

UNDP Joint Party Support and Strengthening Project (J-PASS)

Report on:

Gender Training for Political Parties

4th - 28th July 2016

Locations:

1. **Central and Western at Elmina: 4-6**
2. **Greater Accra and Volta at Sogakope: 11-13**
3. **Eastern and Ashanti, at Kumasi: 17-20**
4. **Brong Ahafo and Northern at Sunyani: 20-24**
5. **Upper East/Upper West at Bolgatanga: 24-28**

Table of Contents

1.1	Context	4
1.2	The Joint Party Support and Strengthening Project (JPASS) Project	4
1.3	Training objectives.....	5
1.4	Expected Outcomes	5
2.1	Pre Workshop Evaluations	6
2.2	Training Methodologies.....	7
2.3	Assessment of Presentations on Training Objectives and Outcomes	7
2.4	Summary of Presentations.....	8
2.4.1	Ghana's governance structure and political systems.....	9
2.4.2	Introduction to Gender	9
2.4.3	Women's participation in Politics	11
2.4.4	National and International Instruments on Gender Participation in Politics.....	11
2.4.5	Gender Mainstreaming.....	12
2.4.6	Entry Points for Gender Mainstreaming into Political Parties	12
2.4.7	Empowering Women for Stronger Participation and Representation.....	12
2.4.8	Key Issues and overall effects on women participation in politics.....	12
3.1	Did the training achieve its objectives and intended outcomes?	17
3.2	Post Workshop Evaluations.....	17
3.3	Key Outputs.....	18
3.4	Immediate Outcomes and Lessons Learnt	19
4.1	Conclusions.....	23
4.2	Recommendations.....	24

Executive Summary

The Joint Party Strengthening and Support (J-PASS) Project is collaborative project jointly owned by the UNDP, the Electoral Commission and five selected political parties in Ghana. It aims at deepening Ghana's democratic processes, building capacities of the parties to function better and effectively as institutions of governance and increase trust between the parties and the public. The five participant parties are the Convention People's Party (CPP), the National Democratic Congress (NDC), the New Patriotic Party (NPP), the People's National Convention (PNC), and the Progressive People's Party (PPP). The core thematic areas of the project include internal democracy, gender and women political participation as well as youth participation. Technical capacity strengthening, and research/ knowledge generation are cross cutting components. The J-PASS project largely aligns with UNDP's UNDAF 2012-2016 output.

In July 2016, the J-PASS project organized a series of 3-days Gender Capacity Building Training workshops for five political parties¹ in five different locations: Each political party was represented by 2 party executives and or parliamentary candidates. The training was organized over a period of one month, for all the ten regions of Ghana, in pairs as follows: Central and Western, Greater Accra and Volta, Eastern and Ashanti, Brong Ahafo and Northern, Upper East/Upper West Regions.

A total of 113 people participated; consisting of 57 women and 56 men. The training focused on Ghana's Governance Structure and framework and their evolution, Introduction to Gender and Gender Equality, Gender Mainstreaming in Political Parties and its entry points, dynamics of women's political participation, national and International Instruments supporting Gender Equality and women's political participation, entry points for promoting women's leadership and participation in politics and how women's participation in politics will benefit political parties.

The objectives of the training were as follows: i) to train political party members on gender equality and their role in promoting gender equality and women political participation; ii) to sensitize political parties on their commitment to ensuring women active participation in politics in line with international, continental and sub-regional frameworks; iii) to raise awareness for an increased representation of women in the 2016 election and beyond using the political party structures; and iv) to create a platform for interactions, dialogues with the aim of advocating for a gender sensitive policy framework in Ghana.

The J-PASS project anticipated that at the end of the training, there would be transfer of knowledge and skills to the political party representatives to ensure that they become more responsive to issues of gender and gender mainstreaming in political parties and women's active participation and representation in political decision making positions.

The outputs that emanated from the training include:

¹ The Convention People's Party (CPP), National Democratic Congress (NDC), People's National Convention (PNC), New Patriotic Party (NPP) and the Progressive Peoples' Party (PPP).

- Demonstrable increased knowledge² and appreciation of key issues on gender and women's political participation by 81 out of 105 participants post training compared with 34 out of 93 pre-training.
- Platform for networking among political party representatives emerged from the trainings. At least 3 WhatsApp groups have been created for frequent interactions and sharing of information among the participants.
- Increased debate among the party representatives on gender equality issues; which is likely to contribute to ensuring that the political discourse in the 10 regions is peppered with issues on gender³ equality and women's effective political participation and representation.
- The trainings have provided the necessary knowledge and skills required in helping identify and eradicate the socio cultural, religious beliefs and practices which condemn women to insignificant levels in society.

Regarding actual outcomes as against expected outcomes, clearly, there has been knowledge and skills' transfer across board as evidenced by the listed outputs above and also by the key lessons participants said they had learnt/drawn from the trainings. As to whether or not the acquired knowledge and skills will be translated into responsive actions, those can be unearthed in future assessments. That notwithstanding, some of the participants (especially those who were in decision making positions) made statements that suggested their commitment to taking some of the issues discussed forward with their political party executives.

It can be concluded that the training has largely delivered on its objectives and anticipated outcomes as will be seen in the main report. As political parties are the main machineries of government, transferring knowledge and skills on gender equality to their members will hopefully contribute to bridging the gap between women and men in term of their political participation and representation. This, in the end will lead to the full enjoyment of the aggregates of democratic progress by all citizens in Ghana.

Participants recommended the following:

- The training should have been organized as a train-the-trainer (ToT) and participants tasked to train a certain number of people and made accountable for doing so, within a given time. More people would be trained in the end on the same subject.
- That a similar training be organized for the national level executives for easy adoption and implementation of the ideals espoused by the training.
- That the training should also be organized for the Ghanaian rural folk where the socio-cultural limitations are strongest.
- The formation of a non-partisan coalition of all women in various political parties to champion the construction and implementation of a gender policy by all parties.
- Legislation to be made, obligating political parties to make mandatory quotas for women.

² See the following:

- (i) handwritten notes by participants about key lessons learnt from the training
- (ii) the completed pre and post workshop survey questionnaire

³ see evidence of this in the key outputs/lessons learnt section of the report

- Political party manifesto should have a national oversight for effective implementation, control and accountability.

Introduction Context

1.1 Context

Ghana is a country in West Africa with an estimated population of 27,043,093⁴ people and is projected to reach a little over twenty-eight (28) million people by the beginning of 2017⁵. Women and girls make up over half (13,800,384)⁶ of the entire population. Ghana has made economic and democratic progresses over the last two decades. The 2014 UNDP Human Development index ranks Ghana as 138⁷ out of 187 countries and territories, with a Human Development Index value of 0.573.

Ghana's fourth republican democratic dispensation spans over 23 years. It has gained international recognition with its consistent peaceful elections and transfer of power. Notwithstanding the political and democratic progress, women do not effectively participate, and are less represented in Ghana's political structures, decision making processes and positions. Although equal political, economic and social rights to all citizens irrespective of gender, is a right enshrined in the 1992 Constitution, politics in Ghana has largely been a masculine contest, with very minimal participation of women. Such minimal participation by women is caused by cultural, religious and traditional practices and these unfortunately are overlooked by government institutions as well as political parties.

1.2 The Joint Party Support and Strengthening Project (JPASS) Project

The Joint Party Strengthening and Support (J-PASS) Project is collaborative project jointly owned by the UNDP, the Electoral Commission and five selected political parties in Ghana. It aims at deepening Ghana's democratic processes, building capacities of the parties to function better and effectively as institutions of governance and increase trust between the parties and the public. The five participant parties are the Convention People's Party (CPP), the National Democratic Congress (NDC), the New Patriotic Party (NPP), the People's National Convention (PNC), and the Progressive People's Party (PPP). The core thematic areas of the project include internal democracy, gender and women political participation as well as youth participation. Technical capacity strengthening, and research/ knowledge generation are cross cutting components. The J-PASS project largely aligns with UNDP's UNDAF 2012-2016 output.

⁴ [http://www.statsghana.gov.gh/docfiles/2010phc/National Population Projection_2010 to 2014.p](http://www.statsghana.gov.gh/docfiles/2010phc/National%20Population%20Projection_2010%20to%202014.p)

⁵ Ibid

⁶ Ibid

⁷ UNDP Human Development Report 2014

The J-PASS project as a demand driven project by political parties in Ghana aligns with the contextualized Ghana specific UNDAF⁸ 2012-2016 - which advocate for a fit of UN Country programs into the host government's business cycle⁹ and ownership¹⁰ by key stakeholders. It is also in line with one of the four (4) identified thematic heads in the 2012-2016 Ghana UNDAF. That of transparent and accountable governance with the development outcomes of contributing to ensuring that (i) *"Key national institutions of democracy are effective, accountable, gender responsive and promote peace, inclusive governance, human security with focus on vulnerable groups, by 2016"* and (ii) *"Ministries, Departments and Agencies (MDAs), Local Government and Civil Society Organizations (CSOs) have effectively developed, funded, coordinated, implemented, monitored and evaluated national and sectoral policies, plans and programs aimed at reducing poverty and inequalities and promoting inclusive social-economic growth by 2016."*¹¹ The J-PASS project is thus another means of support from UNDP in strengthening Ghana's democratic dispensation by bridging inequality, promoting representation and participation in decision making at all levels, the protection of human rights and the empowerment of women.

The gender capacity building is one of the principal activities under J-PASS project aimed at achieving UNDP's fifth proposed outcome of *"a fast progress in achieving development issues via a reduction in gender inequality and promoting women's empowerment"*. By this training, the J-PASS project also recognizes and enforces the central role of women in development, and the need for entrenching women's participation in key party/national leadership structures and processes.

1.3 Training objectives

The training objectives were:

- To train political parties' members on gender equality and their role in promoting gender equality and women political participation;
 - To sensitive political parties on their commitment to ensuring women active participation in politics in line with international, continental and sub-regional frameworks;
 - To raise awareness for an increased representation of women in the 2016 election and beyond using the political party structures; and
 - To create a platform for interactions, dialogues with the aim of advocating for a gender sensitive policy framework in Ghana

1.4 Expected Outcomes

The main result anticipated by the training is the transfer of knowledge and skills to the political party representatives to ensure that they become more responsive to issues of gender and gender mainstreaming in political parties and women's active participation and representation in political decision making positions.

⁸ UN Development Assistance Framework

⁹ Action Plan for UNDAF 2012-2016 (page 10)

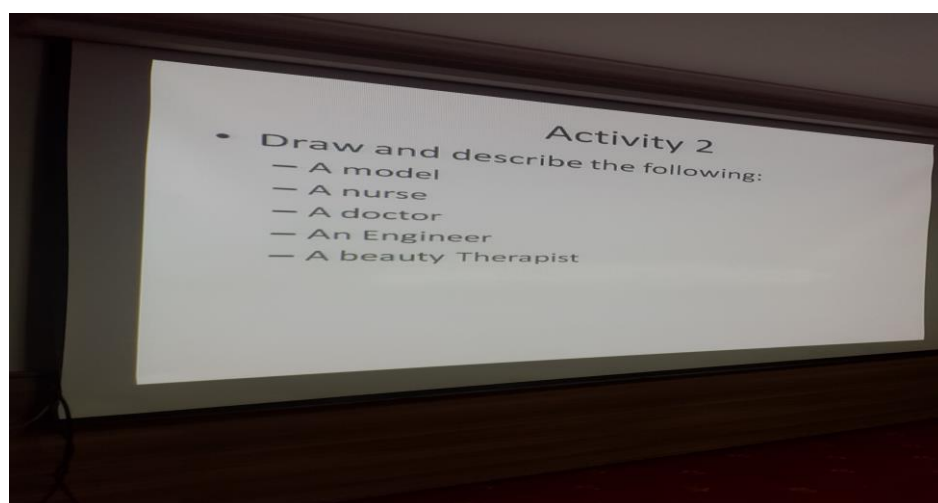
¹⁰ Ibid

¹¹ Action Plan for UNDAF 2012-2016 (page 11)

2.0 Training Methodologies, Summary of Presentations and Key Issues

2.1 Pre Workshop Evaluations

The trainings were preceded by Pre-workshop evaluation tests aimed at ascertaining the level of gender knowledge of the participants. These tests revealed that, overall, most participants had very little or no knowledge at all on the subjects.



Outcomes from the drawings confirmed the stereotypes of women and gender roles. As it turned out, over 88% of the participants ascribed a Model, Nurse, and a Beauty Therapist as roles for women with the remaining roles for men. The facilitator through the presentations explained that all these roles can be played by both male/female.

Table 1 and the accompanying graph below provide an analysis of the pre- evaluation answers. See Appendix 1 for a sample of the pre-evaluation questions.

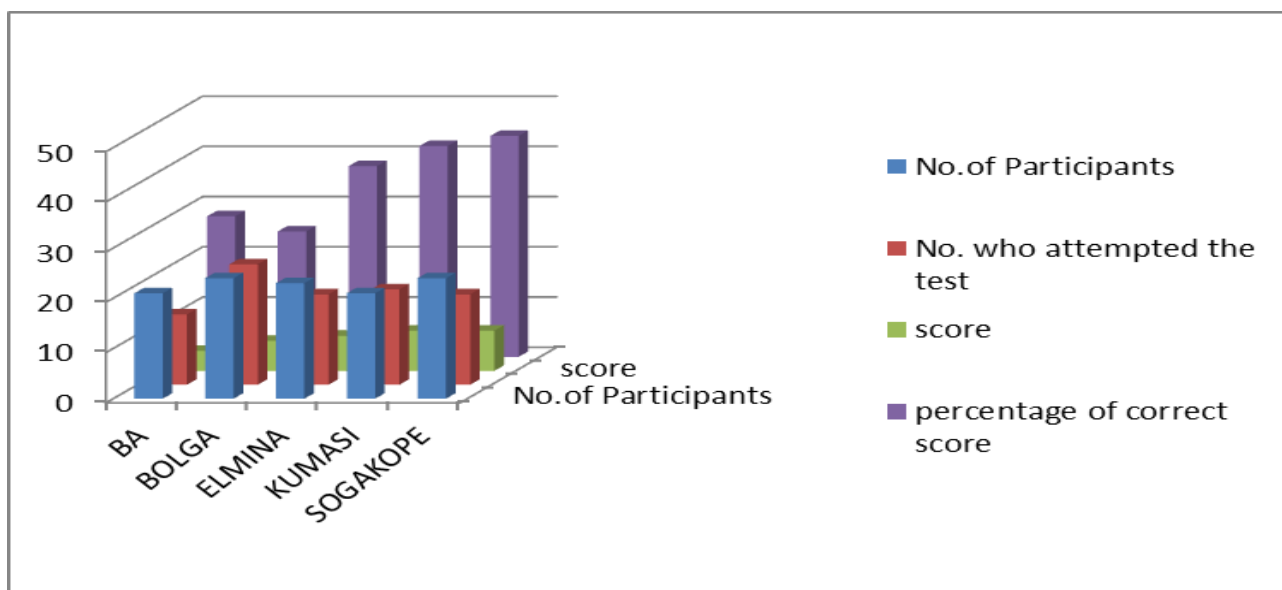
Table 1: Consolidated Pre - Workshop Evaluation Results

Region	No. of Participants	No. who attempted the test	Number of participants who scored all Correctly	Percentage of participants who scored all correctly
BA	21	14	4	28
BOLGA	24	24	6	25

Training Report: J-Pass Project Gender Capacity Building Training for Political Parties in Ghana 4th – 27th July 2016

ELMINA	23	18	7	38
KUMASI	21	19	8	42
SOGAKO PE	24	18	8	44

Figure 1: Graphical representation of the consolidated pre-workshop evaluation results



2.2 Training Methodologies

Given the profile of the participants, the facilitators employed a mix of adult learning methodologies¹² to deliver the trainings. These approaches contributed greatly to the knowledge and skills transfer as they enabled prioritization and contextualization of aspects of the subject matter that best suited the occasion taking into account the participants' previous knowledge, best practices and the needs of the political parties in Ghana. These practical approaches brought the concept under discussion to bear, making participants not only able to relate but appreciate the need for political party involvement in championing women political leadership participation by the formulation of policies.

2.3 Assessment of Presentations on Training Objectives and Outcomes

Following a critical analysis, the training was shown to have delivered on its objectives¹³ and anticipated outcomes¹⁴ as the participants have demonstrated an appreciation/understanding

¹² Some of these included Brainstorming, Case analysis, Audio visual, Group work, Role playing¹² and ice breakers/energizers.

¹³ The objectives of the training were: i) to train political parties' members on gender equality and their role in promoting gender equality and women political participation; ii) to sensitize political parties on their commitment to ensuring women active participation in politics in line with international, continental and sub-regional frameworks; iii) to raise Training Report: J-Pass Project Gender Capacity Building Training for Political Parties in Ghana 4th – 27th July 2016

of the concepts which were the subject matter of the trainings. This is evidenced by the statements made by them and which are captured in the key lessons section of this report.

The key lessons learnt, which was required of each participant at the close of each day's presentation was indicative of a successful training. For ease of reference; the key lessons learnt are captured in the next chapter. It demonstrated among others, participants' changing mindset in respect of gender equality and females' assumption of political leadership. The key lessons also captured statements of personal commitments by participants to transform their communities and parties with the knowledge acquired.

The participants in Sogakokpe, Kumasi and Sunyani for example, having understood the need for women's effective representation, decried tokenism and the iconization of few women in political and decision making positions. In particular, they referenced the positions of the current Chief Justice, and that of the Attorney General, to drive home their point. They argued, that, political tokenism of women has become the veil that political parties in power hide behind to justify having satisfied women's political involvement. This iconic leadership was not representative of the gender equality. They further argued that instead of the tokenization and iconization, measures be put in place to ensure a broader participation and increased representation of women at all levels of the political decision making processes.

Drawing on the presentations on gender, participants demonstrated an understanding of the effects of entrenched gender roles¹⁵ on women's effective participation and representation in politics. They understood that women must be integrated in political party leadership beyond the role of organizers/ mobilizers of women. As gender roles are socially constructed and dynamic, they can be changed for women to be able to take up political leadership. Participants understood that they need to do more to engage community and political gatekeepers to ensure cultural and religious positive shifts; these are strong grounds for solidifying the gender equality/equity concept.

2.4 Summary of Presentations

With two principal sessions a day per each workshop, the facilitators delivered the training covering six related subjects per workshop. Below are summaries of the presentations. A good number of the participants demonstrated an appreciation of the principal topics and concepts discussed.

awareness for an increased representation of women in the 2016 election and beyond using the political party structures; and iv) to create a platform for interactions, dialogues with the aim of advocating for a gender sensitive policy framework in Ghana. The expected outcome was knowledge transfer and skills to the political party representatives to ensure that they become more responsive to issues of gender and gender mainstreaming in political parties and women's active participation and representation in political decision making positions.

¹⁴ ibid

¹⁵ There were extensive discussions in all 5 trainings, on women's triple gender roles – productive, reproductive and community gender roles – and how these, if not managed well, become obstacles/hindering forces on women's effective political participation and representation

2.4.1 Ghana's governance structure and political systems

This presentation sought to make the participants understand Ghana's governance structure and frameworks and share their experiences of being a democracy as compared with military dictatorship. It traced the history of the governance systems since independence which established that the first president of Ghana, Dr. Kwame Nkrumah advocated for the inclusion of women in parliament via a quota system; the Representation of the People's (Women Members) Bill which was passed into an Act in 1960, making Ghana one of the first African countries if not in the world, to introduce a quota system for women. With this premise, participants understood that the call for women representation in political leadership is not a foreign idea.

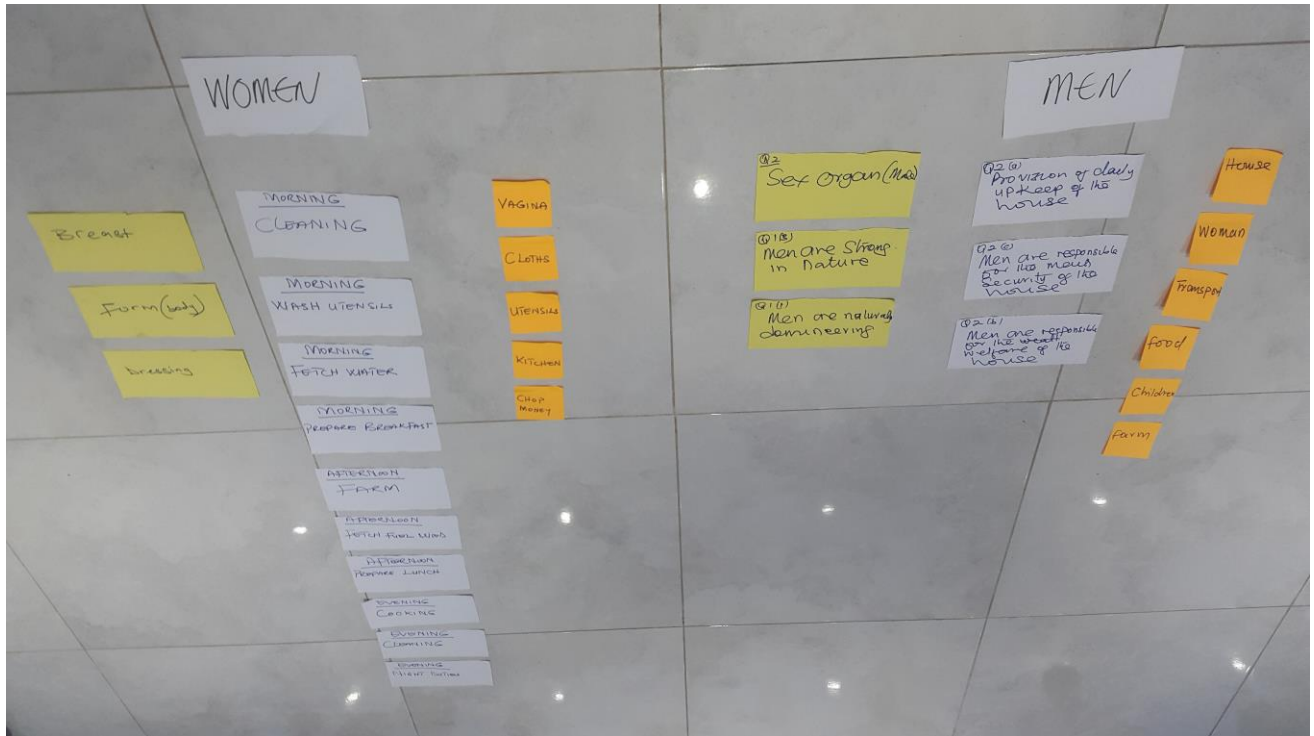
This presentation was aimed at making the participants understand the difference between gender and sex and to consider how gender roles impact participation in political leadership. It also sought to make participants understand some key gender terminologies, the concept of Gender Equality / Equity and how it is framed in Ghana, consequences of Gender inequalities – discrimination and its impact on society, the Gender Equality architecture in Ghana, the manifestation of Gender Inequality, discrimination, and impact of gender inequality on political participation.



*Participants taken through some forms of equality.
A picture showing the FORMAL EQUALITY method – which provides for equality without the unique and adequate means of accessing same.*

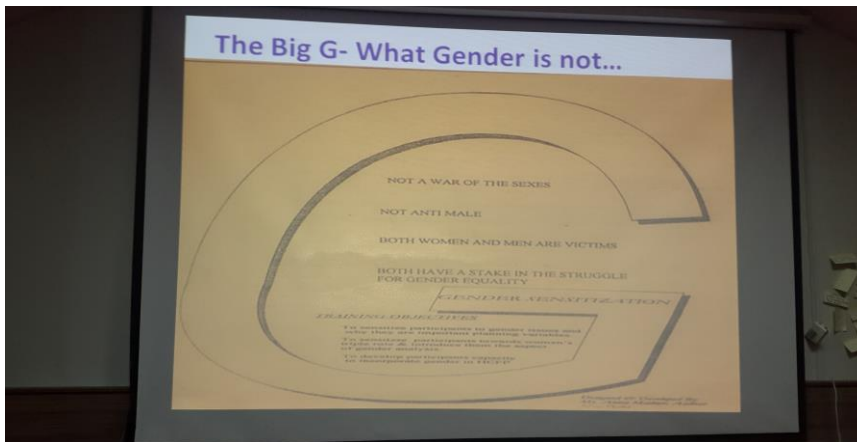
2.4.2 Introduction to Gender

The discussion on **Gender** generated a lot of arguments challenging the place of the women. In the end though, participants appreciated how entrenched Gender roles inhibit women's effective political participation. It was also understood that other cultural and religious factors placed fetters on the rights of the women.



Participants group exercise showing the features of the male and female gender and their respective roles.

The discussions on Gender were concluded on the premise that although Ghana has a plural legal system, the constitution is the overarching law and all other laws are subsidiary to it. The constitution supports Gender Equality between men and men and makes explicit provisions for same. In the light of this, it is an affront to justice to have religious and or customary fetters on the rights of women guaranteed under the constitution.



Facilitators clarified gender issues are not exclusive to women only.

2.4.3 Women's participation in Politics

This presentation considered the dynamics of women's political participation, entry points for promoting women's leadership and participation in politics. Discussions were also held on how women's participation in politics would benefit political parties and participants interrogated and appreciated the hindering and helping forces to women's political involvement.

2.4.4 National and International Instruments on Gender Participation in Politics.

This presentation gave insights into constitutional provisions, national, sub-regional, Africa and UN level convention and treaties supporting gender equality and women's participation in politics and leadership. With the avalanche of laws at national and international levels, participants concluded that signing and ratifying these laws and conventions without measures in place for implementation contributes to the slow pace of achieving gender equality. Participants suggested prescribed punitive measures for flouting these laws. This topic further solidified participants understanding that the role of the women must not be restricted to organizing members for rallies and party programs. It was further discussed that the formation of women advocacy groups, network of women in politics who agitate for implementation of these conventions would be invaluable to the achieving the desired change. Gender equality and fair political representation is a creature of statute and must be implemented.



Women participants sharing ideas at a break-out session.

2.4.5 Gender Mainstreaming

By this presentation, participants understood that one of the ways by which Gender Equality can be achieved is through the concept of gender mainstreaming. Furthermore, it was established that Gender Mainstreaming relies on Gender Analysis and Gender Budgeting. Through plenary discussions, participants shared their views on how gender equality could be achieved especially with respect to women's political participation and representation. It established that one approach does not work as best as a blend of them. In the heat of the discussions, some male participants asserted that Women are to implore tact in asserting their rights in all levels of society to preserve relationships. Rwanda, Saudi Arabia, Nigeria were among countries cited for commendable quota systems; it established that such quota systems have failed in Ghana because political parties lack a gender policy which is critical tool in mainstreaming gender.

2.4.6 Entry Points for Gender Mainstreaming into Political Parties

To further build on the concept of gender mainstreaming, participants were guided to examine, discuss and agree on entry point for mainstreaming gender into their political party structures, policies, programmes, and into national elections. With the 2016 general elections as a key reference point, participants had a guided discussion on how their parties should have mainstreamed gender into key pre-election activities such as the primary period. Again discussions also centred on how gender could be front and centre in the campaign period, the elections day and also in post-election activities. Additionally, participants also discussed their individual roles in ensuring that gender mainstreaming goals of their political parties are actualized.

2.4.7 Empowering Women for Stronger Participation and Representation.

By this presentation, participants were able to reflect on their Political Parties' efforts to promote women's participation in politics. They critically examined and reflected on Political Party election manifestoes and the provisions therein on women empowerment and gender equality. In the end, participants concluded that their party manifestoes had adequate gender equality provision but the parties had previously demonstrated a lack of the political will required for implementation.

2.4.8 Key Issues and overall effects on women participation in politics.

In the course of the discussions in each of the trainings, some principal issues became topical and generated lots of arguments that enriched the discourse. Some of the issues fed into the general stereotypes about women and their perceived place in society. Others though were uplifting as they clearly emanated from participant's understanding of the drivers of gender inequality and the benefits of women's effective participation and representation in politics.



A section of male participants brainstorming at a group discussion – Elmina, Cape Coast

Below are some of the issues discussed in the course of the presentations.

- **Women as properties / Resources of men:**
 - In 4 out of the 5 trainings, most of the male participants thought that women were the properties/resources of men.
- **Perceived Weaknesses of the females:**
 - Some participants thought that women were intolerant, were their own enemies and enjoyed in-fighting *and* fear stigmatization and insults. Women must overcome the fear of criticism and name calling when in political leadership.
 - The low participation of women stemmed from their fear of criticism and name calling, some male participants admitted they hold back support of women to also avoid ill perception.
- **Role of Women in politics:**
 - The few women in political leadership/parliament must form a strong caucus across political parties, build networks and totally disregard to their respective party allegiance if they want to make any meaningful impact. Women should come together and render support to each other irrespective of party affiliation to raise the critical mass needed.
 - Women should protest by refusing to vote until a quota system is implemented.
- **Role of Political Parties in promoting effective participation and representation of women:**
 - Political parties must adopt strategies/policies to promote effective female participation: some of these strategies should be capacity building including education, training, and mentorship. Others are economic empowerment, equitable role sharing, and amendment of political party constitutions.
 - Political parties should leverage on the advantages of women's participation: women are trustworthy, less susceptible to corruption than male counterparts. Giving women more challenging roles in the party structure. Advocate for gender studies in primary and secondary school curricula
- **Mandatory policies/regulations:**
 - Mandatory percentage of Female representation - national / political party gender policy. Levelled field required in order to optimize political leadership opportunities available. Specific/achievable gender goals must be set.
 - Women underrepresentation in parliament is a key contributor of the reasons why the Affirmative and Spousal Bills are awaiting passage. Political parties ought to fill this gap by ensuring they increase women's participation in political leadership to include building and maintaining a critical mass in parliament. There is therefore the need for a gender sensitization for male members of parliament
- **The Quota system:**
 - In sharing best practice, Rwanda and other country's quota system came up for discussion, participants agreed after much deliberation that Ghana could replicate a similar system but from the local government. A law to the effect that 50% of government appointees to the Assembly be women (irrespective of party affiliation). Under the scheme, the government can appoint up to 30% of the members of the Assembly. Post war difficulties are no reason for the success of the Rwandan's quota system. Thus the idea that the post-war effect in Burundi/Rwanda created an easier path for the women to chart the path for the political system and the subsequent quota system is not entirely true. The change arose from an amended constitution upon which the quota system was charted; it could not therefore hold that the absence of men arising from the war was not the cause of the current success
 - A national policy backing an affirmative action is not an escape route for women. Quota system must be adopted to close the discriminating gap created against women in political participation and representation. Sitting women parliamentarian members lost their seats due to the absence of political party quota system.

- Political Party's manifestos spell good policies but lack affirmative action quotas, rebates which do not see the light of day.
- An assessment of the political parties' women representation in Ghana showed that most women have lost their seat particularly in the NPP owing to the absence of a quota in political party policy, constitution or manifestoes. Whereas those with a quota proposal have failed to implement them.
- Women participants rejected the tokenism idea and demanded an implementation of the 40% quota proposed by the ruling government. Women in leadership should mentor others and rise up not to be covered into accepting the few roles provided at the top hierarchy of government. If the parties can pull women for rallies, the same women can be used in leadership. Participants further discussed their respective manifestos and the gender policy provisions. Peer review revealed that party manifestos must not merely include gender policies, they must be implemented.
- Electoral commission should ensure that 30% women representation in party leadership before registering a party.
- **Training:**
 - Should be organized for party leaders for speedy implementation of these national policies.
- **Youth:**
 - Wanton limitation on youth should be lifted off for a deeper engagement
 - It was demonstrated from the discussions that the limitations on the youth are lifted off; political parties were to create and implement programs to engage and supported the youth as practiced elsewhere.
- **Need to Mainstream Gender into Political parties:**
 - It was agreed that unlike Ghana, other countries are more nationalistic, create clear and implement most of gender policies.
 - The discussion on gender mainstreaming emphasized the need for political parties to do more to support women in politics, increasing efforts to create and implement a gender policy in party constitution and manifestoes, additionally that gender mainstreaming should be key across all political party electoral process namely: pre-election, election-period and post-election.
 - The concluding discussion evinced that all the participants agreed for the need to mainstream gender policies in the party's constitution in order to achieve gender equality in political participation. Also employ continuous mentoring and encouragement for potential candidates.
 - The need for key strategies to be put in place to mainstream gender in political parties' activities, programs and policy/ legal frameworks

3.0 Immediate Outcomes and Lessons Learned

3.1 Did the training achieve its objectives and intended outcomes?

As captured under section 2.3 above, the training to a large extent fulfilled its objectives.

In terms of measuring actual outcomes as against expected outcomes, clearly, there has been knowledge and skills transfer across board as evidenced by the listed outputs below and also by the key lessons participants said they have learnt/drawn from the trainings.

It is too early in the process to be able to determine whether or not the acquired knowledge and skills will contribute to making the parties more responsive to integrating/mainstreaming gender into their agenda. The contribution of the training to political parties' responsiveness to gender equality issues can be unearthed in future assessments. That notwithstanding, some of the participants (especially those who were in decision making positions) made statements that suggest their commitment to taking some of the issues discussed forward with their political party executives.

A number of outputs and immediate outcomes were also observed. These were gleaned from the responses of participants to the pre and post workshop surveys carried out as well responses to questions about key lessons learnt from the training. Below is a summary of some of them.

3.2 Post Workshop Evaluations

As stated in bullet 1 of section 3.1 above, the post workshop evaluations administered revealed that participants had significantly increased their knowledge on all the subject matter discussed compared with the results of the pre-workshop evaluations. See the consolidated results of the post workshop evaluations below:

Table 2: Consolidated post-workshop evaluations results

Region	No. of participants	No. who attempted question	Correct score	Percentage of correct score
BA	21	18	12	66
BOLGA	24	24	20	83
ELMINA	23	18	12	67
KUMASI	21	21	17	81
SOGAKOPE	24	24	19	79

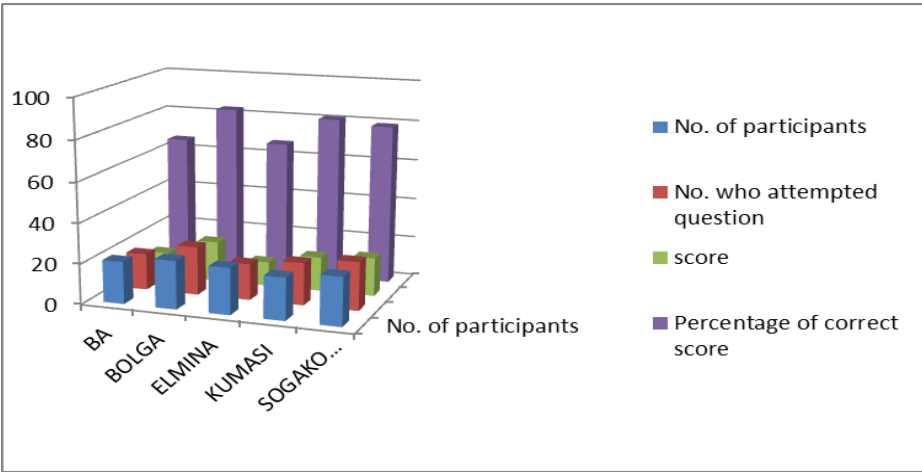


Figure 2: graphical representation of the consolidated post-workshop results



A facilitator explaining the concept of the post-workshop evaluation test

3.3 Key Outputs

Overall, the following outputs emanated from the trainings:

- Demonstrable increased knowledge¹⁶ and appreciation of key issues on gender and women's political participation by 81 out of 105 participants post training compared with 34 out of 93 pre-training.

¹⁶ See the following:
 (iii) handwritten notes by participants about key lessons learnt from the training
 (iv) the completed pre and post workshop survey questionnaire

- Platform for networking among political party representatives emerged from the trainings. At least 3 WhatsApp groups have been created for frequent interactions and sharing of information among the participants.
- Increased debate among the party representatives on gender equality issues; which is likely to contribute to ensuring that the political discourse in the 10 regions is peppered with issues on gender¹⁷ equality and women's effective political participation and representation.

3.4 Immediate Outcomes and Lessons Learnt

At the end of the 5 trainings, the following immediate outcomes were observed.

(i) Evidence¹⁸ of knowledge transfer to the participants. This is evidenced by the following statements made by participants and captured below:

- I am now able to tell the difference between Sex and Gender: I did not know this distinction previously even though I use the terms every day.
- Despite my formal literacy I did not know the differences between the terminologies of Gender and Sex. I have increased my knowledge on gender issues.
- I have learnt about Ghana's governance system and framework which are vital to political development."
- I learnt three main things: the essence of a woman's participation in politics, gender equality/equity and gender sensitivity.
- I have learnt the deep rooted stereotypes against the female gender and how both sexes can partner to eliminate them.
- seriously I understand gender more today to include both male and female and how society looks at it. I also learnt that there can be fairness.
- I also have a broader understanding as a politician on how gender issues should be at the centre of my decision making.
- I have gathered more information on gender and sex that I used to be confused about. and also come to appreciate that the misconceptions about gender can be corrected.
- I learnt the difference between gender and sex, am really inspired and educated. today was great.
- I have learnt that women and men have to be treated equally. We must have gender budget in all that we do. We need fairness in all policies. I learnt gender terminologies and their meanings, difference between gender and sex.
- I learnt about the governance framework and structure as well as sex and gender.
- There was a clearer understanding of gender issues, that there should be equity and equality when it comes to gender issues; that both sexes can perform or play some roles well; women should be involved in decision making.
- I know the difference between sex and gender, that both sexes should have fair treatment in our communities, more women are to be given the chance to enter into politics, men are not to see women as a weaker sex.
- I understood the differences between gender and sex.

¹⁷ see evidence of this in the key outputs/lessons learnt section of the report

¹⁸ Ibid

- It has personally thought me to appreciate the fact that as a woman I am equally important to society as a man is.
- Gender is not only about females but both sexes
- I have been schooled on Gender equality and equity promotion, and how these can influence good governance and effective democracy.
- I have been able to understand the difference between Gender and Sex, and that everybody is entitled to get freedoms. Hence, it is good to take the view of all and sundry in relation to democracy and good governance; most especially, the women in our society.
- I have learnt a lot and I am keeping the lessons on my fingertips. Women are good resources in every nation's building. The lack of this resource will create a serious gap in our development. It is imperative to train women and build their capacities.
- Gender equality and equity now better understood, I will work on it in my constituency.
- I have learnt about the constitutional provision on women's participation in politics and other policies made to eliminate present discrimination against women.
- I learnt that high level illiteracy among women, financial and stigmatization brings the limitation on women participation in politics.
- I learnt that with collective decision and support as women we can eradicate discrimination, political leaders are more or less part of the gender problems, women can start doing something from the grassroots through awareness raising by providing skill building and leadership training for women civil societies, women organizations and female journalists and also that women are knowledgeable and must advocate for their legal rights.
- I have learnt about the quota system and other policies which have proved successful in other African Countries. Also, about Kwame Nkrumah's efforts in pushing women many years ago into parliament and finally, about how laws and policies are in place underscoring gender equity and equality."
- I learnt about substantive and gender approaches to gender mainstreaming, that the manifestos of the various political parties have failed to achieve what it sets out to do, again that we have failed to achieve the 40% quota target we set for ourselves. I learnt how to mobilize women in the grass root to participate in active politics and to give equal opportunities to women.
- My understanding of promoting the women concept in terms of politics has been deepened; again the Rwanda experience has gone down very well.
- I have learnt the need to support and encourage the party in formulating policies that are gender sensitive.
- I have learnt of countries that are able to implement women participation in political leadership because of their policies/manifestoes and also how political parties have to structure their election and pre-election.
- I have learnt about the need for gender mainstreaming and its benefits.
- Great awareness was created in terms of gender issues and governance.
- I have learnt that individuals have different needs and for that matter should have different measures to bring them to the same equality.
- I have now been oriented on gender issues both socially and politically.

- I learnt the strategies political parties can employ to mainstream gender. I also understood the various concepts of the approaches to gender equality, that the most appropriate is to guarantee parity.
- Equality is about equality of outcome and not equality of approach.
- My consciousness has been awoken to the fact that women form the majority and so as parties we need a concerted effort to mainstream gender into our policies.
- I had limited views on gender equity/equality which have been broadened, I will in my own small way be informally educating and telling people of the knowledge acquired.
- I have learnt to help build the capacity of women and help mentor them to be self-confident in their political life. That we need to change some of our manifestoes to help our women. I have learnt that gender issues are human right issues and that in order to bring women at par with men, there must be positive discrimination.
- I have learnt about the need in placing women in winnable positions in constituencies, identifying as well as providing incentives to attract women into political leadership and also how to include gender mainstreaming in the election cycle: pre, post and during election.
- I have learnt about the strategies to put in place in order to mainstream gender in the political parties again I have learnt that gender mainstreaming must be a continuous process in political parties starting with party structures, before, during and after the election period.
- I have gained a deeper understanding and insight into the terminologies in gender issues. Putting them in perspective will enable me to better deal with gender mainstreaming programs. From the discussion today my personal perception which I believe many people similarly do have, has changed by understanding the psychology of women. Am grateful to our facilitators.
- Women participation in politics is not optional but obligatory. This is because, for the proper development of a nation, there should be equal participation.
- That adequate resource should be made available for women contesting for political office; Parties can reserve some safe seats for women to contest to enter parliament.
- Women are needed in governance to see the development we need like Rwanda has done.
- Tokenism in placing a few women in top positions does not necessarily mean that women generally are substantively engaged in politics. Participation at the grass roots first and foremost must be of importance followed by encouragement then we will see the numbers and the real impact of women's participation in politics.
- The group work was an eye-opener. The policies presented by the groups should be packaged and presented to the right institutions.
- Sometimes it is important to solve imbalance created by gender inequality through the adoption of temporary special measures

(ii) There is also evidence that there have been some skills transfer to participants. Participants stated in regard to skills transfer as follows:

- At the end of the workshop, I am going home with a lot of things learnt: I have acquired some skills about being outspoken and confident; I have learnt how to critically look at data and analyse in order to make informed decisions, just by the group work we engaged in, I have learnt how to co-habit with other parties and have a positive discussion - never saw that coming and finally I have learnt how to create more avenues for fair representation
- I am taking home skills and knowledge on how to promote gender equity/equality and,

(iii) Some participants also committed to being change agents in their political parties in respect of gender equality. Some made statements to this effect as follows:

- I am now a crusader for Gender activism, and shall take it to the grassroots.
- I should assist women in overcoming barriers that confront them in their political ambitions.
- Going back home, I should be able to assist women in my society to rise above the barriers/blocks that hinder them from contributing their quota towards democracy and, good governance in the country. Equally, they should go on to bring their talents, knowledge and experiences to bear, in developing our society.
- I will convince political parties to start promoting gender equality, which will soften the ground for policy formulation when they form a government
- I will help build the capacity of women and help mentor them to be self-confident in their political life, to walk the talk and to put women affairs above all things in our political parties, by changing the content of our manifestos to help our women.
- The training is an eye-opener for me and, as a husband, a parent, and a leader; I will impact on my family, party and nation.

(iv) There was also evidence of changing mindset on the part of participants as captured in their key lessons handwritten document as follows:

- This training has broadened my mindset or perception about sex and gender. It has brought a lot of respect for women as a result. Having understood gender and sex, it is necessary that we as political parties work towards gender equality, gender budgeting.
- That working in partnership with women is a necessary condition for eliminating gender inequalities.
- That gender roles are dynamic not static and so can be changed.
- Mistakes by previous governments did not help Ghana and, need to be changed.
- I now appreciate the contribution of women in the society.
- I feel empowered, knowing that UNDP is at the forefront of promoting gender issues.
- I learnt that men should give a chance to women in political party participation and leadership and also about the factors which militate against women participation.
- Women should network, mentor and support each other to erase the stereotype that women are their own enemies.
- Mainstreaming gender activities is possible as exemplified by other countries.
- I have now realized that it is very important to ensure and comply with the party's manifestos towards gender equality in Ghana.

- With commitment and the adherence to the right policies such gender equality goals can be achieved in Ghana. Ghana must study and learn from Rwanda.
 - Women, although needed in nation building, they must do so with tact and in subtle ways, even coax their husbands/men, rather than coerce them.
 - There is a general consensus that, gender issues ought to be taken seriously.
- (v) Some participants who were in decision making positions within their parties made statements that suggest they realize that some actions must be taken to ensure a more effective participation of women in party politics:
- Political parties should implement gender policies when they are in power; Positive discrimination is ultimately for achieving gender equality.
 - There must be more political will in implementing the gender-based agenda
 - I have now realized that it is very important to ensure and comply with the party's manifestos towards gender equality in Ghana.
 - Political parties should implement Rwanda quota policy and map out practical measures of achieving them, Rwanda has a united front this is crucial in achieving the quota system.
 - The need to build capacity of our less privileged ones to enable fair representation for all, taking into consideration the forms of social exclusion.
 - Strategies must be put in place to make sure more women participate in politics; Women lack the adequate resources and capacity to participate in politics hence should be resourced. The various political parties have policies for women but they do not implement them.
 - Political parties have not lived up to their manifestos.
 - All political parties mention women empowerment in their manifestos but are yet to implement it. The lots of women could be bettered if this were so.
 - Ghana should try to implement policies and laws ratified.
 - The need to work to achieve GOAL 5 of the Sustainable Development Goals.
 - Political parties should mentor women and young ladies to be able to participate in politics.
 - I hope women will one day lead the world by the opportunities their respective parties provide them.

4. Conclusions and Recommendations

4.1 Conclusions

Ghana's democracy has served as a model for many countries in Africa and the sub region but yet to fully procure the advantages accruing there from; consequently, the training is considered timely and beneficial to participants and has largely delivered on its objectives and anticipated outcome as captured in the preceding section of this report.

Hopefully, the knowledge and skills acquired by participants will be carried forward and be cascaded to the rank and file of their political parties. It is also hoped that the knowledge and skills acquired will be applied to ensure that the tenets of gender equality are integrated into Training Report: J-Pass Project Gender Capacity Building Training for Political Parties in Ghana 4th – 27th July 2016

their parties' structures and political agenda going forward into order to make them more responsive to promoting women's effective participation and representation in political decision making structures and positions. As doing this will not only be morally right, but also accord with and national constitutional and legislative provisions, ECOWAS, Africa level and International treaties and conventions signed and ratified by Ghana.

4.2 Recommendations

Participants greatly appreciated the training in all the five regions visited and recommended the following:

- The training should have been organized as a train-the-trainer (ToT) and participants tasked to train a certain number of people and made accountable for doing so, within a given time. More people would be trained in the end on the same subject.
- That a similar training be organized for the national level executives for easy adoption and implementation of the ideals espoused by the training.
- That the training should also be organized for the Ghanaian rural folk where the socio-cultural limitations are strongest.
- The formation of a non-partisan coalition of all women in various political parties to champion the construction and implementation of a gender policy by all parties.
- Legislation to be made, obligating political parties to make mandatory quotas for women.
- Political party manifesto should have a national oversight for effective implementation, control and accountability.



Group work discussions were successful and provided an avenue for optimum involvement of all participants.

Appendix 1

PRE AND POST- WORKSHOP EVALUATION QUESTIONS:

a. Gender

1. What is your understanding of gender?
2. What is sex?
3. Do you think there is any relationship between sex and gender?
4. Explain the following gender concepts
 - i. Gender equity
 - ii. Gender equality
 - iii. Gender mainstreaming
 - iv. Gender sensitivity

b. Women's Participation in Politics

5. Do we need women in politics at all? Give reasons to your answer.
6. List 6 national and international instruments, conventions or treaties do you know that promote women's participation in politics?
7. What are the obstacles to women's participation in politics? Please mention at least 5 of such obstacles

c. Political Parties

8. Do you think political parties should promote women's participation in politics? What is your opinion
9. Will you support your political party to adopt a policy that will promote increased women's participation and representation in politics?
10. Will you support your political party if it decides to draw up a gender policy to mainstream gender into their activities?

Appendix 2

GROUP EXERCISE

Training day two ended with a division of the participants into 3 groups tasked with the question below:

QUESTION

- What measures and policies should political parties adopt to promote women's political participation and representation in political decision making structures, party structures and national structures?

Group 1

- Reserve 50% of seats for women
- Reserve position of treasurer for women and 50% of appointed positions
- Choose female running mate
- 50% women to chair committees in parliament
- Introduce gender based education into basic and second cycle school curricula

Group 2

- 40% quota system at all levels
- Education and encouragement and capacity building for women
- Implementation of Policies/Programs on women advancement
- Women empowerment should be a priority
- Proportional representation be practiced at party level.

Group 3 FREEDOM PARTY GE PLAN

- Build capacity on women w more focus on leadership
- 40% quota reserved f women at party level
- Review of current educational curriculum to include key programs
- Government appointees to be progressively increased from 40% to 55 within the first term
- Save parliamentary seats to be reserved for women
- Progressive approach from 20 to 45 % within 8 yrs
- Performance monitoring and implementation desk setup at the office of the president to ensure timely implementation
- Lock down key positions and functions for women.
 - Party's running mate slot and chief of staff reserved
 - Do same for all female presidential elite protection
 - Council of state, lock 40% membership for women and progress.