



LA NKWANTANANG-MADINA MUNICIPAL ASSEMBLY (LaNMMA)

GENDER EQUITY PLAN (2026-2029)

DECEMBER, 2025

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LIST OF ABBREVIATIONS AND ACRONYMS

CHRAJ	Commission on Human Rights and Administrative Justice
CSOs	Civil Society Organisations
DACF	District Assemblies Common Fund
GBV	Gender- Based Violence
GDD	Gender-Disaggregated Data
GEC	Gender Equity Committee
GEP	Gender Equity Plan
GRB	Gender Responsive Budgeting
ISD	Information Services Department
MFI	Micro-Finance Institutions
MHM	Menstrual Hygiene Management
MPCU	Municipal Planning Co-ordinating Unit
NCCE	National Commission for Civic Education
NGOs	Non-Governmental Organisations
NPMO	Non-Profit Making Organisation
WASH	Water, Sanitation and Hygiene

EXECUTIVE SUMMARY

The La Nkwantanang-Madina Municipal Assembly (LaNMMA) is unwavering in its commitment to achieving inclusive and sustainable development, recognizing that gender equality is not merely a social objective but a critical driver of progress. This Gender Equity Plan (GEP), covering 2026-2029, serves as the strategic roadmap for systematically addressing persistent gender inequalities within the Municipality. It aligns fully with national policy frameworks, including the National Gender Policy (2015), supports the principles of the Affirmative Action Bill, and is essential for localizing Sustainable Development Goal 5 (Gender Equality).

The GEP's Vision is to create an inclusive Municipality where all residents, regardless of gender, enjoy equal rights, access to resources, and opportunities for participation and leadership.

The plan is structured around five strategic priority areas, each with measurable objectives for the 2026-2029 cycle:

- ❖ **Governance & Leadership:** Increase female representation in local governance structures (Assembly, Unit Committees) by 30% through targeted sensitization and capacity building.
- ❖ **Economic Empowerment:** Enhance access to formal credit, skills training, and markets for at least 500 women concentrated in vulnerable informal sector activities.
- ❖ **Social Protection & Justice:** | Reduce gender-based violence (GBV) and improve the accessibility and efficacy of social safety nets and legal support services.
- ❖ **Infrastructure & Environment:** Ensure that 100% of new public facilities incorporate gender-responsive designs, focusing on safety, lighting, and MHM-friendly WASH facilities.
- ❖ **Gender Roles & Relations:** | Implement community-based campaigns, in partnership with traditional and religious leaders, to challenge discriminatory social norms and promote shared responsibilities.

To realize these objectives, LaNMMA will execute the following high-impact key interventions:

- ❖ **Institutionalization:** Establish a dedicated Gender Equity Desk within the Municipal Administration to coordinate, monitor, and audit gender mainstreaming across all departments.
- ❖ **Financial Inclusion:** Partner with Micro-Finance Institutions (MFIs) to provide customized micro-credit and financial literacy programs for women traders, leveraging the DACF Responsive Factor Grant.
- ❖ **Safety Infrastructure:** Systematically map out and install solar-powered streetlights in high-risk 'dark spots' to enhance security and mobility for women and girls at night.
- ❖ **Capacity Building:** Implement advocacy and mentorship programs targeted at young women and Unit Committee members to prepare them for leadership roles.

The success of the GEP hinges on robust accountability mechanisms:

- ❖ **Implementation Oversight:** The reconstituted Gender Equity Committee (GEC) will provide quarterly oversight and guidance, reporting directly to the Municipal Planning Coordinating Unit (MPCU).
- ❖ **Gender-Responsive Budgeting (GRB):** LaNMMA commits to institutionalizing GRB principles, ensuring that budgetary allocations explicitly address gender gaps and that expenditures are tagged and tracked for transparency.

- ❖ **Monitoring and Data:** All departments must collect and use Gender-Disaggregated Data (GDD) for project design and reporting, facilitating a Mid-Term Review in 2027 and a comprehensive End-of-Term Evaluation in 2029.

The La Nkwantanang-Madina Municipal Assembly is dedicated to ensuring this GEP translates policy commitments into tangible, measurable improvements in the lives of all residents, making gender equity a lived reality by the close of 2029.

ACKNOWLEDGEMENT

It takes a team to prepare and implement a workable plan. The existence of this Gender Equity Plan of the Assembly is undoubtedly the result of effective stakeholder endeavour.

On the basis of this, the Assembly's Gender Equity Plan (2026-2029) Preparation Team respectfully acknowledge the co-operation enjoyed from the under-listed personalities, and hereby extends its profound gratitude. The team is first and foremost, appreciative of the support of Hon. Ibrahim Fousseini Faila, the Municipal Chief Executive and Madam Abena Kwesiwa Kyei (Municipal Co-ordinating Director) for their invaluable support.

In the same spirit of gratitude, the team is thankful to the Municipal Planning Officer (Pln. Frederick Asiamah) and his assistants – Mr. Samuel Ackon and Miss Miklin. Anguah-Mante for their unwavering commitment to the assignment.

We must of necessity acknowledge the Convener of the Development Planning Sub-Committee of the Assembly (Hon. Halid Wahab), the Hon. Presiding Member and all other Hon. Members of the Assembly, the Municipal Planning Coordinating Unit (MPCU), Zonal Councils, Traditional Leaders, Civil Society Organizations, and the residents of La Nkwantanang-Madina for their invaluable input and commitment to gender mainstreaming.

It is also worth recognizing the unique co-operation of Madam Patience Parimah, the Municipal Budget Analyst, and the Municipal Finance Officer - Madam Flora Baah.

CHAPTER ONE BACKGROUND TO THE PLAN

1.0 Introduction

This chapter presents a brief introduction to the La Nkwantanang-Madina Municipal Assembly's Gender Equity Plan (2026-2029) with the relevant legal context and focus.

1.1 Background to the Plan

This Gender Equity Plan has been formulated to give practical effect to the implementation of the Affirmative Action (Gender Equity) Act, 2024 (Act 1121) and the Assembly's Gender Equity Policy which are all geared towards promoting women's participation in all spheres of society while simultaneously bridging the gender inequality gaps in politics, economy, education and social life.



CHAPTER TWO

PROFILE OF LA NNKWANTANANG-MADINA MUNICIPALITY

2.0 Introduction

This chapter focuses on the Profile, Vision and Mission of the Municipality and the prevailing baseline situation as well as the Rationale of the Gender Equity Plan (GEP).

2.1 Municipal Profile

The La Nkwantanang-Madina Municipality created on 15th March 2012 by LI 2131 has Madina as its administrative capital. The Assembly has 2 Zonal Councils, 15 Electoral Areas, 22 Communities as well as 15 Unit Committees. The projected population of the Municipality in 2025 is 248,335 with 121,684 Males (49%) and 126,651 Females (51%). Approximately 84% of the residents reside in urban areas whereas 16% live in the rural/peri-urban settlements. Per the 2021 Population and Housing Census Report, the youth constitutes 43.7% of the population. Out of this percentage, males represents 49% while females form 51%

The La Municipal Assembly (LaNMMA) has 16 Decentralized and 6 Non-Decentralized Departments and Agencies have a total staff strength of 300 (comprising of 152 males and 148 female.

LaNMMA is characterized by a dynamic mix of urban and peri-urban settlements. Demographic data indicates persistent disparities in access to economic resources, leadership positions, and safety, which disproportionately affect women and marginalized groups. For instance, a significant portion of the female labour force is concentrated in the informal economy, particularly in the Madina Market area, often lacking social protection and access to formal finance.

2.2 Vision

A gender-responsive and inclusive Municipality where all residents, regardless of gender, have equal access to opportunities and resources for sustainable development and an improved quality of life.

2.3 Mission

To mainstream gender equity across all LaNMMA's planning, budgeting, project implementation, and monitoring processes over the 2026-2029 period, ensuring all policies and programmes systematically benefit women, men, boys, and girls equitably.

The attainment of gender equality and equity in political, social and economic development systems and outcomes has been a major preoccupation of the Municipality over the years. This is against the background of the conviction that balanced and sustainable development cannot be achieved without deliberate gender equality and mainstreaming initiatives. The Assembly has over the years been designing and promoting appropriate technologies and strategies to meet the needs of all sexes particularly women. There has been conscious effort to increase women participation in planning, implementation, monitoring, evaluation and reporting of the Assembly's development interventions. Well-targeted inclusion of women in leadership roles, access to credit, design and implementation of gender-friendly infrastructural programmes and projects, insistence of gender disaggregated sector reporting among other initiatives had featured prominently in the Assembly's developmental drive. Despite the sterling performance, review of interventions in the last four years reveals the following gaps:

- ❖ Insufficient representation of women in leadership roles
- ❖ Inadequate funding for gender-related activities as way of promoting economic empowerment of women.
- ❖ Significant number of women engaged in unpaid work due to their traditional role as housewife and managers of homes.
- ❖ Limited access to loans by women and other economic opportunities besides commerce.
- ❖ Socio-cultural norms inhibiting gender equality
- ❖ Existence of facilities that are not gender-sensitives or does not take into account the needs of all sexes.
- ❖ Limited access to gender disaggregated data for planning, policy decision-making.

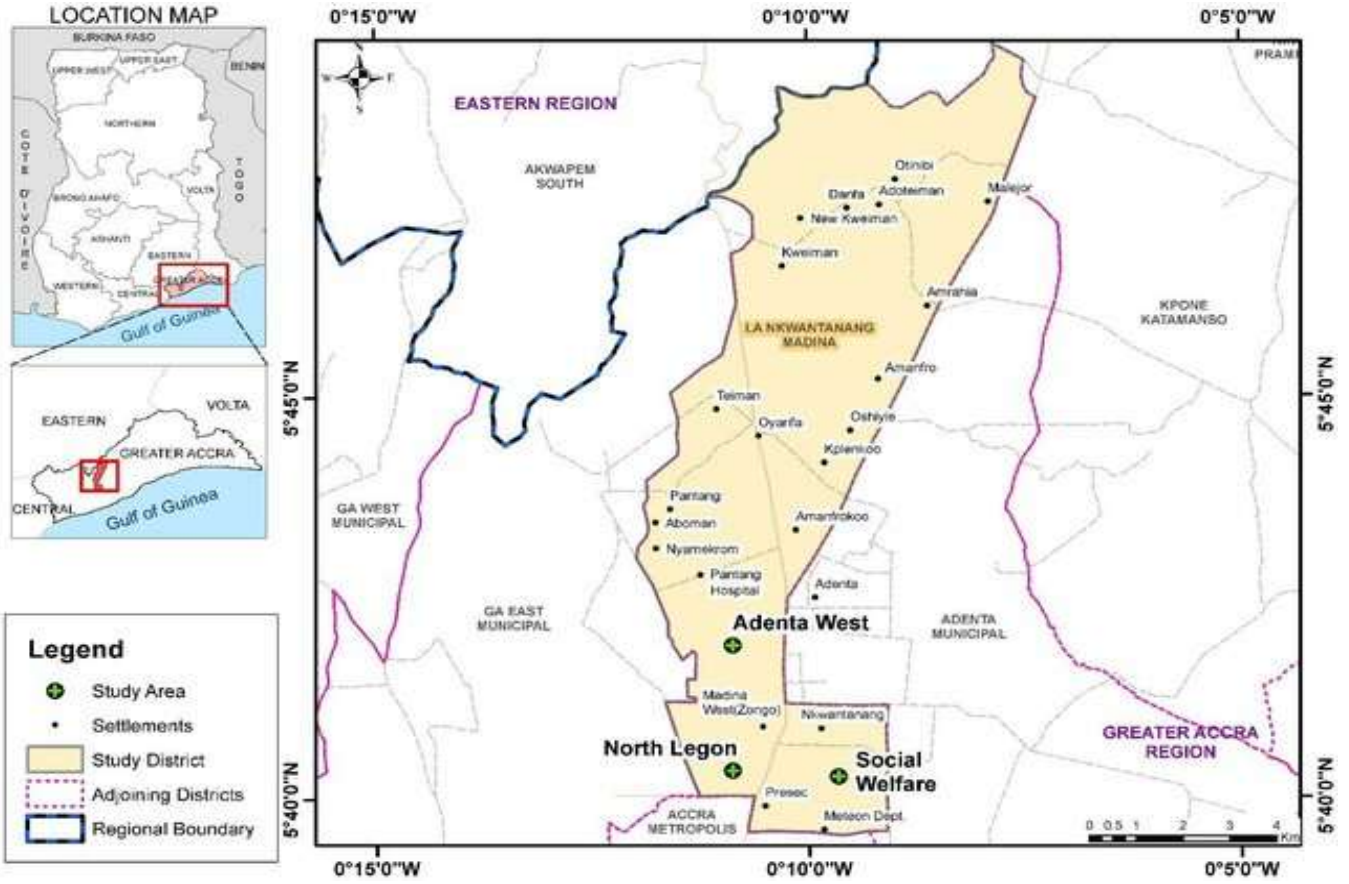
Given the existing challenges, the MTDP (2026-2029) intends among other things to:

- ❖ Undertake public sensitization on the need for gender mainstreaming and enhancement of the populace understanding of the varied gender needs that exist in the Municipality and ought to be addressed with different strategies.
- ❖ Promoting change in socio-cultural norms that inhibit gender equality
- ❖ Advocating administrative directive on a special package or reservation of poverty alleviation funds to service women’s enterprises or applicants.
- ❖ Advocate gender-balance in the appointment of 30% membership of the General Assembly and adequate women representation on statutory committees, sub-committees and public boards
- ❖ Encouraging women artisans and traders to form associations for easy access to information and other forms of support.
- ❖ Advocate the quantification and inclusion of unpaid work in the computation of Gross Domestic Product (GDP) to enhance public appreciation of the contribution of women to national development.
- ❖ Encouraging gender disaggregated data on development interventions and services
- ❖ Lobbying for increased funding for gender mainstreaming activities
- ❖ Conducting training to enhance capacities in gender mainstreaming and equality in development
- ❖ Strengthening the M&E System to effectively track progress of gender mainstreaming.

2.4 Rationale

The imperative for this GEP is driven by the need to localize and operationalize national policy goals. This plan directly aligns with the National Gender Policy (2015), supports the principles outlined in the Affirmative Action Act, 2024(Act 1121)), and contributes to the 2026-2029 Medium-Term National Development Policy Framework focusing on inclusive growth. By adopting this GEP, LaNMMA commits to systematically addressing gender inequality as a planning priority, not an optional add-on.

ADMINSTRATIVE MAP OF LA NKWANTANANG-MADINA MUNICIPALITY



CHAPTER THREE

3.0 Introduction

This Chapter provides the core Guiding Principles of the Assembly's GEP.

3.1 Guiding Principles

The execution of this plan will be governed by the following core principles:

- ❖ **Gender Mainstreaming:** Gender considerations must be integrated into the design, implementation, and evaluation of all departmental policies and projects, from sanitation to revenue generation.
- ❖ **Equity and Social Inclusion:** Specific attention will be paid to the needs of the most vulnerable and marginalized groups, including women with disabilities, female head porters (kayayei), and adolescent girls.
- ❖ **Accountability and Transparency:** Clear performance targets and public reporting mechanisms will be established to hold departments accountable for gender results.
- ❖ **Participation:** The Assembly will promote and ensure the full and effective participation of women, men, boys, and girls in community-level decision-making processes, especially through the Unit Committees and Zonal Councils.

CHAPTER FOUR

4.0 Introduction

This Chapter highlights Gender Gap Assessment of the Assembly, the Governance and Leadership Outlook and more importantly, the Economic Empowerment and Livelihoods situation.

4.1 Gender Gap Assessment in LaNMMA

A thorough assessment highlights critical gender gaps within the Municipality, demanding targeted interventions over the 2026-2029 period.

4.2 Governance and Leadership

There is a clear under-representation of women in formal local governance structures.

- ❖ Gaps: Women's participation as elected and appointed members of the Municipal Assembly and in leadership roles within the Zonal Councils remains significantly low. This limits the integration of women's specific needs and perspectives into key legislative and resource allocation decisions.
- ❖ Data: Current records show that the ratio of female to male Assembly Members falls significantly below the national aspirational targets for gender parity. Furthermore, leadership of Unit Committees is overwhelmingly male-dominated.
- ❖ Impact: Policies, such as market revenue collection and infrastructure development, may overlook the specific challenges faced by female market leaders and traders.

4.3 Economic Empowerment and Livelihoods

Economic vulnerability is highly gendered, limiting women's ability to move out of poverty.

- ❖ Gaps: A majority of women are concentrated in the informal sector (e.g., petty trading, food processing) which offers low income, no social security, and poor working conditions. Women often lack collateral and formal training, hindering access to affordable credit and entrepreneurial skills necessary for scaling up their businesses.
- ❖ Data: Less than 10% of registered businesses in the formal sector within LaNMMA are officially women-owned and managed, suggesting major barriers to formalization.
- ❖ Impact: This economic dependency exacerbates domestic power imbalances and limits the Municipality's overall productivity and tax base.

CHAPTER FIVE

5.0 Introduction

This Chapter is devoted to analysis of the Gender Situation with emphasis on the existing Gender Gaps.

5.1 Social Services and Infrastructure

The provision of municipal services and infrastructure often fails to account for gendered needs and safety concerns.

- ❖ Gaps:
 - WASH: Inadequate provision of segregated and hygienic Water, Sanitation, and Hygiene (WASH) facilities in public spaces, particularly in schools and markets, posing major Challenges for women and girls, especially regarding Menstrual Hygiene Management (MHM).
- ❖ Safety: Poorly lit streets and public paths in certain areas (e.g., surrounding transport terminals) increase the risk of Gender-Based Violence (GBV), harassment, and insecurity for women travelling, especially during early morning or late evening hours.
- ❖ Justice: Access to psycho-social and legal support for survivors of domestic violence is often fragmented and difficult to navigate.
- ❖ Data: Surveys indicate a high prevalence of reported sexual harassment cases in specific unlit areas. Only 40\% of basic schools have functioning, gender-segregated MHM facilities.
- ❖ Impact: Fear of violence restricts women's mobility, access to economic opportunities, and participation in night meetings or extended market hours.

CHAPTER SIX

6.0 Introduction

This Chapter offers insight into the Strategic Objectives of the GEP and Prioritized Interventions to achieve the set objectives including a 4-year annualized action plans.

6.1 Governance and Leadership

6.1.1 Strategic Objectives and Interventions

The strategic objectives for 2026-2029 are organized around the core pillars of the National Gender Policy.

6.1.2 Strategic Objective

Increase women's participation in local governance and decision-making by 30% over the plan period.

Advocacy for Parity: Collaborate with political parties and community leaders to sensitize communities on the importance of the Affirmative Action Bill to promote female candidates in Assembly and Unit Committee elections.

6.1.3 Key Interventions

[Institutional Strengthening: Establish a permanent Gender Equity Desk within the Central Administration, tasked with coordinating and auditing all gender-responsive activities across departments. |

6.1.4 Capacity Building: Implement a formal mentorship program that pairs experienced leaders with young women aspiring to hold leadership roles at the Zonal and Municipal levels. |

6.2 Economic Opportunities

Strategic Objective: Enhance access to credit, skills, and markets for 500 women in vulnerable economic activities.

6.2.1 Key Interventions

Financial Inclusion: Partner with Micro-Finance Institutions (MFIs) to provide affordable, flexible micro-credit, business advisory services, and financial literacy training tailored for women traders in the major markets. |

6.2.2 Skills Diversification: Train 200 young women in non-traditional technical and vocational skills (e.g., tiling, electronic repair, solar installation) to break gender stereotypes in the labour market.

6.2.3 Resource Allocation: Ring-fence a percentage of the District Assembly Common Fund-Responsive Factor Grant (DACF-RFG) specifically to support women's economic groups and cooperatives for equipment acquisition. |

6.3 Strategic Objectives and Interventions (Commitment III & IV)

6.3.1 Social Protection and Justice

Strategic Objective: Reduce gender-based violence (GBV) and improve access to justice and social safety nets for vulnerable groups.

6.3.2 Key Intervention

6.3.3 Awareness and Prevention: Collaborate with the Domestic Violence and Victim Support Unit (DOVVSU) and Civil Society Organizations to organize quarterly community durbars on spousal rights, child protection, and the illegality of domestic violence. |

6.3.4 Inclusion Audit: Ensure that all LaNMMA social interventions (e.g., Livelihood Empowerment Against Poverty, support to Persons with Disability) are fully gender-disaggregated, accessible, and inclusive, especially for female-headed households.

6.3.5 Rehabilitation Support: Establish a clear referral pathway linking GBV survivors to psycho-social counselling, temporary shelter, and legal aid services.

6.4 Infrastructure and Environment

Strategic Objective: Promote gender-responsive infrastructure planning and access to quality social services.

6.4.1 Key Interventions

6.4.2 WASH Compliance: Mandate the Works Department to incorporate gender-segregated and MHM-friendly WASH facilities in the design and construction of all new market, lorry station, and school infrastructure projects.

6.4.3 Safety and Security: Map identified 'dark spots' in high-traffic areas and strategically install solar-powered streetlights to improve safety for women and girls at night, in consultation with local residents.

6.4.4 Health Access: Support the Department of Social Welfare and Community Development (DSWCD) to organize regular Adolescent Reproductive Health and Career Guidance sessions in collaboration with the Ghana Health Service (GHS) in all Zonal Councils.

6.5 Gender Roles and Relations

Strategic Objective: Challenge discriminatory social norms and promote shared responsibilities in the home and community.

6.5.1 Key Interventions

Community Dialogue: Partner with traditional leaders (Chiefs, Queen Mothers) and religious bodies to host community dialogues on challenging harmful gender stereotypes, focusing on men's roles in childcare, domestic work, and promoting girls' education.

6.5.2 Role Model Campaign: Launch a ‘HeForShe’ or similar campaign targeting male youth, community leaders, and market association executives to champion gender equality and non-violence.

6.5.3 Media Advocacy: Utilize local radio, community information centres, and social media platforms to disseminate messages that promote equal opportunities and non-discriminatory practices.

ANNUAL ACTION PLANS FOR THE PLAN PERIOD 2026-2029

2026 ANNUAL ACTION PLAN

Objective 1: Attain gender equality and equity in political and social development, strengthen mainstreaming, coordination and implementation of gender related interventions in all sectors. etc. SDG 5												
Programme 1: Social Service Delivery												
Project	Location	Time-Frame				Cost			Project Status		Implementing Agency/Department	
		Q1	Q2	Q3	Q4	GoG	IGF	Others	New	Ongoing	Lead	Collaborating
Organize 1-Day Workshop to Train Key Staff and Assembly Members on Gender Equity and Mainstreaming	Madina					-	8,790.00	-	√	-	DSWCD	HR Dept., Central Admin Dept., Dept of Gender ,NCCE, ISD, Zonal Councils, NGOs/NPM Os, CSOs etc.
Collect Gender Disaggregated Data on Staffing in the Decentralized and Non.-Decentralized Departments of the Assembly for Decision-making	Madina					-	2,000.00	-	√	-	DSWCD	Dept. of Statistics, Central Admin Dept., Dept of Gender - Accra, ,NCCE, ISD etc.

Conduct 2No. Community-Level Fora on Zonal Council Basis to Sensitize Community Members on Gender Equity and Mainstreaming and the Need for Women to Avail themselves for Leadership Positions	Madina, Oyarifa					-	26,210.00	-	√	-	DSWCD	HR Dept., Central Admin Dept., Dept of Gender ,NCCE, ISD,Zonal Councils, NGOs/NPM Os, CSOs etc.
Undertake Continuous Advocacy to Promote Gender-Responsive Budgeting in the Assembly's Composite Budgeting Process	Municipal-Wide Madina, Oyarifa, Danfa, Kweiman, Pantang					-	6,000.00	-	√	-	DSWCD	HR Dept., Central Admin Dept., Dept of Gender ,NCCE, ISD, Zonal Councils, NGOs/NPM Os, CSOs etc.
Monitor the Experiences of Women in Decision-making Positions	Municipal-wide					-	4,000.00	-	√	-	DSWCD	Central Admin Dept., Dept. of Gender ,NCCE, CHRAJ, ISD, Zonal Councils, NGOs/NPM Os, CSOs etc.

Support the Management of Missing Persons including Children during Contact Tracing	Municipal-wide					-	9,000.00	-	√	-	DSWCD	Central Admin Dept., Dept. of Gender ,NCCE, CHRAJ, ISD, Zonal Councils, NGOs/NPM Os, CSOs etc.
Undertake Sensitization on children's Rights in 4 Public Schools in the Municipality	Pantang Presby Basic School, Pantang Hosp. Basic School, Madina Fire Armour and Baba Yara Basic Schools,					-	12,000.00	-	√	-	DSWCD	Central Admin Dept., Dept. of Gender ,NCCE, CHRAJ, ISD, GES

2027 ANNUAL ACTION PLAN

Objective 1: Attain gender equality and equity in political and social development, strengthen mainstreaming, coordination and implementation of gender related interventions in all sectors. etc. SDG 5												
Programme 1: Social Service Delivery												
Project	Location	Time-Frame				Cost			Project Status		Implementing Agency/Department	
		Q1	Q2	Q3	Q4	GoG	IGF	Others	New	Ongoing	Lead	Collaborating

Organize 1-Day Workshop to Train Junior, Middle and Senior Level Staff of the Assembly Members on Gender Equity and Mainstreaming	Madina					-	8,790.00	-	√	-	DSWCD	HR Dept., Central Admin Dept., Dept of Gender ,NCCE, ISD, Zonal Councils, NGOs/NPM Os, CSOs etc.
Update the Gender Disaggregated Database on Staffing in the Decentralized and Non-Decentralized Departments of the Assembly for Decision-making	Madina					-	2,000.00	-	√	-	DSWCD	Dept. of Statistics, Central Admin Dept., Dept of Gender - Accra, ,NCCE, ISD etc.
Conduct 2No. Community-Level Fora on Zonal Council Basis to Sensitize Community Members on Gender Equity and Mainstreaming and the Need for Women to Avail themselves for Leadership Positions	Madina, Oyarifa					-	26,210.00	-	√	-	DSWCD	HR Dept., Central Admin Dept., Dept of Gender ,NCCE, ISD,Zonal Councils, NGOs/NPM Os, CSOs etc.

Hold 1-Day Workshop for Selected Parents Association Members of Selected Schools in the Municipality to Sensitize them on the Need to Ensure Gender Equity in the Upbringing of their Children/Ward	Municipal-wide: (West Adenta, Pantang, Danfa, Adoteiman)					-	32,000.00	-	√	-	DSWCD	HR Dept., Central Admin Dept., Dept of Gender ,NCCE, ISD,Zonal Councils, NGOs/NPM Os, CSOs etc.
Undertake Continuous Advocacy to Promote Gender-Responsive Budgeting in the Assembly's Composite Budgeting Process	Municipal-Wide					-	-	-	√	-	DSWCD	HR Dept., Central Admin Dept., Dept of Gender ,NCCE, ISD, Zonal Councils, NGOs/NPM Os, CSOs etc.
Monitor the Implementation of the Gender Inclusion Action Plan in the Municipality and Track Experiences of Women in Decision-making Positions	Municipal-wide					-	4,000.00	-	√	-	DSWCD	Central Admin Dept., Dept. of Gender ,NCCE, CHRAJ, ISD, Zonal Councils, NGOs/NPM Os, CSOs etc.

2028 ANNUAL ACTION PLAN

Objective 1: Attain gender equality and equity in political and social development, strengthen mainstreaming, coordination and implementation of gender related interventions in all sectors. etc. SDG 5												
Programme 1: Social Service Delivery												
Project	Location	Time-Frame				Cost			Project Status		Implementing Agency/Department	
		Q1	Q2	Q3	Q4	GoG	IGF	Others	New	Ongoing	Lead	Collaborating
Update the Gender Disaggregated Database on Staffing in the Decentralized and Non-Decentralized Departments of the Assembly for Decision-making	Madina					-	2,400.00	-	√	-	DSWCD	Dept. of Statistics, Central Admin Dept., Dept of Gender - Accra, ,NCCE, ISD etc.
Collect Municipal-wide Gender-Disaggregated Data on Selected Private Establishments to Track Gender Equity Policy and Action Plan Implementation	Madina, Oyarifa					-	26,210.00	-	√	-	DSWCD	HR Dept., Central Admin Dept., Dept of Gender ,NCCE, ISD,Zonal Councils, NGOs/NPM Os, CSOs etc.
Undertake Continuous Advocacy to Promote Gender-Responsive	Municipal-Wide					-	-	-	√	-	DSWCD	HR Dept., Central Admin Dept.,

Budgeting in the Assembly's Composite Budgeting Process												Dept of Gender ,NCCE, ISD, Zonal Councils, NGOs/NPM Os, CSOs etc.
Monitor the Implementation of the Gender Inclusion Action Plan in the Municipality and Track Experiences of Women in Decision-making Positions	Municipal-wide					-	4,000.00	-	√	-	DSWCD	Central Admin Dept., Dept. of Gender ,NCCE, CHRAJ, ISD, Zonal Councils, NGOs/NPM Os, CSOs etc.

2029 ANNUAL ACTION PLAN

Objective 1: Attain gender equality and equity in political and social development, strengthen mainstreaming, coordination and implementation of gender related interventions in all sectors. etc. SDG 5												
Programme 1: Social Service Delivery												
Project	Location	Time-Frame				Cost			Project Status		Implementing Agency/Department	
		Q1	Q2	Q3	Q4	GoG	IGF	Others	New	Ongoing	Lead	Collaborating
Organize 1-Day Workshop to Train Selected Staff and Assembly Members on Gender Equity and Mainstreaming	Madina					-	8,790.00	-	√	-	DSWCD	HR Dept., Central Admin Dept., Dept of Gender ,NCCE, ISD, Zonal Councils, NGOs/NPM Os, CSOs etc.
Update Gender Disaggregated Data on Staffing in the Decentralized and Non.-Decentralized Departments of the Assembly for Decision-making	Madina					-	2,000.00	-	√	-	DSWCD	Dept. of Statistics, Central Admin Dept., Dept of Gender - Accra, ,NCCE, ISD etc.
Conduct 2No. Community-Level Fora on Zonal Council Basis to	Madina, Oyarifa					-	26,210.00	-	√	-	DSWCD	HR Dept., Central Admin Dept.,

Sensitize Community Members on Gender Equity and Mainstreaming and the Need for Women to Avail themselves for Leadership Positions												Dept of Gender ,NCCE, ISD,Zonal Councils, NGOs/NPM Os, CSOs etc.
Hold 1-Day Workshop for Selected Parents Association Members of Selected Schools in the Municipality to Sensitize them on the Need to Ensure Gender Equity in the Upbringing of their Children/Ward	Municipal-wide: (Otinibi, Ayi Mensah, Madina Oyarifa, Teiman)					-		-	√	-	DSWCD	HR Dept., Central Admin Dept., Dept of Gender ,NCCE, ISD,Zonal Councils, NGOs/NPM Os, CSOs etc.
Undertake Continuous Advocacy to Promote Gender-Responsive Budgeting in the Assembly's Composite Budgeting Process	Municipal-Wide					-	-	-	√	-	DSWCD	HR Dept., Central Admin Dept., Dept of Gender ,NCCE, ISD, Zonal Councils, NGOs/NPM Os, CSOs etc.
Monitor the Implementation of the Gender Inclusion Action Plan in the	Municipal-wide					-	4,000.00	-	√	-	DSWCD	Central Admin Dept., Dept. of Gender

Municipality and Track Experiences of Women in Decision-making Positions												,NCCE, CHRAJ, ISD, Zonal Councils, NGOs/NPM Os, CSOs etc.
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CHAPTER SEVEN

7.0 Introduction

This Chapter projects the GEP Implementation and Budgeting Arrangement.

7.1 Implementation and Budgeting

7.1.1 Institutional Arrangement for Implementation

Successful execution of the GEP requires dedicated leadership and inter-departmental cooperation:

- ❖ The Gender Equity Committee (GEC): The Assembly shall reactivate and strengthen the GEC, comprising members from the Assembly, MPCU, DSWCD, key Zonal Councils, and CSO representatives. The GEC will be the primary oversight body, reporting directly to the MPCU and the Assembly.
- ❖ Departmental Roles: Every department (Works, Physical Planning, Treasury, DSWCD) shall designate a Gender Focal Person responsible for integrating the GEP objectives into their annual work plans.
- ❖ Partnerships: LaNMMA will actively pursue Memoranda of Understanding (MOUs) with local and international NGOs, CSOs, and the Private Sector (e.g., market leaders, transport unions) to leverage resources and expertise.

7.2 Resource Mobilization and Budgeting

The GEP will be financed through a diversified approach:

7.2.1 Funding Sources: Key sources include the DACF (specifically leveraging the Responsive Factor Grant for gender-specific investments), Internally Generated Funds (IGF), and targeted funds from Development Partners and UN Agencies.

7.2.2 Gender-Responsive Budgeting (GRB): LaNMMA commits to institutionalizing GRB. All departmental budget lines shall be reviewed to assess their impact on different gender groups. Expenditure for gender-specific activities (e.g., training, equipment for women's groups) will be clearly tagged and tracked to ensure compliance and transparency.

CHAPTER EIGHT

8.0 Introduction

This Chapter brings into focus the Monitoring, Evaluation, and Learning Set-up.

8.1 Monitoring, Evaluation and Learning (MEL) Framework

The M&E framework ensures that interventions deliver intended results and allows for course correction.

8.1.1 M&E Frequency:

Quarterly Reviews: The GEC will conduct quarterly progress reviews against annual work plans.

Mid-Term Review: A comprehensive review will be conducted in Q3 of 2027 to assess progress, identify barriers, and adjust strategies for the remaining period.

End-of-Term Evaluation: A final evaluation will be carried out in Q4 of 2029 to document achievements, lessons learned, and recommendations for the subsequent plan.

8.2 Key Performance Indicators (KPIs)

The performance will be measured using specific, measurable, achievable, relevant, and time-bound (SMART) indicators:

Governance: Percentage increase in female appointments to Assembly/Unit Committees.: 30%.

Economic: No. of women's groups linked to formal micro-credit/business advisory services: 50. groups

Infrastructure: No. of public facilities/markets with new gender-segregated WASH facilities installed.

Social: Percentage decrease in reported domestic violence cases in target communities: 15%

CHAPTER NINE

9.0 Introduction

This Chapter sheds light on data strengthening systems related to the implementation of the GEP.

9.1 Data and Reporting

LaNMMA commits to strengthening its data systems:

- ❖ Gender-Disaggregated Data (GDD): All data collected for planning, project implementation, and service delivery must be disaggregated by sex, age, and disability to accurately reflect and track the progress of different social groups.
- ❖ Performance Reporting: All Municipal departments are required to submit quarterly gender performance reports to the MPCU, detailing achievements, resource utilization, and challenges related to the GEP. These reports will form the basis for the public annual gender performance report.

CHAPTER TEN

10.0 Introduction

This Chapter concludes the LaNMMA Gender Equity Plan.

10.1 Conclusion and Policy Statement

The La Nkwantanang-Madina Municipal Assembly recognizes that gender equity is not merely a social obligation but a strategic necessity for realizing the full human and economic potential of the Municipality. This Gender Equity Plan (2026-2029) provides a clear, actionable roadmap to dismantle systemic inequalities and embed gender-responsive practices across all levels of local governance and service delivery. The plan is a testament to LaNMMA's unwavering commitment to inclusive development and the creation of a Municipality where equal opportunities are a lived reality for every resident.

Policy Next Steps:

- ❖ **Launch and Dissemination:** Officially launch the GEP and disseminate copies to all Assembly Members, Zonal Councils, Unit Committees, and partner CSOs by Q1 2026.
- ❖ **Budget Integration:** Mandate all Departmental Heads to integrate GEP activities and the necessary budgetary allocations into their 2026 Annual Action Plans immediately upon launch.
- ❖ **Capacity Building:** Organize mandatory training on Gender-Responsive Budgeting and Gender Mainstreaming for all MPCU and Departmental Heads in Q2 2026.

The Municipal Assembly, through the effective implementation of this plan, shall ensure that the promise of gender equity is translated from policy into concrete reality for the people of La Nkwantanang-Madina.