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**Ministry of Environment Science,  
Technology, and Innovation**

**West Africa Coastal Areas Resilience  
Investment Project II  
(P175525)**

**Gender Assessment and Gender  
Based Violence Action Plan**

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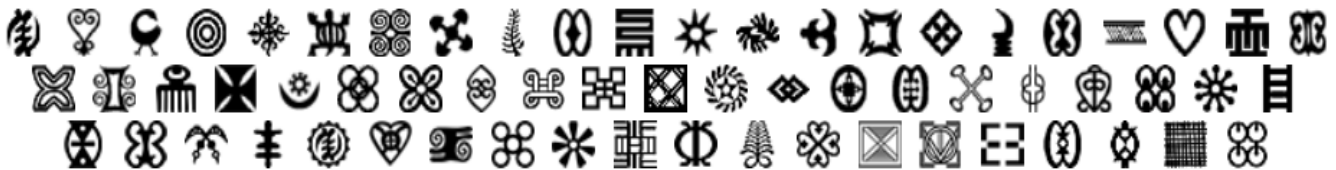
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**Use of Cultural Symbols:** Each chapter of the Gender Assessment and Gender Based Violence Action Plan opens with a cultural symbol, which summarises the concept of the chapter. The cultural symbols are used to communicate concepts, aphorisms, and the complex, and often nuanced, belief systems in Ghana. These symbols also represent objects that encapsulate evocative messages that convey traditional wisdom, aspects of life or the environment. As a public document, the prospect of widespread acceptance of the Gender Assessment and Gender Based Violence Action Plan will be enhanced when stakeholders see that the document respects Ghanaian cultural Heritage.



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**ACRONYMS AND ABBREVIATIONS**

CDD	Community Driven Development
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
C-ESMP	Contractor Environmental and Social Plans
CGRC	Community Grievances Redress Committee
CSO	Civil Society Organisations
DOVVSU	Domestic Violence and Victims Support Unit
DSD	Department of Social Development
E&S	Environmental and Social
ESCP	Environmental and Social Commitment Plan
ESF	Environmental and Social Framework
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
GBV	Gender-based Violence
GM	Grievance Mechanism
GoG	Government of Ghana
IPF	Investment Project Financing
MESTI	Ministry of Environment, Science, Technology and Innovation
MDAs	Ministries, Department and Agencies
MoGCSP	Ministry of Gender, Children and Social Protection
PAD	Project Appraisal Document
PCN	Project Concept Note
PDO	Programme Development Objective
PwDs	Persons with Disabilities
ResIP	Resilience Investment Projects
RTI	Right To Information
SEA/H	Sexual Exploitation Abuse or Harassment
SEP	Stakeholder Engagement Plan
ToR	Terms of Reference
WACA	West Africa Coastal Areas Resilience Investment Project
WB	World Bank

## GLOSSARY OF TERMS

<b><i>Child:</i></b>	In Ghana, the Children’s Act of 1998 and the 1992 Republican Constitution (section 29) in like manner also define a child as a human being below the age of eighteen (18). However, the legal age for sexual consent is 16 years old and above and the minimum age for marriage is 18years as enshrined in the Children's.
<b><i>Codes of Conduct:</i></b>	The Code of Conduct details adopted for the project covering the commitment by employers to actively GBV/SEA/SH.
<b><i>Consent:</i></b>	Consent is a key consideration in GBV particularly with regards to SEA/SH. GBV arises when consent is not voluntarily and freely given. Consent must be informed, based on a clear appreciation and understanding of the facts, implications and future consequences of an action. In order to give consent, the individual concerned must have all relevant facts at the time consent is given and be able to evaluate and understand the consequences of an action. The individual also must be aware of and have the power to exercise the right to refuse to engage in an action and/or to not be coerced (i.e., by financial considerations, force or threats). There are instances where consent might not be possible due to cognitive impairments and/or physical, sensory, or developmental disabilities. There is no consent when agreement is obtained through: (i) the use of threats, force or other forms of coercion, abduction, fraud, manipulation, deception, or misrepresentation; (ii) the use of a threat to withhold a project benefit to which the person is already entitled; or (iii) a promise made to the person to provide a benefit from the project.
<b><i>Consultant:</i></b>	Any individual, firm, company, organization or other institution that has been awarded a contract to provide consulting services to the project, and has hired managers and/or employees to conduct this work.
<b><i>Contractor:</i></b>	Any firm, company, organization or other institution that has been awarded a contract to conduct infrastructure development works for the project and has hired managers and/or employees to conduct this work. This also includes sub-contractors hired to undertake activities on behalf of the contractor.
<b><i>Contractor Environmental and Social Management Plan (C-ESMP):</i></b>	The plan prepared by the contractor outlining specifically how it will implement its activities in accordance with the subproject ESMP, and with the Project’s ESHS requirements, including GBV/SEA/SH requirements and the Project Code of Conduct.
<b><i>Defilement:</i></b>	The natural or unnatural carnal knowledge of a child under 16 years.
<b><i>Domestic violence:</i></b>	All acts of physical, sexual, psychological, economic and other forms of violence occurring in families, or households, between former or existing spouses, partners or close persons regardless of the violent person shares or has shared the same household with the person affected the violence.

<b><i>Discrimination:</i></b>	A difference in treatment of people based entirely on their being male or female. This difference contributes to structural inequality in society.
<b><i>Employee:</i></b>	Any individual offering labour to the contractor or consultant within the country on or off the work site, under a formal or informal employment contract or arrangement, typically, but not necessarily (e.g., including unpaid interns and volunteers), in exchange for a salary, with no responsibility to manage or supervise other employees.
<b><i>Environmental, Social, Health and Safety (ESHS).</i></b>	An umbrella term covering issues related to the impact of the project on the environment, communities and workers.
<b><i>Equality:</i></b>	the state or condition that affords women and men equal enjoyment of human rights, socially valued goods, opportunities and resources, allowing both sexes the same opportunities and potential to contribute to, and benefit from, all spheres of society (economic, political, social, and cultural).
<b><i>Equity:</i></b>	Justice and fairness in the treatment of women and men in order to eventually achieve gender equality, often requesting differential treatment of women and men (or specific measures) in order to compensate for the historical and social disadvantages that prevent women and men from sharing a level playing field.
<b><i>Gender</i></b>	Gender refers to the economic, social, political, and cultural attributes and opportunities associated with being women and men. The social definitions of what it means to be a woman, or a man vary among cultures and change over time. Gender is a sociocultural expression of particular characteristics and roles that are associated with certain groups of people with reference to their sex and sexuality.
<b><i>Gender mainstreaming:</i></b>	The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality
<b><i>Gender sensitivity:</i></b>	Such policies or programmes recognize that within a society, actors are women and men, that they are constrained in different and often unequal ways and that they may consequently have differing and, sometimes, conflicting needs, interests and priorities.
<b><i>Gender-Based Violence:</i></b>	Gender-based violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially-ascribed (i.e., gender) differences between males and females. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty.

<b><i>Gender-based violence (GBV) service provider:</i></b>	An organization offering specific services for GBV survivors, such as health services, psychosocial support, shelter, legal aid, safety/security services, etc
<b><i>Gender gap:</i></b>	The difference in any area between women and men in terms of their levels of participation, access to resources, rights, power and influence, remuneration and benefits.
<b><i>Sexual Abuse:</i></b>	Any actual or attempted abuse of a position of vulnerability, differential power or trust for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another (UN Glossary on Sexual Exploitation and Abuse 2017, pg. 6).
<b><i>Sexual Exploitation:</i></b>	Sexual abuse: actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions (UN Glossary on Sexual Exploitation and Abuse 2017, pg. 5).
<b><i>Sexual Harassment:</i></b>	Any unwelcome sexual advances, request for sexual favours and other verbal or non-verbal conduct of a sexual nature (e.g., actual or attempted rape or sexual assault, unwanted pressure for sexual favours, unwanted deliberate touching, leaning over, cornering, or pinching, unwanted sexual looks or gestures). Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or participation in a programme or activity: or submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting that individual; and such conduct has the purpose or effect of unreasonably interfering with an individual's work performance, or of creating an intimidating, hostile, or offensive working environment.
<b><i>Sexual Violence:</i></b>	Any type of sexual behaviour including attempts to have a sexual relationship, undesirable sexual comments and propositions, acts leading to human trafficking or otherwise aimed against the sexuality of a human being, using pressure. In most cases, sexual violence uses sexuality as a power tool.
<b><i>SEA/SH Prevention and Response Action Plan:</i></b>	Document which outlines how the project will put in place the necessary protocols and mechanisms to address SEA/SH risks; and how to address any SEA/SH allegations that may arise. This is the new name for the GBV Action Plan, as used in the original (2018) version of this note. The SEA/SH Prevention and Response Action Plan should include an Accountability and Response Framework, which details how allegations of SEA/SH will be handled (investigation procedures) and disciplinary action for violation of the Code of Conduct (CoC) by workers.
<b><i>Survivor:</i></b>	A person adversely affected by a GBV or violence against children (VAC). Women, men and children can be survivors of GBV; children can be survivors of VAC.

***Survivor-centred  
Approach:***

The survivor-centred approach is based on a set of principles and skills designed to guide professionals, regardless of their role, in their engagement with survivors (predominantly women and girls but also men and boys) who have experienced sexual or other forms of violence. The survivor-centred approach aims to create a supportive environment in which the survivor's interests are respected and prioritized, and in which the survivor is treated with dignity and respect. The approach helps to promote the survivor's recovery and ability to identify and express needs and wishes, as well as to reinforce the survivor's capacity to make decisions about possible interventions.

***Women  
Empowerment:***

the expansion of women's capacity to make and act upon decisions (agency) and to transform those decisions into desired outcomes, affecting all aspects of their lives. It entails overcoming socioeconomic and other power inequalities in a context where this ability was previously denied.

## 1. INTRODUCTION



*Boa me na me mmoa wo*  
 (“Help me and let me  
 help you”): *cooperation,*  
*interdependence*  
*reconciliation”):*  
*Peacemaking,*  
*Reconciliation*

### 1.1 Background

The Government of Ghana over the past decades has made considerable effort to improve gender equality in various sectors of the economy. Government’s commitment to promoting gender equality and women’s empowerment has been expressed through the creation of the Ministry of Gender, Children, and Social Protection mandated to develop policies and coordinate gender equality activities across Ministries, Departments and Agencies (MDAs) and Metropolitan, Municipal and District Assemblies (MMDAs), formulating gender inclusive policies and ratifying international conventions to protect the rights of women. The National Gender Policy (2015) provides guidance on the direction of the Government to enhance equitable development for women and men, girls and boys across the various sectors of the economy to achieve sustainable development.

People in coastal communities depend on coastal resources for their livelihoods and wellbeing. They hold deep ties to these resources which are highly tradable commodities, with complex value chains which they have relied on for their food security and livelihoods for generations with profound implications for poverty alleviation and economic growth. Women in coastal communities are often disproportionately affected by natural hazards and climate change which is

threatening the health and survival of crucial coastal ecosystems women often rely on for a living. Coastal resource management focuses on interaction of people and coastal natural resources and decision making regarding natural resources to achieve the conservation and sustainable use of the coastal zone and its resources. Unequal relations – usually defined by socio-cultural differences based on gender, ethnicity, religion, socio-economic class, age etc. determines who gets what and at what time or access to and control over natural resources thereby widening the existing gender inequalities in coastal communities. There is growing recognition for greater women’s participation in coastal resource management and decision-making process to address gender inequalities in the sector.

The WACA Project II seeks to enhance women’s participation in coastal resource management and empowerment through policy, physical, and social interventions. The project seeks to contribute to reducing gender gaps through supportive policy development and physical and social activities that address the disproportionate impacts on women and increase their resilience to climate change. Activities to support livelihood diversification for women will include the creation of new jobs and educational and training opportunities targeted at women. To support women’s empowerment, the project seeks to support the strengthening and scale-up of community-led coastal resource management organizations, with the aim to ensure a significant portion are women-led.

### 1.2 Objectives of the Gender Assessment

The objective of the Gender Assessment and development of a SEA/SH Action Plan is to ensure that the design and implementation of WACA ResIP II project interventions addresses key gender gaps in coastal resource management as well as prevent SEA/SH. This is to ensure that the project promote gender equality objectives of the government and the World Bank Corporate Requirement on Gender tag and the Environmental and Social Standards (ESSs) of the Environment and Social Framework (ESF). The Action Plan details the operational measures to assess and mitigate the risks of gender-based violence, most notably sexual exploitation and abuse (SEA) and sexual harassment (SH), and how they will be

integrated over the life of the project. This includes procedures for reporting, responding and managing grievances related to such abuse.

### 1.3 Methodology for the Gender and SEA/SH Action Plan Preparation

The preparation of the Gender Assessment report and SEA/SH Action Plan involved desk-based studies, screening for the identification of SEA/SH risks and impacts of the proposed project interventions, stakeholder consultations and engagement in the field. Detail review and analysis of relevant project documents, national legislation, policies, and guidelines were done. A systematic approach to identify the potential gender gaps of the project was undertaken through review of the project documents, sector documents and consultations. SEA/SH risks were assessed, and mitigation, management and monitoring measures outlined.

Specifically, the following processes and procedures were followed in conducting the Gender Assessment and development of the SEA/SH Action Plan:

- a) Desk-based studies: Review of various project related documents such as Project Concept Note (PCN), Project Information Document (PID) concept stage Environmental and Social Risk Summary (ESRS), draft Project Appraisal Document (PAD), Mission Aide Memoires (MAMs), stakeholder consultation briefs, SEA/SH risk assessment report and other technical reports. Review of gender research and technical reports and national strategy and action plan documents on coastal resource management and governance. Review of National policies, legislations, guidelines to promote gender equality, women's empowerment, prevent gender-based violence as well as the World Bank Environmental and Social Framework and Standards.
- b) Stakeholder identification and analysis: Identification of all relevant primary and secondary stakeholders.
- c) Analysis of policies and regulatory framework: Analysis of national policies and regulatory framework for gender inclusion and SEA/SH were assessed.
- d) Field survey and baseline data collection at project areas: Reconnaissance survey was conducted at (i) Keta Lagoon Complex (ii) Densu Delta Ramsar Site, and (iii) Korle Lagoon.
- e) Screening and identification of potential SEA/HS risks and impacts mitigation measures

### 1.4 Classification of GBV/SEA/SH

Gender-based violence refers to, “an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed gender differences.”<sup>14</sup> It can thereby occur in a variety of different ways, including through the infliction of physical, mental, and sexual harm or suffering, threats of such acts, as well as coercion and other deprivations of liberty, such as early or forced marriage, economic abuse and denial of resources, services and opportunities, trafficking and abduction for exploitation, Intimate Partner Violence (IPV) perpetrated by a former or current partner.

While GBV manifests in multiple types of violence, project-related risks of GBV are most likely to include: **Sexual exploitation and abuse (SEA):** SEA refers primarily to:

- **Sexual exploitation:** any actual or attempted abuse of a position of vulnerability, differential power or trust for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.
- **Sexual abuse:** actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions

**Workplace sexual harassment:** any unwanted sexual advances; requests for sexual favours, sexual physical contact, sexual verbal or non-verbal harassment, such as phone calls, emails and text messages with sexual content or the display of unwanted sexual material.

While project-related risks are anticipated to manifest in these specific forms of GBV, other types of violations may emerge, including for example as related to human trafficking - sexual slavery, coerced transactional sex, illegal transnational people movement - and other non-SEA forms of GBV such as physical assault, psychological or physical abuse, denial of resource opportunities or services, IPV.

## 2. PROJECT DESCRIPTION



*Nkonsonkonson*  
("Chain links"): Unity,  
human relations

This section outlines the project's development objectives, describes the components, beneficiaries and project area.

### 2.1 Program Development Objectives

The main Development Objective of the WACA Project II is to support coastal resilience and sustainable development in West Africa. The project will restore coastal ecosystems, especially mangroves, to reduce the risk of erosion and flooding, including restoration of abandoned rice paddies and the water system. It builds on an ongoing project the WACA Resilience Investment Project. The project will address the underlying issues of a) coastal retreat and increased flooding incidences that causes loss of housing, assets, and land, and b) coastal and marine pollution affecting the quality of coastal ecosystems. The constraints to sustainable development are a) lack of coastal management and planning, b) insufficient integration of social development in environmental and social protection and resilience, and c) lack of finance planning and adequate solutions.

### 2.2 Project Components

The Project has four components as follows:



Figure 1. The four dimensions of the WACA ResIP II project

**Component 1: Regional Integration.** The objective of the regional integration component is to strengthen the effective coordination of interventions for coastal resilience in West Africa at the regional and national levels. This will be achieved through the consolidation of the regional institutional set-up and harmonization of policy, to seek economies of scale and the development of new strategic partnerships needed for the scale-up of response to the coastal resilience development challenge.

**Component 2: Strengthening the Policy or Institutional Frameworks.** The project will support the strengthening of institutional and policy frameworks around coastal development, protection, and natural resource management (exclusive of fisheries). Focus areas will include strengthening of existing national coordination mechanisms and of institutional capacity for coastal development and protection.

**Component 3: Strengthening National Physical and Social Investments.** The project will support a wide typology of site-specific grey, green, and hybrid physical investments, and social sub-projects at the community level to achieve measurable increases in protection from coastal erosion and flooding, pollution control, and to promote climate-resilient coastal development. Physical investments supported by the project are based on coastal

management strategies and climate-resilient development plans, including Multi Sector Investment Plans (MSIPs), undertaken and ongoing in each country that identify priority investments and actions for strengthening coastal resilience and mitigating the impacts of climate change through sustainable, integrated coastal zone management.

The project will be financing (a) green infrastructure such as dune fixation to protect beaches from erosion using vegetation and shrubs to trap sand, wetland and mangrove restoration and beach replenishment; (b) grey infrastructure such as construction of breakwaters, seawalls, revetments, groynes, and dikes; (c) land claim and reclamation; (d) rehabilitation of flood banks; (e) rehabilitation and management of natural flood areas, including dredging to maintain natural flow in lagoons; (f) infrastructure, e.g. culverts, for improved drainage, especially in urban areas; and (g) sustainable land management practices in transboundary sub-watersheds and areas of high ecosystem value that drain into the coastal areas, and (h) measures to improve the management of natural habitats, including reduction of invasive species encroachment.

The project will also support targeted social sub-projects for coastal communities. These community-driven activities will be implemented to spur job growth and provide opportunities with livelihood diversification, increase adoption and effectiveness of community-led resource management schemes, and to strengthen the role of women in the management of coastal resources. The overall objective is to enhance community health, safety and livelihoods through community development solutions including alternative livelihoods aligned with natural resource management (NRM). Eligible local-level activities include rehabilitation of small public infrastructure damaged by floods or erosion (health care facilities, maternity hospitals, schools, markets, small and compact water supply and water drainage systems, and so on); cleaning natural canals (through removal of overgrown vegetation to restore the natural flow of the waterways and reduce the risk of flooding in surrounding areas); cleaning and improving the performance of drainage canals, mangroves, and tree planting; as well as desilting and reforestation of vulnerable areas prone to river and/or oceans flooding. The project can also support income-generating activities relevant to the project objectives (e.g., salt extraction and fishing) and business development for communities to adopt new market products and services that reduce their vulnerability to coastal erosion and/or flooding. The local-level activities can be implemented by local government institutions, municipalities and communities. The project will support local or national associations, NGOs, and/or beneficiary groups organised in a recognised structure for the implementation of standard Community-Driven Development (CDD) initiatives. All such activities will be inclusive of women and other marginalized groups to ensure that benefits reach those most in need.

***Component 4: Project Management.*** A PIU will be established with MESTI and will be guided by a multi-stakeholder steering committee for the project.

### **2.3 Project Beneficiaries**

Project activities are expected to directly benefit people at project sites, who live along the coast and depend on marine and coastal environment for their livelihoods. This include women and youth, and people living in marginal lands, on barrier islands and near lagoons, who are at immediate risk from coastal erosion, flooding, and salinity intrusion. Such people also suffer from the negative impacts of both marine and coastal pollution. Also, fishermen and women fish processors living in coastal areas are among the most vulnerable groups in developing countries. People engaged in agroindustry and tourism along the coastline's project sites also directly or indirectly benefit from the project interventions. Their livelihoods are often highly dependent on natural resources or ecosystem services that are increasingly being degraded. Unlike their wealthier counterparts, poor people have no social protection and typically have very limited access to formal credit or recovery resources.

### 3. POLICY, LEGAL AND INSTITUTIONAL FRAMEWORK



*Hwemudua*  
("Measuring Stick");  
Examination,  
Quality Control

This section reviews and outlines the national policies, legislations, and institutions and the World Bank's (WB) Environmental and Social Standards, specifically ESS 2, ESS 4 and ESS10 and aligns with the World Bank Good Practice Note Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing involving Major Civil Works.

The Government of Ghana has made international commitments that require that major initiatives such as the WACA project to recognize gender-sensitivity and take steps to mainstream gender considerations into its operations and particularly, provide opportunities for equal participation and benefits for women. The section also reviews relevant international conventions and laws Ghana has signed or ratified including the Convention on Elimination of All forms of Discrimination Against Women (CEDAW) and the ILO Convention 190 (Sexual Harassment at workplace).

#### 3.1 National Gender Policies and Regulations

The relevant national gender policies, laws and regulations are presented below.

##### *The 1992 Constitution*

###### **Description and Relevance**

Article 17 (2) of the 1992 Constitution prohibits discrimination on the ground of gender among other characteristics. Article 12 (2) (human rights regardless of gender among others), Article 22 (property rights of spouses) and Article 27 (women's rights) deal directly with gender issues. (3) Since 1985, the government has passed a number of laws that seek to promote gender inclusion and to criminalize actions that affects the wellbeing of women and girls and to restructure the traditional systems of inheritance such as the Intestate Succession Law in 1985 in order to ensure a fair distribution of a deceased person's property so as to cater more adequately to the otherwise excluded spouse and children.

##### *National Gender Policy, 2015*

###### **Description and Relevance**

The Policy seeks to mainstream gender equality and women's empowerment into the national development processes. The Policy outlines five commitments: (i) women's empowerment and livelihood; (ii) women's rights and access to justice; (iii) women's leadership and accountable governance; (iv) women's economic opportunities; and (v) gender roles and relations. Embedded in these commitments are the policy objectives to which strategies, institutional framework, and key stakeholders are identified for necessary steps in addressing identified bottlenecks and shortfalls in attaining gender equality and women's empowerment. The GoG considers the Gender Policy as key to achieving gender equality and women's empowerment. This policy is relevant since the WACA project will have to integrate gender issues in the design and Implementation.

##### *National Gender Mainstreaming Strategy for the Fisheries Sector (2016)*

###### **Description and Relevance**

The National Gender Mainstreaming Strategy for the Fisheries Sector seeks to promote gender responsiveness in the fisheries sector in Ghana identifying existing gaps and strategic interventions to enhance greater accountability to the promotion of women's rights and gender equality in all the stages of the fisheries value chain in Ghana. This is in line with Ghana's commitment towards promoting women's rights and gender equality in decision-making and all socio-economic sectors. This strategy is relevant since the WACA project interventions should align with the government priority actions to bridge gender gap in the fisheries sector.

##### *The Criminal Code Amendment Act (1994)*

###### **Description and Relevance**

Some of the recent achievements to protect women's and children's rights include the criminalization of harmful traditional practices under the Criminal Code Amendment Act in 1994, the criminalization of underage and forced marriage under the Children's Act in 1998, and the passage of the Human Trafficking Act in 2006 and the Domestic Violence Act in 2007. This law is relevant since the WACA project will have to ensure use of trafficked labour is prohibited for any aspect of civil works during project implementation.

### ***The Domestic Violence Act, 2006 (Act 732)***

#### **Description and Relevance**

This Act responds to the increasing evidence of violence in the domestic setting. It seeks to provide space for addressing violence as it occurs in homes and family corridors. The range of violence covered include assault in marriages and within families; deprivation of food, clothing, health, education, shelter; and of physical, emotional and financial abuse. In a broader sense, the Act seeks to protect the vulnerable in society especially women and children who are major victims of gender based violence. This Act is relevant since the project will seek to avoid gender based violence and sexual exploitation and harassment with the communities the project operates.

### ***Criminal Offences Act, 1960 (Act 29)***

#### **Description and Relevance**

The Act provides the legal framework for addressing criminal offences including sexual offences. Chapter Six provides the sexual offences relating to rape and defilement and penalties. Section 97 on rape provides that whoever commits rape shall be guilty of a first degree felony and shall be liable on conviction of imprisonment for a term of not less than five years and not more than twenty-five years. Section 98 defines rape as the carnal knowledge of a female of sixteen years or above without her consent. Section 101 defines defilement as the natural or unnatural carnal knowledge of any child under sixteen years of age with or without his or her consent commits an offence and shall be liable on summary conviction to imprisonment term of not less than seven years and not more than twenty-five years. This law is relevant since the WACA project will have to ensure that workers comply with the laws on sexual offences in their code of conduct during project Implementation.

### ***The Labour Act, 2003 (Act 651)***

#### **Description and Relevance**

The Ghana Labour Act is the primary law that regulates employment relationships in Ghana. The Act provides for equal pay for equal work for all employees irrespective of gender.

The Act further provides for the employment of persons with disabilities, women, young persons, prohibition of forced labour, conditions for termination of contracts, workers remuneration, measures to prevent unfair labour practices among others. The Act requires employers to provide separate, sufficient, and suitable toilet and washing facilities and adequate facilities for the storage, changing, drying, and cleansing from contamination of clothing for male and female workers. It provides for the conditions under which pregnant women can be employed to work at night or overtime. Section 55(i) provides unless with her consent, an employer shall not (a) assign or employ a pregnant woman worker to do any night work between the hours of ten o'clock in the evening and seven o'clock in the morning; (b) engage for overtime a pregnant woman worker or a mother of a child of less than eight months old.

Workers are entitled to annual paid leave and section 57-Maternity, Annual and Sick Leave provides that (1) a woman worker, on production of a medical certificate issued by a medical practitioner or a midwife indicating the expected date of her confinement, is entitled to a period of maternity leave of at least twelve weeks in addition to any period of annual leave she is entitled after her period of confinement and (2) a woman worker on maternity leave is entitled to be paid her full remuneration and other benefits to which she is otherwise entitled. Section 57 also provides that the period of maternity leave may be extended for at least two additional weeks where the confinement is abnormal or where in the course of the same confinement two or more babies are born; where an illness, medically certified by a medical practitioner, is due to her pregnancy, the woman worker is entitled to additional leave as certified by the medical practitioner; where an illness, medically certified by a medical practitioner, is due to her confinement the woman worker is entitled to an extension of the leave after confinement as certified by the medical practitioner; a nursing mother is entitled to interrupt her work for an hour during her

working hours to nurse her baby; interruptions of work by a nursing mother for the purpose of nursing her baby shall be treated as working hours and paid for accordingly. The Act mandates employers not to dismiss a woman worker because of her absence from work on maternity leave.

Section 173 defines sexual harassment as any unwelcome, offensive or importunate sexual advances or request made by an employer or superior officer or a co-worker to a worker, whether the worker is a man or woman. The WACA project will have to ensure that contractors comply with the provisions on employment of women and prevention of on sexual offences in their work during project Implementation.

### ***The Right to Information Act, 2019 (Act 989)***

#### **Description and Relevance**

The Right to Information Act, 2019 (Act 989), mandates state institutions to provide information as required by Article 21(1) (f) of the 1992 Constitution of Ghana, which provides that “all persons shall have the right to information subject to such qualifications and laws as are necessary for a democratic society”. The project will ensure that the environment and social instruments are publicly disclosed to the public.

## **3.2 The World Bank Environmental and Social Policies and Guidelines**

### **3.2.1 Environmental and Social Framework and Standards**

The World Bank launched the Environmental and Social Framework (ESF) in 2018 to be applied to all investment projects commencing on or after October 2018. The ESF includes the following four standards that are especially relevant to SEA/SH:

- Assessment and Management of Environmental and Social Risks and Impacts (ESS1);
- Labour and Working Conditions (ESS2);
- Community Health and Safety (ESS4); and
- Stakeholder Engagement and Information Disclosure (ESS10).

**Table 1: Relevant World Bank Environmental and Social Standards**

<b>World Bank Environmental and Social Standards</b>	<b>Justification for relevance</b>
ESS1: Environmental & Social Risk and Impact Assessment	This standard is relevant since sub-project activities under component 3 are expected to present some environmental and social risks. ESS1 formulates the Project’s responsibilities linked to the prevention and containment of SEA/SH incidents associated with each of stage of the Project. This Standard requires the Project to adopt differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable (such as women), and they are not disadvantaged in sharing development benefits and opportunities resulting from the project.
ESS2: Labour and Working Conditions	While recognising the importance of employment creation, ESS 2 also addresses SEA/SH risks. It seeks to promote sound worker-management relationships and enhance the development benefits of a project by applying the principles of equal opportunity and fair treatment, avoid discrimination with respect to any aspects of the employment relationship, such as recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment, access to training, job assignment, promotion, termination of employment or retirement, or disciplinary practices. The Standard requires the Project to set out measures to prevent and address harassment, intimidation and/or exploitation. The Project has to institute appropriate measures of protection and assistance to address the vulnerabilities of project workers, including specific groups of workers, such as women, people with disabilities and migrants. ESS 2 also requires the project to establish Workers Grievance Redress Mechanism including measures to ensure confidential reporting of SEA/SH complaints. Where national law is inconsistent with this requirement, the project will seek to carry out project activities in a manner that is consistent with the requirements of ESS 2 to the extent possible. This standard is relevant as project will engage different category of workers, including women on full-time, part-time, temporary, and seasonal basis including migrant workers and these workers may be survivors or victims of project related SEA/SH abuses.

World Bank Environmental and Social Standards	Justification for relevance
ESS4: Community Health and Safety	ESS4 addresses the health, safety, and security risks and impacts on project-affected communities and the corresponding responsibility for project to avoid or minimize such risks and impacts, with particular attention to people who, because of their particular circumstances, may be vulnerable. ESS 2 among others requires projects to anticipate and avoid adverse impacts on the health and safety of project-affected communities, avoid or minimize community exposure to project-related traffic and road safety risks, diseases and hazardous materials and to safeguard against other hazards such as project related SEA/SH prevention. This standard is relevant since project will engage different category of workers on full-time, part-time, temporary, and seasonal basis including migrant workers and these workers and community members may be survivors or victims of project related SEA/SH abuses.
ESS10: Stakeholder Engagement and Information Disclosure	<p>This ESS recognizes the importance of open and transparent engagement between the Borrower and project stakeholders as an essential element of good international practice. Effective stakeholder engagement can improve the environmental and social sustainability of projects, enhance project acceptance, and make a significant contribution to successful project design and implementation.</p> <p>ESS 10 establishes a systematic approach to stakeholder engagement that will help Borrowers identify stakeholders and build and maintain a constructive relationship with them, promote and provide means for effective and inclusive engagement with project-affected parties throughout the project life cycle on issues that could potentially affect them and to ensure that appropriate project information on environmental and social risks and impacts is disclosed to stakeholders in a timely, understandable, accessible and appropriate manner and format. The standard requires the project to establish an accessible and inclusive grievance redress mechanism including measures for confidential reporting of project related SEA/SH complaints</p> <p>This standard is relevant because multiple stakeholders will be involved in the project – communities, government agencies, regional and district administrations and traditional authorities and SEA/SH prevention measures and complaint management process must be publicly disclosed including measures for confidential reporting of project related SEA/SH complaints.</p>

### 3.3 International Conventions for Gender Equality and Other Relevant Guidelines

#### *The Universal Declaration of Human Rights, the Convention on the Elimination of all Forms of Discrimination against women (CEDAW)*

Ghana has ratified or accented to some key international conventions and treaties which oblige state parties to respect, protect and fulfil the human rights of all persons within their territory and subject to the laws and regulations of the country without discrimination. As a signatory to the UN Convention on the Elimination of all Forms of Discrimination against women (CEDAW), Ghana is mandated to exercise due diligence to avoid discrimination against women and to combat SEA/SH.

CEDAW it is part of international law and is legally binding for countries that have ratified the convention to end all forms of discrimination against women and girls and guarantee their rights in all areas of life. CEDAW Article 2 (c) for example provides that “establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination”; 2 (d) require state parties “to refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation”; and 2(e) for state parties to take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise”.

The WACA project will ensure to discrimination against women will be prohibited throughout the project life.

***Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (The Maputo Protocol)***

The Maputo Protocol seeks to advance state parties obligations in the African Charter on Human and Peoples' Rights towards ending all forms of discrimination on the grounds of race, ethnic group, colour, sex, language, religion, political or any other opinion, national and social origin, fortune, birth or other status. Article 2 mandate States Parties to combat all forms of discrimination against women through appropriate legislative, institutional and other measures and integrate a gender perspective in their policy decisions, legislation, development plans, programmes and activities and in all other spheres of life. Article 4 paragraphs 2(a), (e) and (f) mandate state parties to enact and enforce laws to prohibit all forms of violence against women including unwanted or forced sex whether the violence takes place in private or public; punish the perpetrators of violence against women and implement programmes for the rehabilitation of women victims; and establish mechanisms and accessible services for effective information, rehabilitation and reparation for victims of violence against women.

Article 13 requires States Parties to adopt and enforce legislative and other measures to guarantee women equal opportunities in work, career advancement and other economic opportunities by promoting equality of access to employment; right to equal remuneration for jobs of equal value for women and men; transparency in recruitment, promotion and dismissal of women and combat and punish sexual harassment in the workplace, guarantee adequate and paid pre - and post-natal maternity leave in both the private and public sectors.

This Protocol is relevant to the WACA project as the government of Ghana is mandated to end all forms of discrimination against women and protect the rights of women, persons with disabilities and children who are often vulnerable to SEA/SH.

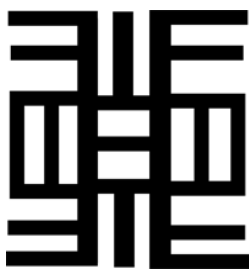
***ILO Convention 190***

The ILO requires state parties to protect different categories of workers and adopt laws and regulations requiring employers to take appropriate steps commensurate with their degree of control to prevent violence and harassment in the world of work, including gender-based violence and harassment, and in particular, so far as is reasonably practicable, to among others adopt and implement, in consultation with workers and their representatives, a workplace policy on violence and harassment; take into account violence and harassment and associated psychosocial risks in the management of occupational safety and health; identify hazards and assess the risks of violence and harassment, with the participation of workers and their representatives, and take measures to prevent and control them.

***World Bank Good Practice Note on Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing involving Major Civil Works***

The World Bank Good Practice Note on Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing involving Major Civil Works (2020) discuss the scope, measures to avoid or mitigation measures to prevent SEA/SH risk in projects. The Good Practice Note entreat projects to identify existing and potential local SEA/SH risks, and potential risk mitigation measures. This Good Practice Note will guide the project to ensure SEA/SH issues are properly addressed. This Gender and SEA Action Plan preparation process involved consultations with women's groups and women leaders in project communities to understand the SEA/SH risks and trends in the community.

## 4. GENDER SITUATIONAL ANALYSIS IN PROJECT COMMUNITIES



*Nea onnim no sua a, obu* ("He who does not know can know from learning"): knowledge, life-long education

This section describes the gender baseline conditions of the project area. It provides the baseline information about the coastal regions and district in Ghana, and initiatives of the Government of Ghana particularly in relation to integrating gender issues into national development and in coastal resource management.

### 4.1 GBV National Context

GBV is widespread in Ghana, and considered to be a major obstacle to equality, peace and development in the country.

#### Child Sexual Activities and Abuse

In Ghana, about 12% of girls and 9% of boys have had sex before the age of 15 (United Nations Population Fund 2016). Statistics further show that 10% of teens under 15 years are having sex (Lithur 2015). A survey conducted by the Ghana Demographic and Health Survey in 2014 revealed that among women aged 25-49, 11 percent had their first sexual intercourse by age 15, 44 percent by age 18, and 68 percent by age 20. Among men aged 25-49, 5 percent had their first sexual intercourse by age 15, 27 percent by age 18, and 52 percent by age 20. About 44 percent of young people have sex before age 18 and most initiate it at age 15. According to the Ghana Statistical Service, between 2008 and 2014, the percentage of men and women between the ages of 25 and 40 who reported having sexual intercourse at age 15 decreased only one point, from 12 to 11 percent (GSS 2015). Furthermore, it has been estimated that four in ten Ghanaian women and two in ten men aged 15–19 have had sex before (Alan Guttmacher Institute, 2004).

The phenomenon of child sexual abuse has been widely acknowledged across many societies, including Ghana.

#### Domestic Violence

Physical abuse by the husband or other intimate partner is widespread. While there is a lack of up-to-date data, 72 per cent of respondents to a 1998 survey reported that wife beating was a common practice in their community. Results of another survey published the following year indicated that one third (33 per cent) of all women were experiencing physical violence at the hands of current or previous partners at the time of the survey. According to the statistics available at the Accra Regional Office of the Domestic Violence and Victims Support Unit (DOVVSU), as of August 2020, 31.9% of Ghanaian women have faced at least one form of domestic violence - physical, economic, psychological, social or sexual.

#### Sexual Violence

According to the Ghana Family Life and Health Survey (GFLHS) 2015 about 27.7% of Ghanaian women had experienced at least one form of domestic violence (physical, economic, psychological, social, and sexual violence). In addition, the survey shows that that 30 per cent of women and 23.1 per cent of men experienced sexual violence at least once over their lifetime, and 10.6 per cent of women and 9.5 per cent of men reported having experienced sexual violence at least once over the 12 months that preceded the survey. Further, the UN women global database reports that lifetime physical and/or sexual intimate partner violence in Ghana for the year 2020 stands at 24 % and physical and sexual intimate partner violence in the last 12months is 19%. Specifically, in the coastal regions, about 26.7% of the population in the Western Region, 35.5% in the Central Region, 28.1 in the Greater Accra Region and 29.9% in the Volta Region have experienced sexual violence once in their lifetime (IDS, GSS and Associates (2016).

**Dimensions of sexual violence:** According to the Ghana Family Life and Health Survey (GFLHS) 2015, the most prevalent form of sexual violence among both women and men over their lifetimes was being subject to sexual comments (18 per cent among women and 12.1 per cent among men). This was followed by unwanted touches (15.3 per cent among women and 10.3 per cent among men) and being physically forced to have sex (9 per cent among women and 6.9 per cent among men). These patterns of sexual violence were very similar across the lifetime of individuals and in the 12 months prior to the survey.

### **Determinants of Domestic Violence**

In Ghana studies have found evidence for strong correlations between the incidence of domestic violence and a wide range of individual socio-economic factors, such as age, education and marital status (Aizer, 2011; García-Moreno et al., 2005; Jewkes et al., 2002; La Mattina, 2012). Evidence shows that these individual determinants of domestic violence interact with factors that play out at the level of families (notably, differences in intra-household gender dynamics), as well as wider community and societal levels – in particular, the prevalence of patriarchal norms, perceptions of masculinity and exposure to other forms of violence.

**Age patterns:** The incidence of lifetime sexual violence is higher among younger women: 38.2 per cent of women aged 15–19 years, 40.4 per cent of women aged 20–24 years and 38.3 per cent of women aged 30–39 years reported having experienced at least one act of sexual violence. In contrast, 18.8 per cent of women aged 50–60 years experienced these forms of violence (GFLHS, 2015). The incidence of sexual violence is highest among men aged 30–39 years (29.7 per cent) and men aged 20–24 years (29.2 per cent). The lowest incidence is again among the oldest male age group (13.8 per cent) (GFLHS, 2015). These age patterns were also observed when considering the 12 months prior to the survey (GFLHS, 2015).

**Employment status:** According to the Ghana Family Life and Health Survey (GFLHS) 2015, employed women and men (41.9 and 31.5 per cent, respectively) were more likely to have experienced sexual violence than men and women not in employment.

**Marital status:** According to the Ghana Family Life and Health Survey (GFLHS) 2015, the incidence of sexual violence is more prominent among women and men who were divorced, separated or widowed at the time of the survey (31.7 per cent of women and 29.4 per cent of men). The differences in relation to other marital status are considerable, with 22.6 per cent of never-married women and 16.9 per cent of never-married men having reported sexual violence. As with other forms of violence, the incidence of sexual violence in the 12 months prior to the survey is highest among never-married women.

**Education levels and asset ownership:** Women with no formal education were about half as likely as women with some level of education to report sexual violence. Women with secondary (39.1 per cent) and higher education (37.1 per cent) are more likely to have experienced sexual violence than women with primary (32.8 per cent) or middle levels of education (32.0 per cent) (Table 14). Men with higher levels of education are more likely to have experienced sexual violence over their lifetime: 34.9 per cent, compared to 20.1 per cent among men with primary education. Men with no formal education are the least likely to report sexual violence over their lifetime (7.8 per cent). Sexual violence against men is also more prominent at the top end of the asset ownership distribution. The proportion of men experiencing any type of sexual violence over their lifetime is twice as high for male respondents in the highest asset quintile (29.3 per cent) than for those in the lowest quintile (15.1 per cent). This association is similar for women, but the differences across quintiles is less pronounced. These patterns are also observed when considering the incidence of sexual violence in the 12 months prior to the survey.

## **4.2 Population of Coastal Regions and Districts**

The coastal regions of Ghana together have a population 12,012,806 people (5,894,689 males and 6,118,117 females). The Greater Accra Region has the highest population in Ghana with 5,446,237 people consisting of 2,674,192 males (49.1%) and 2,772,045 females (50.9%). The population density of the region is 1,678.3 persons per square km. The West Region has a population of 2,057,225 consisting of 1,043,400 males (50.7%) and

1,013,825 females (49.3%). The Central Region has a population of 2,859,821 consisting of 1,390,985 males (48.6%) and 1,468,836 females (51.4%).

Overall, Ghana has a population of 30.8 million (2021 Population and Housing Census). Overall, females make up 50.7% of the population and males 49.3%, giving a national sex ratio of 97 males for every 100 females. The country has an average population density of 129.1 persons per square km. About 25% of Ghana's population resides in the coastal zone, The Volta Region has a population of 1,649,523 consisting of 786,112 males (47.7%) and 863,411 females (52.3%). The population density of the region is 291.0 persons per square km (Table 2). Table 3 presents population by coastal districts in Ghana.

**Table 2: Coastal Regions Population, Land Area, and Population Density**

Locality/Region	Population		2021 Population	
	2010	2021	Male	Female
Ghana	24,658,823	30,792,608		
Greater Accra	4,010,054	5,446,237	2,674,192	2,772,045
Western	1,664,586	2,057,225	1,043,400	1,013,825
Central	2,201,863	2,859,821	1,390,985	1,468,836
Volta	1,481,363	1,649,523	786,112	863,411
<b>Coastal Regions</b>	<b>9,357,866</b>	<b>12,012,806</b>	<b>5,894,689</b>	<b>6,118,117</b>

**Table 3: Coastal Districts Population by Sex**

Region	District	Total Population		
		Both Sexes	Male	Female
<b>Volta Region</b>	Anloga	94,895	44,709	50,186
	Keta Municipal	78,862	36,986	41,876
	Ketu South	253,122	121,277	131,845
<b>Greater Accra</b>	Weija Gbawe Municipal	213,674	104,910	108,764
	Ablekuma West Municipal	153,490	73,879	79,611
	Accra Metropolis	284,124	134,045	150,079
	Korle Klottey Municipal	68,633	33,108	35,525
	La Dade-Kotopon	140,264	68,099	72,165
	Ledzokuku Municipal	217,304	106,099	111,205
	Krowor Municipal	143,012	70,735	72,277
	Tema West Municipal	196,224	96,846	99,378
	Tema Metropolitan	177,924	87,529	90,395
	Kpone Katamanso	417,334	208,040	209,294
	Ningo/Prampram	204,673	101,871	102,802
	Ada West	76,087	37,132	38,955
	Ada East	76,411	37,034	39,377
<b>Central Region</b>	Komenda-Edina-Eguafo-Abirem Municipal	166,017	80,570	85,447
	Cape Coast Metropolitan	189,925	92,790	97,135
	Abura-Asebu-Kwamankese	124,465	59,644	64,821
	Mfantseman Municipal	168,905	78,033	90,872
	Ekumfi	56,741	26,384	30,357
	Gomoa West	129,512	59,420	70,092
	Gomoa Central	83,610	39,101	44,509
	Effutu Municipal	107,798	54,723	53,075
	Awutu Senya East	236,527	115,530	120,997
Gomoa East	308,697	152,238	156,459	
<b>Western Region</b>	Jomoro	126,576	62,649	63,927
	Ellembelle	120,893	60,586	60,307

Region	District	Total Population		
		Both Sexes	Male	Female
	Nzema East	94,621	48,590	46,031
	Ahanta West Municipal	153,140	75,219	77,921
	Sekondi Takoradi Metropolis	245,382	119,344	126,038
	Shama	117,224	57,210	60,014

Source: Population and Housing Census, 2021

#### 4.2.1 Literacy

The overall literacy rate for people 15 years and older, in Ghana, is 72.2% compared to 81.7% for the four Coastal regions, which varies from a minimum of 74.8% in the Western region to the maximum of 88.1% in the Greater Accra region. Literacy rates for this category is higher among males than females. For instance, the national male literacy rate for this age category is 78.4% compared to 66.3% for females. Greater Accra has the highest male literacy for this age category (92.2%), while the Western region has the lowest male literacy rate (80.2%). Among females, the Volta region has the lowest female literacy rate (67.6%) among all the Coastal regions while the Greater Accra has the highest female literacy rate (84.2%) (Table 4).

Again, urban centres have the highest literacy rates compared to the rural areas. The national literacy among 15 years and older in the urban areas is 81.8% and 58.3% in the rural areas and 86.3% for urban areas and 69.8% for rural areas of Coastal regions. At the regional level, the Greater Accra region recorded the highest literacy rates for both urban and rural areas with 89.1% and 76.2%, respectively. The Volta region recorded the least literacy rates for urban areas (81.2%) among the Coastal regions while the Western region recorded the least literacy rates for rural areas (65.0%) among the coastal regions.

**Table 4: Population 15 Years and Older by Literacy Status, Sex, Type of Locality and Region**

Literacy Status	Ghana	Western	Central	Greater Accra	Volta	Coastal Regions
<b>Male</b>						
Not Literate	21.6%	19.8%	15.7%	7.8%	16.1%	12.8%
Literate	78.4%	80.2%	84.3%	92.2%	83.9%	87.2%
<b>Female</b>						
Not Literate	33.7%	30.8%	28.9%	15.8%	32.4%	23.6%
Literate	66.3%	69.2%	71.1%	84.2%	67.6%	76.4%
<b>Urban</b>						
<b>Male</b>						
Not Literate	12.6%	11.8%	12.6%	7.0%	11.5%	9.0%
Literate	87.4%	88.2%	87.4%	93.0%	88.5%	91.0%
<b>Female</b>						
Not Literate	23.3%	21.4%	23.3%	14.7%	25.1%	30.2%
Literate	76.7%	78.6%	76.7%	85.3%	74.9%	69.8%
<b>Rural</b>						
<b>Male</b>						
Not Literate	34.2%	28.4%	20.3%	17.5%	19.6%	22.1%
Literate	65.8%	71.6%	79.7%	82.5%	80.4%	77.9%
<b>Female</b>						
Not Literate	49.0%	42.2%	37.2%	30.0%	38.0%	37.8%
Literate	51.0%	57.8%	62.8%	70.0%	62.0%	62.2%

Source: Population and Housing Census (2021)

#### 4.2.2 Employment Status of the Population

According to the 2021 census, 59.7% of the national population of individuals between 15 and 64 years (18,554,520) are economically active, 51.8% are employed, 8% are unemployed and 40.3% are outside the labour force. Among the Coastal region, the Greater Accra region recorded the highest proportion of economically active population (66%), and the Volta region recorded the least at 57.6%. Though the Volta region had the least proportion of its economically active population unemployed for both sexes (7.1% for males and 8.4% for females)—compared with the Western region (9.2% for males and 8.8% for females), the Greater Accra region (8.4% for males and 8.5% for females), and the Central region (7.7% for males and 8.4% for females)—it also had the highest proportion of this population outside the labour force for both sexes (38.1% for males and 46.2% for females). This is compared to the 39.3% (35.5% for males and 42.8% for females) for Central region, 38.5% (33.2% for males and 44.0% for females) for Western region, and 34% (28.9% for males and 38.9% for females) for Greater Accra region (Table 5).

**Table 5: Employment Status of the Population 15 Years and Older by Coastal Region and Sex (%)**

Locality/Region	Employed			Unemployed			Not in labour force		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Ghana	65.0	66.9	63.3	6.0	5.4	6.4	29.1	27.7	30.3
Greater Accra	61.2	62.5	60.2	8.2	9.1	7.4	30.6	28.5	32.4
Western	67.1	69.4	65.0	6.4	5.5	7.3	26.4	25.1	27.7
Central	69.1	70.6	68.0	5.5	4.2	6.5	25.4	25.3	25.5
Volta	73.4	75.1	71.9	3.6	2.7	4.4	23.0	22.1	23.7

Source: Population and Housing Census (2021)

#### 4.2.3 Economic Characteristics of Coastal Ghana

Over 60% of major industries (manufacturing, refinery, mining, port and harbour, textile and smelting), urban settlements (Accra, Tema, and Takoradi), tourism, heritage and conservation sites are located in the coastal zone. The primary commercial activity along Ghana’s coastal town and communities is fishing. Other commercial activities are salt production, stone and sand winning, recreational activities, agriculture and, more recently, commercial activities relating to oil and gas sector, especially in the Western region.

About 22.4% of the employed individuals of 15 years and above in the Coastal regions are employed in the “Wholesale and retail trade; repair of motor vehicles and motorcycles” industry. This is followed by “Agriculture, forestry, and fishing”, 18.5%; “Manufacturing”, 8.1%; “Accommodation and food services”, 6.6%; and “Transportation and storage”, 6.6%. Males dominate in Agriculture, forestry, and fishing (20.7%), Wholesale and retail trade; repair of motor vehicles and motorcycles (12.6%), and Transportation and storage (12.2%). Females, on the other hand, dominate in Wholesale and retail trade; repair of motor vehicles and motorcycles (33.6%), Agriculture, forestry, and fishing (16.0%), and Accommodation and food services activities (12.0%).

**Western Region.** Agriculture (including forestry and fishing) is the major industry in the Western region, employing 35.4%. This is followed by wholesale and retail; repair of motor vehicles and motorcycles (15.7%), Manufacturing (6.9%), Mining and quarrying (6.1%), and Transportation and storage (5.5%).

Males dominate in Agriculture, forestry, and fishing (38.9%), Mining and quarry (10.0%), and Transportation and storage (9.7%), whereas the females dominate in Agriculture, forestry, and fishing (30.9%), Wholesale and retail trade; repair of motor vehicles and motorcycles (26.6%), and Accommodation and food service activities (10.5%).

**Greater Accra.** The five industrial activities that employ the most individuals in this population group in the region are: “Wholesale and retail trade; repair of motor vehicles and motorcycles”, 61.0%; “Manufacturing”, 19.1%; “Transportation and storage”, 16.8%; “Accommodation and food service”, 16.3%; and “Construction”, 16.2%. “Agriculture, forestry, and fishing” is the seventh most important industry, employing about 3.9% of the population group.

Males dominate in Wholesale and retail trade; repair of motor vehicles and motorcycles (17.2%), Transportation and storage (13.7%), and Construction (13.0%), whereas females dominate in Wholesale and retail trade; repair of motor vehicles and motorcycles (39.1%), Accommodation and food service activities (12.9%), and Manufacturing (8.1%).

**Central.** The industry that employs the most individuals from 15 years and above in the region is Agriculture, forestry, and fishing (30.5%). This is followed by Wholesale and retail trade; repair of motor vehicles and motorcycles (19.2%), Manufacturing (6.9%), Education (6.7%), and Accommodation and food services activities (6.4%).

Males in the Central region dominate in the Agriculture, forestry and fishing (33.9%), Construction (11.7%), and Transportation and storage (11.6%) industries. On the other hand, females dominate in Wholesale and retail trade; repair of motor vehicles and motorcycles (30.1%), Agriculture, forestry and fishing (26.9%), and Accommodation and food service activities (11.7%).

**Volta.** Agriculture, forestry and fishing is the largest industry in the Volta region, employing (33.2%). This is followed by the Wholesale and retail trade; repair of motor vehicles and motorcycles (16.9%), and Manufacturing (9.7%).

Whereas males dominate in Agriculture, forestry and fishing (36.5%), Transportation and storage (10.6%), and Construction (9.8%), females dominate in Agriculture, forestry and fishing (29.6%), Wholesale and retail trade; repair of motor vehicles and motorcycles (26.8%), and Manufacturing (11.1%).

Table 6: Employed Population 15 Years and Older by Industry, Sex, and Coastal Region

Industry	All Regions			Coastal Regions			Western			Central			Greater Accra			Volta		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Agriculture, forestry and fishing	33.0%	36.6%	28.8%	18.5%	20.7%	16.0%	35.4%	38.9%	30.9%	30.5%	33.9%	26.9%	3.9%	4.9%	2.8%	33.2%	36.5%	29.6%
Mining and quarrying	1.1%	1.9%	0.2%	1.4%	2.4%	0.3%	6.1%	10.0%	1.1%	1.0%	1.8%	0.2%	0.7%	0.5%	0.1%	0.3%	0.4%	0.3%
Manufacturing	6.7%	5.9%	7.7%	8.1%	7.5%	8.7%	6.9%	5.3%	8.9%	6.9%	5.3%	8.7%	19.1%	9.0%	8.1%	9.7%	8.4%	11.1%
Electricity, gas, steam and air conditioning supply	0.5%	0.9%	0.1%	0.7%	1.3%	0.1%	0.6%	1.0%	0.1%	0.6%	1.1%	0.0%	2.0%	1.5%	0.1%	0.5%	1.0%	0.0%
Water supply; sewerage, waste management and remediation activities	0.1%	0.2%	0.1%	0.2%	0.3%	0.1%	0.1%	0.2%	0.1%	0.1%	0.2%	0.1%	0.5%	0.3%	0.1%	0.1%	0.2%	0.1%
Construction	5.2%	9.1%	0.7%	6.3%	11.4%	0.6%	4.3%	7.3%	0.4%	6.3%	11.7%	0.4%	16.2%	13.0%	0.8%	5.3%	9.8%	0.5%
Wholesale and retail trade; repair of motor vehicles and motorcycles	18.7%	10.1%	28.8%	22.4%	12.6%	33.6%	15.7%	7.2%	26.6%	19.2%	9.0%	30.1%	61.0%	17.2%	39.1%	16.9%	7.5%	26.8%
Transportation and storage	5.2%	9.5%	0.2%	6.6%	12.2%	0.3%	5.5%	9.7%	0.2%	6.1%	11.6%	0.1%	16.8%	13.7%	0.5%	5.5%	10.6%	0.1%
Accommodation and food service activities	5.3%	1.5%	9.8%	6.6%	1.9%	12.0%	5.3%	1.3%	10.5%	6.4%	1.5%	11.7%	16.3%	2.5%	12.9%	6.0%	1.3%	10.9%
Information and communication	0.5%	0.7%	0.2%	0.8%	1.2%	0.4%	0.3%	0.4%	0.1%	0.4%	0.6%	0.1%	2.9%	1.9%	0.6%	0.3%	0.4%	0.1%
Financial and insurance activities	1.5%	1.6%	1.3%	2.0%	2.2%	1.8%	1.2%	1.2%	1.2%	1.2%	1.4%	0.9%	6.3%	3.0%	2.6%	1.1%	1.4%	0.7%
Real estate activities	0.1%	0.2%	0.0%	0.2%	0.3%	0.0%	0.1%	0.1%	0.0%	0.1%	0.2%	0.0%	0.5%	0.4%	0.1%	0.1%	0.1%	0.0%
Professional, scientific and technical activities	1.4%	1.7%	1.0%	1.9%	2.4%	1.2%	1.1%	1.4%	0.7%	1.2%	1.5%	0.8%	5.8%	3.4%	1.7%	1.0%	1.3%	0.7%
Administrative and support service activities	0.8%	0.9%	0.7%	1.2%	1.3%	1.0%	0.7%	0.8%	0.5%	0.7%	0.9%	0.5%	3.8%	1.8%	1.6%	0.6%	0.8%	0.5%

Industry	All Regions			Coastal Regions			Western			Central			Greater Accra			Volta		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Public administration and defence; compulsory social security	1.7%	2.3%	0.9%	2.4%	3.3%	1.3%	1.6%	2.3%	0.7%	1.2%	1.8%	0.6%	7.6%	4.6%	2.0%	1.3%	2.0%	0.6%
Education	5.9%	6.1%	5.7%	5.8%	5.6%	6.0%	5.0%	4.6%	5.5%	6.7%	7.3%	6.1%	11.8%	4.5%	6.2%	7.0%	8.2%	5.7%
Human health and social work activities	2.6%	1.9%	3.4%	2.7%	1.9%	3.7%	2.1%	1.3%	3.0%	2.3%	1.7%	2.9%	7.1%	2.2%	4.4%	2.6%	2.0%	3.3%
Arts, entertainment and recreation	0.9%	0.9%	0.8%	1.1%	1.3%	1.0%	0.6%	0.6%	0.6%	0.8%	0.9%	0.7%	3.2%	1.7%	1.2%	1.2%	1.4%	0.9%
Other service activities	8.3%	7.6%	9.1%	10.5%	9.9%	11.1%	7.0%	6.0%	8.2%	8.0%	7.4%	8.6%	30.3%	13.2%	14.1%	6.8%	6.4%	7.3%
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	0.5%	0.3%	0.6%	0.6%	0.4%	0.8%	0.3%	0.2%	0.4%	0.3%	0.2%	0.4%	1.8%	0.5%	1.1%	0.4%	0.3%	0.6%
Activities of extraterritorial organizations and bodies	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%	0.1%	0.0%	0.0%	0.0%

Source: Population and Housing Census (2021)

#### 4.2.3.1 Fishing

The fisheries sector in Ghana is estimated to contribute 3% of total Gross Domestic Product (GDP) of the country and 5% of the GDP in agriculture sector and about 10% of the country's population is engaged in various aspects of the sector (National Gender Mainstreaming Strategy for the Fishing Industry, 2016). According to the National Fisheries and Aquaculture Policy (2008), the sector contributes significantly to Ghana's socio-economic agenda in terms of food security, employment, poverty reduction and foreign exchange earnings. The marine fisheries and consequently the fishing fleet can be classified into four main groups, artisanal fishing fleet, nearshore and inshore fishery vessels, the offshore/distant water vessels, and the tuna fleet.

Artisanal fishery industry in Ghana is a highly gendered occupation based on traditional gendered roles. Mainly, men fish and women do the processing and marketing. The industry is mainly operated from open beaches by means of wooden canoes operated by men. The numerous landing sites along the coastline are under control of a Chief fishermen. Women are active agents of change in the fisheries sector, however, their participation in decision making processes in the sector is often constrained by cultural norms and practices, mobility (the result of care and reproductive responsibilities), education (literacy), access to capital, cultural rules, among other barriers (Matsue, Daw, and Garrett 2014; FAO 2015). However, women who are able to save small capital or access credit can buy their own processing equipment or finance fishing trips. Small number of them are able to cross the gender-define division between fishing and marketing by investing in fishing equipment and boats run by male family members or an outside fishing crew<sup>1</sup>.

#### 4.3 Gender, Climate Change and Disaster Risk Reduction

Climate change is expected to worsen existing poverty and exacerbate inequalities; this is because climate change impacts are not only economic and physical, but also social. Because of gender differences in sociocultural and economic roles and responsibilities, climate change affects women and men in different ways and often women more harshly. The 2011 Human Development Report cautions that gender inequalities intersect with climate risks and vulnerabilities, concluding that climate change is likely to amplify existing patterns of gender disadvantage (MESTI/MoGCSP, 2021).

Different roles and responsibilities of both women and men and their access to resources influence how each is affected by different hazards, and how they will cope and recover from disaster. For example, Owusu (2019) reported that the percentage of males who experienced flooding in the slums of Accra were 77.7 percent compared to that of 77.1 percent of females. In that same study, 51.4 percent of females experienced rainstorms compared to 56.6 percent of males. Furthermore, 53.1 percent of females experienced soil erosion compared to 43.4 percent of males. Additionally, 39.4 percent of females experienced salt-water intrusion compared to 32.6 percent of males.

Women and children are most affected in disaster situations compared to men due to inequalities in exposure and sensitivity to risk as well as inequalities in access to resources, capabilities and opportunities. Women's vulnerability is worsened by their limited access to the required resources that would enable them to adapt. In other words, the gendered social norms place women, children and other vulnerable groups at a disadvantage in the sharing of agricultural lands, irrigation systems and other natural resources. Men have more access to good farmlands, household income and other resources and thus are able to build their resilience.

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<sup>1</sup> Torell, E.; Owusu, A., and Okyere Nyarko, A. (2015). Ghana Fisheries Gender Analysis. USAID/Ghana Sustainable Fisheries Management Project (SFMP).



## 5. POTENTIAL PROJECT-RELATED SEA/SH RISKS



*Akobon ("War born"):  
Vigilance, wariness*

Development projects have the potential to create or exacerbate risks of varying forms of GBV, including SEA and SH. Furthermore, development operations can cause shifts in communal power dynamics between community members and within households, which can lead to male jealousy within homes and to domestic violence. Such issues can make women vulnerable to GBV, as they may lose their livelihoods. Key risks that may emerge as a result of the project include:

**Discrimination in priority-setting and community engagement processes:** Women, girls and other groups that have less power and status (marginalized groups) such as people with disabilities, unmarried women/girls, women and girls associated with armed groups, displaced individuals and families and minority ethnic/tribal groups are more likely to be invisible or hidden in community consultation and engagement processes. Additionally, patriarchal norms in Ghana society often lead women and girls – of all groups – to be left out of community discussions or to have their needs and priorities silenced. This exclusion from spaces of voice, agency and decision-making can lead to decisions that further harm

or marginalize them.

**Discrimination in priorities in traditional space planning:** In construction and social projects such as WACA, women and girls' exclusion from planning and design spaces can result in infrastructure that either ignores, or exacerbates, women and girls' risks of SEA/SH in the city and when accessing urban services.

**Abuse of power, including sexual exploitation and abuse and bullying, in hiring, employment, and retention practices:** Construction can interfere with communities in ways that increase harassment and violence against women and girls; Hiring and employment practices that seek to increase the number of women in different employment positions – from skilled labour within contractors (i.e. engineers) to community engagement officers – can expose women to incidents of sexual exploitation (pressure to perform sexual acts in exchange for work), harassment, or violence; for example when moving about communities and/or engaging with male leaders and/or community members. Additionally, unequal gender norms and harmful beliefs run the risk of creating hostile environments for female staff members at both the skilled and unskilled levels.

**Abuse of power, including sexual exploitation and abuse, in dissemination of accurate information on available services and avenues for grievance redress:** Misinformation or lack of information throughout the components of the project can lead to harm and violence towards different strata of communities, especially those with less agency and power. For example, project officers may charge families to participate in community driven social subproject for their own economic benefit when this is designed to be free. Information and education dissemination activities must engage and reach out to all within society; corresponding monitoring and safeguards, such as grievance redress mechanisms can mitigate some of these risks.

**Community conflict resolution approaches can lead to more harm, including against survivors who report SEA/SH experiences:** Community or local governance resolution processes might reinforce gender inequality pushing for resolutions that widen inequalities, are not survivor-centred and may lead to impunity and more harm to a survivor (through marriage to a perpetrator, re-victimization or other consequences).

**Labour influx:** Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) risks can intensify within local communities when there are large influxes of male workers from outside the area. Such workers often come without their families and have large disposable incomes relative to the local community and can pose a risk in terms of sexual harassment, violence and exploitative transactional relationships. These risks are higher where workers come into close contact with the local community, for example on access routes or when living together in remote areas.

## 6. FINDINGS FROM STAKEHOLDER CONSULTATIONS AND FIELD SURVEYS



*Nkonselkonson* (“Chain links”): Unity, human relations

Women play very important roles in coastal resource management; however, they remain primarily invisible in the work they do, notwithstanding, gender issues in have often been overlooked in the policy formulation and implementation. Gendered patterns of behaviour shaped by traditional roles affect the distribution of resources and benefits derived from coastal resource management, and the efficiency and competitiveness of value chains development.

The section provides the findings from the stakeholder consultations and field surveys on gender inclusion and SEA/SH structures and prevention mechanisms in coastal areas. Communities visited and persons engaged are attached as Annex 1.

### 6.1 Women’s Participation in Decision Making in Coastal Resource Management

Women are increasingly being recognized internationally as essential actors in successful management of coastal resources. Despite this, women still being excluded from decision making structures and policy formulation on natural resources management. Women in communities interviewed take part in decision making in local communities, however, this is not common. Patriarchy or preference for male leadership was dominant in all communities visited because of cultural and religious believes. Women are allowed to contribute to decision-making during community gatherings and through their traditional leaders. Women in the Kokrobite community mentioned they have equal opportunities as men when it comes to participation in decision-making on matters of concern on the administration of the shrine and other customary rites as traditionally some are led by Women Fetish priest (wulomoyoo) and the Manye (Queen mother). However, their participation in decision making on natural resource management is often limited. Gender issues in the communities interviewed fundamentally shape the totality of production, processing, marketing, and consumption of fish in particular, and a few women hold leadership positions in local community fishermen and women associations. This represents a missed opportunity as it prevents women from achieving higher productivity.

Notwithstanding, both males and females engaged agree that for decision making on natural resource management, this should be consultative to arrive at decisions agreeable to all. The engagement in the communities visited also established that power dynamics and participation in decision making both at the community and household level also depends on age. Women tend to have increasing influence on decision-making both at the household level and community, as they grow older.

Their participation in communal activities is often dependent on the views of their husband or partner. For female headed households, decision making on income use is quick and easy as they do not have to consult anybody. They take decisions on what to buy, sell, plant and their participation in communal activities. In all communities visited, household power dynamics depends on the customs, culture and religious beliefs of the people.

**Implication for WACA Project:** Fisheries associations and bodies and communal associations are credible entry points for inclusive decision-making, learning, networking and access to vital resources and governance positions in community structures. The WACA Project design should support the strengthening of women’s groups or organizations and networks and leadership roles to empower and

strengthen their organizational, leadership and management skills. The women's groups could be used to support SEA/SH prevention and response and awareness creation in project communities.

## 6.2 Equitable Access to Credit and Information

Among all people interviewed in the artisanal fishing sector, access to formal credit was cited as a critical problem for both women and men but women are more affected than men. However, they are existing susu schemes and local savings and loans and rural banks in the community where people can access local credit. However, the eligibility criteria and collateral demanded (e.g., land) by formal savings and loans and banks and the high interest rates prevents many people especially women from accessing credit from these formal and regulated institutions as they are not able to meet the loan conditions. It was noted that some women own vessels and canoes and are financiers of fishing trips. Some fishermen obtain credit from such women to purchase fuel and food among other things for their fishing expeditions. The women in turn get custody of the fish brought by the men and sell, thus repayment of the credit is not by cash but fish.

Financial literacy was also identified as poor and a key factor that affects the incomes and expenditures, savings and access to credit by women and men involved in the artisanal fishing and farming value chains and other businesses in communities visited. Formal financial institutions in the communities require the business records or financial turnover and profitability to determine the viability of the business venture. Records keeping were found to be generally poor particularly for women businesses. Women are therefore more disadvantaged in accessing credit although they desire to access credit from financial institutions.

Access to fishing inputs among the fisher folks was a challenge for women and men interviewed. Most of the fishermen in project communities use canoes and rudimentary fishing practices inherited from their predecessor with very minimal ability to acquire improved fishing equipment. It was also observed that access to premix fuel (a heavily subsidized petroleum product by the government) was fraught with corruption, diversions and hoarding making the commodity costly to fishermen.

Farmers interviewed indicated that inputs can be accessed from the local markets, however, knowledge on use or application of input is low among women particularly in the application of chemicals. Access to agricultural training practices and extension services and programs are low in the communities visited and women are not able to take advantage of the opportunities due to reproductive roles, timing of such trainings, distance to the training grounds and women's multiple roles in the household and community.

Access to information in the communities is through community radio and FM radios, television, mobile phone calls, text messages/ WhatsApp broadcast, town hall meetings, notices from the district assemblies, community announcement through megaphones, community networks/ groups etc.

**Implications for WACA Project:** The WACA Project should ensure equitable access to opportunities and project benefits through the design of robust CDD activities under component 3. It should establish local information dissemination, grievance redress and feedback mechanisms early in implementation to facilitate timely information sharing, feedback and redress of complaints. To address the challenges in accessing credit, activities that teach women about records keeping, access to markets, modern methods of processing fish and foods, packaging and branding and storage and farming should be prioritized under component 3. The increased burden of care work by women provides them with very minimal time to attend business and skills trainings for long hours and distance places. WACA project Stakeholder Engagement Plan prioritizes the needs of different categories of stakeholders including women to ensure their active participation in project and benefits thereof.

### 6.3 Land Ownership and Control of Assets

Land rights remain poorly defined in Ghana, with many urban and rural lands having overlapping and unresolved land conflict issues. Land ownership resides with traditional authorities, government and private individuals. The costly registration of property and processes disadvantage women than men's access and ownership rights to land. Land ownership is also important in its own right and provides an entry into securing other factors of production and credit as land is often used as collateral. In addition to ownership, access rights to communal land is also often crucial to women's livelihoods and wellbeing. In all the communities visited women access land through inheritance from parents or spouses or renting for cultivation. Family land is thought of as belonging to the dead, the living and future generations and held in trust by traditional authorities or family heads for their subjects. As a result, such lands are administered by the traditional authorities or family heads, mostly males. All indigenes or family members of the land owning community have access to the land, and per customs, land is not sold to members of the land owning group in both patrilineal and matrilineal inheritance systems. However, in most communities visited, women access lands through their male relatives (e.g., fathers, brothers, husband, uncles and sons). Land can be leased to people who are not members of the family according to their ability to pay. Both men and women can acquire land through leaseholds, but majority of the leaseholders are men. Land access can cause severe exclusion to women due to ability to pay. Women interviewed at Kokrobite in the Greater Accra Region said: *“there are no restrictions on land acquisition if only a woman can afford the prices, however, most women cannot afford the land prices in the community so they either rent the land to ply their business or work as farm laborers especially for those who are involved in farming. Also, land guards worry people who have acquired land due to unresolved conflicting claims to same parcel of lands and unclear land boundaries. Women who are able to buy lands sometimes loose the lands due to the activities of land guards as they cannot fight or do not have the money to buy the land twice or three times from different people”*.

**Implication for the WACA Project:** Property or assets ownership is very important for the social and economic wellbeing of the poor and vulnerable. They strengthen individual and households' ability to cope with and respond to shocks by enhancing their ability to diversify their incomes and serves as a store of wealth that can be sold to generate income. women may be left out of the project benefits if their participation in decisions concerning the use of their assets are not prioritized in subproject designs during implementation particularly when those assets will be affected by the project interventions. Participation of women, youth and the vulnerable in project stakeholder engagement activities and resettlement planning are crucial to promoting the inclusion agenda of the project.

### 6.4 Decisions on use of household income

Decisions on household income are often made by men. Women often participate in such decisions when the income is coming from their sales or is very minimal. Women who take decisions on income use reported they often seek instructions from their male partners on use of the money and often his decision is taken. They attributed this to the culture and customs of the community as men are the heads of the households and takes major decisions about income whilst women take decisions on household food security and mostly care work.

**Implication for the WACA Project:** Participation in decision making by both men and women is crucial in promoting the objectives of the WACA Project. Beneficiaries should be sensitized to appreciate the benefits of equitable decisions on use of household income in particular, to promote the wellbeing of everyone in the household.

**Existing Livelihood opportunities:** The major economic activity in the communities visited is fishing for men and fish mongering for the women. Men are involved in the catching and landing of the fresh fish while women are mainly responsible for the processing and marketing making them key partners in the

post-harvest area of the fishing sector. Others also engage in petty trading. In most cases, the women are wives of the fishermen. So when their husbands land their fish catch, they sell it to their wives. The women also smoke the fish and transport to markets to sell as there are no vibrant markets in their communities. Women have access to the markets in the surrounding communities. Residents consider fishing and fish processing as the major skill opportunity. They are of the view that it requires some special training to be able to fish. There is no specific duration for this kind of skill, but women are not allowed go fishing due to traditional reasons. Women also smoke the fish and take them to neighbouring communities and markets to sell. The major challenge women face is the location or site to smoke the fish. The major challenge women face is the increase in prices of goods and fuel which directly affects the cost of fish.

The communities visited do not have any vibrant markets for trading, but women are able to access markets in other communities. The predominant skill training opportunity in communities visited include fish processing, hairdressing, sewing, baking and soap making for women and driving, masonry, carpentry, tailoring, fishing, net weaving and welding for men. Duration for undergoing training is largely dependent on the trainers and it ranges between 6 months and 3 years. There is no organisation responsible for skill training in the communities except in Bortianor, in the Greater Accra Region which has NGOs that provides skills trainings to people (e.g., Engage Now Africa and United Ways Ghana). However, access to credit, high transportation cost (carriage cost), and then the absence of a ready market is the challenge that confronts the women in their livelihood activities.

### **6.5 Existing SEA/SH Response and preventions measures in Coastal Communities**

Stakeholder consultations sought to identify existing and potential local SEA/SH risks response and prevention structures within coastal communities. SEA/SH (e.g., sexual, physical and verbal abuse) are often not reported to the authorities particularly when it is inflicted by a relative. It is usually settled by family heads or traditional authorities. Most abuse cases are handled the family way. In some instances, sexual abuse is reported to the police and perpetrators are arrested but they are often released or bailed to settle the case at home. Psychosocial support for sexual exploitation and abuse survivors or victims are weak. Women who have suffered gender-based violence (GBV) are encouraged and advised to take care of themselves well. School girls who get pregnant in their quest to raise money engage in petty trading to support themselves are made to stop schooling or deliver and continue afterward if they desire. No non-governmental organisation works on gender-based violence in the communities visited.

**Implications for WACA Project:** The WACA Project Environment and Social Screening tool include indicators to screen for subproject related SEA/SH risk. Site specific environment and social instruments should identify the types of SEA/SH present in the community that may be exacerbated by the project interventions. Given the non-existence of any support structure in communities visited, the WACA Project should map out service providers to provide safe spaces for confidential reporting and provision of psychosocial support to survivors of SEA/SH. These should be linked to the existing government structures to address these issues such as the law enforcement agencies and the health sector.

### **6.6 SEA/SH Prevention and Response Action Plan**

GBV/SEA/SH prevention and risk response measures will be prioritized in the implementation of the WACA Project. The SEA/SH Prevention and Response Action Plan below provides the necessary protocols and mechanisms to prevent, minimize and address the SEA/SH risks. Table 7 presents the SEA/SH Action Plan.

Table 7: SEA/SH Action Plan

No.	Action to Address SEA/SH Risks	Timing for Action	Who is Responsible for Action	Means of Monitoring
1.	Sensitise contractors as to the importance of addressing SAE/SH on the project, and the mechanisms that will be implemented	Prior to commencement of civil works and maintained throughout project implementation period.	PIU	Task Team to monitor and provide additional guidance as necessary
2.	Map out SEA/SH prevention and response actors in project communities and develop appropriate strategies and modalities of working together, including response protocols. For Greater Accra Region, adapt and update the existing service provider Map under the Greater Accra Resilient and Integrated Development (GARID) Project	Prior to commencement of civil works and maintained throughout project implementation period.	PIU	Review of annual work plan and budget for (i) GBV service providers mapping, and (ii) updated mapping as appropriate.
3.	Screening of all subprojects to identify the SEA/SH risks as part of the environmental and social screening of subproject sites	Prior to development of the ToRs and commencement of the E&S instrument preparation	PIU	Review of site specific E&S screening reports
4.	Have SEA/SH risks adequately reflected in all E&S safeguard documentation (i.e., project ESIA, ESMPs, C-ESMP and RAP). Include the GBV mapping in these instruments	Prior to commencement of civil works and maintained throughout project implementation period.	PIU and Contractor for CESMP.	Ongoing review during implementation support missions. Periodic updates as needed.
5.	Ensure that the SEP of the project specifically addresses GBV related issues, and that those affected by the project are properly informed of GBV risks and project activities to get their feedback on design and safeguard issues.	Consultations need to engage with a variety of stakeholders (political, cultural or religious leaders, health teams, local councils, community development officers/Social welfare officers at the district, women's organizations and groups working with children)	PIU.	Monitoring of implementation of SEP.  Ongoing consultations, particularly when CESMP is updated.
6.	<ul style="list-style-type: none"> <li>- Adapts the project GRM to allow for the uptake of SEA/SH allegations confidential reporting with safe and ethical documenting of SEA/SH cases.</li> <li>- Include Budget in Annual Workplan and Budget for</li> </ul>	<ul style="list-style-type: none"> <li>- Prior to contractor mobilizing.</li> </ul>	PIU, but discussed and agreed upon with the Task Team.	Ongoing monitoring and reporting on GM to verify it is working as intended. AWPBs include budget for SEA/SH implementation

No.	Action to Address SEA/SH Risks	Timing for Action	Who is Responsible for Action	Means of Monitoring
	SEA/SH action plan implementation			
7.	Establish SEA/SH reporting protocol and appoint focal persons with GBV prevention specific responsibilities. Social /environmental specialist to be in the supervising Engineer's team with SEA/SH prevention specific responsibilities	Within 2 months of mobilisation	PIU	
8.	Clearly define the SEA/SH requirements and expectations in the bid documents	Procurement.	PIU	Prepared by the client and reviewed by Task Team.
9.	Develop SEA/SH Accountability and Response Framework as part of the C-ESMP	Prior to commencement of civil works	Contractor	Ongoing review during implementation support missions. Periodic updates as needed.
10.	Set out clearly in the procurement documents how adequate SEA/SH-related costs will be paid for in the contract.	Procurement.	PIU	Review by Task Team
11.	Evaluate the contractor's SEA/SH Accountability and Response Framework in the C-ESMP and confirm prior to finalizing the contract the contractor's ability to meet the project's SEA/SH prevention and response requirements.	Procurement.	PIU	Review by the PIU and Bank
12.	Review C-ESMP to verify that appropriate mitigation actions are included	Implementation	PIU	Reviewed by WB
13.	Ensure that the project-level Grievance Redress Mechanism (GRM) includes measures to enable reporting of SEA/SH complaints. The GRM will have multiple access options, trained staff and a specific protocol handling SEA/SH complaint so the right action is triggered;  Periodically review the GRM to ensure that the protocols are being followed in a timely manner, referring complaints to the established mechanism to review and address SEA/SH complaints.	Prior to commencement of civil works and throughout Implementation.	Ongoing reporting by the PIU	Monitoring of complaints and their resolution
14.	Signing of Codes of Conduct by all workers:	Initiated prior to contractor mobilization	Contractor, Consultant, PIU	Review of GBV/SEA/SH risks during project

No.	Action to Address SEA/SH Risks	Timing for Action	Who is Responsible for Action	Means of Monitoring
	Have CoCs signed by all workers; ensure requirements in CoCs are clearly understood by those signing; training of all project workers on the Code of Conduct outlining expectations for behaviour related to SEA/SH, including prohibition of sexual activity with anyone under the age of 18 regardless of national laws, as well as sanctions for potential breach of the Code.	and continued during implementation.		supervision (e.g., Midterm Review) to assess any changes in risk
15.	Site-specific IEC materials on GBV: preparation and display of IEC materials on SEA/SH, CoC, signages on zero tolerance against SEA/SH etc. at all strategic location/hotspots	Within 1 month of mobilisation	Contractor	Ongoing reporting  Reviews during implementation and support missions
16.	Strengthening institutional capacity and linkages of relevant departments (social welfare, police, local NGO) to prevent and respond to SEA/SH	Within 1 month of mobilisation	PIU	
	Undertake regular M&E of progress on SEA/SH prevention and response activities, including reassessment of risks as appropriate. Monitoring will be integrated into the Project safeguard monitoring framework with a special focus on identifying Hot Spots	Implementation.	PIU Contractors, Consultants.	Ongoing reporting.  Monitoring of GRM

### 6.6.1 Establishment of a Reporting Protocol

A strong SEA/SH reporting Protocol will ensure timely and safe reporting of SEA/SH incidents. Beneficiaries and communities should be informed of the availability of varying channels of reporting for allegations related to SEA/SH. This will be made explicit in all community awareness sessions, as well as be part of the publicly disclosed information.

Appointment of SEA/SH Focal points at sub-project level. The PIU in collaboration with the implementing partners and contractors will ensure that an SEA focal point is designated for all sub-projects. The SEA Focal points will be the designated person to adequately refer GBV complaints, if received directly and outside of the GRM. They will have specific responsibilities and will be trained on SEA/SH mechanisms. The PIU Social Development Specialist will identify specific responsibilities and train the SEA Focal Points on SEA/SH mechanisms.

### 6.6.2 Grievance Channel for Gender-Based Violence

When Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) related complaint is received, the complaint should be kept confidential by the person/persons receiving the complaint, and the complaint will be immediately reported to Domestic Violence and Victims Support Unit (DOVVSU) of the Ghana Police Service established to provide comprehensive support to victims of GBV. The complaint will be documented and options available will be offered the complainant and immediate actions will be taken that is consistent with the wishes and choices, rights and dignity of the complainant. The complainant should be

given information in simple and clear terms on the steps for filing complaints and the possible outcomes, the timelines and the types of supports available to be able to make informed decision. Such incidents will be reported to the World Bank within 24 hours of becoming aware.

For SEA/SH cases, the project will ensure that access to the complaints processes is confidential, easy and as safe as possible for the complainant or survivor. The recording of incidence should be limited to the nature of complaint put exactly in the words of the complainant, the age of the survivor and if to the best of their knowledge, the perpetrator was associated with the project. The complainant should decide on whether they would like to be referred to the grievance committee and the complainant should give consent to share basic monitoring data.

### 6.6.3 Responding to SEA/SH Incidents

It is essential to respond appropriately to survivor's complaint by respecting their choices. The approach to responding to SEA/SH incidents will therefore be based on the following:

***Survivor-Centered Approach:*** All prevention and responses action will need to balance the respect for due process with the requirements of a survivor-centred approach in which the survivor's choices, needs, safety, and wellbeing remain at the centre in all matters and procedures. As such, all actions taken should be guided by respect for choices, needs, rights and dignity of the survivor, whose agency and resilience must be fostered through the complaint process.

***Safety & Well-Being:*** The safety of the survivor shall be always ensured, including during reporting, investigation, and the provision of victim assistance. Those involved in the management of complaints will need to consider potential dangers and risks to all parties (including the survivor, the complainant if different, the subject of the complaint, and the organizations involved), and streamline ways to prevent additional harm in all the complaint handling process. The survivor is never to blame for reporting an act of SEA/SH and should never be made to feel investigated. On the contrary, it is important that she/he feels that her/his story is heard, believed and valued. The actions and responses of the complaint mechanism will be guided by respect for the choices, needs, rights, and the dignity of the survivor.

***Confidentiality:*** The confidentiality of complainants, survivors, and other relevant parties must be always respected. All SEA/SH-related information must be kept confidential, identities must be protected, and the personal information on survivors should be collected and shared only with the informed consent of the person concerned and on a strict need-to-know basis.

***Accessibility and non-discrimination:*** The grievance mechanism must be accessible to all potential complainants and sufficient information must be given on how to access it, making the complaints process accessible to the largest possible number of people. This includes identifying and instituting various entry points that are both gender and context sensitive. To facilitate incidents reporting and avoid stigmatization, reports from third parties (witnesses, people suspicious or aware of an incident, etc.) must also follow accountability protocols.

### 6.6.4 SEA/SH Referral Pathway

The SEA/SH referral system will support survivors in receiving all necessary services they may choose, including medical, legal, counselling, and those cases are reported to the police with informed consent of the survivor. A standardized Incident Notification Form will be used to register SEA/SH incidents (See Annex 5).

The project will have multiple complaint channels, and these must be trusted by those who need to use them. Community consultation may be one of the mechanisms to identify effective channels (e.g. local NGO/CSOs, health providers etc.). A survivor has the right to make an informed choice of services. GRM, SEA Focal points and service providers should be able to provide comprehensive information about

existing referral pathways. When the survivor is referred, explanation on services available and which conditions apply should be thorough. For instance, there is a 72 hours' time limit for Post –Exposure Prophylaxis (PEP) in case of a sexual abuse survivor.

Prioritized response actions for SEA/SH survivors are:

- Medical examination and treatment of the survivor
- Early psychosocial counselling to avoid or reduce traumatic feeling for the GBV survivor
- Police investigation and protection intervention for physical safety, social re-integration, where deemed necessary, and with consent of the survivor
- Access to Justice
- Place of safety/shelter

### 6.6.5 Using the Procurement Process to Address SEA/SH Risks

Embedding GBV requirements in procurement processes is a critical mechanism for ensuring legal accountability for addressing SEA/SH in projects. The World Bank procurement requirements have strengthened measures to address SEA/SH risks on World Bank-financed operations. Bidding documentation, bidding, and bid evaluation processes can be used to ensure that contractors and consultants fulfil the SEA/SH obligations.

### 6.6.6 Code of Conduct

A code of conduct (CoC) clarifies an organization's mission, values and principles, linking them with standards of professional conduct<sup>2</sup>. The CoC articulates the values the organization wishes to foster in leaders and employees and, in doing so, defines desired behaviour (refer to Annex 3&4 for sample CoC). As a result, a written CoC can become a benchmark against which individual and organizational performance can be measured. The CoC clearly defines obligations of all project staff (including sub-contractors and day workers) regarding:

- Policies related to SEA/SH, specifically SEA and workplace SH;
- Compliance with applicable labor legislation;
- Norms and regulations of conduct for all personnel;
- An understanding that SEA/SH is prohibited and all transgressions will be acted upon;
- The CoC should cover the commitment of the company, and the responsibilities of managers and individuals with regard to GBV, and if possible, other key issues identified in the ESA/ESMP/C-ESMP, such as ESHS and OHS; and,
- It is important that the CoC be translated into the local language<sup>3</sup>.

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<sup>2</sup><http://www.ethics.org/resources/free-toolkit/code-of-conduct>.

<sup>3</sup> *ibid*

The CoC is associated with a SEA/SH Action Plan, which includes an ‘Accountability and Response Framework’ that outlines how complaints will be handled, in what timeframe, and the range of possible consequences for perpetrators of SEA/SH so that the CoC can be implemented effectively.

A key element of the CoC will be the sanctions that may be applied if an employee is confirmed as a GBV perpetrator. The sanctions need to be proportional to the transgression. Prior to imposition of sanctions, if a worker raises a credible challenge to alleged non-compliance with the CoC, the worker’s employer should place the worker on administrative leave pending a full and fair review to determine the veracity of said allegation(s).

#### **6.6.7 Contractor ESMP and SEA/SH Risk Mitigation**

Safeguard documents will be required to identify the risk of SEA/SH and propose mitigation measures—particularly through the project ESMP. The project ESMP is usually the foundation for the C-ESMP, which is the plan prepared by the contractor outlining specifically how it will implement the civil works activities in accordance with the project ESMP’s requirements and with the contract. The C-ESMP, therefore, is a fundamental instrument for ensuring oversight and management of SEA/SH risks.

#### **6.6.8 SEA/SH Capacity Building and Training**

To properly address SEA/SH, the training and sensitizing of workers is essential. These workers include civil works contractors (including sub-contractors and suppliers), supervision consultants, other consultants who may have a presence in the project adjoining communities—as well as service providers. Projects can seek to embed training modules that incorporate SEA/SH prevention and response measures into the regular Occupational Health and Safety (OHS) ‘toolbox’ meetings with workers, official training and/or standalone training efforts. Linking the curriculum to actors outside the project such as health and education sector professionals may also be beneficial. Training on SEA/SH should be thorough and proportional to the SEA/SH risk.

### **6.7 Gender and SEA/SH Action Plan Monitoring**

#### ***Monitoring Modalities***

Environmental and social monitoring will allow for measures to close the gender gaps identified to be implemented in time to prevent or avoid negative impacts. The monitoring is expected to adhere to standard principles of being holistic and comprehensive, scientifically rigorous, adaptive and robust, inclusive and collaborative as well as being transparent and accessible.

Following the award of civil works contract and commencement, the Environmental and Social Safeguards Team of the PIU within MESTI in collaboration with the Contracting Entity should commence monitoring. The designated authority in charge of monitoring should also be given the authority to stop work (the project) in the event of identified and verifiable risks to human health. The successful implementation of the monitoring program will depend on the commitment and capacity of the PIU and other third parties (institutions) to implement the program effectively. All entities involved in the SEA/SH monitoring must have appropriate training and skills, and clear roles and responsibilities throughout the implementation of the project.

Monitoring and review will focus on:

- Ensuring that all activities proposed by the contractors have been undertaken and/or are on track;

- Monitoring and reporting on the effectiveness of the implementation of contractor SEA/SH Plans; and
- Reporting on progress on all activities and re-reassessment of risks, monitoring of situation as appropriate,

### ***Monitoring indicators***

As part of the monitoring process, indicators need to be selected for inclusion and reporting in the project quarterly reports. These reports should include indicators related to (i) the SEA/SH activities on the project; and (ii) the GRM.

SEA/SH monitoring and reporting indicators may include:

- Successful implementation of agreed GBV Action Plan (Y/N);
- Number of training courses related to GBV delivered;
- Percentage of workers that have attended the CoC training; and
- Number of SEA/SH grievances that have been referred to SEA/SH Services.

It should be noted that an increase in the number of reported cases does not necessarily mean the SEA/SH incidents have increased but likely reflects improved mechanisms for safe and confidential reporting and increased interest in accessing SEA/SH support services. It should be emphasised that any reporting should have no identifiable information on individual cases. It is essential that the confidentiality and safety of SEA/SH survivors is protected.

Review of GRM protocols to ensure that GRM receives and processes complaints in timely manner including refereeing complaints to an established mechanism for review and response.

The results of the monitoring program and the effective communication of issues identified will provide the opportunity for adopting appropriate control measures that will enhance the Project's benefits.

### ***Non-compliance***

Where monitoring and reviews identify non-compliance with the contractor SEA/SH Plans, the matter will be reported to the PIU and the WB, who will seek clarification from the contractor and jointly develop a corrective action plan.

## ANNEXES

## Annex 1: Evidence of Stakeholder Consultation

## Annex 1A: List of Community Members Engaged During Preparation of Gender Assessment report

Location	Category of Respondents/ Location	Name	Sex	Position in the Community
Kokrobite	Assembly member	Rockson Allotey	Male	Assemblyman
	Opinion Leaders	Nii Adotei Akwei (IV)	Male	Chief Fisherman
		Nii Saka Addo	Male	Ass. Chief Fisherman
		Supi Kojo (III)	Male	Clan Head
		Odoolai Odoi	Male	
		Akweite Ahene	Male	
		Rebecca Obrugya	Female	
		Elisabeth Aboyaano	Female	
	Canoe Owners	Daniel Odaakoi Lamtey	Male	
		Onolai Lartey	Male	
		Joshua Barno	Male	
		John Amanor	Male	
		Daniel Akaa	Male	
		Benjamin Ackaah	Male	
	Fish Mongers	Omahene Ansah	Female	
		Rebecca Obrugya	Female	
Auntie Vida		Female		
Elizabeth Aboyaano		Female		
Tsokome	Assembly Members	Bright Abayatey	Male	Assemblyman
	Opinion Leaders	Nii Tetteh Adamah	Male	Chief Fisherman
		Ebenezer Lankwei Aryee	Male	
	Youth Groups	Consider Hunya	Male	
		Gideon Hunya	Male	
		Terry Defor	Male	
	Fish Mongers	Daaviga Patience Vinyo	Female	
		Divine Agbenyo	Male	
		Mary Agbamepey	Female	
		Mary Dedzo	Female	
Cecilia Sekyi		Female		
Vida Suso		Female		

Location	Category of Respondents/ Location	Name	Sex	Position in the Community	
		Dangoe Dogbakye	Female		
		Gladys Abayatey	Female		
		Elizabeth Abayatey	Female		
		Rebecca Abbey	Female		
		Naomi Agbashie	Female		
	Petty Traders	Elizabeth Glakpe	Female		
		Moses Agbolomey	Male		
		Sarah Abbey	Female		
Gbegbeyese	Assembly member	Charles Owusu Afriyie	Male		
	Youth Groups	Ernestina Debrah	Female		
		Johnson Ahorlu	Male		
		Richard Korankye	Male		
	Petty traders	Isha Donkor	Female		
		Fatima Abovor	Female		
		Regina Lamptey	Female		
		Augustina Otoo	Female		
		Daavi	Female		
		Faustina Frimpomaa	Female		
	Fish Mongers	Regina Otoo	Female		
		Gertrude Quaye	Female		
		Mary Aryee	Female		
		Bridget Mensah	Female		
	Chemuenaa	Opinion Leaders	Nii Gbortsui	Male	Chief Fisherman
			Teik Armah	Male	
Lumor Tetteh Armah			Male		
old Fadama	Community members	Kwame Mensah	Male		
		Robert Kweku Takyi	Male		
		Regina Osei	Female		
Korle Gonno		Nii Ashikwei	Male		
		Ishmael Akrong	Male		

Location	Category of Respondents/ Location	Name	Sex	Position in the Community
	Canoe Owners	Emmanuel Appiah	Male	
		Nii Ablorh	Male	
		Atta Quaye	Male	
Shiabu	Assembly member	Hon. Jean-MacDaniel	Male	Assembly man
	Unit Committee Members	Nathaniel Mensah	Male	
		Daniel Adjaye	Male	
		Elijah Otoo	Male	
	Community members	Naa Shasha	Female	
		Georgina Nuunu	Female	
		Kwame Otu	Male	
		Anatu Tswei	Male	
Frank Nii Baah		Male		
	Ablekuma West	Priscilla Lomotey	Female	
	Ablekuma South	Bernice Akosua	Female	Community Development Planning officer
		Mrs Angela S. Tahiru	Female	District Cleaning Officer

Location	Category of Respondents/ Location	Name	Position in the Community	Gender
Vodza	Opinion leader	Victor Dzokoto	Spokesperson to Chief Fisherman	Male
	Fisherman	David Tagbor		Male
Afiadenyigba	Opinion leader	Torgbui Kadzahlo IV	Chief	Male
		Hon. Ametsimey	Assemblyman	Male
		Hon. Kekeli Nunekpeku	Assemblyman	Male
	Fisherman	Kwame Gomado		Male
		Fo Deka		Male
Kedzi-Havedzi	Assembly member	Hon. Raphael Normegbor	Assembly man	Male
	Unit Committee Member	Edem Cudjoe		Male
Keta	Forestry Commission	Lawrence Tetteh-Ocloo	Head of Wildlife Division, Keta	Male
		Hope Honu		Male
		Francis Osekre		Male
		Seth Mensah		Male
	North Anlo Traditional Area	Wilson Bonuedi	Presiding member	Male
Dzelukope		Hon Ruby Adukpo	Assemblywoman	Female

Annex 2: Stakeholder Consultation Pictures









## Annex 3: Contractor’s Code of Conduct

### Preventing SEA/SH and Violence against Children (VAC)

(Name of contractor) acknowledges that adhering to environmental, social health and safety (ESHS) standards, following the project’s occupational health and safety (OHS) requirements, and preventing gender-based violence (GBV) and violence against children (VAC) is important. All forms of SEA/SH or VAC are unacceptable, be it on the work site, the work site surroundings, at worker’s camps, or the surrounding communities.

The company considers that failure to follow ESHS and OHS standards, or to partake in SEA/SH or VAC activities, constitute acts of gross misconduct and are therefore grounds for sanctions, penalties or potential termination of employment. Prosecution of those who commit SEA/SH or VAC may be pursued if appropriate.

(Name of contractor) agrees that while working on the project every employee will:

- Attend and actively partake in training courses related to ESHS, OHS, HIV/AIDS, SEA/SH and VAC as requested by employer.
- Shall wear personal protective equipment (PPE), in the correct prescribed manner, at all times when at the work site or engaged in project related activities.
- Take all practical steps to implement the organization’s environmental and social management plan (C-ESMP).
- Implement the OHS Management Plan.
- Adhere to a zero-alcohol policy during work activities, and refrain from the use of illegal substances at all times.
- Consent to a police background check.
- Treat women, children (persons under the age of 18), and men with respect regardless of race, colour, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.
- Not use language or behaviour towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- Not participate in sexual contact or activity with children—including grooming or contact through digital media. Mistaken belief regarding the age of a child is not a defence. Consent from the child is also not a defence or excuse.
- Not engage in sexual harassment—for instance, making unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct, of a sexual nature, including subtle acts of such behaviour. Eg. looking somebody up and down; kissing, howling or smacking sounds; hanging around somebody; whistling and catcalls; giving personal gifts; making comments about somebody’s sex life; etc.
- Not engage in sexual favours—for instance, making promises or favourable treatment dependent on sexual acts—or other forms of humiliating, degrading or exploitative behaviour.
- Unless there is the full consent<sup>4</sup> by all parties involved, every worker shall not have sexual interactions with members of the surrounding communities. This includes relationships involving the withholding or promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex—such sexual activity is considered “non-consensual” within the scope of this Code.
- Consider reporting through the Grievance Mechanism or to the manager any suspected or actual SEA/SH or VAC by a fellow worker, whether employed by my employer or not, or any breaches of this Code of Conduct.

### Quality of products and services

(Name of the contractor) expects that products and services provided by each sub-Contractor will be of the highest quality and will be fairly and reasonably priced so that (Name of the contractor) customers are served with the best value. In addition to any specific requirements in the agreement with (Name of the contractor), products and services will meet or exceed applicable government standards, including environmental and safety standards.

### Health and Safety

(Name of the contractor) is dedicated to providing safe, injury-free working conditions and a healthy work environment. Compliance with this commitment is a condition of any sub-Contractor engagement with (Name of the contractor).

### Workplace safety

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<sup>4</sup> **Consent** is defined as the informed choice underlying an individual’s free and voluntary intention, acceptance or agreement to do something. No consent can be found when such acceptance or agreement is obtained through the use of threats, force or other forms of coercion, abduction, fraud, deception, or misrepresentation. In accordance with the United Nations Convention on the Rights of the Child, the World Bank considers that consent cannot be given by children under the age of 18, even in the event that national legislation of the country into which the Code of Conduct is introduced has a lower age. Mistaken belief regarding the age of the child and consent from the child is not a defence.

Each Sub-Contractor is responsible for ensuring that its Representatives complete all necessary safety training and per formwork in conformance with all applicable safety rules, laws, standards and procedures and for complying with and enforcing any additional (Name of the contractor) safety policies and procedures communicated to Sub-Contractor.

#### **Reporting injuries, damage and unsafe conditions**

In addition to any other legal reporting requirements, (Name of the contractor) and each Contractor must immediately report any occupational injuries, unsafe conditions or practices and damage to property occurring as a result of the (Name of the contractor)/Sub-Contractor or its Representative's activities to MESTI or any deserved entity.

#### **Alcohol and drug use**

(Name of the contractor)'s commitment to providing a healthy and safe working environment is compromised by the consumption of alcohol and illegal drugs. While performing work for (Name of the contractor), Employees, Sub-Contractors and Representatives must not consume, use or be impaired by alcohol or illegal drugs or be under the influence of prescription drugs that impair a person's ability to perform work in a safe and efficient manner.

#### **Workplace violence**

Acts or threats of physical violence, intimidation and harassment will not be tolerated. Engaging in violence or threatening or intimidating behaviours may result in termination of the contract with (Name of the contractor) or removal of the Representative from (Name of the contractor) property, as deemed appropriate by (Name of the contractor).

#### **The Environment**

MESTI is committed to conducting its business in an environmentally responsible manner. (Name of Contractor) and Representatives will comply with all applicable environmental laws and regulations and operate in a way that minimize the negative environmental impact of the products and services.

#### **Ethics**

(Name of Contractor) must operate within the highest standards of ethical conduct when dealing with MESTI employees, customers and the public. (Name of Contractor) will ensure that its actions, and those of its Representatives, comply with the letter and spirit of this Code.

#### **Anti-corruption**

(Name of contractor) and Representatives are committed to zero tolerance against corruption and shall not engage in any form of bribery, extortion, embezzlement or other corrupt practices.

#### **Fair competition**

When conducting works (Name of Contractor) and Representatives shall uphold fair standards in recruiting and competition.

#### **Confidentiality**

Confidential information includes information that is not known by the public and that may be harmful to the organization, its employees or its customers if disclosed. (Name of the Contractor) is committed to safeguarding and protecting its own confidential information and the personal information of its customers and employees. Sub-Contractor must maintain the confidentiality of information entrusted to it in accordance with its agreements with (Name of the Company) and applicable law. The obligation to protect (Name of the Company)'s confidential information continues even after the business relationship with (Name of the Company) ends.

#### **Updates to Code and Disclaimer**

(Name of the Contractor) reserves the right to amend and modify this Contractor Code of Conduct at its discretion. The provisions of the Code are not intended to change any obligations set forth in the Contractor's agreement with MESTI and in the event of any conflict, the terms in the agreement with MESTI will prevail.

## Annex 4: Individual code of conduct in case of contractor

### SEA/SH and Violence against Children (VAC)

I, \_\_\_\_\_, acknowledge that adhering to environmental, social health and safety (ESHS) standards, following the project's occupational health and safety (OHS) requirements, and preventing gender-based violence (GBV) and violence against children (VAC) is important. All forms of GBV or VAC are unacceptable, be it on the work site, the work site surroundings, at worker's camps, or the surrounding communities.

The company considers that failure to follow ESHS and OHS standards, or to partake in GBV or VAC activities, constitute acts of gross misconduct and are therefore grounds for sanctions, penalties or potential termination of employment. Prosecution of those who commit GBV or VAC may be pursued if appropriate.

I agree that while working on the project I will:

- Attend and actively partake in training courses related to ESHS, OHS, HIV/AIDS, SEA/SH and VAC as requested by my employer.
- Shall wear my personal protective equipment (PPE), in the correct prescribed manner, at all times when at the work site or engaged in project related activities.
- Take all practical steps to implement the contractor's environmental and social management plan (CESMP).
- Implement the OHS Management Plan.
- Adhere to a zero-alcohol policy during work activities, and refrain from the use of illegal substances at all times.
- Consent to a police background check.
- Treat women, children (persons under the age of 18), and men with respect regardless of race, colour, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.
- Not use language or behaviour towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- Not participate in sexual contact or activity with children—including grooming or contact through digital media. Mistaken belief regarding the age of a child is not a defence. Consent from the child is also not a defence or excuse.
- Not engage in sexual harassment—for instance, making unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct, of a sexual nature, including subtle acts of such behaviour. Eg., looking somebody up and down; kissing, howling or smacking sounds; hanging around somebody; whistling and catcalls; giving personal gifts; making comments about somebody's sex life; etc.
- Not engage in sexual favours—for instance, making promises or favourable treatment dependent on sexual acts—or other forms of humiliating, degrading or exploitative behaviour.
- Unless there is the full consent by all parties involved, I shall not have sexual interactions with members of the surrounding communities. This includes relationships involving the withholding or promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex—such sexual activity is considered “non-consensual” within the scope of this Code.
- I shall not engage in sexual activity with anyone under the age of 18 years.
- Consider reporting through the Grievance Mechanism or to my manager any suspected or actual SEA/SH or VAC by a fellow worker, whether employed by my employer or not, or any breaches of this Code of Conduct.

**With regard to children under the age of 15:**

- Wherever possible, ensure that another adult is present when working in the proximity of children.
- Not invite unaccompanied children unrelated to my family into my home, unless they are at immediate risk of injury or in physical danger.
- Not sleep close to unsupervised children unless absolutely necessary, in which case I must obtain my supervisor's permission, and ensure that another adult is present if possible.
- Use any computers, mobile phones, or video and digital cameras appropriately, and never to exploit or harass children or to access child pornography through any medium (see also "Use of children's images for work related purposes" below).
- Refrain from physical punishment or discipline of children.
- Refrain from hiring children for domestic or other labour which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury.
- Comply with all relevant local legislation, including labour laws in relation to child labour.

#### **Use of children's images for work related purposes**

When photographing or filming a child for work related purposes, I must:

- Before photographing or filming a child, assess and endeavour to comply with local traditions or restrictions for reproducing personal images.
- Before photographing or filming a child, obtain informed consent from the child and a parent or guardian of the child. As part of this I must explain how the photograph or film shall be used.
- Ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not in poses that could be seen as sexually suggestive.
- Ensure images are honest representations of the context and the facts.
- Ensure file labels do not reveal identifying information about a child when sending images electronically.

#### **Sanctions**

I understand that if I breach this Individual Code of Conduct, my employer shall take disciplinary action which could include:

- Informal warning.
- Formal warning.
- Additional Training.
- Loss of up to one week's salary.
- Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months.
- Termination of employment.
- Report to the police if wanted.

I understand that it is my responsibility to ensure that the environmental, social, health and safety standards are met. That I shall adhere to the occupational health and safety management plan. That I shall avoid actions or behaviours that could be construed as SEA/SH or VAC. Any such actions shall be a breach this Individual Code of Conduct. I do hereby acknowledge that I have read the foregoing Individual Code of Conduct, do agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to ESHS, OHS, SEA/SH and VAC issues. I understand that any action inconsistent with this Individual Code of Conduct or failure to take action mandated by this Individual Code of Conduct may result in disciplinary action and may affect my ongoing employment.

Signature: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

**Annex 5. SEA/SH Incident Reporting Format**

<b>INCIDENT DETAILS</b>		
1.	Type of Violation	
2.	Nature of the incident reported (What happened and by whom) - Basic facts of the incident: What, who is the incident related to the project? No in-depth details should be asked for.	
3.	Source of information	
4.	Where did the incident occur (Region, District, Community)	
5.	When did the incident occur (date and time)	
6.	Additional information (if available)	
<p>The identity and safety of a survivor must be protected at all times. No personal data or identifying information about a survivor or their experience can be shared through this document. Personal/identifying information includes the survivor's name, perpetrator(s)' name, date of birth, home address, the exact time and place the incident took place, visible disability, residence status e.g., minority clan or IDP, which can be identified in small village/community settings</p>		