equity Policy strengthens LANMMA's commitment to fairness, improved governance, and inclusive development - ensuring that gender equity becomes a central pillar of the municipality's transformation agenda.

## **ACKNOWLEDGEMENT**

Preparing a policy to serve the interest of a wider range of stakeholders can be overly challenging. For this reason, the contribution of the Assembly's Gender Equity Policy (GEP) Preparation Team and relevant stakeholders of the document cannot be taken for granted.

The GEP Team led by Pln. Frederick Asiamah (Municipal Planning Officer) and supporting staff from the Municipal Planning Co-ordinating Unit (MPCU) particularly Mr. Samuel Ackon and Miss Miklin Anguah-Mante extend their profound gratitude to the Municipal Chief Executive (Hon. Ibrahim Faila Fousseini) and Madam Abena Kwesiwa Kyei, the Municipal Co-ordinating Director for their immense support to the process.

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We remain eternally grateful to the Almighty God for His divine sustenance and the renewed strength that enabled the GEP Plan Preparation Team Members to endure the long sittings to deliver the assignment in a record time. Without Him, the completion of the assignment would not have seen the light of day.

It is the firm conviction of the Gender Equity Policy Preparation Team that the effective collaboration exhibited by stakeholders would be sustained to ensure the optimum roll-out of the Gender Equity Policy to serve the intended purpose.

## **CHAPTER ONE**

### **1.0 Background and Legal Context**

This Gender Equity Policy of La Nkwantanang-Madina Municipal Assembly (LaNMMA) has been formulated in line with the Assembly's mandate under the Local Governance Act, 2016 (Act 936) as a commitment to fulfilling and promoting the roll-out of the Affirmative Action (Gender Equity) law 2024, (Act, 1121) and more importantly, the United Nations Sustainable Development Goals (SDGs), specifically SDG 5. This Gender Equity Policy provides a framework to ensure that women, men, girls, boys and persons of all gender identities have equal rights, opportunities, responsibilities and access to resources and services

The Affirmative Action (Gender Equity) Act 2024, (Act, 1121) that received Presidential assent on 11<sup>th</sup> September, 2024 enjoins Public institutions (Metropolitan, Municipal and District Assemblies inclusive, and Private Establishments respectively in Ghana to take necessary actions within twelve months of the coming into force of the law to prepare their respective Gender Equity Policy and Plans to provide strategic roadmap for gender inclusion at their level, and for onward submission to Ministry of Gender, Children and Social Projection for monitoring and evaluation purposes.

On the basis of the afore-mentioned legal obligation, LaNMMA's Gender Equity Policy has been crafted through a bottom-up participatory approach to satisfy the relevant legal requirements and promote inclusive development.

This Policy aligns with the Affirmative Action (Gender Equity) Act, 1121, Ghana's national gender policy frameworks, and international conventions ratified by Ghana.

#### **1.1.1 Vision**

A gender-equitable municipality where all persons enjoy equal opportunities, representation, and benefits in governance and development.

#### **1.1.2 Mission**

To mainstream gender equity into the Assembly's planning, budgeting, administration, recruitment, service delivery, and community engagement processes to ensure inclusive and sustainable development.

### **1.2 Policy Objectives**

The key policy objectives include the following:

- To promote equitable representation and participation of women and marginalized gender groups in decision-making at all levels.
- To integrate gender-responsive planning and budgeting into all municipal programmes and activities.
- To ensure gender-responsive and inclusive public service delivery.
- To strengthen institutional capacity on gender analysis, gender mainstreaming, and gender impact assessments.

- To establish monitoring, reporting, and accountability systems for tracking gender equity progress.

### **1.3 Guiding Principles**

The Guiding Principles of the Policy include:

- Equity: Addressing gender-specific needs and barriers using targeted interventions.
- Inclusiveness: Ensuring meaningful participation of women, youth, and vulnerable groups.
- Transparency: Open access to gender data, decisions, and resource allocation.
- Accountability: The Assembly is responsible for ensuring gender commitments are met.
- Non-discrimination: No person shall be denied access or opportunity based on gender.
- Sustainability: Embedding gender equity as a long-term institutional standard.

## **CHAPTER TWO**

### **2.0 Institutional Framework**

#### **2.1.1 Gender Equity Committee (GEC)**

A dedicated committee shall be established to oversee implementation of this policy. The GEC shall:

- Review all Departmental plans for gender responsiveness.
- Monitor compliance with gender equity requirements.
- Receive reports from gender Focal Persons.
- Prepare an annual Gender Equity Report for submission to the Municipal Chief Executive and General Assembly.

#### **2.1 Gender Focal Persons (GFPs)**

Each Department/Unit shall designate a Gender Focal Person responsible for:

- Integrating gender considerations into Departmental work.
- Collecting and reporting sex-disaggregated data.
- Liaising with the Gender Equity Committee.

### **2.2 Strategies and Key Actions**

#### **2.2.1 Enhancing Participation and Representation**

Participation and representation shall be facilitated through the under-listed strategies:

- Implement affirmative action strategies in line with Act 1121, ensuring increasing representation of women in committees, boards, statutory bodies, and leadership roles.
- Create mentorship and leadership programmes for women and girls in the municipality.

#### **2.3 Gender-Responsive Planning and Budgeting**

Prime focus will be on the following:

- Conduct gender needs assessments for all sectors during planning cycles.
- Allocate budget lines for gender-focused interventions.
- Incorporate gender indicators in programme and project monitoring.

#### **2.4 Capacity Building**

Capacity of the Municipal development actors shall be built through a variety of avenues including:

- Provision of regular training for staff, Assembly Members, and community stakeholders on gender mainstreaming.
- Mobilisation of residents for community engagement sessions on gender rights, equality, and the Affirmative Action Act.

#### **2.5 Inclusive Service Delivery**

For maximum impact, service delivery are modelled along the following:

- Ensure public infrastructure (sanitation, markets, transport, education and health) meets gender-specific needs.
- Support economic empowerment programmes for women and vulnerable gender groups.
- Ensure safe, accessible, and gender-sensitive public spaces.

## **2.6 Monitoring, Evaluation, and Learning (MEL)**

Lessons from the Monitoring and Evaluations to be conducted through a systematic process will be used to improve future interventions:

- Develop gender equity indicators and reporting templates.
- Conduct annual gender audits.
- Hold quarterly review meetings of the Gender Equity Committee.

## CHAPTER THREE

### 3.0 Implementation Plan (Summary)

Highlights of the Implementation Plan:

- Activity Timeline Responsible Unit Resources
- Establish GEC Month 1 MCE, General Assembly Administrative support
- Appoint Gender Focal Persons Month 1–2 Departmental Heads Internal directives
- Gender Needs Assessment Month 2–4 Planning Dept., GEC Survey tools, logistics
- Gender Budgeting Training Month 3–6 Finance Dept., HR Training facilitation
- Annual Gender Report Annually GEC Data collection tools
- Community Sensitization
- Continuous Social Welfare & Community Development Materials, transport

### 3.1 Risk Analysis and Mitigation

Potential Risk Mitigation Measure:

- Low institutional buy-in (Early sensitization and leadership engagement)
- Limited capacity for gender analysis (Partner with NGOs, training institutions)
- Budget constraints (Integrate gender actions into ongoing programmes; seek external support)
- Cultural and social resistance (Continuous public education; engage traditional/religious leaders)

### 3.2 Communication Strategy

Range of Strategies:

- Disseminate the policy through community durbars, local radio, Assembly meetings, and digital platforms.
- Produce simplified versions of the policy for public use.
- Engage civil society organisations, youth groups, women’s associations, and traditional councils to create awareness.

### 3.3 Monitoring and Review

Monitoring and Review Arrangement:

- The Gender Equity Committee shall submit quarterly monitoring updates and an annual Gender Equity Report.
- The policy shall be reviewed every three (3) years or aligned with the Medium-Term Development Plan cycle.
- Stakeholder input shall be incorporated during reviews.

### 3.4 Conclusion

This Gender Equity Policy demonstrates the Assembly’s commitment to promoting fairness, equal opportunities, and inclusive development. Its effective implementation will strengthen governance, enhance service delivery, and empower all genders within the La Nkwantanang–Madina Municipality.

Approved by:

The General Assembly of La Nkwantanang–Madina Municipal Assembly

**Date: 31/12/2025**