

**Report**  
**on the**  
**Gender Mainstreaming**  
**National Core Expert Group /**  
**Inter-Ministerial Network**

August 3, 2007

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## Introduction

In December 2006, a review of progress on MOWAC's Strategic Implementation Plan (SIP), was conducted by DISCAP at the request of the Minister of Women and Children's Affairs (MOWAC). Its purpose was to identify key areas for potential support, key barriers and key actions that are required to help the Ministry to play its role fully as the central policy advisory agency for gender mainstreaming in Ghana at national and sub-national levels.

Two key recommendations of the report were:

- **Creation of an Inter-ministerial Gender Network**

One important mechanism for improved stakeholders coordination would be the creation of an inter-ministerial gender network composed of senior gender officers of key MDAs and MOWAC's Headquarters senior staff. Composed of high-level senior civil servants, the network could be utilized to share information and tools, identify priority areas to be addressed by all ministries, harmonize approaches to gender and influence gender mainstreaming within their own sector.

It would also be an important mechanism to identify where synergies with the actions of other MDAs would be most effective

- **Development of Gender Expertise**

The need to train a core group of MOWAC staff with respect to gender equality is critical in the Ministry's efforts to establish its credibility. The most recent training delivered by DISCAP and ILGS clearly highlighted the fact that there is a core group of individuals within the ministry that could play strong leadership roles within their ministry and with other MDAs and partners. There is a need for them to acquire and master in-depth technical skills and coaching capacities to be effective in that work.

## Establishing the Core Expert Group

In discussions following the tabling of the Report, it became clear that that these two directions are inherently interrelated. That is, that the core expert group members (6-8) of MOWAC would first be members of the network. For any given activity, a team would be formed from the core expert group and other appropriate members of the network (e.g. a gender audit of a specific agriculture policy would be conducted by a unit pulled together from the core expert group and MOFA members of the network).

The following MDAs were identified as desirable members of the network:

Social Service sector: Health, Education, Social Welfare

Economic sector: Agriculture, Manpower, MOFEP

Legal sector: Legal Services, Security Services

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Other: NDPC, LGS, MLGRDE

### **Formation of the Network & Core Expert Group**

As discussions progressed with MOWAC, it was determined by them that a core expert group across a number of the key MDAs was a more viable route. Thus, a group of fifteen (focusing on gender focal person within MDAs) was formed through invitations from MOWAC with membership as follows:

- MOWAC 4
- Women's Department (MOWAC) 4
- MLGRDE 1
- MOFA(WIAD) 1
- Ministry of Info & Nat. Orientation 1
- Min of Manpower, Youth & Employment 1
- Ministry of Trade & Industry 1
- Ministry of Education 1
- Ministry of Health 1

A convening and information meeting was held on June 8, 2007 at MOWAC Headquarters with the following outcomes achieved:

- Preliminary discussion on the mandate, roles and responsibilities of the group, and its relationship to training units within respective MDAs.
- Needs assessment conducted on subject matter areas to be given priority at the proposed training of trainers (ToT).
- Division of responsibility amongst members for updating knowledge on specific subject matter areas in order to train fellow members at the ToT.
- Commitment gained by each official to become a member of the Core Expert Group

### **Training of Trainers Program: June 20-22, 2007**

A three-day training of trainers program was held from June 20-22, 2007 in Swedru, Central Region. The fifteen members of the group (all female) were present for the three-days. The outcomes for the programme were set as follows and confirmed by the articulation of expectations by the members of the group:

#### Outcomes

- √ *There is a clear understanding of the purpose, mandate, roles and responsibilities of members of the CEG.*
- √ *Knowledge and skills have been gained in order to effectively facilitate adult learning and train others on gender mainstreaming including requisite skills.*

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- √ *A beginning knowledge on course design and development has been obtained.*
  - √ *Increased rapport has been built within the group.*
  - √ *There is a plan in place to direct the necessary steps forward.*

The potential of this group to add value to gender mainstreaming work at the national level was underscored by the Minister of MOWAC in her opening remarks. Further, the Minister encouraged full cooperation and coordination across the MDAs represented in order to fulfil the responsibility of the Government of Ghana, and in particular MOWAC, to ensure progress in gender equality efforts in the country.

The focus (see the course outline attached) of the first day into the second day was on training knowledge, methodologies and skills. The following day and a half provided the opportunity for members to train each other on specific aspects of gender mainstreaming. Coaching and feedback were provided by peers, by subject matter experts on gender training and on training. The final session was lead by MOWAC and focused on the purpose, mandate, roles and responsibilities of members of the CEG as well as the next steps for the CEG.

## **Summary/Conclusion**

### **The potential of the group**

As found by DISCAP in the fall of December 2006, there is a core group with considerable gender mainstreaming expertise and skills (and not just within MOWAC). On the other hand, some of the participants including gender focal persons are new to gender mainstreaming work. Thus, there is considerable capacity building for some as well as the requirement for all members to advance and to continually update their knowledge, etc.

The key question regarding the value of the group lies within its sustainability and ongoing development. MOWAC has committed to finding small resources to support meetings of the group. Members of the group committed to finding opportunities to build capacity within their own ministries and calling upon other members to support such efforts. At the time of the writing this report, a meeting date for the group has been set for early August.

### **Becoming subject matter experts and trainers**

There was a considerable gap between the components of effective learning identified by the participants from their own learning experiences coupled with their gained understanding of how learning takes place and androgogy with their subsequent ability to put such into practice. All four groups resorted to largely power point presentations of one and a half to two hours. However, after feedback to the first three groups, the fourth group worked to deliver the material through a more-adult-learning-principles based approach. This experience underscores the research on training that concludes that without substantial intervention and opportunity to experience a different way, there is a strong pattern of training and teaching in a similar manner to that we experienced ourselves. Also, underscored was the continued practice of non-educators delivering educational or training programmes. The challenge here is the trainer acting at the technician-level only and the resulting distortions and disconnections in teaching and thus learning.

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**Recommendations**

1. It is recommended that MOWAC find ways and means to create awareness of this evolving inter-ministerial network and resource base to support gender mainstreaming efforts at the national and regional level.
2. It is recommended that the Gender Equity Sector Group (GEST) involve the CEG in their capacity building efforts within MOWAC.
3. It is recommended that ex-DISCAP associated consultants and partners intending to build gender mainstreaming awareness and capacity within MDAs see the members of the Core Expert Group as resource personnel for such efforts.

**TRAINING OF TRAINERS (ToT)  
CORE EXPERT GROUP (CEG)  
PROGRAMME OUTLINE  
June 22-22, 2007  
Greenlands Hotel, Swedru, Central Region**

*EXPECTED OUTCOMES:*

- √ *There is a clear understanding of the purpose, mandate, roles and responsibilities of members of the CEG.*
- √ *Knowledge and skills have been gained in order to effectively facilitate adult learning and train others on gender mainstreaming including requisite skills.*
- √ *A beginning knowledge on course design and development has been obtained.*
- √ *Increased rapport has been built within the group.*
- √ *There is a plan in place to direct the necessary steps forward.*

<b>WEDNESDAY 8:30-4:30</b>	<b>THURSDAY 8:30-???</b>	<b>FRIDAY 8:30- Late Lunch</b>
<p><b>WELCOME/INTROS/GETTING STARTED</b></p> <ul style="list-style-type: none"> <li>• Review purpose of CEG (Buzz &amp; Plenary Input)</li> <li>• Purpose, Outcomes of 3-day Program</li> <li>• Overview of Program (Presentation)</li> <li>• Personal Objectives (2), Concerns (1)</li> <li>• Guidelines, Housekeeping</li> </ul> <p><b>EFFECTIVE LEARNING</b></p> <ul style="list-style-type: none"> <li>• Effective learning (Graffiti)</li> </ul> <p><b>ADULT LEARNING</b></p> <ul style="list-style-type: none"> <li>• Principles of Adult Learning (Think, Pair, Share)</li> <li>• Principles of Adult Learning Applied (Pairs with worksheet)</li> </ul>	<p><b>GETTING STARTED</b></p> <ul style="list-style-type: none"> <li>• Comments, questions, issues</li> <li>• Overview of Day 2</li> </ul> <p><b>THE ROLE OF THE TRAINER</b></p> <ul style="list-style-type: none"> <li>• Role (JigSaw)</li> <li>• Competencies (Self-assessment)</li> </ul> <p><b>TRAINING SEGMENT: GENDER CONCEPTS (2.5 hours)</b></p> <ul style="list-style-type: none"> <li>• Training by Elizabeth, Beatrice, Cecilia</li> <li>• Feedback</li> </ul> <p><b>TRAINING SEGMENT: GENDER ANALYSIS (2.5 hours)</b></p> <ul style="list-style-type: none"> <li>• Training by Patricia, Fati, Marian</li> <li>• Feedback</li> </ul>	<p><b>GETTING STARTED</b></p> <ul style="list-style-type: none"> <li>• Comments, questions, issues</li> <li>• Overview of Day 3</li> </ul> <p><b>GENDER MAINSTREAMING</b></p> <ul style="list-style-type: none"> <li>• Content, key concepts (Peer consultation)</li> </ul> <p><b>A BRIEF LOOK AT NEEDS IDENTIFICATION</b></p> <ul style="list-style-type: none"> <li>• Needs assessment, environment scan, occupational analysis</li> <li>• Target audience needs</li> </ul> <p><b>TRAINING SEGMENT: Policy Formulation (2.5 hours)</b></p> <ul style="list-style-type: none"> <li>• Training by Dorothy, Marion, Jemmina</li> <li>• Feedback</li> </ul>

<b>WEDNESDAY</b> <b>8:30-4:30</b>	<b>THURSDAY</b> <b>8:30-???</b>	<b>FRIDAY</b> <b>8:30- Late Lunch</b>
<p><b>LEARNING/METHODOLOGIES</b></p> <ul style="list-style-type: none"> <li>• How learning happens, 3 broad purposes-learning programs, 3 modalities (Small group discussion, Question &amp; Answer Pass)</li> <li>• Delivery-Methodologies: Active, experiential, cooperative</li> <li>• Diversity of methodologies (Marketplace)</li> </ul> <p><b>COURSE DESIGN &amp; DEVELOPMENT</b></p> <ul style="list-style-type: none"> <li>• Elements of Design</li> <li>• Components of Development</li> <li>• Course Scope &amp; Sequence (Individual read &amp; seek clarifications/expansion)</li> <li>• Topic format (Short presentation with Q&amp;A-plenary)</li> </ul> <p><b>CHECK-IN/WRAP UP</b></p> <ul style="list-style-type: none"> <li>• Feedback (Scan)</li> <li>• Issues needing attention</li> <li>• A look forward to Wednesday</li> </ul> <p><b>TEAM PREPARATIONS</b></p>	<p><b>TRAINING SEGMENT: GS Planning &amp; Budgeting (2.5 hours)</b></p> <ul style="list-style-type: none"> <li>• Training by Malthida, Diana, Victoria</li> <li>• Feedback</li> </ul> <p><b>CHECK-IN/WRAP UP</b></p> <ul style="list-style-type: none"> <li>• Issues needing attention</li> <li>• A look forward to Friday</li> </ul>	<p><b>NEXT STEPS/WRAP-UP</b></p> <ul style="list-style-type: none"> <li>• Mandate, mode of operation, roles &amp; responsibilities</li> <li>• Needs assessment</li> <li>• Action Plan</li> <li>• Closure</li> </ul>

**CHIEF RESOURCE PERSONS:**

Lead Facilitator & ToT Trainer: Flaurie Storie

Gender mainstreaming SMEs: Anisah Osman & Francesca Pobee-Hayford

June 16, 2007