



REPUBLIC OF GHANA

MINISTRY OF GENDER, CHILDREN AND SOCIAL PROTECTION (MOGCSP)

SECTOR MEDIUM-TERM DEVELOPMENT PLAN (SMTDP)

2026 - 2029

BY PPMED, MOGCSP

AUGUST 2025

Table of Contents

List of Tables	iv
List of Acronyms	vi
EXECUTIVE SUMMARY	xii
CHAPTER ONE	1
GENERAL INTRODUCTION.....	1
1.0 INTRODUCTION.....	1
1.1 BACKGROUND	1
1.2 Vision.....	2
1.3 Mission	2
1.4 Core Values.....	2
1.5 Core Functions	2
1.6 Organogram	2
1.7 Structure of the Plan.....	2
CHAPTER TWO	5
SITUATIONAL ANALYSIS OF THE MINISTRY OF GENDER, CHILDREN AND SOCIAL PROTECTION	15
2.1 Introduction	15
2.2 Performance Review	15
2.3 Existing Conditions and Diagnosis	32
2.4 Summary of Key Development Issues	53
2.5 Future Development Needs	62
CHAPTER THREE.....	64
KEY DEVELOPMENT PRIORITIES	64
3.1 Introduction	64

3.2 Prioritized Development Issues	64
CHAPTER FOUR	67
DEVELOPMENT GOALS, OBJECTIVES AND STRATEGIES	67
4.1 Introduction	67
4.2 Development Goal, Objectives and Strategies	72
CHAPTER FIVE	96
COMPOSITE DEVELOPMENT PROGRAMMES	96
5.1 Introduction	96
5.2: Assumptions and Methodologies use in Costing	96
5.3: Programme of Action (2026-2029)	96
5.4 Programme Financing (2026-2029)	101
5.5 Mechanism to Fill Financing Gap	104
5.6 Strategic Environmental Assesment (SEA)	104
CHAPTER SIX	107
ANNUAL ACTION PLAN	107
6.1 Introduction	107
CHAPTER SEVEN	318
MONITORING AND EVALUATION ARRANGEMENTS	318
7.1 Introduction	318
7.2 Stakeholder Analysis	318
7.3 Monitoring Matrix	325
7.4 Evaluations and Participatory Monitoring and Evaluation (PM&E)	353
7.5 Evaluation	353
7.6 Participatory Monitoring & Evaluation Methods (PM&E)	353
7.7Knowledge Management and Learning	353
CHAPTER EIGHT	354

COMMUNICATION STRATEGY..... 367

ANNEX 1: ASSET MAINTENANCE PLAN..... 374

List of Tables

Table 1: Ghana National Household Registry Data Collection	20
Table 2: Performance Review 2022-2025.....	20
Table 3: Analysis of Performance of Financial Resources (2022-2025)	31
Table 4: National Data on Residential Homes for Children (2022-2025)	20
Table 5: SWOT Analysis	20
Table 6: Prioritized Development Issues.....	64
Table 7: Goal Compatibility Matrix.....	72
Table 8: Development Goal, Objectives and Strategies.....	72
Table 9: Programme of Action (2026-2029).....	97
Table 10: Programme Financing (2026-2029)	101
Table 11: Annual Action Plan (2026)	107
Table 12: Annual Action Plan (2027)	162
Table 13: Annual Action Plan (2028)	213
Table 14: Annual Action Plan (2029)	266
Table 14: Stakeholder Matrix	318
Table 16: Monitoring Matrix	325
Table 17: Knowledge Mapping Matrix.....	367
Table 18: Competency Matrix for Learning.....	367
Table 19: Communication Matrix on the MOGCSP MTDP	367
Table 20: Head Quarters	374
Table 21: Department of Children	378
Table 22: Department of Social Welfare.....	380
Table 23: Human Trafficking	383
Table 24: Domestic Violence	384
Table 25: Ghana School Feeding Programme.....	384

List of Acronyms

AA	Affirmative Action
AAP	Annual Action Plan
ACRWC	African Charter on the Right and Welfare of the Child
AfDB	African Development Bank
AG	Attorney General
AHTU	Anti Human Trafficking Unit
AIDS	Acquired Immune Deficiency Syndrome
APD	Animal Production Department
APR	Annual Progress Report
AU	African Union
BOG	Bank of Ghana
CADG	Controller and Accountant General Department
CAPEX	Capital Expenditure
CFWP	Child and Family Welfare Policy
CHRAJ	Commission on Human Rights and Administrative Justice
CID	Criminal Investigation Department
CLU	Child Labour Unit
CPC	Child Protection Compact
CPMIS	Established Child Protection Information Management System
CSIR	Council for Scientific and Industrial Research
CSO	Civil Society Organisation
CSPS	Centre for Social Policy Service
CSTC	Civil Service Training Centre
CSW	Commission on the Status of Women
DACF	District Assembly Common Fund
DAES	District Agriculture Extension Services
DFID	Department for International Development
DOC	Department of Children
DOG	Department of Gender
DOVVSU	Domestic Violence and Victims Support Unit

DP	Development Partner
DSW	Department of Social Welfare,
DSW	Department of Social Welfare
DV	Domestic Violence
DVS	Domestic Violence Secretariat
ECCD	Early Childhood Care and Development
ECOWAS	Economic Community of West African States
EI	Executive Instrument
EMIS	Education Management Information System
EOCO	Economic and Organize Crime Office
ERM	Enterprise Risk Management
F&A	Finance and Administration
FBO	Farmer Based Organisation
FDA	Food and Drugs Authority
FGM	Female Genital Mutilation
GASB	Ghana Accessibility Standard in the Built Environment
GCAP	Ghana Commercial Agricultural Project
GDO	Gender Desk Officer
GES	Ghana Education Service
GFD	Ghana Federation of the Disabled
GHAMFIN	Ghana Micro-finance Institutions Network
GHANAP	Ghana National Action Plan
GHIPSS	Ghana Interbank Payment and Settlement Systems
GIMPA	Ghana Institute of Public and Management Administration
GIS	Ghana Immigration Service
GLSS	Ghana Living Standards Survey
GM	Gender Mainstreaming
GNHR	Ghana National Household Registry
GOG	Government of Ghana
GRA	Ghana Revenue Authority
GRB	Gender Responsive Budgeting
GSA	Ghana Standards Authority

GSDP	Ghana Statistical Development Project
GSFP	Ghana School Feeding Programme
GSGDA	Ghana Shared Growth and Development Agenda
GSOP	Ghana Social Opportunity Project
GSS	Ghana Statistical Service
HIV	Human Immunodeficiency Virus
HQ	Head Quarters
HT	Human Trafficking
HTMB	Human Trafficking Management Board
IAA	Internal Audit Agency
IEC	Information and Education Communication
INGO	International Non-Governmental Organisation
IOM	International Organisation for Migration
IRAD	Internal Research and Development
ISD	Information Service Department
ISS	Integrated Social Services
ITS	Institute of Technical Supervision
JFCP	Justice for Children Policy
LEAP	Livelihood Empowerment Against Poverty
LGS	Local Government Service
LI	Legislative Instrument
LIPW	Labour Intensive Public Works
LMS	LEAP Management System
LUSPA	Land Use and Spatial Planning Authority
M&E	Monitoring and Evaluation
MASLOC	Microfinance and Small Loans Centre
MDA	Ministries, Department and Agencies
MELR	Ministry of Employment and Labour Relations
MIS	Management Information System
MMDA	Metropolitan, Municipal and District Assemblies
MMT	Metro Mass Transit
MoC	Ministry of Communication

MoF	Ministry of Finance
MoFA	Ministry of Food and Agriculture
MoGCSP	Ministry of Gender, Children and Social Protection
MoRH	Ministry of Roads and Highways
MoT	Ministry of Transport
MoTI	Ministry of Trade and Industry
MOU	Memorandum of Understanding
MoWAC	Ministry of Women and Children's Affairs
MoWH	Ministry of Works and Housing
MSD	Management Service Department
MTDP	Medium-Term Development Plan
MTEF	Medium-Term Expenditure Framework
NACAP	National Anti-Corruption Action Plan
NBSI	National Board for Small Scale Industry
NCCE	National Commission for Civic Education
NCPD	National Council on Persons with Disability
NDPC	National Development Planning Commission
NECC	National Early Childhood Committee
NGO	Non-Governmental Organisation
NGP	National Gender Policy
NHIS	National Health Insurance Scheme
NITA	National Information Technology Agency
MTNDPF	Medium-Term National Development Policy Framework
MTNDP	Medium Term National Development Policy
NPA	National Plan of Action
NPC	National Population Council
NPPOA	National Policy Plan of Action
NPRA	National Pensions regulatory authority
NSPP	National Social Protection Policy
OHCS	Office of Head of Civil Service
OHLGS	Office of Head of Local Government Service
OPWD	Organisation of Persons with Disability

PBB	Program Based Budget
PFJ	Planting for Food and Jobs
PFM	Public Financial Management
PM&E	Participatory Monitoring and Evaluation
PMT	Proxy Means Test
POCC	Potential, Opportunities, Constraints, and Challenges
PPA	Public Procurement Authority
PPMED	Policy Planning Monitoring and Evaluation
PWD	Persons living With Disability
RHC	Residential Home for Children
RSIM	Research, Statistical and Information Management
SHEP	School Health Education Programme
SMTDP	Sector Medium Term Development Plan
SP	Social Protection
SSNIT	Social Security and National Insurance Trust
SSW	School of Social Work
SWIMS	Social Welfare Information Management system
TA	Traditional Leaders
TIP	Trafficking in Persons
TOR	Terms of Reference
UDS	University for Development Studies
UN	United Nations
UNCRC	United Nations Convention on the Rights of Children
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNSCR	United Nations Security Council Resolution
UoG	University of Ghana
USAID	United States Agency for International Development
VSD	Veterinary Services Division
WFP	World Food Programme
YEA	Youth Employment Agency

FOREWORD

In a rapidly changing world, the urgency to develop inclusive and forward-thinking strategies to support the most vulnerable populations is unprecedented. The Ministry of Gender, Children and Social Protection reaffirm its unwavering dedication to advancing gender equality, upholding the rights of children and strengthening social protection systems. These priorities are key to Ghana's sustainable development and national progress.

Over the years, the Ministry has led numerous initiatives aimed at empowering women, safeguarding children and addressing gender disparities. This 2026–2029 Sector Medium-Term Development Plan embodies our shared vision, aligned with the Medium-Term National Development Policy Framework (MTNDPF 2026-2029) to uphold and promote the rights and dignity of the vulnerable and marginalized.

Developed through an inclusive and consultative process, this Plan integrates the insights and expertise of diverse stakeholders such as individuals, institutions and partners who have generously contributed their perspectives. It also outlines strategic interventions to empower women, nurture and protect children and enhance the social safety nets that support an inclusive society.

We acknowledge that the successful completion of this Plan depends on the collective commitment of all stakeholders. We therefore call upon our partners, collaborators and all Ghanaians of goodwill to support and actively participate in the implementation of this vision.

Let us work together to create a Ghana where equity, inclusion and resilience define the present and secure the future for women, children and marginalized groups.

Hon. Dr Agnes Naa Momo Lartey

Minister of Gender, Children and Social Protection

EXECUTIVE SUMMARY

The Ministry of Gender, Children and Social Protection (MoGCSP) was created by an Executive Instrument 1 (E.I. 1) in January 2013 as a successor to the Ministry of Women and Children's Affairs. The Ministry was established to develop policies, coordinate, monitor and evaluate gender, children and social protection issues within the context of national development agenda.

The Ministry is mandated to coordinate and ensure gender equality and equity, promote the survival, protection, and development of children, the vulnerable, persons with disability and integrate fulfilment of their rights, empowerment, and full participation into national development, thereby ensuring the attainment of our vision of creating a harmonious society, in which the survival and development of the sexes, children, the vulnerable, the excluded and persons with disabilities are guaranteed.

The core functions of the Ministry are; to formulate and coordinate gender, children, and social protection policies, develop guidelines and advocacy strategies for use by all Ministries, Departments and Agencies (MDAs), and monitor and evaluate policies, programmes and projects on gender, children and social protection. The Ministry is also committed to working with integrity, excellence, and social justice.

In 2021, the Ministry prepared a medium-term development plan for 2022 – 2025 cycle. Upon completion of the implementation of the medium-term development plan for the 2022-2025 cycle, it is expected that the Ministry develops a new plan for the period 2026 – 2029. This plan will align with the national development goals and strategies of the 2026 – 2029 Medium-Term National Development Policy Framework, and international commitments, focusing on empowering women and girls through policy reforms, education, and economic opportunities, protecting children's rights, and strengthening social protection programs, supporting the vulnerable, and promoting community development.

In preparation of the Sector Medium-term Development Plan (SMTDP 2026-2029), a Sector Medium-Term Planning Committee chaired by the Chief Director, all Departmental Heads and key technical staff from PPMED. The Ministry employed a multi-sectoral approach, collaborating with government agencies, civil society organizations, and international partners. An assessment of the 2022 – 2025 SMTDP was conducted to review the status of implementation of the Plan.

Additionally, a validation workshop was conducted with the Hon. Minister, Chief Director, all Department Heads, and technical staff from NDPC to validate the plan.

The committee's work was also guided by the plan preparation guidelines issued by the National Development Planning Commission (NDPC) including technical backstopping from the NDPC.

The Ministry identified **54** development issues from which **43** key development issues were prioritized. These key issues cover development dimensions of Social Development and Governance and Institutional Development.

In the Medium-Term, the Ministry will work towards achieving the following outcomes:

1. Improved the policy and legal framework for gender, children and the vulnerable
2. Improved targeting for social protection in the country.
3. Improved livelihood opportunity for extreme poor and vulnerable household covered by LEAP.
4. Improved women participation and empowerment in society.
5. Improved social services for the vulnerable
6. The rights of women, children, PWD's and the vulnerable promoted.

The outcomes will be achieved through implementation of the following programmes:

1. Management and Administration
2. Gender Equality and Equity
3. Children's Rights Promotion and Development
4. Social Development
5. Domestic Violence and Human Trafficking
6. Non-Profit Organization

In terms of financing, a total amount of **GH¢14,330,944,379.69** (*Fourteen Billion, Three Hundred and Thirty Million, Nine Hundred and Forty-Four Thousand, Three Hundred and Seventy-Nine Ghana Cedis, Sixty - Nine Pesewas*) is needed for the full implementation of the plan. It is expected that the funding required will be financed by the Government of Ghana, Internally Generated Funds, key Development Partners and other Philanthropic Organizations.

CHAPTER ONE

GENERAL INTRODUCTION

1.0 INTRODUCTION

The Ministry of Gender, Children and Social Protection's Sector Medium Term Development Plan aims to promote gender equality, protect children's rights, and enhance social protection in Ghana. This plan aligns with the development goals and objectives as stated in the Medium-Term National Development Policy Framework (MTNDPF 2026 – 2029).

Chapter one highlights the mission, vision, core values and functions of the Ministry. It also provides the organizational structure, location of the Ministry and outlines the structure of the Ministry's 2026 – 2029 SMTDP.

1.1 BACKGROUND

The Ministry of Gender, Children and Social Protection (MoGCSP) was established in 2013 through Executive Instrument (E.I. 1), following the restructuring of the Ministry of Women and Children's Affairs (MOWAC) and the transfer of the Department of Social Welfare (formerly under the Ministry of Employment and Social Welfare). The consolidation was intended to create a single coordinating body with a broadened mandate to address issues of gender equality, child welfare, and social protection in an integrated and systematic manner.

The establishment of the MoGCSP was both a constitutional and policy imperative, grounded in the 1992 Constitution of Ghana, which emphasizes the protection of fundamental human rights and freedoms (Articles 12–37). It also reflected Ghana's commitments to global and regional frameworks that safeguard the rights of vulnerable groups. These include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Convention on the Rights of the Child (CRC), the African Charter on the Rights and Welfare of the Child, and the Sustainable Development Goals (SDGs), particularly SDG 1 (No Poverty), SDG 5 (Gender Equality), and SDG 10 (Reduced Inequalities).

1.2 Vision

A harmonious society in which the survival and development of the sexes, children, the vulnerable, and persons with disability are guaranteed.

1.3 Mission

The Ministry exists to contribute to the development of the nation by achieving gender equality and equity; facilitate the enforcement of the rights of children; promote the integration and protection of the vulnerable, excluded and persons with disabilities in the development process.

1.4 Core Values

The core value of the Ministry of Gender, Children and Social Protection are as follows:

- Excellence
- Fairness
- Transparency
- Client Focus
- Respect for Diversity
- Inclusiveness
- Integrity

1.5 Core Functions

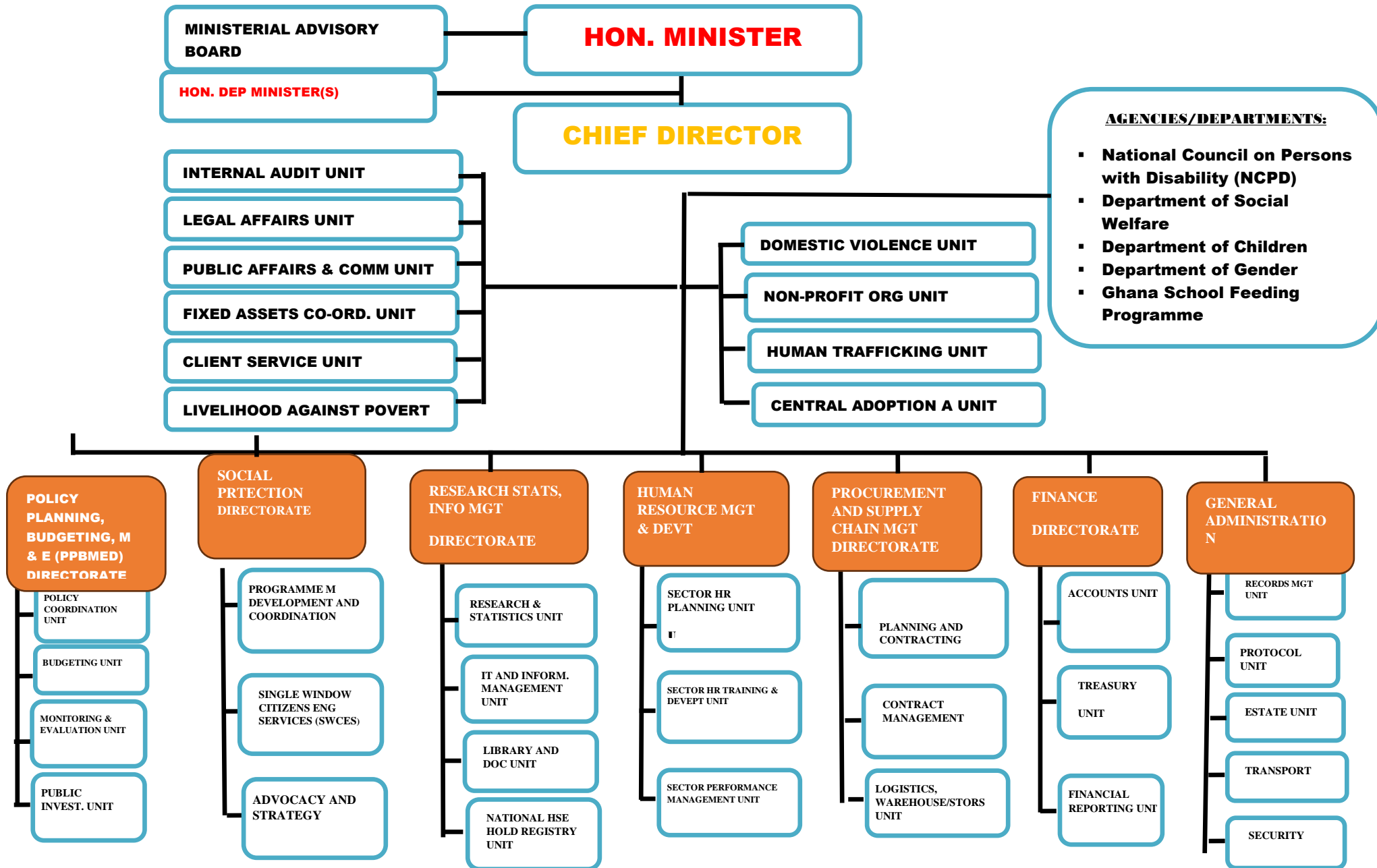
In furtherance to the Ministry's mandate, the following core functions guide its operations:

- Formulate gender, child development and social protection policies.
- Co-ordinate gender, child and social protection related programmes and activities at all levels of development.
- Develop guidelines and advocacy strategies for use by all MDAs and for collaboration with Development Partners and Civil Society Organizations (CSOs).
- Facilitate the integration of gender, children, and social protection policy issues into National Development Agenda.
- Provide guidelines and advocacy strategies for MDAs and other Development Partners (DPs) for effective gender and social protection mainstreaming.

- Ensure compliance with international protocols, conventions, and treaties in relation to children, gender, and social protection.
- Conduct research into gender, children, and social protection issues.
- Monitor and evaluate programmes and projects on gender, children, the vulnerable, excluded and persons with disabilities.
- Ensure the availability of appropriate administrative and financial management systems and support services for the effective and efficient running of the Ministry/Sector for enhanced service delivery; and
- Coordinate the development and implementation of human resource management policies, systems, and programs consistent with the requirements of the sector to enhance service delivery.

1.6 Organogram

The Ministry of Gender, Children and Social Protection operates through a structured hierarchy designed to ensure efficient policy development, implementation, and service delivery across its core mandates i.e gender equality, child welfare, and social protection. The figure below outlines the leadership and operational hierarchy within the Ministry.



1.6.1 Functions of Ministerial Advisory Board and Directorates/Units

Ministerial Advisory Board

There shall be established in every Ministry a Ministerial Advisory Board (PNDCL 327). A Ministerial Advisory Board shall consist of the following persons:

- The Minister responsible for the Ministry who shall be the chairman;
- The Deputy Minister of the Ministry;
- The Chief Director and
- Representatives of:
 - i. Three Public Sector Organizations and
 - ii. Three Private Sector Organizations with which the Ministry has the most dealings.

The functions of the Ministerial Advisory Boards are to:-

- Promote constant interaction between the Ministry and the users of its services; and
- Advise the Sector Minister on adjustments in policy direction, planning objectives and operational strategies.

Minister/Dep. Minister

The Ministry is headed by a Minister and supported by a Deputy Minister to provide political leadership of the elected government for the sector.

Chief Director

The position of a Chief Director in a Ministry is governed by sections 19 and 20 (1), (2) of the Civil Service Act, 1993 (PNDCL 327).

- a) A Chief Director of a Ministry is the chief adviser to the Minister on the policies and other matters related to the sector and shall, in relation to the Ministry:
- b) Provide leadership and guidance for determining policies and objectives within the sector and the implementation of those policies and objectives,

- c) Co-ordinate work programmes and provide rules, guidelines and procedures to facilitate the achievement of targets set by the Ministry,
- d) Ensure the effective organization and development of training programmes consistent with sectoral policies and programmes,
- e) Establish systems for effective inter-ministerial and sectoral collaboration and co-operation to avoid duplication and to achieve harmonization of programmes,
- f) Develop systems of effective work-flow and feed-back on the activities within the sector, and
- g) Initiate plans and programmes to activate and accelerate the decentralization of the relevant sector where required.

Without prejudice to subsection (1), a Chief Director shall in relation to the Ministry,

- a) Recommend the disbursement of budgetary allocation in accordance with prevailing financial regulations,
- b) Recommend leave of absence for directors and heads of organizations' as well as ensure the effective organization and co-ordination of leave of absence within the sector,
- c) Request for action programmes and budget from the implementing agencies,
- d) Ensure the establishment by the implementing agencies of proper codes of conduct for administrative, financial and operational transactions,
- e) Recommend major changes in the organization structures of the implementing agencies,
- f) Recommend actions involving disposal of capital assets, and
- g) Ensure the development and enforcement of an effective system of discipline within the sector.

According to the provisions of the law, the Chief Director shall be the chief advisor to the sector minister on all policies and other matters related to the sector.

The Chief Director carries out the above responsibilities with the support of the directorates and units established under the ministry. The Directorates are headed by Directors or officers of analogous grades in the Civil Service.

Internal Audit Unit

The Unit ensures systematic, disciplined approach to evaluate and improve effectiveness of risk management, control and the administrative process at the Ministry. The unit advises management on how to better execute their responsibilities and duties.

Public Affairs Unit

The Unit develops implements and reviews communication strategies to market and communicates the Ministry's policies, programs, projects and activities to the public and also receive and manage client responses and enquiries.

Legal Affairs Unit

The unit serves as a legal advisory arm of the Ministry to ensure that its policies, programmes and activities are in line with the existing laws, regulations and international commitments. It also provides legal guidance to management, directorates and staff thus protecting the Ministry from legal liabilities and ensuring adherence to established laws and regulations.

Client Service Unit

The Unit set up to receive complaints and address them and also provides information on the nature of the operations of Ministry. It facilitates standardization of the services delivered by the Ministry and communicates to clients the exact services of the Ministry. It also deals with complaints from the public regarding services of the Ministry and ensures that genuine problems are addressed adequately in a transparent, timely and cost-effective manner.

Fixed Assets Coordinating Unit

The Unit regulates and guides the preparation, presentation, and disclosure of general-purpose financial statements within the Ministry. It ensures the existence of proper control systems for the custody and management of the assets and maintains a register of fixed assets, e.g., Land, Buildings, Plants and Equipment, Furniture and Fittings, etc.

Non-Profit Organization (NPO) Secretariat

The Non-Profit Organisation Secretariat monitors, coordinates and regulates the activities of registered Non-Profit Organisations (NPOs) in Ghana to implement project and advocate for the right and welfare of Ghanaian especially the vulnerable and marginalized.

Central Adoption Authority (CAA) Secretariat

The Central Adoption Authority of the Ministry of Gender, Children and Social Protection is responsible for the coordination of adoption in Ghana. The Authority's mandate is to provide for the conduct of all adoptions in the country in a manner that promotes the well-being and best interest of the child; and, to support efficient and accountable practice in the delivery of adoption services in accordance with the Children's Amendment Act 937 and relevant laws on adoption including the Hague Convention on Protection of Children and co-operation in respect of Intercountry Adoption, 1993.

Domestic Violence (DV) Secretariat

The Domestic Violence Secretariat was established by the Domestic Violence Act, 2007, Act 732. The Secretariat is managed by a thirteen (13) member Management Board established by the Domestic Violence Act. The overall goal of the Domestic Violence Secretariat (DVS) is to facilitate the elimination of domestic violence from the Ghanaian Society, create family cohesion, and provide for a peaceful environment for national development.

Human Trafficking (HT) Secretariat

The secretariat is managed by a thirteen (13) member management Board established by the Human Trafficking (HT) Act, 2005 (Act 694). The overall goal of the Human Trafficking Secretariat (HTS) is to facilitate the prevention and combating of Trafficking cases in Ghana. It is also to sensitize all persons to human trafficking and create a peaceful environment to accelerate national development. Mandate The Act establishing the secretariat is the Human Trafficking Act, 2005, Act 694, which is an Act for the prevention, reduction, and punishment of human trafficking and for the rehabilitation and reintegration of trafficked persons and its related matters.

Livelihood Empowerment Against Poverty (LEAP)

The main objective of the LEAP Program is to reduce poverty by increasing and smoothening consumption and promoting access to services and opportunities among the extremely poor and vulnerable. The Specific Objectives are:

- To improve basic household consumption and nutrition among children below 2 years of age, the aged (65 years and above without productive capacity) and people with severe disability;
- To increase access to health care services among children below 5 years of age, the aged (65 years and above without productive capacity) and people with severe disability;

- To increase basic school enrolment, attendance and retention of beneficiary children between 5 and 15 years of age;
- To facilitate access to complementary services (such as welfare, livelihoods and improvement of productive capacity) among beneficiary households

The Ministry is made up of five directorates. These are as follows;

Policy Planning, Coordinating, Monitoring and Evaluation Directorate

The Directorate leads the technical processes for the development of policies, plans, programmes and budgets of all activities of the Ministry. It caters for the design and application of monitoring and evaluation systems for purposes of assessing the operational effectiveness of the Ministry's strategies and interventions.

The Directorate comprises the following units:

Policy Coordination Unit: The Unit initiates and coordinates the broad sector policies of the Ministry.

Planning and Budgeting Unit: The Unit leads in the design and provision of plans based on a sound framework for the effective implementation of the Ministry's planned programmes, projects and activities. It is also responsible for preparing sector budget and the provision of technical guidance to Management on budgetary matters.

Monitoring and Evaluation Unit: The Unit ensures the provision of an effective basis for measuring the various stages of programs and projects of the Ministry as well as providing an objective basis for assessing the effectiveness of its programs and projects.

Public Investment Unit: The unit prescribes the method for the preparation, evaluation and execution of investment projects and provides a standard framework to guide project identification and planning, pre-feasibility studies, selection and budgeting, implementation and reporting of investment projects by the Ministry

Research, Statistics and Information Management Directorate

The Directorate conducts and commission research into policy and strategy options, compiles and analyses data for the Ministry and government. It maintains a data bank for effective and efficient decision-making.

The Directorate also projects the good image of the Sector both within and outside the country by disseminating information on the Ministry's policies, activities and procedures as well as providing a mechanism for receiving feedback on Government's policies and activities.

The Directorate is composed of the following units:

- i. **Research and Statistics Unit:** It Conducts research into the activities of the Ministry. It also ensures that requisite data is available for decision-making.
- ii. **ICT & Information Management Unit:** It Initiates and maintains the information technology network and infrastructure for the Ministry. It also develops supports and integrates new technologies into the operations of the Ministry
- iii. **Library and Documentation Unit:** The unit supports all research and training activities of the Ministry through provision and generation of information, primary documents and bibliographic references. It also provides information and documentation services and related subjects for the sector.
- iv. **National Household Registry Unit:** The unit establishes a single national household register. This is a database for poor and vulnerable households in Ghana and it is intended to assist social protection programmes to identify, prioritize, and select households living in vulnerable conditions to ensure that different social programme interventions effectively reach their target population.

Social Protection Directorate

The directorate leads in the design of systems for effective coordination, harmonization, and sustainability of social protection interventions in Ghana. The Directorate provides technical backstopping in the development of social intervention program:

- **Programmes Development and Coordination Unit:-** The Unit coordinates Social Protection interventions and Programs of sector Ministries and Agencies. It also leads in the development of National Integrated Programs on Social Intervention Activities.

- **Single Window Citizen Engagement Service (SWCES) Unit.** The unit coordinates the grievance redress mechanisms in the SP space. It serves as a single-entry point for grievance redress for the flagship social protection programmes. It facilitates, tracks, and ensures timely redress of grievances of the citizenry and beneficiaries of social protection interventions in Ghana
- **Advocacy & Strategy Unit:** The unit is responsible for the design and rollout of communication strategies on social protection. It uses traditional and new media and several channels of communication to deepen awareness, brand, advocate and galvanize public support and participation in social protection delivery. The unit collaborates with the Public Affairs unit in undertaking its functions

Human Resource Development and Management Directorate

The Directorate develops sector-wide policy on HR Planning, Succession Planning, Training and Development and Performance Management. It also ensures that there is in place an effective and stable management framework consistent with the overall manpower needs of the Sector.

The directorate comprises the following units:

- i. **HR Planning Unit:** - This Unit initiates strategies and facilitates the career planning of staff of the Ministry. This involves regular deployment, secondments, postings, transfers, and development of Schemes of Service.
- ii. **Training and Development Unit:** - It initiates the review and development of career training policies and guidelines. It also collates the training needs identified through staff performance appraisal systems for implementation. The unit also ensures the promotion of staff based on approved requirements.
- iii. **Performance Management Unit:** - The unit is responsible for developing the framework for institutional and staff performance management including staff appraisal and performance contracts/agreements.

Procurement and Supply Chain Management Directorate

The Directorate is responsible for managing the procurement services and providing technical guidance in procurement operations of the Ministry with relevant policies, regulations, and guidelines in line with the Public Procurement-Amendment Act 2016, (Act 663) and Regulations, (2022) L.I. 2466.

The Directorate is to facilitate harmonious planning, implementation, and control systems in the processes of procurement in the Ministry to ensure a secure, judicious, economic, and efficient use of resources in public and ensure that procurement is carried out in a fair, transparent and non-discriminatory, environmentally and socially sustainable manner.

The Directorate is composed of the following units:

I. Planning and Contracting Unit:

The Unit is responsible for the following:

- Determines the most effective sourcing strategies based on Ministry's needs.
- Identifies potential suppliers and assessing their capabilities and reliability
- Develops relationships with suppliers to ensure a stable supply chain
- Evaluates and selects suppliers based on criteria defined in tender/invitation document.
- Negotiates contracts, terms, and conditions with suppliers
- Receives instructions from entity head and commence development of the Annual Procurement Plan in accordance with the instructions issued by the Public Procurement Board and the Ministry of Finance
- Ensures that proposed procurement is within the approved procurement plan, and that budgeted funds are available prior to commencement of procurement proceedings.
- Ensures that funds are properly committed prior to issue of any contract or purchase order.
- Co-coordinates the preparation of specifications, terms of reference, bills of quantities, drawings, short-lists or advertisements, and prequalification, tender or request for quotation documents. Where so required by the Tender Committee, submission of documentation for review and approval by the Tender Committee prior to issue.
- Identifies and assess potential risks associated with specific procurement, supply chain and the procurement process.

- Develops strategies to mitigate risks, such as supply chain disruptions or changes in market conditions.
- Ensures compliance with regulations and industry standards to minimize legal and regulatory risks.

II. Contract Management Unit

The Unit is responsible for the following:

- Oversees the execution and implementation of contracts.
- Ensures that all parties involved are aware of and fulfil their contractual obligations.
- Tracks key milestones, deadlines, and deliverables outlined in the contract
- Identifies potential risks associated with contracts and implement strategies to mitigate them.
- Monitors changes in external factors that may impact contract performance.
- Establishes contingency plans to address unforeseen circumstances
- Ensures that contracts comply with legal and regulatory requirements.
- Monitors on-going compliance with contractual terms and conditions.
- Develops and implements processes to address any breaches or deviations from the contract.
- Evaluates the need for contract renewals or terminations.
- Initiates contract renewal negotiations or manage the termination process in accordance with contract terms
- Establishes and monitors key performance indicators (KPIs) outlined in the contract.
- Evaluates the performance of parties involved in the contract against agreed-upon metrics.
- Provides feedback and implement corrective actions as necessary
- Facilitates resolution of disputes that may arise during the contract lifecycle.
- Collaborates with legal teams or external mediators to address conflicts.
- Documents and communicates resolutions to all relevant stakeholders

1.7 Structure of the Plan

The document is structured into eight chapters. Chapter one entails General Introduction, chapter two provides Situational Analysis and performance review of the sector, chapter three deals with Key Development Priorities of the sector and chapter four addresses Development Projections, Goals, Objectives, and Strategies. Chapters five and six discuss the Composite Development Programmes and Annual Action Plan respectively while chapters seven and eight deal with Monitoring and Evaluation Arrangements and Communication Strategy respectively.

CHAPTER TWO

SITUATIONAL ANALYSIS OF THE MINISTRY OF GENDER, CHILDREN AND SOCIAL PROTECTION

2.1 Introduction

This chapter presents the performance review, financial performance, existing conditions, strengths, weaknesses, opportunities and threats, and medium-term needs and projections of the Ministry.

Under the 2022 – 2025 SMTDP, the Ministry was working under the Social Development, Governance, Corruption and Public Accountability and Coordination, Implementation, Monitoring and Evaluation Dimensions.

2.2 Performance Review

The Ministry within the period, 2022-2025 identified itself with two dimensions in the Medium-Term National Development Policy Framework (MTNDPF). These are: *Social Development, Governance, Corruption and public Accountability and Coordination, Implementation, Monitoring and Evaluation*. The Ministry implemented its programmes, projects and activities based on its three adopted dimensions. The achievements of the Ministry for the review period under the three dimensions are summarized in Table 1.0 below.

Over the past four (4) years, the Ministry has reviewed and finalized the Persons with Disabilities, Children's and Child Justice Administration, Aged Persons and Non-Profit Bills for submission to Cabinet.

The Early Childhood Care and Development (ECCD) and the National Gender Policies have been reviewed and submitted to Cabinet for consideration and approval, Social Protection (SP) Bill has received Cabinet approval and has been submitted to Parliament for consideration and passage. The revised Domestic Violence Policy was also approved by Cabinet.

To ensure gender equality and the mainstreaming of gender perspective into national development, the Affirmative Action (Gender Equity) Act 2024 (Act 1121) was passed by Parliament and assented by the President.

The Ministry maintained the Social Welfare Information Management System (SWIMS) to securely collect, store, manage and share Social Welfare Services provided by Social Welfare Officers to

vulnerable children and adults. The Ministry also strengthen gender statistics and supported the creation of disaggregated databases for vulnerable groups.

The Ministry during the period strengthened the policy and legal environment through the development of key policies and laws. The period also saw continuation of the implementation of the Livelihood Empowerment Against Poverty (LEAP), the Ghana School Feeding (GSF) and the Ghana National Household Registry programmes aimed at providing social protection services for the extremely poor and vulnerable, improving the development of women, children, elderly, PWDs and excluded. The period under review also saw the completion of data collection on extreme poor households in eight regions under the GNHR programme as shown in table 2.

Between 2024 and 2025, the GNHR will undertake a scale-up and collaborate with LMS to reassess its beneficiaries. To date, 841,511 households are registered across regions, including Eastern, Ashanti, Ahafo, Bono, Bono East, Western, Western North, Greater Accra, Upper East, and Upper West. This brings the total to 3,162,727 households and 3,369,168 household members. The LEAP Reassessment aims to include all LEAP beneficiaries in all 261 districts of Ghana.

Table 1: Ghana National Household Registry Data Collection

Year(s)	Regions	Households	Household Members
2016 - 2017	Upper East Region	184,120	1,066,805
2018	Upper West Region	137,565	618,378
2020 - 2021	North East Region	90,970	529,587
	Northern Region	306,118	1,517,067
	Savannah Region	91,707	533,881
2023 - 2024	Central Region	778,749	2,869,092
	Oti Region	211,349	734,881
	Volta Region	520,638	1,590,149
2024-2025	Eastern, Ashanti, Ahafo, Bono, Bono East, Western,	841,511	3,369,168

	Western North, Greater Accra, Accra, Upper East, Upper West		
Total		3,162,727	12,829.008

Source: MoGCSP, 2025

The Ministry during the period also reviewed and validated the National Gender Policy that was developed in 2015. This was to ensure that the policy was responsive to global trends and national priorities. The Ministry continued to monitor progress of implementation of the 5-Year Strategic Plan on Adolescent and Teenage Pregnancy. To improve the participation of women public life, the Ministry facilitated the passage of the Affirmative Action (Gender Equality) Bill 2024 into an Act.

The Ministry developed and validated a National Framework and Toolkit for Engaging Men and Boys in Gender Equality Programming and Interventions. Again, a National Framework for Engaging Traditional Authorities and Religious Leaders on addressing Gender inequalities and Harmful Cultural Practices was also validated.

To address issues of Sexual and Gender Based Violence (SGBV), Teenage Pregnancy and Harmful Cultural Practices including Child Marriage, the Ministry has organized various sensitization programmes including radio discussions to sensitize stakeholders, traditional leaders, faith-based organizations as well as the general public on the effects of SGBV, Teenage Pregnancy and Harmful Cultural Practices including Child Marriage in our communities. The sensitizations were carried out across all 16 Regions.

The Ministry, through the Department of Social Welfare, during the period under review, implemented a number of activities aimed at enhancing the wellbeing of vulnerable, marginalized, and excluded persons in society. These interventions included the provision of care, counselling, and educational support for over 500 children and Persons with Disabilities (PWDs) housed in state-owned and government subverted Residential Homes for Children (RHCs).

Care Reform Activities:

The Department of Social Welfare launched and disseminated Care Reform Roadmap manuals to guide the transition from institutional care to family-based alternatives. As part of this effort, 73

RHC managers and caregivers were sensitized on deinstitutionalization, 109 RHCs were monitored, 75 RHCs were licensed, and over 700 foster parents received training. These interventions are designed to improve the quality of childcare services while promoting safer and more sustainable family-based care options.

Day Care Licensing:

Between 2022 and 2025, the Department licensed and renewed the licenses of more than 7,000-day care centres nationwide. This regulatory function ensures that childcare facilities meet national standards, thereby enhancing the safety and wellbeing of children enrolled in these centres.

Street-Connected Children and Young Persons:

The Department developed and launched a five-year strategic plan targeting Street-Connected Children and Young Persons. Under this initiative, over 500 individuals were sensitized, and five children were rescued from the streets. The strategic plan is designed to provide a safe environment, improve access to essential services, and reduce the number of children living and working on the streets, thereby improving their overall quality of life. Despite these efforts, the effective implementation of policies and systems for street-connected children remains limited, primarily due to resource constraints. Furthermore, the absence of comprehensive national data on street-connected children and young person's continues to hinder evidence-based planning and effective service delivery.

Welfare Services:

Between 2022 and 2025, the Department of Social Welfare extended a range of welfare services to vulnerable groups. In hospitals, welfare officers provided support to more than 7,500 patients, ensuring that their psychosocial and practical needs were addressed alongside medical care. Care and support were also extended to 50 destitute and elderly persons during the same period. Notwithstanding these efforts, there remains an urgent need to review and validate the draft Ageing Bill to provide a comprehensive legal framework for elderly care. In addition, over 3,500 victims of domestic violence received support services, including counseling, shelter, and referrals for further assistance.

Juvenile Justice:

As part of efforts to strengthen juvenile justice delivery, the Department supervised over 50 probationers between 2021 and 2025. In addition, a total of 891 Social Enquiry Reports (SERs) were prepared to guide court proceedings between 2022 and 2025, ensuring that judicial decisions were informed by professional social work assessments.

To ensure that women, men, girls and boys in Ghana are protected against domestic violence and given the necessary support, the Ministry through its Domestic Violence Secretariat has reviewed the existing Domestic Violence Act 732, its Legislative Instrument (LI 2237) and the National Domestic Violence Policy and Plan of Action, (NPPoA) to meet the current trends of domestic violence in Ghana and the world. Currently, the NPPoA has been approved by Cabinet. The DV Act and its Legislative Instrument have been submitted to the Attorney General's Department for redrafting. Based on the inputs that came from the public, the Attorney General's Department has proposed the drafting of a new law to name the Domestic Abuse Law.

In order to increase reporting of cases for interventions and support to survivors of Domestic/ Sexual and Gender Based Violence, the Ministry through the Domestic Violence Secretariat established the Orange Support Centre (OSC) to enhance reporting mechanisms and provide essential services to survivors in Ghana. However, lack of shelters for survivors is a short fall to the support rendered by the Ministry and its stakeholders in the country.

The Secretariat has also trained selected market executives to serve as paralegals to assist in sensitization and referrals of cases in and around the market centers to the appropriate agencies for redress. Out the 16 regions of the country, selected market executives in ten regions have benefited from this training to serve as paralegals.

Table 2: Performance Review 2022-2025

Development Dimension	Indicator	Baseline (2021)	2022-2025 Medium-Term Target	Cumulative Achievement		Remarks
				Year (2022-2025)	Data (2022-2025)	
Social Development	Proportion of Children aged 1 to 14 years who have experienced violent discipline	94% (MICS 17/18)	6%	2017	94% (MICS 17/18)	No administrative data available; only survey data from MICS
	Percentage reduction in the proportion of girls and women aged 15 to 49 years who have undergone FGM	2.4% (MICS 17/18)	2%	2017	2.4% (MICS 17/18)	No administrative data available; only survey data from MICS
	Number of people reached	3,013,870	20,000,000	2025	39,032,991 people were reached.	Number includes people reached through

	on child rights promotion, protection and development					community fora, schools and printed and electronic media
	Number of youths provided with employable skills	4,557 youth provided with employable skills	1,250	2022	850 youth provided with employable skills Males = 497 Females =353	
	Number of PWDs trained	250 PWDs trained in various employable Skills	Train 250 PWDs	2024	797 PWDs (401 males and 396 females) trained in various employable skills at the DSW rehabilitation centres	
Percentage of women in public life:						
	Ministers	20%	40%	2025	22.7	
	Dep. Ministers	23.1%	30%	2025	15.4	
	MPs	14.5%	40%	2025	14.2	
	MMDCEs	14.6%	40%	2025	19.4	

Chief Directors	28.3		2025	38.7	
Chief Justice	100%	100%	2025	100	
Supreme Court Judges	33.3%	50	2025	23.1	
Appeals Court	41	50	2025	35.4	
High Court Judges	38.1	50	2025	47.6	
District Assembly Members	3.8	30	2025	4.1	
Social protection services for the extreme poor and vulnerable enhanced and sustained.	Draft Social Protection Bill	SP Bill passed	2025	SP Bill has been passed into law.	
Functional SP grievances redress	Total received: 1763	4500 cases received and resolved	2025	Resolved 4,219 out of 4,548 received	The case resolution statistics is as of March 31 st 2025

	mechanism improved	Total resolved: 1270				
	Coordination of SP at national, regional and district levels improved	Five (5) National. Zero (0) sub-national	5 = National; 16 = Regional; 261 = MMDAs	2025	5 = National; Zero (0) sub-national	A Social Protection coordination framework has been developed and is being finalised to guide the establishment of the subnational structures to enhance coordination at that level.
	Improved SP service delivery	Social Protection M&E Framework	Social Protection M&E System operationalized	2025	The Social Protection M&E System is functional and interoperable with MIS systems of LEAP, LIPW, PI, GNHR and SWCES	Efforts are ongoing to integrate the SP M&E system with other flagship programmes like the NHIS, GSFP and Education Capitation Grant.
	Number of LEAP hhs recertified and graduated from	0	100%	2025	0	<ul style="list-style-type: none"> • Processes have commenced, • Reassessment teams established

	extreme poverty					and trained across all 261 MMDAs. <ul style="list-style-type: none"> Data collection ongoing
	Percentage of LEAP beneficiaries with improved livelihoods.	0	5%	2025	90	The information is based on findings from internal monitoring
	No. of caterers & cooks trained in GSFP practical nutrition	75%	25%	2024	0%	Delays in funds resulted in
	No. of pupils benefiting from the GSFP	3,448,065	4,163,538	2024	4,231,059*	15% proposed programme expansion not achieved but reports indicated enrolment of pupils in GSFP beneficiary schools are higher than non beneficiary.

						(*current GSFP beneficiary for 2024/25)
No. of direct jobs created under GSFP (caterers + cooks)	36,800	42,320	2024	36,800	Anticipated 15% beneficiary schools expansion to result in increase in caterer recruited was not fulfilled to achieve the target.	
No. of days school meals are provided	198	200	2024	190	Spike in price of food items and the inflationary fall in the feeding grant to an extent has affected the decrease in cooking day. To achieve the 30% RDA 5.5 - 11ghc is adequate to provide an optimal nutritional meal to beneficiaries.	
% of caterers sourcing locally grown foodstuff	70%	70%	2024	80%		

	Number of Regions that GNHR have collected data on poor households.	5 Regions	3 Regions	2024	8 Regions	<p>GNHR is expanding to the remaining eight regions, along with Upper West and Upper East, as the data gathered in 2016 is no longer sufficient to finalise the registry across all 16 regions.</p> <p>GNHR is also collaborating with LMS to undertake the LEAP Reassessment across the 16 regions.</p>
	Number of sign language interpreters employed and engaged at the public and private sector	-	30	2025	The Public Services Commission approved the novel Scheme of Service reflecting the Council’s Disability Technical Mandate of Act 715. Ghanaian Sign language interpretation was approved as a	

					profession with career progression	
	Number of MDAs Mainstreaming disability	15	70	2025	30 MDAs provided inclusive services to persons with disabilities	
	Disaggregated data on persons with disabilities established.	12,035	15,000	2025	Progressive compilation of disaggregated data on persons with disabilities onto the disaggregated database of the Council. total of 29,735 disaggregated data on persons with disabilities have been compiled within the period	
	Re-enact and implementation of the Persons with Disability Act and the L.I	submission of legally drafted re-enactment Bill and LI	complete the process and pass the Persons with Disabilities	2025	Held pre-laying meetings with the Parliamentary Select Committee on Gender, Children and Social Welfare on the Persons	

			Bill into an Act		with Disabilities Bill, 2024.	
	Number of reported cases of child trafficking and child abuse	660	NA	2024	A total of 1,537 victims of child trafficking were rescued, provided with trauma informed care and reintegrated during the period.	Data for 2025 is not yet available
	Establish DV Market Response Centers across Ghana	1 Market Response Centers established	4 Market Response Centers established	2025	4 Market Response Centers established	Market Response Centers were launched in Bono East, Western, Northern and Volta Region from 2022 to 2025
	Care and Support for survivors of domestic violence	100 survivors supported	264 survivors supported	2025	264 survivors supported	264 survivors of domestic violence were provided with medical, psychosocial counselling, legal and reintegration services
	Number of residential	No residential home monitored	7	2023	7 residential homes for children were monitored	

	Homes monitored				nationwide for adoptable children	
	Number of adoptive families monitored under in-country	No adoptive families monitored	137	2024	137 adoptive families were monitored under in-country adoption to ascertain their status and also offer post adoption services where needed	
	Proportion of prospective adoptive parents matched with adoptable children	18%	30%	2025	30% of prospective adoptive parents were matched with adoptable children.	
Governance, Corruption and Public Accountability	Pass NPO Bill into law	Draft bill in place	Pass the NPO Bill	2025	Draft Bill submitted to Attorney General.	Pending cabinet memo finalization
	Number of NPOs	761 new NPOs registered;	Register 3,000; Renew 6,000 NPOs	2025	2,454 registered; 3,583 renewals processed	Transition to digital registry ongoing

	registered and renewed	1,335 renewed				
--	------------------------	---------------	--	--	--	--

2.3 Financial Performance (2022 -2025)

The total budget allocations and releases for the 2022-2025 period under review are indicated in table 3. A total amount of *Nine Billion Seven Hundred and Eighty-Two Thousand Six Hundred and Fifty-Thousand Seven Hundred and Forty-Seven Ghana Cedis Eighty-two Pesewas (GH¢9,782,650,747.82)* was estimated as the cost for the implementation of the plan. Out of the estimated cost, *Four Billion Three Hundred and One Million Six Hundred and Fiftly-Three Thousand Seven Hundred and Forty-Six Ghana Cedis Ninety-Pesewas (4,301,653,746.90)* was received for the implementation of the plan living a variance of *Five Billion Four Hundred and Eighty Million Nine Hundred and Ninety-Seven Thousand Ghana Cedis and Ninety-Two Pesewas (5,480,997,000.92)*.

Table 3: Analysis of Performance of Financial Resources (2022-2025)

Source of Funds	Total Estimated Cost of Plan	*Total Amount Received	Variance
GOG	9,299,098,506.57	4,066,627,783.19	5,232,470,723.38
IGF	330,000.00	1,637,377.12	- 1,307,377.12
Development Partners	483,222,241.25	233,388,586.59	249,833,654.66
TOTAL	9,782,650,747.82	4,301,653,746.90	5,480,997,000.92

**for 2025 actual received is at 31st July 2025 (second quarter)*

2.4 Existing Conditions and Diagnosis

Institutional Conditions

The Ministry has five boards as follows;

1. Ministerial Advisory Board

The Ministerial Advisory Board of the Ministry of Gender, Children and Social Protection (MoGCSP) serves as a high-level advisory body mandated to provide strategic direction, policy advice, and oversight in the operations of the Ministry. It is established in line with Section 40 of the Civil Service Law, 1993 (PNDCL 327), which requires Ministries to constitute advisory boards to strengthen policy formulation and implementation.

The Board performs a key role in supporting the Ministry to achieve its mandate of promoting gender equality, advancing child rights and enhancing social protection for the vulnerable. It also serves as a platform for stakeholder consultation, ensuring that the government, civil society, traditional authorities and the Presidency are represented in the Ministry's governance processes.

The composition reflects inclusiveness and diversity made up of members from government, traditional authorities, civil society and the Presidency.

The members are:

The Minister as the Chairperson provides overall leadership and policy direction for the Ministry and serves as the political head of the sector, ensuring that the decisions of the Board align with national priorities and government policy.

The Chief Director represents the administrative head of the Ministry and provides institutional memory, oversees implementation of Board decisions and ensures policies are operationalized within the Civil Service structure.

A Principal State Attorney, a representative from the Office of the Attorney General and Ministry of Justice, provides legal expertise to safeguard the Ministry against legal risks and ensures that policies and programmes comply with national laws and international conventions.

A representative from the Ministry of Local Government, Chieftaincy and Religious Affairs serves as a member to bring perspectives from the decentralized governance system and ensure that the Ministry's policies are implementable at the district and community levels where social intervention services are delivered.

A representative from Traditional Authority ensures cultural sensitivity and acceptance of Ministry programmes and strengthens the collaboration with traditional leaders who are influential in local governance, child protection and gender issues.

The Civil Society Organisation represents the non-state actors and women's movements to provide advocacy perspectives, independent feedback and ensures inclusivity of community level engagement in policy formulation.

A representative from the Presidency as a member coordinates the Ministry to the Office of the President to ensure alignment of the Ministry policies with the overall government agenda and enhances political accountability.

2. Central Adoption Board

The Central Adoption Board was established under the Children's Act, 1998 (Act 560) as amended, to regulate and oversee adoption practices in Ghana. The Board provides policy direction, ensures compliance with national and international standards on adoption and safeguards the rights and welfare of children. Its mandate is to evaluate adoption applications, approve or reject cases based on established procedures and advise the Minister on adoption issues.

The membership of the Board is key government institutions, law enforcement agencies, civil society and independent professionals with relevant expertise. This composition reflects the multi-sectoral approach required to manage adoption in a transparent, child-centered and rights-based manner. The Board has 8 members, comprising 5 females and 3 males, demonstrating strong female representation and inclusivity in decision-making.

The composition of the Board reflects the multi-sectoral approach required to manage adoption in a transparent, child-centered and rights-based manner. The Minister as the Chairperson and a representative of the Chief Director as the Secretary provides technical expertise on child protection and social welfare services.

The Ghana Police Service and Ghana Immigration Service also ensure legal compliance, security and protection against child trafficking. Ministry of Foreign Affairs and Regional Integration provides an oversight into international adoption practices.

A civil society representation ensures the advocacy and community engagement, then an independent expert with knowledge and experience in adoption matters to offer professional insight into child rights and adoption standards.

3. Human Trafficking Management Board

The Human Trafficking Management Board was established under the Human Trafficking Act, 2005 (Act 694), to coordinate national responses to combat human trafficking in Ghana. The Board serves as the principal advisory and oversight body, providing strategic guidance for policy formulation, implementation, monitoring and evaluation of anti-human trafficking measures.

The Board is chaired by the Minister working through the Human Trafficking Secretariat to provide technical and administrative support. This arrangement guarantees strong policy leadership and effective coordination across sectors.

The Office of the Attorney General and Ministry of Justice contributes legal expertise, particularly in drafting regulations, providing legal advice and leading the prosecution of trafficking cases. This ensures that victims receive justice and perpetrators are held accountable.

The Ministry of Local Government, Decentralisation and Rural Development represents the decentralised governance system, facilitating local-level responses and ensuring that Metropolitan, Municipal, and District Assemblies integrate anti-trafficking interventions into their development planning and service delivery.

Other key ministries include the Ministry of the Interior ensures security and law enforcement oversight; the Ministry of Health delivers medical care, psychosocial support and rehabilitation services for victims while the Ministry of Education provides educational reintegration and preventive awareness in schools.

Security and intelligence agencies also play a critical role on the Board. These include the Ghana Police Service, the Ghana Immigration Service, the Customs Division of the Ghana Revenue Authority and the Office of the National Security Coordinator to strengthen the country's capacity

to investigate trafficking networks, secure borders, manage intelligence and dismantle organised crime linked to human trafficking.

From the social welfare and labour front, the Department of Social Welfare and the Labour Department ensure the protection, rehabilitation and reintegration of victims into society. They also monitor labour practices, address exploitative employment and strengthen community-based child protection mechanisms.

The Board is further enriched by the inclusion of civil society organisations, professional associations and private sector representatives. Groups such as the Ghana Journalists Association, labour unions, and corporate institutions bring expertise in advocacy, public sensitisation, resource mobilisation, and media engagement. Their participation broadens the partnership framework and helps sustain a whole-of-society approach to addressing human trafficking.

3. Domestic Violence Board

The Domestic Violence Board under the Ministry of Gender is structured as a multi-sectoral body that draws on the expertise of state institutions, civil society, and appointed individuals to provide leadership, oversight, and coordination in addressing domestic violence in Ghana.

At the apex, the Minister of Gender serves as the Chairperson, providing overall leadership and ensuring that the work of the Board is aligned with national policy priorities. Supporting the Chairperson is the Principal State Attorney, who represents the justice system and ensures that the Board's deliberations and recommendations are consistent with the legal framework. A representative from local government also sits on the Board, reflecting the importance of decentralization and the role of Metropolitan, Municipal, and District Assemblies (MMDAs) in responding to domestic violence at the community level.

The Board also includes sectoral representation from health and education, recognizing the need to integrate medical, psychosocial, and awareness interventions into prevention and response efforts. The Police Service is represented to ensure law enforcement and protection functions are effectively incorporated. The Department of Social Welfare (DSW) plays a key role as well, providing social protection and welfare services to survivors of violence.

In addition to these institutions, two representatives from Civil Society Organizations (CSOs) are members of the Board, ensuring that grassroots perspectives, advocacy, and survivor-centered

approaches inform policy and practice. Other critical members include the Registrar of the Births and Deaths Registry, the Commission on Human Rights and Administrative Justice (CHRAJ), and a representative from the Civil Service, whose participation ensures that issues of data, human rights, and administrative accountability are addressed.

Importantly, the Board also accommodates four other members nominated by the President, allowing for the inclusion of individuals with relevant expertise and perspectives to strengthen the Board's capacity.

Altogether, the Board comprises 14 members, of which 13 are female and 1 is male, reflecting a strong 93% female representation. This composition underscores the central role of women's voices and leadership in the fight against domestic violence. The Secretary to the Board is a representative of the Chief Director of the Ministry of Gender, responsible for coordinating the administrative and technical functions necessary to support the Board's effective operations.

Management and Administration

Staffing

The Ministry is a large institution with a workforce of 1,289 staff distributed across its headquarters, departments, agencies, and programmes. At the Ministry's Headquarters, there are 139 staff, comprising 117 males and 122 females. The Department of Social Welfare (DSW) accounts for the largest share of staff, with a total of 748 officers. Of this number, 78 are based at the Department's Headquarters while 670 are deployed to institutions and homes. Within the DSW, 290 are male and 458 are female.

The Department of Children has staff strength of 84, made up of 33 males and 51 females. Similarly, the Department of Gender also records a total of 84 staff, with 33 males and 51 females. The National Council of Persons with Disability (NCPD) operates with 14 staff at the Head Office, supported by an additional 8 seconded staff from the Office of the Head of Local Government Service at the district level.

The Ghana School Feeding Programme (GSFP) employs 210 staff, of whom 119 are female and 91 are male. Taken together, these figures show that the Department of Social Welfare constitutes the bulk of the Ministry's workforce, accounting for 58 percent of the total staff strength. The GSFP

follows with 16 percent, the Headquarters with 11 percent, and the Department of Children with 6.5 percent. The Department of Gender and the NCPD each contribute around 1 percent.

Overall, women form the majority of the Ministry's workforce, representing 61 percent of staff across all cost centres. This significant female presence is largely attributable to the concentration of institutional staff in homes and care centres, as well as the gender composition within the GSFP.

Although the Ministry has a fairly large workforce, notable capacity gaps exist within specific departments and units. The National Council on Persons with Disability (NCPD) is particularly under-staffed, relying heavily on seconded staffs that are inadequate to provide effective support across all 261 Metropolitan, Municipal, and District Assemblies (MMDAs). This dependence undermines the Council's efficiency and compromises its institutional autonomy. Similarly, the Department of Children and the Department of Gender have relatively small staff complements compared to the magnitude of their mandates. Staff deployment at the regional level is especially weak, making it difficult for these departments to effectively deliver on their responsibilities nationwide.

At the leadership level, the Ministry enjoys near gender parity at its headquarters, presenting a valuable opportunity to promote balanced and inclusive leadership and decision-making. However, despite the large number of staff with the requisite competencies, the Ministry struggles with insufficient funding for capacity-building and training. This lack of investment in professional development hampers staff's ability to keep pace with evolving technical requirements. As a result, productivity, efficiency, and institutional performance are weakened, while opportunities to enhance skills, knowledge, collaboration, and employee retention remain underutilized.

General Administration Directorate

The General Administration Directorate, which is mandated to provide administrative support and internal control systems, works through key units such as Administration, Estate Management, Transport Management, Records Management, Client Service, and Personnel. While these units continue to deliver essential services, they face serious resource and structural challenges that affect service delivery.

1. Records Unit

The Records Unit plays a critical role in managing correspondence, retrieving information, and overseeing the decongestion of files. It recently validated a new Records Management Policy in collaboration with the Public Records and Archives Administration Department (PRAAD). However, the Unit still relies heavily on manual record-keeping systems. Digitization efforts initiated in 2020 have stalled due to lack of equipment, technical capacity, and internet access. This situation impedes safe storage, efficient retrieval, and proper circulation of records.

2. Estate Management Unit (EMU)

The EMU manages the Ministry's facilities, including cleaning, gardening, security, and utilities. While the team of 14 staff ensures daily maintenance, they operate with significant constraints. Security arrangements are inadequate, with only three internal guards supplemented by a handful from private firms, and terms of engagement with National Security guards remain limited. Utilities are also costly and unreliable, with electricity bills averaging GHC70,000 monthly and additional water supply costing up to GHC15,000 due to rationing. Facilities such as air conditioning units and elevators remain poorly maintained, with many malfunctioning. Key challenges include the absence of a professionally trained Estate Officer, lack of formal service agreements with vendors, inadequate cleaning staff for the new complex, and absence of in-house artisans to handle minor repairs.

3. Transport Unit

The Transport Unit oversees a fleet of 39 vehicles with a team of 20 drivers and dispatch riders. While servicing and repairs are regularly undertaken, the fleet is aging, particularly the Ford Ranger vehicles, which suffer frequent breakdowns. The Unit lacks a qualified engineer, and many drivers do not have the technical literacy for basic maintenance. Delays in fuel provision, late payments to service providers, and procurement challenges with accessories such as tires and batteries further impede operations.

Gender Mainstreaming and Women Empowerment

The empowerment of women and ensuring gender equality have been widely studied and shown to have both economic and social benefits to a country's development. To ensure gender equality and

the mainstreaming of gender perspective into national development, the Affirmative Action (Gender Equity) Act 2024 (Act 1121) was passed by Parliament in July 2024 and assented to by the President in September 2024. The Act is expected to ensure 30% female participation by 2026 in managerial and leadership positions across all sectors.

Currently, women continued to be underrepresented in governance and decision-making positions. As of 2024, there were 14.5% female Parliamentarians, 22.7% female Ministers, and 33.3% female representation at Cabinet. At the Sub-national level, there are 18.8% female Regional Ministers and 4.1% female representation out of the 6243 total number of District Level Assembly Members as of the 2023 elections. In the area of women's economic empowerment, most women are into low-income jobs and informal employments which limit their access to financial stability, perpetuate poverty and exacerbates existing inequalities. Across all sectors, there is also a major challenge of effective gender mainstreaming, coupled with inadequate gender disaggregated data to inform plans and interventions that will empower women.

Child Rights, Protection and Development

The situation of children in Ghana reflects both progress and persistent challenges across multiple dimensions of protection, welfare, and development. One of the most fundamental gaps concerns birth registration. Although significant improvements have been made, thousands of children, particularly in rural and low-income communities, remain unregistered at birth. Without a birth certificate, these children are denied a legal identity, which restricts their access to education, healthcare, and protection under the law. This weak foundation leaves many of them vulnerable to exclusion and exploitation.

Child labour and trafficking continues to present serious threats to children's rights and wellbeing. National surveys and government reports indicate that as of 2023/24, about 28 percent of children aged 5 to 17 are engaged in child labour, with approximately 21 percent involved in hazardous forms of work. The Ghana Statistical Service further estimates that 22 percent of children in this age group are in child labour, with boys more likely to be engaged than girls. The 2023 Annual Household Income and Expenditure Survey found that more than 1.1 million children between the ages of five and seven were already working. Many of these children are engaged in fishing, mining, agriculture, and domestic work, exposing them to high risks. The situation is compounded by trafficking and exploitation, particularly around Lake Volta, where a 2022 study by the International Justice Mission

reported that nearly 38 percent of children in surrounding communities were suspected to have been trafficked into forced labour. Ghana remains both a source and transit country for child trafficking, and cases of internal migration also heighten children's exposure to exploitation.

Sexual abuse, violence, and harmful practices add further layers of vulnerability. Thousands of cases of child sexual abuse are reported each year, but the majority go unreported because of stigma, cultural taboos, and weak enforcement mechanisms. Data from the Domestic Violence and Victim Support Unit show that between 2010 and 2014, 5,752 cases of defilement were recorded, with a significant number of perpetrators being family members, acquaintances, or individuals within the community. In addition, corporal punishment remains widespread despite government policies prohibiting its use. Studies conducted in 2022 revealed that more than nine out of ten children had experienced some form of physical or emotional violence, often through beating, bullying, or humiliation. Female Genital Mutilation, though localized, persists in parts of the Northern regions, particularly the Upper East, with the World Health Organization estimating its national prevalence at 3.8 percent.

Emerging risks linked to digitalization are also of growing concern. Online child sexual exploitation and abuse has increased sharply in recent years. In 2016, only about 750 images and videos of child sexual abuse materials were detected, but this number rose to 13,000 in 2020 and more than 22,000 in 2022. Risks such as sextortion, grooming, and exposure to harmful content are rising rapidly as internet access expands. Recognizing this, Ghana launched a National Child Online Protection Framework in October 2024 to better coordinate prevention and response efforts.

Adolescent pregnancy remains another pressing issue, contributing significantly to school dropouts and heightened vulnerability to exploitation. According to the 2022 Ghana Demographic and Health Survey, about 15.5 percent of girls between the ages of 15 and 19 had ever been pregnant. While this reflects progress compared to earlier years—declining from 19 percent in 1998 to about 11 percent in 2022—the rates remain high, with nearly one in six teenage girls experiencing early pregnancy, often linked to poverty, exploitation, and limited access to reproductive health services.

Children with disabilities face overlapping disadvantages. Data from the 2021 Population and Housing Census show that about 8 percent of Ghanaians aged five and above—equivalent to roughly 2.1 million people—live with some form of disability, with prevalence higher among females than males. These children often face neglect, discrimination, and barriers to education, health care, and

social participation. Traditional beliefs that link disability to curses or spiritual punishment reinforce stigma and deepen exclusion.

Environmental factors are also emerging as child protection concerns. Illegal mining, known locally as galamsey, and related environmental degradation have been scientifically linked to birth defects in new-borns and infants due to contamination of water and food sources with heavy metals. This environmental risk underscores the need for stronger integration between child protection measures, social protection, and environmental policy.

Despite these efforts, systemic and financing gaps weaken Ghana’s child protection framework. Analysis by UNICEF and government institutions point to uneven case management capacity across districts, inadequate social service workforce, fragmented data systems, and unpredictable financing for child protection services. These weaknesses limit the country’s ability to scale up interventions and respond effectively to the magnitude of threats faced by children.

In sum, while Ghana has made progress in areas such as reducing adolescent pregnancy, lowering the prevalence of FGM, and expanding policy frameworks to address online exploitation, the country still faces significant challenges. Addressing the situation of children requires a comprehensive, multi-sectoral response that integrates legal identity, education, health, social protection, environmental management, and justice systems to ensure that every child is protected and given the opportunity to thrive.

Social Welfare Services

Currently, there are 109 RHCs operating across the country. Out of these, 75 have been licensed, 26 remain unlicensed, and 8 have been earmarked for closure due to non-compliance with existing national standards and protocols. Available data further indicates that the majority of RHCs are concentrated in Greater Accra and Ashanti Region as show in table 4.

Table 4: National Data on Residential Homes for Children (2022-2025)

NO	REGI	NUMB	STATUS	NUMBER	TOT
.	ON	ER OF		OF	AL
		RHCs		CHILDREN	

			LICEN SED	UNLIC ENSE D	EARMARKE D FOR CLOSURE	MALE	FEMA LE	
1	Ahafo	1	1			9	6	15
2	Ashanti	16	13	3		248	240	488
3	Bono	6	2	4		55	58	113
4	Bono East	1	1			8	7	15
5	Central	11	11			238	200	438
6	Eastern	9	7	1	1	111	107	218
7	Greater Accra	36	25	8	3	676	568	1244
8	Northern	5	4	1		94	91	185
9	North East	0				0	0	0
10	Oti	1		1		29	7	36
11	Savannah	1			1	12	18	30
12	Upper East	8	5	2	1	75	89	164
13	Upper West	3	2	1		23	22	45
14	Volta	6	1	3	2	38	42	80
15	Western	5	3	2		91	63	154
16	Western North	0				0	0	0
	Total	109	75	26	8	1707	1518	3225

Source: DSW Administrative Data, 2025

The high number of children residing in Residential Homes for Children (RHCs) continues to put pressure on the available facilities and resources. This situation underscores the urgent need to strengthen family support systems, expand foster care and adoption services, and enhance gatekeeping mechanisms, kinship care, and family reintegration programs. Effective child welfare service delivery requires adequate and sustainable resources. The closure of sub-standard RHCs, together with the training of foster parents, is intended to improve the quality of care while promoting family-based alternatives to institutionalization—an effort that is ultimately resource-driven.

Non-Profit Organization

The Non-Profit Organization Secretariat is mandated to monitor, coordinate, and regulate the activities of registered Non-Profit Organisations (NPOs) in Ghana. This was in line with the national Anti-Money Laundering / Countering the Financing of Terrorism (AML/CFT) strategy and Ghana's commitment to implementing Financial Action Task Force (FATF) revised Recommendation 8, which focuses on the non-profit sector.

The Ministry through the Secretariat engaged in several key initiatives such as baseline risk assessments, risk-based on-site monitoring, capacity building, renewal of license, registration of new organizations and stakeholder sensitization.

During the period under review, the Secretariat has renewed over 3,000 NPOs licenses, registered over 2,000 new organizations to operate as new non-profit organization, assessed over 800 NPOs for risk classification and contributed to the drafting of the Non-Profit Organization Secretariat working documents (Supervisory Manual, NPOs Guidance Handbook) and updated the National Risk Assessment report to reflect NPO-specific Terrorism Financing (TF) risks.

The Secretariat also engaged key stakeholders including the Financial Intelligence Centre (FIC), Office of the Registrar of Companies, Inter Government Action Group against Money Laundering in West Africa (GIABA), Ministry of Gender and Children and Social Protection (MoGCSP), the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), United Nations Office on Drugs and Crime (UNODC), other donor partners and law enforcement agencies for technical assistance and mutual evaluation preparations.

Despite these achievements, the Secretariat still face institutional and systemic constraints which hinder full realization of targets. These constraints included inadequate resources, limited legal authority, and technological gaps.

Key Issues

1. Enhancing regulatory, legislative and policy environment for NPOs.
2. Strengthening compliance with regulations by NPOs.
3. Strengthen institutional capacity of the NPO Secretariat.
4. Enhance resources mobilization for financial sustainability of the NPO Secretariat.
5. Absence of the Non-Profit Organization Law
6. Weak compliance system in the Non-Profit Organizations (NPOs) sector
7. Absence of a comprehensive electronic database of Non-Profit Organizations (NPOs)

Social Protection

The Ministry continued to strengthen the coordination, implementation, monitoring and evaluation of Social Protection systems and programmes across sectors to ensure that the rights and welfare of the vulnerable are protected and promoted. To achieve this, several mechanisms were put in place to ensure effective and efficient delivery of social protection (SP) services in Ghana.

These include the development and implementation of the second phase implementation plan (2023-2033) of the National Social Protection Policy (NSPP), which seeks to guide the design and delivery of social protection initiatives in Ghana; continuous operationalization of the Ghana National Household Registry (GNHR) to facilitate the identification and selection of beneficiaries for social protection programmes; continuous strengthening of institutional arrangements to enhance coordination of social protection at the national and sub-national levels; continuous enhancement of a unified complaints and grievances redress mechanism to facilitate and enhance case management processes for SP programmes, and warrant effective citizens participation and transparency; implementation of an overarching SP M&E framework and system (SP MEMIS) to track and monitor key performance indicators and periodic performance reporting on Ghana's SP efforts; development and implementation of communication and advocacy strategy to facilitate and guide the branding and sensitization of social protection efforts in Ghana. These service delivery mechanisms are at various stages of development and implementation.

However, the major challenge the Ministry faces in its oversight responsibility for social protection is the poor coordination and complementarity of programmes, especially at the decentralised level. Also, the limited and inadequate integration of social protection management information systems undermine coordination and coherent service delivery. In addition, the situation is compounded with incomplete single social register, delay in the passage of the social protection bill and subsequent enactment into an Act, and absence of a shock responsive social protection strategy (SRSPS) to strengthen social protection systems to be able to anticipate, prepare, manage and respond to shocks as well as build the resilience of the poor and vulnerable against shocks and emergencies. Further, the inadequate coverage of social protection in Ghana leaves a larger section of Ghanaians (especially, operators in the informal economy) with limited or no access to any safety net or social security. Also, the incidence of multidimensional poverty keeps rising with nearly 3 out of 4 Ghanaian children (73.4%) being affected (NDPC 2020), while the country keeps facing the brunt of the climate change effects on household food security, livelihood and wellbeing. According to the World Bank's Lower Middle-Income Country (LMIC) Poverty line, poverty and extreme poverty in Ghana are projected to rise and reach 51.2% and 26.9%, respectively, by 2027.

These challenges, if not tackled adequately, could ruin the gains the country has made and consolidated over the past decades and further perpetuate poverty (including multidimensional poverty), exclusion, vulnerability, and inequality in Ghana.

It is important to state that weak social protection systems pose certain risks such as heightened poverty and inequality, exclusion, reduced societal cohesion, malnutrition and food insecurity, poor health outcomes, and threats to national security. The situation could also cause the country to miss out on international and regional commitments such as the United Nations Sustainable Development Goals and Agenda 2063.

The Livelihood Empowerment Against Poverty (LEAP) Programme is a cash transfer programme targeted at extremely poor household with the objective of smoothening consumption and reducing extreme poverty. With the LEAP programme, the Ministry expanded coverage from 346,019 (1,533,747 individuals) in 2022 to 350,580 households in 2024. This translates into 1,555,677 individuals comprising 852,137(55%) females and 703,540 (45%) males. In line with achieving its objective in reducing poverty, the programme is required to expand its coverage to 400,000 households which could translate to 1.9 million individuals by 2025 from the 2.4 million extreme poor persons according to GLSS 7 report (GSS, 2018). The programme continued to

disburse bi-monthly cash grants to beneficiaries. The grant amount to beneficiaries was increased from June 2023 and further increased again in June 2024 (Doubling of the double), – a single beneficiary household which, hitherto, received GHS 64.00 per payment cycle now receives GHS 256.00; two member household now receives GHS 304.00 from GHS 76.00; three member household now receives GHS 352.00 from GHS 88.00; and four or more member beneficiary household now receives GHS 424.00 from GHS 106.00.

This amount was further indexed against inflation to sustain the value of the grant. With the indexation of the grant size against inflation, the current grant size for a one-member household is GHS 320.00; two-member household, GHS 380.00; three-member household, GHS 440.00- and four or more-member household, GHS 530.00. This is also expected to enable the programme to have greater impacts in achieving its objectives.

The Ghana School Feeding Programme, one of the flagship social protection programmes initiated in 2005, seeks to provide one hot nutritious meal daily to pupils within the school going age (KG- Primary) in schools in deprived areas. The rationale for this intervention is to promote basic school enrolment, attendance and retention towards achieving the overall human capital development of the country. With regards to the Ghana School Feeding Programme, coverage was increased from 3,290,374 pupils in 2020/2021 academic year to 4,231,059 pupils the 2023/2024 academic year in 12,045 public basic schools in Ghana. To increase efficiency and transparency in the program's operations, the Ministry through the programme has developed an information management system (E-School Feeding Initiative) to manage the caterer selection, data collection and the payment modules. The MIS was piloted in two (2) Districts. Nonetheless, the programme has been confronted with challenges over the period such as difficulties to ensure that meals served to the pupils meet the required nutritional standards. In addition, there is weak coordination especially at the sub-national level, inadequate budgetary allocation as well as delay in payment to caterers.

Disability Inclusion

The long-term effect of deformed foetuses which result in disability are far-reaching, affecting child health, development and quality of life, as well as imposing significant emotional, social, and financial burdens on families and society. Children may face chronic health issues, developmental delays, and neurological disorders like cerebral palsy or ADHD. Parents experience on-going

psychological stress, anxiety, and financial strain, while society bears the costs of long-term care and support.

Persons with Disabilities constitute a significant number of Ghana's population, whose inclusion is essential to achieving equitable national development. According to the 2021 Population and Housing Census (PHC), approximately 8% of Ghanaians were identified as having some form of disability based on functional difficulties. However, this figure reflects a narrow definition that does not fully align with the broader, rights-based understanding of disability outlined in the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD).

When international standards are applied recognizing disability as an evolving concept shaped by barriers in society and considering the 26 categories of disabilities identified in Ghana, the actual proportion of persons with disabilities is estimated to exceed 15% of the population.

The impact of this discrepancy on the Council's mandate and crafting development policy underscores the urgent need for robust disaggregated data collection, inclusive policy formulation, and targeted investments to ensure that disability is effectively mainstreamed across all sectors of Ghana's development agenda.

To advance this mandate, the Ministry through the Council has undertaken several initiatives aimed at mainstreaming disability into national development. These include the maintenance of a disaggregated database on persons with disabilities, which informs policy and strategy formulation to address inequalities in inclusive employment, education, healthcare, and access to public services, spaces, and justice. The Ministry continues to align its work with the principles and obligations of the UNCRPD, reinforcing Ghana's commitment to leaving no one behind.

Physical and Digital Accessibility for Persons with Disabilities in Ghana.

Ghana has made commendable strides in disability rights, yet physical and digital accessibility to public buildings and information remains a major barrier for PWDs. Accessibility is a key component of inclusive development, ensuring that all individuals, including persons with disabilities can fully participate in societal, economic, political, and cultural life. Inaccessible infrastructure limits participation in education, employment, governance, and healthcare.

Despite Ghana's commitment to the CRPD and the enactment of existing legal frameworks such as the Persons with Disability Act, 2006 (Act 715), significant gaps persist in both physical and digital

accessibility. Public infrastructure which include schools, health facilities, transport systems, and government buildings often lack ramps, elevators, tactile signage, and accessible restrooms. Similarly, digital platforms and services remain largely non-inclusive with limited availability of assistive technologies, inaccessible websites, and low digital literacy among PWDs. These barriers restrict access to education, healthcare, employment, justice, and civic participation which reinforces cycles of poverty and exclusion.

Under international law, notably the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), which Ghana ratified in 2012, state parties are required to adopt measures that guarantee equal access to public services, infrastructure, information, and opportunities. Despite legislative efforts such as the Persons with Disability Act 2006, (Act 715), Ghana still faces significant challenges in implementing systemic accessibility reforms.

Employment for Persons with Disabilities in Ghana

Persons with Disabilities in Ghana face persistent barriers to accessing quality education, vocational training and dignified employment. Despite the existence of enabling legal frameworks such as the Persons with Disability Act, 2006 (Act 715) and Ghana's ratification of the UN Convention on the Rights of Persons with Disabilities (UNCRPD), implementation gaps continue to limit the full participation of PWDs in the labour market and economic development.

Recent initiatives by the Ministry through the Council have made strides in empowering PWDs with knowledge of their rights and basic skills. However, these interventions remain fragmented, underfunded, and often inaccessible to those in rural or marginalized communities. Additionally, access to skills development and training, inclusive vocational and ICT training programs, integration of disability-specific needs in mainstreaming TVET curricula and availability of assistive technologies and adaptive learning materials remains a major challenge.

High unemployment and underemployment rates are rife among PWDs. The situation is coupled with discrimination and stigmatization of persons with disabilities in recruitment and selection processes of employment. Additionally, inaccessible workplaces and lack of reasonable accommodations compound the situation of PWDs.

Policy and institutional gaps are reflected in the weak enforcement of Act 715 provisions on employment quotas and workplace accessibility. There is an absence of a comprehensive national

strategy for disability-inclusive employment as well as limited coordination between government, private sector, and Organizations on Persons with Disabilities.

The major gap in accessing credible information and in monitoring are related to inadequacy of disaggregated data on employment status and the skill levels of PWDs as well as poor tracking of outcomes from capacity-building programs.

Inadequate funding and logistical support hinder the deployment of personnel, equipment, and programming at the district level. Lack of dedicated budget lines within District Assemblies for disability inclusion further compounds operational challenges. Weak coordination between the Council and local government structures limits the integration of disability issues into district development plans.

PWDs are impacted by economic exclusion where many remain dependent on family or social support, unable to contribute meaningfully to the economy. Others are socially marginalized and the lack of employment and training reinforces stigma and in turn, limits social mobility. National potential is missed with Ghana losing out on talents and innovation of over 15% of its population who are Persons with Disabilities.

Decentralisation of the National Council on Persons with Disability (NCPD)

Section 49(1) of the Persons with Disability Act, 2006 (Act 715) mandates the National Council on Persons with Disability (NCPD) to establish regional and district offices in every regional capital and district across Ghana. This decentralisation is a transformative strategy to ensure that disability inclusion is felt where it matters most; within communities.

The Council currently **has Nine (9) stationed District Officers** actively supporting disability-related activities at the local governance level. Additionally, the Council has **secured office spaces in 20 District Assemblies**, laying the groundwork for expanded operations and visibility. These initial steps reflect a growing commitment to decentralisation, but they represent only a fraction of the national coverage required. With only 9 active officers and 20 secured spaces, the Council's presence reaches less than 10% of Ghana's 267 districts, leaving many communities underserved.

Central Adoption Authority

The Central Adoption Authority of the Ministry of Gender, Children and Social Protection is responsible for the coordination of adoption in Ghana. It is the Authority's mandate to provide for the conduct of all adoptions in the country in a manner that promotes the well-being and best interest of the child; and, to support efficient and accountable practice in the delivery of adoption services in accordance with the Children's Amendment Act 937 and relevant laws on adoption including the Hague Convention on Protection of Children and co-operation in respect of Intercountry Adoption, 1993.

The Authority receives applications from all regional offices of the Department of Social Welfare as well as Central Authorities of member Hague Acceding countries for processing. The Authorities does that through its three main structures: the Adoption Board, the Technical Committee, and the Secretariat.

Human Trafficking

Ghana remains a source, transit, and destination country for men, women, and children subjected to forced labour and sex trafficking, with women and children identified as the most vulnerable groups (2023 U.S. TIP Report, USDoL). Victims are exploited both internally and externally, with children disproportionately affected by internal trafficking. Sex trafficking is prevalent in the Volta region and is also growing in the oil producing Western Region. Ghanaian girls and young women from the rural Northern regions move to urban centres as far south as Accra to seek work as porters and are at risk of sex trafficking and forced labour. Also, Ghanaian women and children are recruited and sent to the Middle East, West Africa, and Europe for forced labour and sex trafficking. Licensed and unlicensed agencies recruit young Ghanaian women for domestic service, forced prostitution or hospitality industry jobs in Gulf countries.

Poverty and economic reasons have been identified as the primary driver of human trafficking in Ghana. According to the Ghana Living Standards Survey (GLSS 7), 27 percent of the population lives below the national poverty line, while the 2022 Multidimensional Poverty Index Report (UNDP) indicates that 46 percent of Ghanaians are multidimensionally poor. These vulnerabilities continue to fuel the trafficking of men, women, and children.

In recognition of this challenge, the Ministry, through the Human Trafficking Secretariat, developed and is currently implementing the National Plan of Action for the Elimination of Human Trafficking in Ghana (2022–2026). This policy framework provides a comprehensive and coordinated approach

for prevention, protection, prosecution, and partnership in addressing human trafficking. From 2022 to 2024, a total of 2,729 victims of human trafficking were identified, of whom 67 percent were male and 33 percent female. Notably, 56 percent of these victims were children. All victims were rescued, rehabilitated, and reintegrated.

Since 2018, Ghana continues to rank Tier 2 in the U.S. Department of State Trafficking in Persons (TIP) Report. This ranking signifies that while the Government of Ghana does not fully meet the minimum standards for the elimination of trafficking, it is making significant efforts to do so. Sustained policy initiatives, victim protection interventions, and institutional capacity-building have contributed to maintaining this standing. Continued implementation of the National Plan of Action (2022–2026) remains central to the country’s progress in meeting international obligations.

During the reporting period, the Ministry undertook extensive sensitization and public awareness campaigns on human trafficking, child labour and irregular migration. The Ministry also provided direct support for the rescue, rehabilitation (trauma-informed care through government operated shelters and private owned shelters) and reintegration of victims. Furthermore, capacity building programmes were implemented for Law Enforcement Officers, Circuit Court Judges, Tourism Operators, Labour Officers and Officials of the Ghana Civil Aviation Authority. These interventions enhanced institutional capacity to identify victims, intercept migrants at risk of trafficking, conduct rescues, and effectively investigate and prosecute cases of trafficking.

Notwithstanding these achievements, the Human Trafficking Secretariat continues to face systemic challenges that constrain the effective and holistic implementation of anti-trafficking measures. These challenges include inadequate funding to sustain comprehensive interventions, insufficient shelter facilities for victims, and limited awareness and understanding of human trafficking, child labour, and irregular migration among key stakeholders and the general public. Addressing these gaps remains essential to strengthening Ghana’s national response to human trafficking.

Domestic Violence

Domestic Violence/ gender-based violence is a real-life situation that affects individuals, societies and nations. Dealing with it requires a multi-stakeholder support and commitment.

For close to two decades, Ghana passed the Domestic Violence Law accompanied with the Legislative Instrument (L.I) and the Policy with its Plan of Action. However, implementing the law and its L.I revealed some bottle necks.

Data to design interventions has always been difficult to find due to uncoordinated activities around the issues of domestic/sexual and gender-based violence. This has affected interventions such as targeted awareness creation for prevention, rehabilitation of survivors through psychosocial, medical and the provision of shelter for protection as well as reintegration of survivors into their families due to stigma and others.

A total of 731 cases were reported to the Orange Support Centre from 2021 - 2024. Out of this number, 86% of the cases received were from female victims (79% women, 21% girls). Survivors were provided with counselling services, legal advice, and medical support and in some situations referred to other institutions for additional support.

The Secretariat has been challenged with inadequate funding which prevent the Secretariat ability to organize sensitizations in all 16 regions of Ghana. Though an effort has been made in the establishment of the call center, some citizens do not know of its existence, and this has deprived them of reporting cases of domestic violence that they are going through. The lack of shelters/reintegration facilities for survivors/perpetrator of domestic/sexual and gender-based violence has made the fight against domestic violence in Ghana challenging. Also, the Domestic Violence Fund, which is to support survivors of domestic violence as well as the operations of the Domestic Violence Secretariat, receives minimal funds hence causing the Secretariat to do less of its mandate and vision.

Child Marriage

Child marriage remains a significant issue in Ghana, with far-reaching consequences for girls' health, education, and economic empowerment.

The prevalence rate of child marriage in Ghana according to the Multiple Indicator Cluster Survey (MICS) 2017/2018 was 19% while the 2022 GDHS Data which was released in January 2024 state the prevalence of child marriage at 16%. However, 1 in 6 girls still marry before 18, with 3% marrying before 15. With regional variations, the highest rates are in the Northern Region (28%), Upper East Region (28%), and Volta Region (24%). Approximately, 2 million girls and women are child brides in Ghana.

Data on child marriage has been very difficult to access as institutions such as the Domestic Violence and Victim Support Unit of the Ghana Police Service which has data on child marriage does not publish it though they respond to issues of child marriage as per their mandate. The lack of routine

data collection on child marriage by the Ghana Statistical Service also poses challenge in accessing a readily available data on child marriage. The administrative data with the MoGCSPs Child Marriage Unit is also inadequate and cannot be nationally represented.

2.5 Summary of Key Development Issues

The following issues were identified from the review of performance and existing situation of the sector.

1. Low representation of women in governance and decision making.
2. Slow pace of harmonization of gender mainstreaming across all sectors
3. Low economic empowerment of women.
4. Inadequate disaggregated data on gender issues
5. Persisting socio-cultural practices in the country that inhibit the effective implementation of child rights programmes
6. Less effective coordination among MMDAs, CSOs, and NGOs etc. implementing child protection programmes.
7. Inadequate support system for vulnerable groups of children.
8. Policy gaps in addressing pertinent child protection issues (e.g., streetism, kayayei and child online safety)
9. Inadequate alternative care services for children
10. High unemployment rate among PWDs
11. Poor accessibility to physical infrastructure and public spaces
12. Limited access to quality inclusive education for PWDs
13. Weak enforcement of disability rights and laws
14. Inadequate opportunities for PWDs to develop and utilise their potential
15. Inadequate funding for Social Protection interventions.
16. Inadequate and limited coverage of social protection programmes for vulnerable groups.
17. Inadequate coordination and institutional arrangements for the implementation of social protection interventions
18. Weak monitoring and evaluation of social protection, especially for the formal sector.
19. Limited national targeting mechanism for social protection.
20. Irregular disbursement of LEAP cash grants to beneficiaries

21. Inadequate programme targeting (reassessment) redress mechanism, sensitization and monitoring and evaluation
22. Lack of beneficiary Human Capital Development
23. Inadequate capacity building of key stakeholders and LEAP staff for effective implementation
24. Increase in number of cases and incidence of Human Trafficking
25. Lack of Shelters to house and cater for survivors.
26. Inadequate Legal Enforcement and Protection Mechanisms to support DV issues
27. Cultural and Social Norms affecting DV issues
28. High incidence of Domestic and Sexual Gender-Based Violence (DSGBV)
29. Inadequate awareness of support services for DSGBV
30. Negative Media Interference in handling issues of domestic violence ie lack of professionalism
31. Deep-rooted cultural practices and social norms perpetuate child marriage.
32. Inadequate enforcement of laws and policies aimed at preventing child marriage.
33. Inadequate funding to implement the Ministry's activities.
34. Inadequate training and or limited capacity building opportunities for staff in areas of research, data analysis, and ICT.
35. Weak institutional performance appraisal culture.
36. Incomplete staff establishment data and job schedules.
37. Weak coordination of programmes and projects.
38. Inadequate monitoring and evaluation of the Ministry's projects and programmes.
39. Inadequate logistics and vehicles for the Ministry operations.
40. Inadequate generation and use of Gender statistics
41. Inadequate audit oversight of social protection programmes at the district and regional levels.
42. Weak enforcement of audit recommendations
43. Modernization and interoperability of IT Systems under Ghana National Household Registry (GNHR)
44. Weak awareness on negative perceptions and myths surrounding adoption.
45. Non-adherence to Adoption Regulations.
46. Lack of centralized data on child right management information system

47. Absence of national parenting plan.
48. Lack of Child protection in emergency contingency plan.
49. Child protection programme under GALOP
50. Weak coordination of Disability issues
51. Incomplete register on Persons with Disabilities
52. Absence of digitalised platform for data synchronisation between key collaborators.
53. Absence of National School Feeding Act
54. Inadequate funds for complementary implementation activities

Table 5: Swot Analysis

Programme	Issues	Strength	Weakness	Opportunities	Threats
	Inadequate audit oversight of social protection programmes at the district and regional levels.	Presence of audit plans and trained central team.	Lack of regional/district audit officers.	Potential to expand through IAA support.	Increased Risk of financial mismanagement at decentralized levels.
	Inadequate training and or limited capacity building opportunities for staff in areas of research, data analysis, and ICT.	Existing training plan; strong collaboration with OHCS and CSTC	Limited budget for implementation; inconsistent training coverage	Potential donor partnerships; use of virtual training platforms	Risk of staff demotivation and attrition
	Inadequate coverage of SP and limited targeting mechanism for SP in Ghana	<ul style="list-style-type: none"> • Successive governments’ recognition of the critical role SP plays in national development and growth. 	<ul style="list-style-type: none"> • Delays in completing the social registry. • Little or no social protection for operators in the informal sector 	<ul style="list-style-type: none"> • Leveraging digital platforms like the Ghana Card to augment targeting and beneficiary selection for SP. 	<ul style="list-style-type: none"> • Rapid urbanization and migration are straining the programme's capacity.

		<ul style="list-style-type: none"> • Political Commitment to expanding the existing SP programmes. • Existence of flagship programmes (e.g., LEAP, NHIS, GSFP, etc.). • Reassessment of the LEAP beneficiary households and GNHR scale-up. 	<p>and other vulnerable groups.</p> <ul style="list-style-type: none"> • Absence of Social Protection Law 	<ul style="list-style-type: none"> • GNHR can enhance data-driven expansion. • Extend social protection schemes to the informal sector and vulnerable populations (PWDs, Street children, etc.) 	<ul style="list-style-type: none"> • Public perception of political bias in beneficiary identification and selection. • Inflation and economic hardship are increasing demand beyond the current reach and benefits of the programme's.
	Inadequate coordination and institutional arrangements	<ul style="list-style-type: none"> • Existence of a National Social Protection Policy. • Development partners support and efforts to augment coordination. • Increased awareness of stakeholders on social 	<ul style="list-style-type: none"> • Poor communication of roles for some agencies. • MoGCSP's inadequate resources to coordinate cross-sectoral programmes effectively. 	<ul style="list-style-type: none"> • The passage of the social protection Bill to provide legislative authority and strengthen the MoGCSP oversight mandate for SP in Ghana. 	<ul style="list-style-type: none"> • Perceived jurisdictional overstretch, institutional push back due to turf wars between institutions. • Fragmented donor projects causing duplication and siloed reporting

		<p>protection and involvement of multiple ministries and agencies.</p> <ul style="list-style-type: none"> • The existence of key institutions like MoGCSP and the availability of a National Social Protection Coordination Framework • Social Protection Bill awaiting passage into an Act. 	<ul style="list-style-type: none"> • Overlapping mandates. • Inadequate integrated management information systems (MIS). • Limited capacity and poor ownership of social protection at the sub-national level. 	<ul style="list-style-type: none"> • Development and implementation of a Ghana integrated social protection management information system (GISPIS) to enhance coordination and real-time data exchange, etc. • Strengthening the implementation of the Ghana National Social Protection Policy 	
	The absence of Social Protection Law	<ul style="list-style-type: none"> • The final approval of the Social Protection Bill by Cabinet. • Government's commitment to several international protocols (e.g., AU Agenda 2063, ILO Convention 102, 	<ul style="list-style-type: none"> • No legal framework for social protection. <p>Poor awareness among citizens of their rights to social protection.</p>	<ul style="list-style-type: none"> • Enactment of SP Law to ensure continuity across political regimes. • Legal mandates to improve funding and programme accountability. 	<ul style="list-style-type: none"> • Inadequate stakeholder consultation may result in a weak or exclusionary law. • Risk of the SP bill being shelved due to political disinterest.

		<p>United Nations Sustainable Development Goals, etc.).</p> <ul style="list-style-type: none"> • Continuous advocacy of civil society organizations and development partners. • Existing policy and legal frameworks. 			<ul style="list-style-type: none"> • Weak enforcement if institutions remain under-resourced.
Inadequate funding for social protection programmes in Ghana	<ul style="list-style-type: none"> • Development partners' provision of technical and financial support. • Incorporation of social protection allocations in the national budget. • The COVID-19 experience underscored the need for funding buffers or a dedicated SP fund, which is being pursued through the promulgation of an SP Law. 	<ul style="list-style-type: none"> • Over-reliance on donor funds poses sustainability risks. • The absence of an adequate financing mechanism for social protection. • The delays in the passage of the SP Bill. • Fewer releases against budgeted allocations. 	<ul style="list-style-type: none"> • Introduce social investment funds or levies for social protection programmes. • Explore public-private partnerships for social protection. • Increasing interest of CSOs and NGOs in social protection. 	<ul style="list-style-type: none"> • Potential donor fatigue and withdrawal of support. • Increasing national debt and IMF conditionalities strain or limit fiscal space for social protection 	

	Weak monitoring and evaluation of social protection	<ul style="list-style-type: none"> • The existence of the MoGCSP and an overarching SP M&E Framework, and an integrated web-based system (<i>SP Monitoring, Evaluation, Management Information Systems – SP MEMIS</i>). • The existence of technical capacity within the MoGCSP and other key Ministries, and increasing involvement of academia and research institutions in evaluations and delivery of SP. 	<ul style="list-style-type: none"> • Inadequate integration of data systems (Management Information Systems) across programmes and sectors. • Inadequate skill set on M&E and MIS issues. • Weak citizen participation and grievance redress systems. • Inadequate use of evidence or findings from monitoring exercise and research to inform policy decisions for improvement. 	<ul style="list-style-type: none"> • IT and digital infrastructure to enhance integration. • Capacity building and study tours to appreciate and domesticate global best practices. • Donor support projects on social protection require M&E components, tools and capacity building 	<ul style="list-style-type: none"> • Inadequate funding or budget for monitoring and evaluation activities. • Resistance to accountability as institutions and implementers may push back or exhibit reluctance for fear of exposure of inefficiencies or corruption.
--	---	---	--	--	---

	Programme coverage	<ul style="list-style-type: none"> • Existence of institutions and systems for data collection • Demand to expand coverage 	Fiscal space Capacity to collect data	Government and social partner commitment	Macro-economic instability
	Modernization and interoperability of IT Systems	Strong data infrastructure Supports multi-program targeting	Poor integration with key systems (NIA, NHIS) No common identifier	Integrate with NIA systems Partner with NITA for technical support	System failures or breaches Privacy/security risks

2.6 Future Development Needs

The needs assessment of the MoGCSP reveals both institutional and programmatic gaps that must be addressed to strengthen the Ministry's ability to deliver on its mandate. These needs can be analysed under five broad thematic areas: institutional capacity, digital transformation, social protection financing, infrastructure and service delivery, and policy/legal frameworks.

1. Institutional and Human Resource Capacity

A recurring challenge for the Ministry is limited staff capacity and inadequate systems for human resource management. The call for a centralized digital HR database, succession planning, and automation of HR processes reflects existing fragmentation and inefficiencies in personnel management. Without a well-managed workforce system, deployment, promotions, and performance monitoring remain inconsistent, reducing productivity. Similarly, the need to institutionalize a continuous learning culture and build staff capacity in research, monitoring and evaluation, and statistical analysis underscores gaps in technical expertise. Addressing these will enhance policy analysis, evidence-based planning, and accountability in programme implementation.

2. Digital Transformation and Data Management

The Ministry currently faces significant data fragmentation across gender, child protection, and social protection systems. This undermines integrated planning and effective monitoring. The proposed integration and harmonization of data systems, development of an interoperable Management Information System (MIS), and digitalization of internal audit operations are crucial for building real-time decision-making capacity. Decentralizing audit functions to the regional and district levels will further enhance oversight of flagship programmes such as LEAP and child protection interventions. Additionally, the development of centralized databases for domestic violence and HR processes will strengthen transparency, coordination, and efficiency.

3. Social Protection Financing and Policy Gaps

Social protection delivery in Ghana continues to suffer from unpredictable and inadequate financing, limiting coverage and sustainability. The need for an adequate and reliable financing mechanism, beneficiary reassessments, and programme expansion signals gaps in sustainability and inclusivity. Passage of the Social Protection Bill into law will provide the legal framework to secure financing, clarify institutional roles, and entrench accountability. Moreover, capacity building on emerging social protection issues for actors and stakeholders, alongside extensive research to inform data-driven policy, is essential to align Ghana's social protection with evolving socio-economic realities.

4. Service Delivery and Infrastructure

The Ministry's physical and service infrastructure is inadequate to meet current demands. The call to revamp dilapidated children's parks and refurbish shelters for adults, victims of human trafficking, and survivors of domestic violence highlights service delivery gaps in providing safe spaces for children and vulnerable groups. Similarly, the need to expand integrated social services to all MMDAs indicates uneven access to protection services, particularly at the community level. Decentralization of these services is necessary to ensure inclusivity and timely responses to vulnerabilities across the country.

5. Policy, Law Enforcement, and Social Norms

Gaps remain in the enforcement and implementation of existing child protection and gender equality laws. Strengthening enforcement mechanisms around child marriage, human trafficking, and domestic violence is critical to ensure the effectiveness of policies already in place. This will require building the capacity of law enforcement officers and stakeholders to identify, investigate, and prosecute cases. In addition, community-based initiatives to challenge harmful cultural practices and entrenched social norms are needed to complement legal approaches, ensuring sustainable change in attitudes and behaviours.

CHAPTER THREE

KEY DEVELOPMENT PRIORITIES

3.1 Introduction

This chapter deals with prioritized development issues to be addressed by the Ministry which are aligned to issues in the Medium-Term National Development Policy Framework (MTNDPF), 2026-2029.

3.2 Prioritized Development Issues

The key development issues are prioritized based on the severity and diversity of problems and their intended benefits with regards to empowerment of women, the marginalised and vulnerable groups, gender equality and equity. The scoring criteria were based on the urgency, impact on vulnerable groups, feasibility, stakeholders support and sustainability of the issue. Each issue was scored under the various criteria using a score range of 1 – 5 and a total score of 30 with a score of 1 been lowest and a score 5 been highest. A total of **51** issues were identified out which **40** key issues were prioritized toward the attainment of SDG's by 2030.

Table 6: Prioritized Development Issues

Development Dimension	Prioritised Development Issues
Social Development	<ol style="list-style-type: none">1. Low representation of women in governance and decision making.2. Slow pace of harmonization of gender mainstreaming across all sectors3. Low economic empowerment of women.4. Inadequate disaggregated data on gender issues5. Persisting socio-cultural practices in the country that inhibit the effective implementation of child rights programmes6. Less effective coordination among MMDAs, CSOs, NGOs etc implementing child protection programmes.7. Inadequate support system for vulnerable groups of children.8. Policy gaps in addressing pertinent child protection issues (e.g., streetism, kayayei and child online safety)9. Inadequate alternative care services for children10. High unemployment rate among PWDs11. Poor accessibility to physical infrastructure and public spaces12. Limited access to quality inclusive education for PWDs

	<ol style="list-style-type: none"> 13. Weak enforcement of disability rights and laws 14. Inadequate opportunities for PWDs to develop and utilise their potential 15. Weak coordination of Disability issues 16. Incomplete register on Persons with Disabilities 17. Inadequate funding for Social Protection interventions. 18. Inadequate and limited coverage of social protection programmes for vulnerable groups. 19. Inadequate coordination and institutional arrangements for the implementation of social protection interventions 20. Weak monitoring and evaluation of social protection programmes, especially for the formal sector. 21. Limited national targeting mechanism for social protection interventions. 22. Irregular disbursement of LEAP cash grants to beneficiaries. 23. Inadequate programme targeting (reassessment) redress mechanism, sensitization and monitoring and evaluation. 24. High incidence of Domestic and Sexual Gender-Based Violence (DSGBV) 25. Inadequate awareness of support services for DSGBV 26. Negative Media Interference in handling issues of domestic violence i.e. lack of professionalism 27. Deep-rooted cultural practices and social norms perpetuates child marriage. 28. Inadequate enforcement of laws and policies aimed at preventing child marriage. 29. Weak awareness on negative perceptions and myths surrounding adoption. 30. Non-adherence to Adoption Regulations. 31. Absence of digitalised platform for data synchronisation between key collaborators. 32. Absence of National School Feeding Act 33. Inadequate funds for complementary implementation activities
<p>Governance and Institutional Development</p>	<ol style="list-style-type: none"> 34. Increase in number of cases and incidence of Human Trafficking 35. Lack of Shelters to house and cater for survivors. 36. Inadequate funding to implement the Ministry’s activities.

	<p>37. Weak institutional performance appraisal culture.</p> <p>38. Incomplete staff establishment data and job schedules</p> <p>39. Weak collaboration and coordination of programmes and projects among stakeholders</p> <p>40. Inadequate monitoring and evaluation of the Ministry's projects and programmes.</p> <p>41. Inadequate logistics and vehicles for the Ministry operations.</p> <p>42. Inadequate generation and use of Gender statistics</p> <p>43. Modernization and Interoperability of Systems under Ghana National Household Registry (GNHR)</p>
--	---

CHAPTER FOUR

DEVELOPMENT GOALS, OBJECTIVES AND STRATEGIES

4.1 Introduction

This Chapter highlights the formulation of goals, objectives and strategies which are based on the prioritized issues identified in chapter three. It also describes the goal compatibility matrix and how the development goals, objectives, and strategies are linked to national objectives in the Medium-Term National Development Policy Framework (MTNDPF, 2026-2029).

4.2 Goal Compatibility

The Ministry of Gender, Children and Social Protection operates across several key sectors including social protection, child welfare, women's empowerment, and disability inclusion. Goal compatibility analysis is essential to:

- Ensure alignment between national gender policies and departmental or partner initiatives.
- Avoid duplication of efforts and conflicting programs.
- Maximize impact by coordinating resources and strategies.
- Promote accountability through shared objectives and performance indicators.
- Support inclusive development by harmonizing goals across diverse stakeholders (e.g., NGOs, local governments, international partners).

4.2.1 Process of Goal Compatibility Analysis

1. Goal Mapping

Goals for all departments, directorates, secretariats, council, and units were identified and documented.

2. Gap and Conflict Analysis

The goals were subjected to gap and conflict analysis. This was done by comparing each goal to the other to see whether they are compatible or not. This was to also analyse where goals overlap, diverge, or conflict, and assess their implications.

3. Alignment and Integration

Conflicting/overlapping goals were adjusted and aligned to fit within the Ministry's strategic framework and national development agenda.

4. Documentation and Communication

The aligned goals were clearly documented and communicated across all levels.

5. Monitoring and Review

Mechanisms were established to track progress and periodically reassess goals to maintain alignment over time.

Table 7: Goal Compatibility Matrix

Goals	Child Protection and Development	Create equal opportunities for all	Reduce the incidence of domestic violence in Ghana	A society without child marriage by 2030.	Implement the Human Trafficking Act and National Plan of Action for the elimination of human trafficking in Ghana	To strengthen institutional effectiveness by enhancing accountability, ethical conduct, alignment, HR planning, and cross-unit communication.	Promote accountability in public spending	Increase access to social protection for vulnerable populations
Child Protection and Development	High	High	High	High	High	Moderate	Moderate	High
Create equal opportunities for all	High	High	High	High	High	High	High	High
Reduce the incidence of domestic	High	High	High	High	High	Moderate	Moderate	High

violence in Ghana								
A society without child marriage by 2030.	High	High	High	High	High	Moderate	Moderate	High
Implement the Human Trafficking Act and National Plan of Action for the elimination of human trafficking in Ghana	High	High	High	High	High	Moderate	Moderate	High
To strengthen institutional effectiveness by enhancing accountability, ethical conduct,	Moderate	High	Moderate	Moderate	Moderate	High	High	Moderate

alignment, HR planning, and cross-unit communication.								
Promote accountability in public spending	Moderate	High	Moderate	Moderate	Moderate	High	High	Moderate
Increase access to social protection for vulnerable populations	High	High	High	High	High	Moderate	Moderate	High

Key Insights

- **Goals 1–5 and 8** are highly compatible and form a strong group around **social protection, child welfare, and human rights**.
- **Goals 6 and 7** are more institutional and governance-focused, but they support the others indirectly by improving systems and accountability.
- **Moderate compatibility** suggests areas where coordination and policy alignment are needed to avoid duplication or inefficiencies.

4.2 Development Goal, Objectives and Strategies

The development goals, policy objectives and Strategies of the sector are aligned to the national objectives as contained in the MTNDPF (2026-2029) 2026-2029. These are expected to be implemented during the 2026-2029 planned implementation period. Table 6 below indicates the various goals, policy objectives and strategies aligned to the national objectives in the MTNDPF, (2026-2029).

Table 8: Development Goal, Objectives and Strategies

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
Dimension/ Thematic Area: Social Development					
Persisting socio-cultural practices in the country that inhibit the effective implementation of child rights programmes	Child Protection and Development	To reduce violence discipline and other forms of child abuse by 35% by 2029	<ol style="list-style-type: none"> 1. Improve coordination between MOGCSP, Department of Children, MOE, GHS and others to reduce Child abuse 2. Implement community-based education programmes targeting parents, caregivers, religious and traditional leaders on child abuse 	2.12.1 Prevent and protect children from all forms of violence, abuse, neglect and exploitation	Child Rights Promotion, protection and development.

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
			<p>3. Create awareness on Child online abuse in schools and communities</p> <p>4. Child protection clubs and peer led support systems in schools</p> <p>5. Develop Child Protection in Emergency Contingency plan to protect Children during emergencies</p>		
Less effective coordination among MDAs, MMDAs, CSOs, NGOs etc implementing child protection programmes		To strengthen plan preparation, implementation, and coordination at all levels by 95% by 2029	<p>1. Review the operational Plan of the Child and Family Welfare Policy</p> <p>2. Launch and disseminate the Revised ECCD Policy at all levels</p>	2.12.3 Improve and strengthen the policy and legal environment, institutions and systems for child and family welfare.	

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
			<p>3. Develop National Parenting strategy and Parenting Training manual to train Caregivers at all levels</p> <p>4. Develop Child Care Interventions to promote Early Childhood development</p>		
Dimension/ Thematic Area: Social Development					
<p>i. Low representation of women in governance and decision making</p> <p>ii. Slow pace of harmonization of gender mainstreaming across all sectors</p>	Create equal opportunities for all	To progressively increase the participation of women in political and social life by 35% by 2029.	<p>Implement the Affirmative Action Act to achieve the progressive targets</p> <p>Implement the revised National Gender Policy (2025-2034)</p> <p>Promote advocacy and sensitization on socio-cultural norms and values inhibiting gender equality.</p>	2.10.1 Attain gender equality and equity in political and social development	Women's rights and empowerment

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
iii. Low economic empowerment of women iv. Inadequate disaggregated data on gender issues			Develop and enforce an Anti-Sexual Harassment Policy.		
		To enhance skills training in income generating activities for 4,000 vulnerable women including Kayayei by 2029.	Improve access to skills training in income-generating activities for vulnerable women including kayayei.	2.10.2 Promote economic empowerment of women 2.12.1 Prevent and protect children from all forms of violence, abuse, neglect and exploitation	
			Develop capacities of relevant stakeholders for effective gender mainstreaming	2.10.3 Strengthen mainstreaming, coordination and implementation of	Gender Mainstreaming

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
				gender related interventions in all sectors	
Dimension/ Thematic Area: Social Development					
Policy gaps in addressing pertinent child protection issues (e.g., streetism, kayayei and child online safety)	Create opportunities for all	<p>To implement the five-year strategic plan on street-connected children and young persons, with the aim of reducing the prevalence of children living on the streets by 2029.</p> <p>To review and validate the draft ageing bill 2024 to provide a comprehensive legal framework for elderly care by 2029</p>	<p>Implement the 5 years strategic plan for street connected children and young persons by 2029</p> <p>Formation of a technical committee to review the draft bill</p>	2.12.1 Prevent and protect children from all forms of violence, abuse, neglect and exploitation	Social Welfare

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
Inadequate alternative care services for children		To ensure that 30% of children without adequate parental care are provided with foster care, kingship care and adoption services by 2029.	Strengthen family-based care, reintegration mechanisms, gatekeeping, and child protection structures and document child protection data in SWIMS	2.12.2 Promote the rights and welfare of children	
Dimension/ Thematic Area: Social Development					
1. High Unemployment Rate among PWDs	Create opportunities for all Ghanaians	Promote the active participation and equal inclusion of 45% of PWDs in all dimensions of social and economic development and opportunities by the end of 2029	Incentivize private sector inclusion through tax reliefs and Corporate Social Responsibility (CSR) partnerships Establish mentorship and internship programs linking PWDs to job markets. Provide targeted support for Women with Disabilities to	2.11.1 Promote the active participation and equal inclusion of PWDs in all dimensions of social and economic development	Disability - Inclusive Development

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
			<p>promote their employment and empowerment</p> <p>Invest in inclusive ICT tools and training for PWDs to enhance employability, entrepreneurship, and independent living.</p>		
<p>Poor accessibility to physical infrastructure and public spaces</p>		<p>Progressively minimize barriers to the accessibility of public buildings and public spaces by the end of 2029</p>	<p>Coordinate the activities of advocacy groups to improve awareness and accountability in improving inaccessibility</p> <p>Publish results on scheduled accessibility audits with a listing of organizations that comply for public conscientization</p> <p>Provide Accessibility Audit Reports to inform owners and managers of public spaces on</p>	<p>2.11.2 Eliminate discrimination in all forms and protect the rights and entitlements of PWDs</p>	

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
			<p>how to retrofit infrastructure to meet universal design standards. This addresses the lack of proper ramps, elevators, accessible pathways, poor implementation and enforcement of the law, limited monitoring resources, and the persistence of societal stigma that hinders full participation of PWDs.</p>		
<p>Limited Coordination of Disability Activities at the District and Regional Levels</p>		<p>Progressively establish 261 Council offices with assigned District Officers in all MMDAs by the end of 2029</p>	<p>Progressively establish offices in the MMDs progressively</p> <p>Train and appoint officers to the MMDAs and regions as officers of the NCPD to</p>	<p>Transfer power to sub-national levels to enhance local participation, improve service delivery, promote equitable development, and</p>	

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
			<p>coordinate the mandate of the Council</p> <p>Collaborate with the MMDAs to establish efficient Fund Management Committees</p> <p>Collaborate closely with the Department of Social Welfare, other relevant agencies and CSOs to deliver the mandate of the NCPD at the district level</p> <p>Hold bi-annual coordination meetings and publish and annual reports</p>	increase accountability	
Limited access to quality inclusive education for PWDs		Promote access to special, inclusive, and lifelong education	Provide comprehensive teacher training, implement differentiated instruction and universal learning designs, and foster an inclusive school	2.11.3 Promote special, inclusive, and lifelong education learning for all	

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
		learning to PWDs by the end of 2029	<p>culture by encouraging collaboration among students, teachers, parents and the wider community. This is to facilitate the enrolment of impaired children in mainstream schools alongside Children without Disability</p> <p>Use diverse teaching methods, resources, and assessments, along with ensuring physical and emotional safety to help create equitable opportunities for all students to learn and thrive.</p> <p>Link financially constrained families with poor support systems to</p>		

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
			<p>existing programs that provide financial assistance, access to transportation and healthcare services.</p> <p>Re-examine and update the 2013 Inclusive Education Policy to augment current approaches. The policy defines the strategic path of government for the education of all children with special educational needs.</p>		
Weak enforcement of disability rights and laws		Purposefully coordinate disability activities for all active Organizations on the Persons with Disabilities on the enforcement of disability	<p>Collaborate with law enforcement training institutions to train personnel with curricula on disability and disability related issues.</p> <p>Report violations to the Commissioner for Human</p>	2.11.4 Strengthen institutions and systems that ensure protection, inclusion, and capacity building of PWDs	

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
		rights and laws by the end of 2029	Rights and Administrative Justice (CHRAJ) Provide public education on disability rights and laws		
Inadequate Database to Support the Formulation of Strategies for National Disability Policy		Enhance the register on PWDs into a Comprehensive Disaggregated Database to cover all categories of PWDs by the end of 2029	Register PWDs and collect comprehensive data by creating linkages to existing data collection systems to form a Comprehensive Disaggregated Database. Support policy makers with disability-disaggregated data for effective policymaking and the monitoring of progress toward inclusive education for all Identify a relevant existing app or platform or create a custom mobile application	Maintain a register of PWDs	

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
			<p>which will define specific data points for disaggregation.</p> <p>Users would input data through the app for a compilation into a disaggregated database.</p> <p>Make provision for regular data upgrades, perform robust data quality checks, and enhance the system for sharing with stakeholders to form evidence-based planning for inclusive policies and service delivery.</p> <p>Link the robust disaggregated database to the database of the NIA to inform the issuance of the disability card to PWDs</p>		

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
Inadequate funding for social protection interventions	Create opportunities for all Ghanaians	Develop sustainable financing for Social Protection Interventions and ensure effective coordination, monitoring and evaluation	1. Establish the Social Protection Fund 2. Develop the L.I for Act,2025 , Act 1148 3. strengthen coordination, collaboration, and complementarity of social protection	2.9.3 Strengthen social protection for the vulnerable	SP
Weak monitoring and evaluation of social protection, especially for the formal sector			5. Strengthen grievance redress coordination across SP programmes		
Inadequate coordination and institutional arrangements for the implementation of					

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
social protection interventions					
1. Absence of digitalised platform for data synchronisation between key collaborators 2. Absence of National School Feeding Act 3. Inadequate funds for complementary implementation activities	Enhance food security and reduce hunger in line with the UN Millennium Development Goals (MDGs) on hunger, poverty and malnutrition.	To provide one hot nutritious meal to 100% of beneficiary schools in deprived areas by the end of 2029.	1. Regional/District level engagements 2. Collaborate with relevant stakeholders in regional groups for practical nutrition training 3. Expand digitalised M&E systems to cover more MMDAs with a pilot of WFP School Connect data collection tool 4. Linking GSFP caterers to farmers, foodstuff suppliers, traders and market queens 5. Provide monitoring tools at all levels	2.9.1. Eradicate poverty and inequality in all forms and dimensions	GSFP
Dimension/ Thematic Area: Social Development					

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
Inadequate and limited coverage of social protection programmes for vulnerable groups	Improve targeting efficiency for social protection interventions	Ensure the expansion and coverage of 100% of data for targeting vulnerable households for social protection interventions by 2027	To clean and categorise data for effective targeting for social protection. Ensure adequate and periodic updates of the HH register to improve targeting for social protection.	2.9.3 Strengthen social protection for the vulnerable	GNHR
Limited national targeting mechanism for social protection	Increase access to social protection for vulnerable populations	To increase LEAP coverage from 400,000 Households to 450,000 households by 2026	Undertake re-assessment of LEAP beneficiaries to ascertain number for graduating households	2.9.1. Eradicate poverty and inequality in all forms and dimensions	
i. Irregular disbursement of LEAP cash grants to beneficiaries ii. Inadequate programme targeting (reassessment) redress			Enrol 450,000 households to the LEAP programme for payment. Undertake timely bi-monthly cash grant to 450,000 LEAP beneficiary households		LEAP

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
mechanism, sensitization and monitoring and evaluation			Undertake training and sensitization programmes for DSWO on the LEAP Programme		
Dimension/ Thematic Area: Social Development					
<p>i. High incidence of Domestic and Sexual Gender-Based Violence (DSGBV)</p> <p>ii. Inadequate awareness of support services for DSGBV</p>	Reduce the incidence of domestic violence in Ghana	To ensure that 100% of all domestic violence reported cases are referred for investigation and support provided for victims by the end of 2029.	<ol style="list-style-type: none"> 1. Intensify sensitization and awareness creation for prevention and reporting of DSGBV cases 2. Provide services such as counseling, medical and legal support to survivors OF DSGBV 3. Train law enforcement agencies and other related bodies on the new DV Act and L.I and disaggregation of data on DSGBV 	2.10.1 Attain gender equality and equity in political and social development	DV

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
			<ol style="list-style-type: none"> 4. Train families of survivors on the Domestic Violence Law and Case Management 5. Strengthen coordination and collaboration for quick referrals and follow up on cases of DSGBV 6. Increase and train volunteers to be able to identify cases for referrals 7. Train Market Executive to serve as Paralegals to enable them identify and assist survivors in referrals to the appropriate agencies for redress or intervention 8. Organize quarterly DV management board 		

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
			meetings to discuss issues DSGBV for proper case management		
Dimension/ Thematic Area: Social Development					
<p>i. Deep-rooted cultural and social norms perpetuate child marriage</p> <p>ii. Inadequate enforcement of Laws and policies aimed at preventing child marriage</p>	A society without child marriage by 2030.	Reduce the prevalence of Child marriage among girls under 18years in Ghana from 16% to 5% by the end of 2029.	<p>1. Empower girls and boys to be better able to prevent and respond to child marriage through awareness raising campaigns.</p> <p>2. Influence positive change in communities' beliefs and attitudes and social norms that drive child marriage.</p> <p>3. Accelerate access to quality education, sexual and reproductive health information and services and other opportunities.</p>	2.1.2 Improve maternal and adolescent reproductive health	Child marriage

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
			<p>4. Coordinate the effective and efficient implementation of national laws, policy frameworks and mechanisms related to ending child marriage.</p> <p>5. Collaborate with relevant stakeholders to make available quality data and evidence on child marriage to inform policy and programming</p>		
Dimension/ Thematic Area: Social Development					
Non-adherence to Adoption Regulations	Create opportunity for all	To process and screen 100% of all child adoption applications and placements by 2029.	Build capacity of the Adoption Authority and other stakeholders to coordinate in-country and intercountry adoption of children in Ghana	2.12.2 Promote the rights and welfare of children	Central Adoption
Dimension/ Thematic Area: Governance and Institutional Development					

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
Increase in number of cases and incidence of human trafficking	Implement the Human Trafficking Act and National Plan of Action for the elimination of human trafficking in Ghana	To reduce the occurrence of human trafficking to the barest minimum by rescuing 100% of all reported victims of human trafficking by 2029.	<ul style="list-style-type: none"> • Build capacity of Law Enforcement Officers, Judges, MDA's and CSO's to identify and rescue victims of human trafficking • Raise awareness on human trafficking. • Improve collaboration and partnership to enhance coordination. 	4.11.1 Respect, protect human rights and provide access to effective remedies for victims of human rights abuses	Human Trafficking
Lack of shelters for victims of human Trafficking		To provide trauma informed care for 450 victims of human trafficking in government run shelters by end of Dec 2029.	<ul style="list-style-type: none"> • Renovate and operationalize shelters for rehabilitation of victims of human trafficking • Build capacity of shelter staff to improve rehabilitation and trauma informed care 	11.1 Respect, protect human rights and provide access to effective remedies for victims of human rights abuses.	

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
			<ul style="list-style-type: none"> • Provide logistical support for government operated shelters to operate efficiently • Improve resource mobilisation for victim care and support. 		
Dimension/ Thematic Area: Governance and Institutional Development					
i. Weak institutional performance appraisal culture ii. Incomplete staff establishment data and job schedules	To strengthen institutional effectiveness by enhancing accountability, ethical conduct, alignment, HR planning, and	To ensure timely and effective performance appraisal of 100% of all staff by 2029	1. Capacity/refresher training on performance management tools (Appraisal Instrument and Performance Agreement Template) to enhance staff understanding on performance appraisal. 2. Recognise and reward high performance	4.4.1 Strengthen the effectiveness, accountability, and efficiency of public institutions	Human Resource Management

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
	cross-unit communication.		3. Strengthening performance improvement plans to address under performance		
		To ensure 100% update of establishment schedules and job descriptions for all staff (Ministry and its departments) by the end of 2029.	1. Review organisational manuals of the main Ministry and all its cost centres and update establishment schedules. 2. Develop job descriptions for all staff of the ministry and all its cost centres,		
	Dimension/ Thematic Area: Governance and Institutional Development				
Weak systems for resolution of audit observations	Promote accountability in public spending	To Strengthen internal follow-up mechanisms and 100% resolution of all audit observations.	1. Ensure timely implementation of recommendations from the Auditor-General's reports 2. Develop audit recommendation tracking	4.3.1 Deepen transparency and public accountability	Internal Audit

Prioritised Issues	Goal	Objectives	Sector Strategies	Aligned to National Objectives	Development Programmes
			system-regular status reports to management		

CHAPTER FIVE

COMPOSITE DEVELOPMENT PROGRAMMES

5.1 Introduction

This chapter presents the matrix on composite development programme for the plan (2026-2029), with the time frame (year), costs, programme status, and implementing Institutions/Departments, Programme financing matrix and revenue generation measures and the strategic environmental assessment of the formulated programmes. The programmes are based on the priority issues identified and their corresponding development goals, objectives and strategies.

5.2: Assumptions and Methodologies used for Costing

In developing the costing framework for the Ministry's Sector Medium-Term Plan (2026-2029), an average annual inflation rate of 10% was assumed for the plan period, based on historical trends and projections from the Ministry of Finance, an annual growth rate of 3% in demand for sector services driven by population growth and increasing awareness of sector services was also assumed and an assumption of 2% annual improvement in operational efficiency driven by process improvements and technology upgrades.

5.3 Programme of Action (2026-2029)

The Composite programme of Action for the period 2026-2029 is presented in Table 7.

Table 9: Programme of Action (2026-2029)

Development Programme	Time frame (year)				Cost			Programme Status		Implementing Institution/Department	
	2026	2027	2028	2029	GoG (GH¢)	IGF/ABF A	Others (GH¢)	New	On-going	Lead	Collaborating
					187,885,126.56		10,703,300.00				
PPME	x	x	x	x	44,914,200.00		5,823,300.00		x	PPMED	MOGCSP, NDPC, MoF, Parliament, GSS
RSIM	x	x	x	x	810,000.00		4,500,000.00		x	RSIM	MoGCSP, UNICEF, Steering Committee on CSE,
Human Resource	x	x	x	x	807,000.00				x	HRMD	OHCS, CSTC, GIMPA
General Administration	x	x	x	x	118,142,793.16			x		General Administration	PPA, MOF, RSIM, I.I.A
Finance	x	x	x	x	22,451,133.40		-	x		Finance	Finance-Departmental

Audit	x	x	x	x	760,000.00		380,000.00	x		Audit	HQ Adm, Leap, DoG, SPD, DVS, GPSNP2, IAA, GIIA
					16,600,000.00						
Gender Mainstreaming	x	x	x	x	16,600,000.00				x	DoG	MDAs, MMDAs, CSOs, DPs
Women's Rights and Empowerment	x	x	x	x					x		
					46,500,000.00	180,000.00	15,820,000.00				
Child Rights Promotion, Protection and Development	x	x	x	x	46,500,000.00	180,000.00	15,820,000.00		x	DoC	DSW, DSW/CD, DPs, CSOs, NGOs, MDAs
					11,066,661,251 .13	8,341,065. 00	2,894,480,000 .00				
Social services	x	x	x	x	20,063,065.00	220,000.00	440,000.00		x	DSW	UNICEF, LEAP, DOC, GES, COTVET, Judiciary

											MoGCSP, CSOs, NGOs, DOVVSU, OAJ&MOJ, MMDAs, MLGRD
Non-Profit	x	x	x	x	20,063,065.00	8,121,065. 00	440,000.00	x		NPO Secretariat	MoGCSP, FIC, GIZ, UNODC ORC, GRA, DPs, CSOs, NPOs, MMDAs, GIABA
Adoption	x	x	x	x	3,207,583.12				x	CAA	MoGCSP, DSW
Social Protection	x	x	x	x	2,035,300,000. 00		2,871,500,000 .00		x	SPD	NDPC, MoF, MoH, MoE, OHLGS, MoLGRD etc.
GNHR	x	x	x	x	6,000,000.00		10,000,000.00		x	GNHR	WB, LEAP, LIPW, PI, SWCEs, NHIA, Birth and Death Registry, WFP
LEAP	x	x	x	x	341,000,000.00				x	LMS	MoGCSP, MoE, MoH, MoF, MLGRD, GSS, MMDAs, ISD, NCCE,

											LGSS, NADMO, CSOs, DP's GNHR, CABINET, PARLIAMENT, DAs, DP's, GhIPSS, PFIs, CFPs, Community members
GSFP	x	x	x	x	8,589,759,718.01				x	GSFP Secretariat	MGCSP, MoF, MoE, GES, GHS, NAFCO, MoFA
Persons with Disability	x	x	x	x	51,267,820.00	-	12,100,000.00		x	NCPD	MMDAs, MoGCSP, DACF, MoCDTI, OPDs, AG, Parliament, GHS, MoCDTI, Development Partners
					48,615,600.00		41,467,662.00				
Human Trafficking	x	x	x	x	35,965,600.00		27,913,600.00		x	HT	UNICEF, IOM, EU, MDA's, Stakeholders, NGO's
Domestic Violence	x	x	x	x	10,760,000.00		9,760,000.00		x	Domestic Violence Secretariat	DoVVSU,

											Judiciary, State Attorney, UNFPA, USAID
Child Marriage	x	x	x	x	1,890,000.00		3,794,062.00	x		CMU	MoGCSP, GES, GHS UNICEF & UNFPA

5.4 Programme Financing (2026-2029)

This section describes the programme financing (2026-2029) taking into consideration the development dimension, programme areas based on the Programme Based Budgeting (PBB), programme cost, expected revenues and source of funding as well as the total costs, variances and mechanisms to fill the gaps identified. These costs were arrived at considering inflation adjustments and exchange rate depreciation.

The programmes in this plan will be financed by GoG Annual Budgetary allocation, Internally Generated Funds, Development Partners (see table 8 below)

Table 10: Programme Financing (2026-2029)

Development Programme (DP)	Programme Cost	Expected Revenue & Source of Funding			DPs (GH¢)	Others (GH¢)	Total	Gap (C=B – A)
		GoG (GH¢)	IGF (GH¢)	ABFA				
RSIM	5,310,000.00	810,000.00			4,500,000.00		5,310,000.00	-

Human Resource	807,000.00	460,000.00					460,000.00	347,000.00
PPME	50,737,500.00	44,914,200.00			5,823,300.00		50,737,500.00	-
Finance	22,451,133.40	22,451,133.40					22,451,133.40	-
Audit	1,140,000.00	760,000.00	0	0	0	380,000.00	1,140,000.00	-
Gen. Administration	118,142,793.16	118,142,793.16	0		0			-
Gender Equality and Women's Empowerment	16,600,000.00	16,600,000.00			15,100,000.00		31,700,000.00	15,100,000.00
Child Rights Promotion and Protection	62,500,000.00	46,500,000.00	180,000.00		15,820,000.00		62,500,000.00	-
Social Protection	4,906,800,000.00	5,797,440,000.00			1,354,790,895.84		7,152,230,895.84	2,245,430,895.84
LEAP	341,000,000.00	341,000,000.00			112,500,000.00		453,500,000.00	112,500,000.00
GSFP	8,589,759,718.01	8,589,759,718.01					8,589,759,718.01	-
Adoption	3,207,583.12	3,207,583.12					3,207,583.12	-

Social Welfare	20,723,065.00	22,310,750.00	143,000.00		23,485,000.00		45,938,750.00	25,215,685.00
Non-Profit	28,624,130.00	21,624,528.97	9,665,828.62		480,000.00		31,770,357.59	3,146,227.59
Persons with Disability	63,367,820.00	30,030,000.00	-	-	800,000.00	-	30,830,000.00	32,537,820.00
Human Trafficking	63,879,200.00	35,965,600.00			27,913,600.00		63,879,200.00	-
Domestic Violence	20,520,000.00	10,760,000.00	-	-	9,760,000.00		20,520,000.00	-
Ending child marriage	5,684,062.00	100,000.00			1,994,500.00		2,094,500.00	(3,589,562.00)
Total	14,321,254,004.69	15,102,836,306.66	9,988,828.62		1,572,967,295.84	380,000.00	16,686,172,431.12	2,364,918,426.43

5.5 Mechanism to Fill Financing Gap

This section highlights the approaches that the Ministry will use to address the gaps/variances identified in table 9 above, to enable the Ministry to achieve its goals and objectives effectively. To address the variance at the Management and Administration section, the Ministry plans to

1. Advocate/Negotiate for GoG budget increment.
2. Intensify IGF mobilization efforts.
3. Seek donor support.

5.6 Strategic Environmental Assessment (SEA)

The Ministry has been reliable in addressing poverty, vulnerability, exclusion and inequality in Ghana. Government's commitment in reducing poverty and attaining inclusive socio-economic growth and development are reflected in a plethora of social protection programmes implemented in the country. These social protection programmes, such as the LEAP and School Feeding focus mainly on reducing poverty, vulnerability and strengthening human capital development, and does not necessarily consider their impacts on or interaction with the environment.

It has therefore become very critical for policy makers and implementers to appreciate the strategic environmental assessment (SEA) of these policies to deepen understanding and anticipate the potential environmental impacts. The SEA of these interventions can allow the LEAP and GSFP not only tackle poverty but contribute to sustainability and climate resilience.

It is important to state that an increase in demand for food in schools (in the case of school feeding), could lead to unsustainable farming practices, such as over-reliance of chemicals, if farmers are not supported to grow sustainably and also traditionally cooking methods used by caterers of the school feeding programme such as the use of firewood could lead deforestation as well as contributing to air pollution.

Similarly, for cash transfer programmes like the LEAP programme, as families increase their spending, there might be more pressure on natural resources – cutting trees for firewood or charcoal to cook or sell for additional income. This could lead to deforestation as outlined above and worsen their exposure to climate change because most LEAP beneficiaries live in areas often prone to floods or droughts, and such situations are not factored necessarily into their targeting and enrolment.

So, SEA provides the opportunity to enable policy makers and implementers to identify these risks, examine how these programmes affect the ecosystem and use of energy, and propose measures to mitigate their impacts, promote environmentally friendly practices and enhance the sustainability of these social protection programmes.

The opportunities that exist for the Ministry to be intentional about SEA for its programmes are detailed below;

- a. Promote sustainable farming practices in the procurement of food for school feeding i.e., purchase food from farmers that are engaged in good agricultural practices and make it as part of indicators for procurement of food.
- b. Invest in clean cook stoves or biogas for the school feeding programme.
- c. Engage relevant stakeholders such as the Regional Coordinating Councils, Ghana Education Service, Traditional Authorities, Faith-Based Organizations and District Assemblies (MMDAs), Association of Head teachers and the Parent Teacher Association (PTA) to set up school composting or recycle systems for management of food waste.
- d. The LEAP programme should not limit targeting and enrolment of potential beneficiary households to income outcomes but includes climate risk indicators.
- e. Strengthen beneficiary engagement and sensitize them on environmentally friendly ventures.
- f. Undertake data collection on how changes in spending affect the environment and propose relevant reforms to address any gap that will be identified.
- g. Invest in capacity building on integrating SEA in the Ministry programmes.
- h. Promote green practices (digitalization of records, paperless reporting) in the Ministry
- i. Aligning training content with climate resilience, sustainable practices, and workplace safety

The Ministry will collaborate with relevant environmental units to assess risks and promote environmentally friendly practices in the implementation of its activities, projects and programmes.

CHAPTER SIX

ANNUAL ACTION PLAN

6.1 Introduction

This chapter presents the Annual Action Plans for the next four years (see tables 9-12 below) detailing the programmes and sub programmes, activities, location, timeframe, costs involved, programme status and implementing institutions and departments. The programmes are based on the priority issues identified and their corresponding development protections.

Table 11: Annual Action Plan (2026)

Objective: To strengthen planning, implementation, coordination capacities, monitoring and evaluation systems at all levels by 2029.													
Programme: <i>PPME</i>													
Projects	Location	Timeframe (2026)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	O n - g o i n g	Lead	Collaborating

Prepare the Ministry's annual budget estimates	Greater Accra			x		1,000,000.00	0	0	0		x	PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry, cabinet, parliament
Policy development and review	Accra	x	x	x	x	5,000,000.00	0	0	0	x		PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry, cabinet, parliament
Prepare the Ministry's Progress and Performance reports	Greater Accra	x				400,000.00	0	0	0		x	PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry, cabinet, parliament
Prepare the Ministry's Composite annual workplan	Greater Accra	x				100,000.00	0	0	0		x	PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry

Organize performance reviews on the implementation of MOGCSP's policies and programmes	TBD	x		x		350,000.00	0	0	0		x	PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry
Monitor the Ministry's policies and programmes	Nationwide	x	x	x	x	2,000,000.00	0	400,000.00	0		x	PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry
Organize the Ministry's Annual Summit	Greater Accra				x	300,000.00	0	500,000.00	0		x	PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry
Capacity building of staff	Greater Accra	x	x	x	x	200,000.00	0	400,000.00	0		x	PPMED	PPMED

Objective: To conducts and commissions research, compiles and analyses data for the Ministry in particular and government by 2029.

Programme: RSIM

Projects	Location	Timeframe (2026)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	New	Ongoing	Lead	Collaborating
Conduct research on gender, children and social protection issues and disseminate the findings	Accra	x	x	x	x	200,000.00		2,500,000.00			x	RSIM	MoGCSP Depts./Agencies & Secretariats

Improve and maintain the Ministry's website	Accra	x	x	x	x	40,000.00		50,000.00			x	RSIM	MoGCSP Depts./Agencies & Secretariats
Maintenance of MIS integrated Dashboard	Accra	x	x	x	x	100,000.00		500,000.00			x	RSIM	MoGCSP Depts./Agencies & Secretariats
Build capacity of Research and Information technology/M anagement Staff of the Ministry	Accra	x	x	x	x	200,000.00			500,000.00		x	RSIM	HR, Academic Institution
Implementation of Ministry's IT policy	Accra	x	x	x	x	50,000.00			100,000.00		x	RSIM	MoGCSP Depts./Agencies & Secretariats

Hold quarterly sector RSIM coordination meetings	Accra	x	x	x	x	20,000.00			50,000.00		x	RSIM	Mogcsp, depts. Secretariats and agencies, GSS, UNICEF
Running of Social Welfare Information Management System (SWIMS)	Accra	x	x	x	x	200,000.00			800,000.00		x	RSIM	UNICEF, DSW
<p>Objective: To ensure timely and effective performance appraisal of 100% of all staff by 2029</p> <p>To ensure 100% update of establishment schedules and job descriptions for all staff (Ministry and its departments) by the end of 2029.</p>													
Programme: Human Resource													
Projects	Location	Timeframe (2026)				Cost				Programme Status	Implementing Institution/Department		

		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	On - goi ng	Lead	Collaborating
Refresher Training on Performance Agreements	Accra	x			x	65,000.00					x	HRMD	OHCS
Training on E-SPAR (ToT)	Accra	x	x	x		80,000.00					x	HRMD	OHCS
Scheme of Service Training	Accra	x	x	x	x	80,000.00					x	HRMD	CSTS, GIMPA
Organisationa l & Operational Manual Review	Accra		x	x	x	235,000.0 0					x	HRMD	OHCS, MSD

Update Staff Establishment & List	Accra	x				0					x	HRMD	Directorates
Objective: To build the capacity of all staff and establish frameworks that ensures improved capacity for effective and efficient administration by 2029.													
Programme: Gen. Administration													
Projects	Location	Timeframe (2026)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Maintenance and repair of office facility	Accra	X	X	X	X	9,726,482.50					X	Gen. Administration	GNFS, RSIM
Maintenance and repair of office machinery	Accra	X	X	X	X	11,943,215.32					X	Gen. Administration	

and equipment													
Statutory meetings and reports	Accra	X	X	X	X	5,365,289.14					X	Gen. Administration	IAU, FD, PPMED, HRMD
Enhancement of human and office security	Accra	X	X	X	X	6,135,780.00					X	Gen. Administration	
Deployment of office reception system	Accra	X	X	X	X	4,378,205.24					X	Gen. Administration	

Programme: Finance - HQ

Projects	Location	Timeframe (2026)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	Ongoing	Lead	Collaborating

Prepare quarterly financial statement	Accra	x	x	x		240,000.00		0	0		x	Finance-HQ	Finance-Departmental
Prepare MOGCSP 2025 annual financial report for CAGD	Ho	X				456,200					X	Finance-HQ	Finance-Departmental
Undertake quarter payment voucher review	Accra	x	x	x	x	180,000.00		0	0		x	Finance-HQ	Finance-Departmental
Prepare quarterly financial budget performance	Accra	x	x	x	x	96,586.20		0	0		x	Finance-HQ	Finance-Departmental

Review MoGCSP Risk register	TBD		x			433,653.00		0	0		x		
Review and validate MOGCSP assets register	TBD			X		652,125.00		0	0		X	Finance	
Conduct financial monitoring of MoGCSP's key programmes and projects	Various regions		x		x	1,350,800.00		0	0		x	Finance-HQ	Finance-Departmental
Organize 2 capacity building training for account staff	TBD		x		x	458,782.00		0	0		x	Finance-HQ	Finance-Departmental
Participate in institute of	TBD			x	x	156,850.00		0	0		x	Finance-HQ	Finance-Departmental

chartered accountants (ICA) continuous professional development (CPD)													
Prepare budget estimates for the 2026 programme-based budget (PBB)	Ada/Ho			x	x	Budget to be drawn by PPMED		0	0		x	Finance-HQ	Finance-Departmental
Collaborate with CAGD and MoF to conduct stakeholder field visit and engagement	All regions	X	X	X	X	3,568,897.00					x	Finance-HQ	Finance-Departmental

Organise refresher training on the CAGD annual IPSAS financial reporting	Ho		X			425,000					X	Finance-HQ	Finance-Departmental
Participate in CAGD quarterly and annual validation of account	TBD	X	X	X	X	256,100					x	Finance-HQ	Finance-Departmental

Objective: To Strengthen internal follow-up mechanisms and 100% resolution of all audit observations.

Programme: Audit

Projects	Location	Timeframe (2026)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On -	Lead	Collaborating

											going		
Conduct 4 Quarterly Internal Audits	Accra	x				60,000.00					x	IAU	MINISTRY HQ ADMIN.
	Accra		x			45,000.00					x	IAU	HTS
	Accra			x		40,000.00					x	IAU	DoC
	Accra				x				80,000. 00		x	IAU	GNHR, SPD, PCU
		x	x	x	x							x	IAU
Objective: To progressively increase the participation of women in political and social life by 35% by 2029. To enhance skills training in income generating activities for 4,000 vulnerable women including Kayayei by 2029.													

Programme: Gender mainstreaming													
Projects	Location	Timeframe (2026)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Implementation of the Affirmative Action (Gender Equity) Act, 2024, Act 1121	Accra	x	x	x	x	700,000.00	-	800,000.00			x	DoG	MMDAs, Private Sector institutions DPs
Sensitisation on the Affirmative Action (Gender	Accra	x	x	x	x	100,000.00		800,000.00			x	DoG	UNDP, UNFPA, MDAs

Equity) Act 2024													
Finalise the Legislative Instrument for the Affirmative Action (Gender Equity) Act. 2024	Accra	x	x			400,000.0 0		500,000.0 0		x		DoG	PPME, AG's DPs
Sensitisation on the Revised National Gender Policy (2025- 2034)	Nation wide	x	x	x	x	500,000.0 0		300,000.0 0		x		DoG	DPs, MoGCSP, MDAs, MMDAs
Sensitisation Programmes on SGVB, Adolescent	All Regions		x	x	x	600,000.0 0		500,000.0 0			x	DoG	DVS, MMDAS, DPs

Pregnancy and Harmful Practices including Child Marriage													
Commemorate Calendar Days on Gender Equality (IWD, Rural Women, IMD Breast Cancer)	All Regions	x	x	x	x	600,000.00	500,000.00			x	DoG	DPs,	
Develop GHANAP 3	Accra		x	x		700,000.00	600,000.00		x		DoG		
Objective: To reduce violence discipline and other forms of child abuse by 35% by 2029													
To strengthen plan preparation, implementation, and coordination at all levels by 95% by 2029													
Programme: Child rights, promotion and protection													

Projects	Location	Timeframe (2026)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	O n - g o i n g	Lead	Collaborating
Coordinate National Regional & Community Child Protection Committee and Early Childhood Care and Development (ECCD) Committee Meetings	Nationwide	x	x	x	x	2,700,000.00		1,200,000.00			X	DOC	Development Partners (UNICEF), DSW/CD

Awareness creation, education on child protection (CP) and ECCD issues & celebration of calendar day events	Nationwide	x	x	x	x	3,000,000.00		1,200,000.00			x	DOC	Development Partners (UNICEF), MDAs, MMDAs (DSW/CD), CSOs
Legislative/Policy development and Reviews	Accra	x	x	x	x	900,000.00		700,000.00			x	DOC	UNICEF
Monitoring, Research and Information Management Activities	Nationwide	x	x	x	x	1,000,000.00		600,000.00			x	DOC	
Administrative, Logistics	HQ & Regions	x	x	x	x	850,000.00		20,000.00			x	DOC	

and maintenance of Efua Sutherland Children's Park													
Performance Review, Staff training and promotion	Accra	x	x	x	x	250,000.00					x	DOC	
<p>Objective: To review and validate the draft ageing bill 2024 to provide a comprehensive legal framework for elderly care by 2029</p> <p>To ensure that 30% of children without adequate parental care are provided with foster care, kingship care and adoption services by 2029.</p>													
Programme: DSW													
Projects	Location	Timeframe (2026)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating

Write SER for the Courts	Nationwide	x	x	x	x					x	DSW	MMDAs
Develop SOP and Training manual for prison social workers	HQ	x	x	x	x	78,424.44				x	DSW	
Inspect RHCs to check compliance to standards and closure.	Ashanti, Central, Western and Upper West Regions	x	x	x	x	787,958.98				x	DSW	UNICEF, MMDAs and RHC Managers
License and renew license of RHCs and foster care agencies and foster parents	Nationwide	x	x	x	x	318,949.83				x	DSW	MMDAs

Sensitize 700 people on foster care and benefits of family based care	All 16 Regions	x	x	x	x	1,056,676.17					x	DSW	Regional DSW, MMDAs NPOs, Unicef
License 5 foster care agencies and 250 foster parents	All 16 Regions	x	x	x	x	447,760.37				x		DSW	NPOs
Launch of the Foster Care Fund	National	x						2,786,800.00			x	DSW	MoGCSP, Min of Finance, Media, Regional DSW, MMDAs, NPOs, DPs
Develop standard operational manuals on Day Care	Accra	x				214,583.60	35,750.00			x		DSW	NCC, MoGCSP

Implement Roadmap for CRP	Nationwide	x	x	x	x			819,502.22			x	DSW	
Provide Hospital Welfare Services and develop standard operating procedures and training manual for hospital welfare and Residential Homes for the Aged	Nationwide	x	x	x	x	525,927.22					x		
Implement Strategy one of the 5-year		x	x	x	x			819,502.22		x		DSW	MoGCSP, GIS, MINTER, OHLGS,NPO

strategic plan on Street Connected Persons													
Provide services to the Destitute at the Central Destitute Infirmery (AGED)	Ashanti	x	x	x	x			1,395,768 .78			x	DSW	
Objective: To process and screen 100% of all child adoption applications and placements by 2029.													
Programme: Adoption													
Projects	Locatio n	Timeframe (2026)				Cost				Progra mme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	On - goi ng	Lead	Collaborating

Capacity Building	Nationwide		x		x	270,000.00					x	CAA	MoGCSP, DSW
Conduct Monitoring of Residential Homes for Children	Nationwide	x	x	x	x	175,000.00					x	CAA	MoGCSP, DSW
Conduct in-country Monitoring on Adoptive Families	Nationwide	x	x	x	x	170,000.00					x	CAA	DSW
Conduct Technical Committee Meetings	Accra	x	x	x	x	65,000.00					x	CAA	MoGCSP
Conduct Adoption Board Meetings	Accra	x	x	x	x	65,000.00					x	CAA	MoGCSP

Objective: Develop sustainable financing for Social Protection Interventions and ensure effective coordination, monitoring and evaluation by 2029.

Programme: SP

Projects	Location	Timeframe (2026)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Strengthen social protection coordination at the national and sub-national level	Nationwide	x	x	x	x	500,000.00		1,000,000.00			x	SPD	GSFP, GNHR, DSW, LMS, NDPC, MoH, MoE, NHIA, MoFA, MoLGRD, OHLGS etc.
Strengthen SP Monitoring and Evaluation of	Nationwide	x	x	x	x	1,000,000.00		2,000,000.00			x	SPD	GNHR, LMS, DOG, NDPC, MoH, MoE, GES, GHS etc.

Social Protection efforts in Ghana													
Facilitate the enactment and Implementation of a Social Protection Law	Nationwide	x	x	x	x	500,000.00		500,000.00			x	SPD	Partner MDAs, Parliament, OoP, CSOs etc.
Ensure a functional and unified case management system	Nationwide	x	x	x	x	1,000,000.00		1,200,000.00			x	SPD	All SP implementing agencies, FBOs, CSOs etc.
Enhance communication and advocacy on social	Nationwide	x	x	x	x	800,000.00		1,000,000.00			x	SPD	All SP implementing agencies, Parliament, Cabinet, Media, FBOs, CSOs etc.

protection in Ghana													
Develop and Implement a National Shock Responsive Social Protection Strategy	Nationwide	x	x	x	x	1,000,000.00		1,500,000.00			x	SPD	All SP implementing agencies, Parliament, Cabinet, Media, FBOs, CSOs etc.
Strengthen the Capacity of SP actors at all levels	Nationwide	x	x	x	x	1,000,000.00		1,500,000.00			x	SPD	MDAs, CAGD, MoF, Parliament, Cabinet, Media, MMDAs, FBOs, CSOs etc.
Facilitate the transfer of cash grant to LEAP beneficiary households	Nationwide	x	x	x	x	500,000,000.00		700,000,000.00			x	SPD	MDAs, CAGD, MoF, Parliament, Cabinet, Media, MMDAs, FBOs, CSOs etc.
Objective: Ensure the expansion and coverage of 100% of data for targeting by 2027													

To increase LEAP coverage from 350,000 Households to 450,000 households by 2026

Programme: GNHR

Projects	Location	Timeframe (2026)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Household Registry Update in Urban Districts (First phase)	MMDAs			x	x	500,000.00		1,200,000.00			x	GNHR	WB, GSS, ISD, MMDAs
Training of Social Welfare Officers (Phase 1)	Regional Capitals	x				400,000.00		800,000.00				GNHR	WB, DSW, MMDAs

Data Sharing Initiation with SP Institutions	Accra/N ational					400,000.0 0		1,000,000 .00				GNHR	WB, LEAP, LIPW, PI, SWCEs, NHIA, Birth and Death Registry, WFP
---	--------------------	--	--	--	--	----------------	--	------------------	--	--	--	------	---

Objective: To increase LEAP coverage from 400,000 Households to 450,000 households by 2026.

Programme: LEAP

Projects	Locatio n	Timeframe (2026)				Cost				Progra mme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	On - goi ng	Lead	Collaborating
Implement LEAP Programme reassessment for LEAP	Nationw ide	x	x	x	x	100,000,0 00.00	0	20,000,00 00	0		x	LMS	MoGCSP, MoE, MoH, MoF, MLGRD, GSS, OHLGS, MMDAs DPs, CSOs CABINET, PARLIAMENT. MEDIA Community members

Conduct bi-monthly regular cash grants disbursement to LEAP beneficiaries	Nationwide	x	x	x	x	30,000,000.00	0	0	0		x	LMS	MoGCSP, MoF, OHLGS, , MMDAs, , DPs, GhIPSS PFIs, CFPs, Community members
Link LEAP beneficiaries onto productive, financial and social services	Nationwide	x	x	x	x	10,000,000.00	0	4,000,000.00			x	LMS	MoGCSP, MoE, MoH, MoF, MLGCRA, MMDAs, GHS, NHIA, NADMO, CSOs, DPs Cabinet, Parliament
Implement Human Capital Development for LEAP beneficiaries	Nationwide	x	x	x	x	5,000,000.00	0	5,000,000.00	0		x	LMS	MoGCSP, MoE, MoH, MoF, MLGCRA, MMDAs, GHS, NHIA, NADMO, CSOs, DPs, RCCs, Cabinet, Parliament

Implement grievance redress mechanism, sensitization and spot checks	Nationwide	x	x	x	x	2,000,000.00	0	3,000,000.00	0		x	LMS	MoGCSP, MoF, OHLGS, MMDAs, RCCS, CSOs, DPs Cabinet, Parliament
Build capacity of LEAP staff and key stakeholders for effective implementation	Accra, Koforidua, Ho, Tamale, Sunyani	x	x	x	x	500,000.00	0	500,000.00	0	x		LMS	MoGCSP, MoF, OHLGS, MMDAs, RCCS, CSOs, DPs
Objective: To provide one hot nutritious meal to 100% of beneficiary schools in deprived areas by the end of 2029.													
To expand coverage of school feeding programme by 1,000 basic school in deprived areas by 2029.													
Programme: GSFP													
Projects	Location	Timeframe (2026)			Cost				Programme Status	Implementing Institution/Department			

		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	On - goi ng	Lead	Collaborating
GSFP	Nation wide	x	x	x	x	1,924,469 ,128.45		0	0		x	GSFP- Operatio ns	GSFP, MGCSP, MoF, GES, GHS, MLGRD
Information Technology/A ccounts to cost	Nation Wide	x	x	x	x	485,000.0 0		0	0		x	GSFP	GSFP, MGCSP, MoF, GES, GHS, MLGRD
Website and verification cost	Nation Wide	x	x	x	x	830,000.0 0		0	0		x	GSFP	GSFP, MGCSP, MoF, GES, GHS, MLGRD, WFP, UNICEF
<p>Objective: Promote the active participation and equal inclusion of 45% of PWDs in all dimensions of social and economic development and opportunities by the end of 2029</p> <p>Enhance the register on PWDs into a Comprehensive Disaggregated Database to cover all categories of PWDs by the end of 2029.</p>													
Programme: NCPD													

Projects	Location	Timeframe (2026)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	O n - g o i n g	Lead	Collaborating
Monitor, track and evaluate the reports from the MMDAs on the disbursement of the Common Fund for Persons with Disabilities	Nationwide	x	x	x	x	2,409,640.00		1,000,000.00			x	NCPD	MMDAs, MoGCSP, DACF,
Develop the National	Accra	x	x	x	x	400,000.00		800,000.00		x		NCPD	OPDs,

Accessibility Strategy													
Implement the disability component of the Ghana Digital Acceleration project dubbed “Digital Skills for Jobs and Inclusion” (through MoCDTI)	Nationwide	x	x	x	x	30,000,000.00		-			x	NCPD	MoCDTI, MoGCSP, OPDs,
Expedite the required process to complete the amendment of the Persons with	Accra	x	x	x	x	739,630.00		1,300,000.00	-		x	MoGCSP /NCPD	AG, Parliament,

Disabilities Act, 2006 (Act 715) (Persons with Disabilities Bill, 2024) and its accompanying Legislative Instrument L.I as required by the UN Convention on the Rights of persons with Disabilities													
Develop the Disability Inclusion Scorecard for	Nationwide	x	x	x	x	3,750,000.00	0	5,000,000.00	0	x		NCPD	MMDAs, MDAs

the public and private sector													
Train and build the capacity of Manufacturers of Learning Materials and Assistive Technology Devices on universal design principle and standard specifications	TBD	x	x	x	x	2,800,000.000	0	1,700,000.00	0	x		NCPD	
Objective: To enhance the legal, institutional, and operational capacity of the NPO Secretariat to regulate the sector effectively.													
Programme: NPO													
Projects	Location	Timeframe (2026)			Cost				Programme Status	Implementing Institution/Department			

		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	On - g o i n g	Lead	Collaborating
Conduct risk-based monitoring of NPOs	All 16 regions	x	x	x	x	652,049.61	162,421.30	6,600.00			x	NPOS	MoGCSP, FIC, Law Enforcement Agencies, MMDAs
Conduct off-site monitoring of NPOs	National Head Office, Accra	x	x	x	x	167,192.21	203,026.62	7,333.33			x	NPOS	MoGCSP
Train Secretariat staff on FATF & AML/CFT Standards	Accra		x	x		417,980.52	203,026.62	18,333.33			x	NPOS	MoGCSP, FIC, GIZ, UNODC, GIABA, DPs
Conduct nationwide sensitisation campaign	All 16 regions	x	x	x	x	652,049.61	162,421.30	6,600.00			x	NPOS	MoGCSP, FIC, GIZ, UNODC, DPs, MMDAs

Finalise Draft NPO Regulation Bill	Accra	x	x			0.00	0.00	0.00			x	NPOS	MoGCSP, AG, FIC, GIZ, UNODC, DPs
Register new organizations to get legal license to operate and Renewal of NPO License	National Head Office, Accra	x	x	x	x	167,192.21	203,026.62	7,333.33			x	NPOS	MoGCSP
Conduct 4 zonal training sessions for NPOs	i. Northern Zone (Tamale) ii. Middle Zone (Sunyani)	x	x	x	x	652,049.61	162,421.30	6,600.00			x	NPOS	MoGCSP, FIC, GIZ, UNODC, DPs, MMDAs

	iii. Southern Zone 1 (Takoradi)											
	Southern 2 (Koforidua)											
Roll-out Online (New and Renewals Registration Portal) and Returns Filing System	National Head Office, Accra	x			652,049.61	162,421.30	6,600.00		x		NPOS	MoGCSP, FIC, UNODC, GIZ, DPs
National Philanthropy Day (Awards giving to best performing	Accra			x	167,192.21	203,026.62	7,333.33		x		NPOS	MoGCSP, FIC, GIZ, DPs, UNODC

CSOs, NPOs, and CBOs)													
Roll-out a web-based Communication system to enhance information sharing among stakeholders and NPOs	National Head Office, Accra	x				652,049.61	162,421.30	6,600.00		x		NPOS	MoGCSP, FIC, GIZ, DPs, UNODC
<p>Objective: To reduce the occurrence of human trafficking to the barest minimum by rescuing 100% of all reported victims of human trafficking by 2029.</p> <p>To provide trauma informed care for 450 victims of human trafficking in government run shelters by end of Dec 2029.</p>													
Programme: Human Trafficking													
Projects	Location	Timeframe (2026)	Cost					Programme Status	Implementing Institution/Department				

		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	On - goi ng	Lead	Collaborating
Implement the National Plan of Action for the elimination of Human Trafficking in Ghana	National	x	x	x	x	2,000,000.00		1,500,000.00			x	HTS	All HT stakeholders
Give comprehensive care and protection to rescued victims of trafficking in the shelters (Provision of	Accra	x	x	x	x	1,750,000.00		1,300,000.00			x	HTS	UNICEF IOM EU CSO's Media Law enforcement agencies

daily basic needs such													
Improve awareness raising activities on human trafficking, child labour and irregular migration and Commemorate the World Day against Human Trafficking (Blue Day on 30th July)			x	x		800,000.00		650,000.00			x	HTS	All HT stakeholders
Improve Coordination and system strengthening	Accra	x	x	x	x	850,000.00		650,000.00			x	HTS	All HT stakeholders

mechanisms to monitor and evaluate anti-human trafficking efforts													
Build Capacity of stakeholders (Law enforcement officers, Labour recruiters, MOGCSP staff, Stakeholders and CSO's on the dangers of human trafficking, child labour,	TBD	x	x	x	x	1,300,000.00		1,100,000.00			x	HTS	UNICEF IOM CSO's Media Law enforcement agencies

forced labour and irregular migration													
Objective: To ensure that 100% of all domestic violence reported cases are referred for investigation and support provided for victims by the end of 2029.													
Programme: DV													
Projects	Location	Timeframe (2026)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	Ongoing	Lead	Collaborating
Commemorate the International Day Of Zero Tolerance for Female	Greater Accra, Volta, Upper East and Upper	x			x	40,000.00	0	0	0		x	MoGCSP /DVS	DoG, DSW UNFPA, CHRAJ CSO's NGO's

Genital Mutilation (FGM)	West regions												
Participate in international conferences to build capacity.													
Organize Training of the Domestic Management Board on the reviewed Laws	Accra	x				50,000.00	0	10,000.00	0		x	MoGCSP /DVS	DSW, MoH, MoE, MLGRD
Organize quarterly Management Board Meetings.	Accra	x	x	x	x	60,000.00		60,000.00	0		x	MoGCSP /DVS	DSW, MoH, MoE, MLGRD

Organize Training of the Media on the reviewed Laws	Accra	x				50,000.00	0	10,000.00	0		x	MoGCSP /DVS	DSW, MoH, MoE, MLGRD
Expansion of Market Response Centres and training of selected market executives to serve as paralegals	Upper East		x			100,000.00	0	40,000.00	0		x	MoGCSP /DVS	DSW UNFPA, NGO's and CSO's
Organize Capacity-Building for staff and volunteers on the OSC	Accra		x		x	50,000.00		120,000.00	0		x	MoGCSP /DVS	UNFPA

Operationalize the DV Shelter and rehabilitate Victims/Survivors	Accra	x	x	x	x	1,000,000.000		500,000.00			x	MoGCSP /DVS	MOGCSP Procurement
Facilitate the printing and launch of the National Domestic Violence Policy.	Accra			x	x	200,000.00		100,000.00			x	MoGCSP /DVS	DSW, DoG UNFPA, NGO's CSO's CHRAJ
Facilitate funding into the Victims of Domestic Violence Fund	Accra	x	x	x	x	500,000.00	0	0	0		x	MoGCSP /DVS	Ministry of Finance, NGO'S and CSO's
Organize Market,	Accra	x	x	x	x	20,000.00	0	50,000.00	0		x	MoGCSP /DVS	UNFPA

School and Community Sensitisation Activities													
Provide Medical, Rehabilitation Legal & Psychosocial Support for Survivors of Domestic Violence	All Regions	x	x	x	x	100,000.00	0	40,000.00	0		x	MoGCSP /DVS	MoGCSP DP's, NGO's
Train families of survivors of domestic/sexual and gender-based violence on the DV Laws	Eastern Region			x		50,000.00	0	160,000.00	0		x	MoGCSP /DVS	UNFPA, OXFAM, DOG, DOC, DoVVSU

and case management													
Organise Stakeholder coordination meetings on GBV data harmonization for reporting and policy engagement	Accra			x	x	20,000.00	0	125,000.00	0	x		MoGCSP /DVS	UNFPA, GIZ
Construct a Shelter for survivors of domestic violence	Accra	x	x	x	x	2,000,000.00		1,500,000.00		x		MoGCSP /DVS	MoGCSP/ESTATE
Update the Ameyo System of the Orange Support	Accra		x			10,000.00	0	300,000.00	0		x	MoGCSP /DVS	UNFPA, GIZ

Centre to improve functionality													
Support quarterly coordination meeting with CSOs and state agencies on GBV cases referrals and management	Accra	x	x	x	x	25,000.00	0	180,000.00	0		x	MoGCSP /DVS	UNFPA, GIZ
Commemorate the calendar event of 16Days of Activism against Sexual and Gender-Based Violence	Grater Accra and other Regions				x	200,000.00	0	300,000.00	0		x	MoGCSP /DVS	UN Gender Team, GES Oxfam and CSO's

Organize Training on the DV Laws (DV Act, L.I, NPPoA) for the Law Enforcement agencies	Eastern Region	x			140,000.00	0	50,000.00	0		x	MoGCSP /DVS	DSW, MoH, MoE, MLGRD, UNFPA
Validate the DV Laws (DV Act, L.I, NPPoA) with key Stakeholders	Eastern Region	x			140,000.00	0	50,000.00	0		x	MoGCSP /DVS	DSW, MoH, MoE, MLGRD, UNFPA
Objective: Reduce the prevalence of Child marriage among girls under 18years in Ghana from 16% to 5% by the end of 2029.												
Programme: Child Marriage												
Projects	Location	Timeframe (2026)	Cost				Programme Status	Implementing Institution/Department				

		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	On - goi ng	Lead	Collaborating
Hold review meetings on the child marriage information portal			x	x				UNFPA 61,800			x	MoGCSP CMU	MoGCSP ,UNFPA and UNICEF
Conduct Joint Monitoring with UNFPA AND UNICEF to the Northern region on the PASS Project					x			UNFPA 20,600 UNICEF 18,400			x	MoGCSP ,CMU	MoGCSP, UNFPA, UNICEF, INGH AND NORSAAC
Consultation meeting on the update of			x					UNFPA 82,218			x	MoGCSP ,CMU	MoGCSP, UNFPA, UNICEF, INGH AND NORSAAC

the National Strategic Framework on Ending Child Marriage (2017-2026) in Ghana													
Hold Capacity-Building for staff of the Child Marriage Unit			x		x	50,000.00		UNFPA/ UNICEF 102,218.0 0			x	MoGCSP ,CMU	MoGCSP, UNFPA and UNICEF
Provide Logistical Support for the Child Marriage Unit (Vehicle, Laptops, Printer,Fuel)		x	x	x	x	150,000.0 0		350,000.0 0			x	MOGCS P	UNFPA and UNICEF

National annual Stakeholders' meeting on Ending Child Marriage in Ghana					x			UNFPA 220,600.0 0			x	MoGCSP ,CMU	MoGCSP, UNFPA and UNICEF
						2,502,529 ,571.21	1,659,9 62.98	975,415,7 42.54	1,530,0 00.00				

Table 12: Annual Action Plan (2027)

Objective: To strengthen planning, implementation, coordination capacities and monitoring and evaluation systems at all levels.													
Programme: <i>PPMED</i>													
Projects	Location	Timeframe (2027)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Prepare the Ministry's annual budget estimates	Greater Accra			x		1,100,000.00	0	0	0		x	PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry, cabinet, parliament
Policy development and review	Accra	x	x	x	x	5,500,000.00	0	0	0	x		PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry, cabinet, parliament

Prepare the Ministry's Progress and Performance reports	Greater Accra	x				440,000.00	0	0	0		x	PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry, cabinet, parliament
Prepare the Ministry's Composite annual work plan	Greater Accra	x				110,000.00	0	0	0		x	PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry
Organize performance reviews on the implementation of MOGCSP's policies and programmes	TBD	x		x		385,000.00	0	0	0		x	PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry
Monitor the Ministry's	Nationwide	x	x	x	x	2,420,000.00	0	440,000.00	0		x	PPMED	All Directorates/ Departments/Secretaria

policies and programmes													ts/Units/Council under the Ministry
Organize the Ministry's Annual Summit	Greater Accra				x	330,000.00	0	550,000.00	0		x	PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry
Capacity building of staff		x	x	x	x	220,000.00	0	440,000.00	0		x	PPMED	PPMED
Objective: To conducts and commissions research, compiles and analyses data for the Ministry in particular and government as a whole.													
Programme: RSIM													
Project	Location	Timeframe (2027)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating

Conduct research on gender, children and social protection issues and disseminate the findings	Accra	x	x	x	x	200,000.00		2,500,000.00			x	RSIM	MoGCSP Depts/Agencies & Secretariats
Improve and maintain the Ministry's website	Accra	x	x	x	x	40,000.00		50,000.00			x	RSIM	MoGCSP Depts./Agencies & Secretariats
Maintenance of MIS integrated Dashboard	Accra	x	x	x	x	100,000.00		500,000.00			x	RSIM	MoGCSP Depts./Agencies & Secretariats
Build capacity of Research and Information	Accra	x	x	x	x	200,000.00			500,000.00		x	RSIM	HR, Academic Institution

technology/M anagement Staff of the Ministry													
Implementatio n of Ministry's IT policy	Accra	x	x	x	x	50,000.00			100,00 0.00		x	RSIM	MoGCSP Depts./Agencies & Secretariats
Hold quarterly sector RSIM coordination meetings	Accra	x	x	x	x	20,000.00			50,000. 00		x	RSIM	Mogcsp, depts. Secretariats and agencies, GSS, UNICEF
Running of Social Welfare Information Management System (SWIMS)	-	x	x	x	x	200,000.0 0			800,00 0.00		x	RSIM	UNICEF, DSW
Objective: To ensure timely and effective performance appraisal of 100% of all staff by 2029													

To ensure 100% update of establishment schedules and job descriptions for all staff (Ministry and its departments) by the end of 2029.

Programme: Human Resource

Projects	Location	Timeframe (2027)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
E-SPAR Refresher Training	Accra	x		x		80,000.00					x	HRMD	OHCS
Mid-Year Performance Review Workshop	Accra		x			25,000.00					x	HRMD	All Directorates
Organisational Manual	Accra	x	x	x	x	40,000.00					x	HRMD	OHCS, MSD

Review Workshop													
Job Schedule Update & Validation	Accra		x			Nil					x	HRMD	Departments
Orientation for New Staff	Accra			x		20,000.00					x	HRMD	General Administration
Objective: To build the capacity of staff and establish frameworks that ensure improved capacity for effective and efficient administration													
Programme: Gen. Administration													
Projects	Location	Timeframe (2027)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Maintenance and repair of office facility	Accra	x	x	x	x	6,879,167.00					x	Gen. Administration	GNFS, RSIM

Maintenance and repair of office machinery and equipment	Accra	x	x	x	x	12,670,508.65					x	Gen. Administration	
Statutory meetings and reports	Accra	x	x	x	x	8,241,709.75					x	Gen. Administration	IAU, FD, PPMED, HRMD
Enhancement of human and office security	Accra	x	x	x	x	5,801,266.40					x	Gen. Administration	
Operations and Management	Accra	x	x	x	x	3,956,320.40					x	Gen. Administration	
Programme: Finance - HQ													
Projects	Location	Timeframe (2027)				Cost				Programme Status	Implementing Institution/Department		

		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	On - goi ng	Lead	Collaborating
Prepare quarterly financial statement	Accra	x	x	x		240,000.00		0	0		x	Finance-HQ	Finance-Departmental
Undertake quarter payment voucher review	Accra	x	x	x	x	210,000.00		0	0		x	Finance-HQ	Finance-Departmental
Prepare MOGCSP 2026 annual financial report for CAGD	Ho	x				456,200.00					x	Finance-HQ	Finance-Departmental
Prepare quarterly	Accra	x	x	x	x	96,586.20		0	0		x	Finance-HQ	Finance-Departmental

financial budget performance report												
Review and validate MOGCSP assets register	TBD		x		222,125.00		0	0		x	Finance	
Conduct financial monitoring of MoGCSP's key programmes and projects	Various regions		x	x	2,350,800.00		0	0		x	Finance-HQ	Finance-Departmental
Organize 2 capacity building training for account staff	TBD		x	x	458,782.00		0	0		x	Finance-HQ	Finance-Departmental

Participate in institute of chartered accountants (ICA) continuous professional development (CPD)	TBD			x	x	156,850.00		0	0		x	Finance-HQ	Finance-Departmental
Prepare budget estimates for the 2027 programme-based budget (PBB)	Ada/Ho			x	x	Budget to be drawn by PPMED		0	0		x	Finance-HQ	Finance-Departmental
Collaborate with CAGD and MoF to conduct stakeholder	All regions	x	x	x	x	3,968,897.00					x	Finance-HQ	Finance-Departmental

field visit and engagement													
Participate in CAGD quarterly and annual validation of account	TBD	x	x	x	x	356,100.00					x	Finance-HQ	Finance-Departmental
Objective: To Strengthen internal follow-up mechanisms and 100% resolution of all audit observations.													
Programme: Audit													
Projects	Location	Timeframe (2027)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
	Ministry - Head	x				70,000.00					x	IAU	MINISTRY HQ ADMIN.

Conduct 4 Quarterly Internal Audits	Quarters											
	Human Trafficking Secretariat		x			55,000.00				x	IAU	HTS
	Department of Children			x		50,000.00				x	IAU	DoC
	Ghana Productive Safety Net Project (GPSNP 2)				x			90,000.00		x	IAU	GNHR, SPD, PCU
IAA Given	x	x	x	x					x	IAU	IAA	

	Trust Areas: Monthly review of ESPV/ Payroll, Review utilizatio n of approve d retained IGF, Bank reconcili ation statemen t																							
Objective: To progressively increase the participation of women in political and social life by 35% by 2029.																								

To enhance skills training in income generating activities for 4,000 vulnerable women including Kayayei by 2029.

Programme: Dept of Gender

Projects	Location	Timeframe (2027)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Monitor the Implementation of the Affirmative Action (Gender Equity) Act, 2024, Act 1121		x	x	x	x	700,000.00	-	600,000.00			x	DoG	MMDAs, Private Sector institutions DPs
Sensitisation on the Affirmative		x	x	x	x	500,000.00		500,000.00			x	DoG	UNDP, UNFPA, MDAs

Action (Gender Equity) Act 2024													
Train Gender focal points on the Revised National Gender Policy (2025- 2034)	Nation wide	x	x	x	x	500,000.0 0		500,000. 00		x		DoG	DPs, MoGCSP, MDAs, MMDAs
Sensitisation Programmes on SGVB, Adolescent Pregnancy and Harmful Practices including Child Marriage	All Regions		x	x	x	700,000.0 0		600,000. 00			x	DoG	DVS, MMDAS, DPs

Commemorative Calendar Days on Gender Equality (IWD, Rural Women, IMD Breast Cancer)	All Regions	x	x	x	x	700,000.00		600,000.00			x	DoG	DPs,
Monitor the implementation of GHANAP 3	Accra		x	x	x	500,000.00		500,000.00		x		DoG	UNDP. KAIPTC
<p>Objective: To reduce violence discipline and other forms of child abuse by 35% by 2029</p> <p>To strengthen plan preparation, implementation, and coordination at all levels by 95% by 2029</p>													
Programme: DOC													
Projects	Location	Timeframe (2027)				Cost			Programme Status	Implementing Institution/Department			

		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	On - goi ng	Lead	Collaborating
Coordinate National, Regional & Community Child Protection Committee and ECCD Committee Meetings	Nationwide	x	x	x	x	3,000,000.00		1,300,000.00			X	DOC	DPs, UNICEF, DSW/CD
Awareness creation, education on child protection (CP) and ECCD issues & celebration	Nationwide	x	x	x	x	3,300,000.00		1,500,000.00			x	DOC	DSW/CD

of calendar day events													
Legislative/Policy development and Reviews	Accra	x	x	x	x	1,500,000.00		450,000.00			x	DOC	UNICEF, DSW/CD
Monitoring, Research and Information Management Activities	Nationwide	x	x	x	x	1,500,000.00		700,000.00			x	DOC	
Administrative, Logistics and maintenance of Efua Sutherland Children's Park	HQ & Regions	x	x	x	x	1,200,000.00		50,000.00			x	DOC	
Performance Review, Staff	Accra	x	x	x	x	300,000.00					x	DOC	

training and promotion													
<p>Objective: To review and validate the draft ageing bill 2024 to provide a comprehensive legal framework for elderly care by 2029</p> <p>To ensure that 30% of children without adequate parental care are provided with foster care, kingship care and adoption services by 2029.</p>													
Programme: DSW													
Projects	Location	Timeframe (2027)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Write SER for the Courts	Nationwide	x	x	x	x	651,341.75					x	DSW	MMDAs
Inspect RHCs to check	Ashanti, Central, Western	x	x	x	x	418,916.99					x	DSW	UNICEF, MMDAs and RHC Managers

compliance to standards.	and Upper West Regions												
License and renew license of RHCs	All the 16 Regions	x	x	x	x	184,080.32					x	DSW	All the 16 Regions
Issue licenses to 300 foster parents	All 16 Regions	x	x	x	x	241,641.67					x	DSW	
Develop a digital foster care register system	Pilot in 6 Regions	x	x	x	x	767,266.99		819,502.22			x	DSW	Regional DSW, MMDAs, Unicef, Foster Care Agencies
Place 120 children in Family Base care	All 16 Regions	x	x	x	x	850,670.70					x	DSW	Regional DSW, MMDAs

Register Day Care Centres and renew Day Care licenses		x	x	x	x		35,750.00				x	DSW	
Provide care, counselling and education for vulnerable children in Government RHCs		x	x	x	x	1,240,126.00					x	DSW	
Implement Roadmap for CRP		x	x	x	x			819,502.22			x	DSW	
Provide Hospital Welfare Services		x	x	x	x			224,337.40			x	DSW	

Implement Strategy 2 and 3 of the 5-year strategic plan on Street Connected Persons		x	x	x	x			3,643,741.00		x		DSW	
Develop standard operating procedures and training manual for hospital welfare services, and Residential Homes for the Aged		x	x	x	x	906,063.00				x		DSW	
Facilitate the enactment of the Social		x	x	x	x	1,271,477.50					x	DSW	

Work Profession Bill (SWPB)													
Objective: To process and screen 100% of all child adoption applications and placements by 2029.													
Programme: Adoption													
Projects	Location	Timeframe (2027)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Capacity Building	Nationwide		x		x	283,000.00					x	CAA	MoGCSP, DSW
Conduct Monitoring of Residential Homes for Children	Nationwide	x	x	x	x	183,750.00					x	CAA	MoGCSP, DSW

Conduct in-country Monitoring on Adoptive Families	Nationwide	x	x	x	x	178,000.00					x	CAA	DSW
Conduct Technical Committee Meetings	Accra	x	x	x	x	68,250.00					x	CAA	MoGCSP
Conduct Adoption Board Meetings	Accra	x	x	x	x	68,250.00					x	CAA	MoGCSP
<p>Objective: To provide one hot nutritious meal to 100% of beneficiary schools in deprived areas by the end of 2029. To expand coverage of school feeding programme by 1,000 basic school in deprived areas by 2029.</p>													
Programme: SP													
Projects	Location	Timeframe (2027)				Cost				Programme Status	Implementing Institution/Department		

		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	On - goi ng	Lead	Collaborating
Strengthen social protection coordination at the national and sub-national level	Nationwide	x	x	x	x	800,000.00		900,000.00			x	SPD	GSFP, GNHR, DSW, LMS, NDPC, MoH, MoE, NHIA, MoFA, MoLGRD, OHLGS etc.
Strengthen SP Monitoring and Evaluation of Social Protection efforts in Ghana	Nationwide	x	x	x	x	1,200,000.00		1,500,000.00			x	SPD	GNHR, LMS, DOG, NDPC, MoH, MoE, GES, GHS etc.

Facilitate the enactment and Implementation of a Social Protection Law	Nationwide	x	x	x	x	1,000,000.00		1,200,000.00			x	SPD	Partner MDAs, Parliament, OoP, CSOs etc.
Ensure a functional and unified case management system	Nationwide	x	x	x	x	2,000,000.00		2,500,000			x	SPD	All SP implementing agencies, FBOs, CSOs etc.
Enhance communication and advocacy on social protection in Ghana	Nationwide	x	x	x	x	500,000.00		800,000			x	SPD	All SP implementing agencies, Parliament, Cabinet, Media, FBOs, CSOs etc.
Develop and Implement a National	Nationwide	x	x	x	x	4,000,000.00		8,000,000.00			x	SPD	All SP implementing agencies, Parliament,

Shock Responsive Social Protection Strategy													Cabinet, Media, FBOs, CSOs etc.
Strengthen the Capacity of SP actors at all levels	Nationwide	x	x	x	x	1,200,000.00		1,000,000.00			x	SPD	MDAs, CAGD, MoF, Parliament, Cabinet, Media, MMDAs, FBOs, CSOs etc.
Facilitate the transfer of cash grant to LEAP beneficiary households	Nationwide	x	x	x	x	500,000,000.00		700,000,000.00			x	SPD	MDAs, CAGD, MoF, Parliament, Cabinet, Media, MMDAs, FBOs, CSOs etc.
Objective: Ensure the expansion and coverage of 100% of data for targeting by 2027													
To increase LEAP coverage from 350,000 Households to 450,000 households by 2026													
Programme: GNHR													
Projects	Location	Timeframe (2027)				Cost				Programme Status	Implementing Institution/Department		

		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	On - goi ng	Lead	Collaborating
Household Registry Update in Urban Districts (Phase 2)	Urban MMDAs		x	x	x	700,000.00		1,500,000.00			x	GNHR	WB, GSS, ISD, MMDAs
Training of Social Welfare Officers (Phase 2)	Regional Capitals	x				500,000.00		500,000.00			x	GNHR	WB, DSW, MMDAs
Develop an Interoperability Framework Pilot	Accra/National	x	x	x	x	500,000.00		800,000.00		x		GNHR	WB, LEAP, LIPW, PI, SWCEs, NHIA, Birth and Death Registry, WFP
Objective: To increase LEAP coverage from 400,000 Households to 450,000 households by 2026.													
Programme: LEAP													

Projects	Location	Timeframe (2027)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
LEAP Programme expansion	Nationwide		x	x	x	30,000,000.00	0	20,000,000	0		x	LMS	MoGCSP, MoF, GSS, OHLGS, MMDAs, DP's, CSOs CABINET, PARLIAMENT. MEDIA Community members
Conduct bi-monthly regular cash grants disbursement to LEAP beneficiaries	Nationwide	x	X	x	x	35,000,000.00	0	0	0		x	LMS	MoGCSP, MoF, OHLGS, MMDAs, , DP's, GhIPSS PFI's, CFP's, Community members

Link LEAP beneficiaries onto productive, financial and social services	Nationwide	x	x	x	x	12,000,000.00	0	6,000,000.00			x	LMS	MoGCSP, MoE, MoH, MoF, MLGCRA, MMDAs, GHS, NHIA, NADMO, CSOs, DPs Cabinet, Parliament
Implement Human Capital Development for LEAP beneficiaries	Nationwide		x	x	x	8,000,000.00	0	7,000,000.00	0		x	LMS	MoGCSP, MoE, MoH, MoF, MLGCRA, MMDAs, GHS, NHIA, NADMO, CSOs, DPs, RCCs, Cabinet, Parliament
Implement grievance redress mechanism, sensitization and spot checks	Nationwide	x	x	x	x	3,000,000.00		4,000,000.00			x	LMS	MoGCSP, MoF, OHLGS, MMDAs, RCCS, CSOs, DPs Cabinet, Parliament

Build capacity of LEAP staff and key stakeholders for effective implementation	Accra, Koforidua, Ho, Tamale, Sunyani	x	x	x	x	500,000.00		500,000.00		x		LMS	MoGCSP, MoF, OHLGS, MMDAs, RCCS, CSOs, DPs
Objective: To increase school enrolment, attendance and retention, and to reduce short-term hunger and malnutrition amongst kindergarten and primary school children													
Programme: GSFP													
Projects	Location	Timeframe (2027)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
GSFP Operations	Nation wide	x	x	x	x	2,054,666,440.28		0	0		x	GSFP	GSFP, MGCSP, MoF, GES, GHS, MLGRD

Information Technology/Accounts cost	Nation Wide	x	x	x	x	2,001,000.00		0	0		x	GSFP	GSFP, MGCSP, MoF, GES, GHS, MLGRD
<p>Objective: Promote the active participation and equal inclusion of 45% of PWDs in all dimensions of social and economic development and opportunities by the end of 2029</p> <p>Enhance the register on PWDs into a Comprehensive Disaggregated Database to cover all categories of PWDs by the end of 2029.</p>													
Programme: NCPD													
Projects	Location	Timeframe (2027)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Monitor, track and evaluate the reports from the MMDAs on the	Nationwide	x	x	x	x	3,409,640.00		1,000,000.00			x	NCPD	MMDAs, MoGCSP, DACF,

disbursement of the Common Fund for Persons with Disabilities													
Sensitize MDAs and MMDAs and other stakeholders on the National Accessibility Strategy	Nationwide	x	x	x	x	400,000.00		800,000.00		x		NCPD	OPDs,
Implement the disability component of the Ghana Digital Acceleration project	Nationwide	x	x	x	x	30,000,000.00		-			x	NCPD	MoCDTI, MoGCSP, OPDs,

dubbed “Digital Skills for Jobs and Inclusion” (through MoCDTI)													
Expedite the required process to complete the amendment of the Persons with Disabilities Act, 2006 (Act 715) (Persons with Disabilities Bill, 2024) and its accompanying Legislative	Accra	x	x	x	x	739,630.0 0	-	1,300,00 0.00	-		x	MoGCSP /NCPD	AG, Parliament,

Instrument L.I as required by the UN Convention on the Rights of persons with Disabilities													
Implement the disability inclusion Scorecard for the public and private sector	Nationw ide	x	x	x	x	3,750,000 .00	0	5,000,00 0.00	0	x		NCPD	MMDAs, MDAs
Train and build the capacity of Manufacturers of Learning Materials and Assistive Technology	TBD	x	x	x	x	2,800,000 .000	0	1,700,00 0.00	0	x		NCPD	

Devices on universal design principle and standard specifications													
Objective: To enhance the legal, institutional, and operational capacity of the NPO Secretariat to regulate the sector effectively.													
Programme: NPO													
Projects	Location	Timeframe (2027)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Conduct risk-based monitoring of NPOs	All 16 regions	X	X	X	X	717,254.57	178,663.43	7,260.00			X	NPOS	MoGCSP, FIC, Law Enforcement Agencies, MMDAs

Conduct off-site monitoring of NPOs	National Head Office, Accra	X	X	X	X	183,911.43	223,329.29	8,066.67			X	NPOS	MoGCSP
Train Secretariat staff on FATF & AML/CFT Standards	Accra		X	X		459,778.57	223,329.29	20,166.67			X	NPOS	MoGCSP, FIC, GIZ, UNODC, GIABA, DPs
Conduct nationwide sensitisation campaign	All 16 regions	X	X	X	X	717,254.57	178,663.43	7,260.00			X	NPOS	MoGCSP, FIC, GIZ, UNODC, DPs, MMDAs
Register new organisation to get legal licence to operate and Renewal of Licence	National Head Office, Accra	X	X	X	X	183,911.43	223,329.29	8,066.67			X	NPOS	MoGCSP

Conduct 4 zonal training sessions for NPOs	iv. Northern Zone (Tamale)	X	X	X	X	717,254.57	178,663.43	7,260.00			X	NPOS	MoGCSP, FIC, GIZ, UNODC, DPs, MMDAs
	v. Middle Zone (Sunyani)												
	vi. Southern Zone 1 (Takoradi)												
	Southern Zone 2 (Koforidua)												
National Philanthropy Day (Awards)	Accra				X	183,911.43	223,329.29	8,066.67		X		NPOS	MoGCSP, FIC, GIZ, DPs, UNODC

giving to best performing CSOs, NPOs, and CBOs)													
---	--	--	--	--	--	--	--	--	--	--	--	--	--

Objective: To reduce the occurrence of human trafficking to the barest minimum by rescuing 100% of all reported victims of human trafficking by 2029.

To provide trauma informed care for 450 victims of human trafficking in government run shelters by end of Dec 2029.

Programme: Human Trafficking

Projects	Location	Timeframe (2027)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Implement the National Plan of Action for the elimination of Human	National	x	x	x	x	2,400,000.00		1,800,000.00			x	HTS	All HT stakeholders

Trafficking in Ghana													
Give comprehensive care and protection to rescued victims of trafficking in the shelters (Provision of daily basic needs such	Accra	x	x	x	x	2,100,000.00		1,560,000.00			x	HTS	UNICEF IOM EU CSO's Media Law enforcement agencies
Improve awareness raising activities on human trafficking, child labour and irregular			x	x		960,000.00		780,000.00			x	HTS	All HT stakeholders

migration and Commemorate the World Day against Human Trafficking (Blue Day on 30th July)													
Improve Coordination and system strengthening mechanisms to monitor and evaluate anti-human trafficking efforts		x	x	x	x	1,020,000.00		780,000.00			x	HTS	All HT stakeholders
Build Capacity of stakeholders (Law		x	x	x	x	1,560,000.00		1,320,000.00			x	HTS	UNICEF IOM CSO's Media

enforcement officers, Labour recruiters, MOGCSP staff, Stakeholders and CSO's on the dangers of human trafficking, child labour, forced labour and irregular migration																					Law enforcement agencies	
Objective: To ensure that 100% of all domestic violence reported cases are referred for investigation and support provided for victims by the end of 2029.																						
Programme: DV																						
Projects	Location	Timeframe (2027)	Cost						Programme Status	Implementing Institution/Department												

		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	On - goi ng	Lead	Collaborating
Commemorate the International Day Of Zero Tolerance for FGM Participate in international conferences to build capacity.	Greater Accra, Volta, Upper East and Upper West regions	x			x	40,000.00	0	0	0		x	MoGCSP /DVS	DoG, DSW UNFPA, CHRAJ CSO's NGO's
Organize Training on the DV Laws (DV Act, L.I, NPPoA) for	Eastern Region	x				140,000.00	0	50,000.00	0		x	MoGCSP /DVS	DSW, MoH, MoE, MLGRD, UNFPA

law enforcement/ key Stakeholders													
Organize quarterly Management Board Meetings.	Accra	x	x	x	x	80,000.00		60,000.00	0		x	MoGCSP /DVS	DSW, MoH, MoE, MLGRD
Expansion of Market Response Centres and training of selected market executives to serve as paralegals	Eastern Region		x			100,000.00		40,000.00	0		x	MoGCSP /DVS	DSW UNFPA, NGO's and CSO's
Organize Capacity-	Accra		x		x	50,000.00		120,000.00			x	MoGCSP /DVS	UNFPA

Building workshop for staff and volunteers on the OSC													
Operationalize the DV Shelter and rehabilitate Victims/Survivors	Accra	x	x	x	x	1,000,000.000		500,000.00			x	MoGCSP /DVS	MOGCSP Procurement
Provide logistical support to GBV Shelters in Ghana	Greater Accra, Eastern and Upper West Regions	x	x	x	x	150,000.00		100,000.00			x	MoGCSP /DVS	DSW, DoG UNFPA, NGO's CSO's CHRAJ
Facilitate funding into the Victims of	Accra	x	x	x	x	500,000.00	0	0	0		x	MoGCSP /DVS	Ministry of Finance, NGO'S and CSO's

Domestic Violence Fund													
Organize Market, School and Community Sensitisation Activities	Accra	x	x	x	x	20,000.00	0	50,000.00	0		x	MoGCSP /DVS	UNFPA
Organize Training of the Media on the reviewed Laws	Accra	x				50,000.00	0	10,000.00	0		x	MoGCSP /DVS	DSW, MoH, MoE, MLGRD
Provide Medical, Rehabilitation Legal & Psychosocial Support for Survivors of	All Regions	x	x	x	x	100,000.00	0	40,000.00	0		x	MoGCSP /DVS	MoGCSP DP's, NGO's

Domestic Violence													
Train families of survivors of domestic/sexual and gender-based violence on case management	Bono Region			x		50,000.00	0	160,000.00	0		x	MoGCSP /DVS	UNFPA, OXFAM, DOG, DOC, DoVVSU
Conduct research on domestic violence in Ghana	Accra			x	x	20,000.00	0	25,000.00	0	x		MoGCSP /DVS	UNFPA, GIZ
Update the Ameyo System of the Orange Support	Accra		x			10,000.00	0	300,000.00	0		x	MoGCSP /DVS	UNFPA, GIZ

Centre to improve functionality													
Support quarterly coordination meeting with CSOs and state agencies on GBV cases referrals and management	Accra	x	x	x	x	25,000.00	0	180,000.00	0		x	MoGCSP /DVS	UNFPA, GIZ
Commemorate the calendar event of 16Days of Activism against Sexual and Gender-Based Violence	Greater Accra and other Regions				x	200,000.00	0	300,000.00	0		x	MoGCSP /DVS	UN Gender Team, GES Oxfam and CSO's

Objective: To empower girls and boys to be better able to prevent and respond to child marriage													
Programme: Child Marriage													
Projects	Location	Timeframe (2027)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Hold review meetings on the child marriage information portal	Accra		x	x				UNFPA 61,800.00			x	MoGCSP ,CMU	MoGCSP ,UNFPA and UNICEF
Hold Community engagements on Ending Child Marriage in	Upper East Region	x	x	x	x	300,000.00		UNFPA 250,650.00			x	MoGCSP ,CMU	MoGCSP , UNFPA and UNICEF

10 districts in the Upper East Region													
Validation meeting on the updated National Strategic Framework on Ending Child Marriage.	Accra				x			UNFPA 150,650			x	MoGCSP ,CMU	MoGCSP, UNFPA and UNICEF
								UNICEF 250,650. 00					
National annual Stakeholders' meeting on Ending Child Marriage	Accra				x			UNFPA 250,650. 00			x		MoGCSP, UNFPA and UNICEF
								UNICEF 180,506. 00					
Conduct Joint Monitoring visit with	Central Region				x			UNFPA 15,890			x	MoGCSP ,CMU	MoGCSP, UNFPA, UNICEF, INGH & NORSAAC

UNFPA AND UNICEF to the Central Region on the Promoting Adolescent Safe Space Project								UNICEF 20,130.0 0					
						2,712,036 ,631.39	1,465,0 57.45	969,909, 155.52	1,540,0 00.00				

Table 23: Annual Action Plan (2028)

Objective: To strengthen planning, implementation, coordination capacities and monitoring and evaluation systems at all levels by 2029.
Programme: <i>PPMED</i>

Projects	Location	Timeframe (2028)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Prepare the Ministry's annual budget estimates	Greater Accra			x		1,210,000.00	0	0	0		x	PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry, cabinet, parliament
Policy development and review	Accra	x	x	x	x	6,050,000.00	0	0	0	x		PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry, cabinet, parliament
Prepare the Ministry's Progress and	Greater Accra	x				484,000.00	0	0	0		x	PPMED	All Directorates/ Departments/Secretariats/Units/Council under

Performance reports													the Ministry, cabinet, parliament
Prepare the Ministry's Composite annual workplan	Greater Accra	x				121,000.00	0	0	0		x	PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry
Organize performance reviews on the implementation of MOGCSP's policies and programmes	TBD	x		x		420,000.00	0	0	0		x	PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry
Monitor the Ministry's policies and programmes	Nationwide	x	x	x	x	2,662,000.00	0	484,000.00	0		x	PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry
Organize the Ministry's	Greater Accra				x	363,000.00	0	505,000.00	0		x	PPMED	All Directorates/ Departments/Secretaria

Annual Summit													ts/Units/Council under the Ministry
Capacity building of staff		x	x	x	x	242,000.00	0	484,000.00	0		x	PPMED	PPMED
Objective: To conducts and commissions research, compiles and analyses data for the Ministry in particular and government by 2029.													
Programme: RSIM													
Projects	Location	Timeframe (2028)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Conduct research on gender, children and social	Accra	x	x	x	x	200,000.00		2,500,000.00			x	RSIM	MoGCSP Depts./Agencies & Secretariats

protection issues and disseminate the findings													
Improve and maintain the Ministry's website	Accra	x	x	x	x	40,000.00		50,000.00			x	RSIM	MoGCSP Depts./Agencies & Secretariats
Maintenance of MIS integrated Dashboard	Accra	x	x	x	x	100,000.00		500,000.00			x	RSIM	MoGCSP Depts./Agencies & Secretariats
Build capacity of Research and Information technology/Management	Accra	x	x	x	x	200,000.00		500,000.00			x	RSIM	HR, Academic Institution

Staff of the Ministry													
Implementation of Ministry's IT policy.	Accra	x	x	x	x	50,000.00			100,000.00		x	RSIM	MoGCSP Depts./Agencies & Secretariats
Hold quarterly sector RSIM coordination meetings	Accra	x	x	x	x	20,000.00			50,000.00		x	RSIM	Mogcsp, depts. Secretariats and agencies, GSS, UNICEF
Running of Social Welfare Information Management System (SWIMS)	Accra	x	x	x	x	200,000.00			800,000.00		x	RSIM	UNICEF, DSW
Objective: To ensure timely and effective performance appraisal of 100% of all staff by 2029													

To ensure 100% update of establishment schedules and job descriptions for all staff (Ministry and its departments) by the end of 2029.

Programme: Human Resource

Projects	Location	Timeframe (2028)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Civil Service Ethics Workshop	Accra	x				30,000.00					x	HRMD	OHCS
Annual Performance Appraisal Training	Accra		x			45,000.00					x	HRMD	Departmental Heads
Scheme of Service	Accra			x		35,000.00					x	HRMD	CSTS, GIMPA

Awareness Sessions													
Training Needs Assessment Exercise			x	x		10,000.00					x	HRMD	Directorates
Review of Composite Establishment Data	Accra				x	Nil					x	HRMD	Directorates

Objective: To build the capacity of staff and establish frameworks that ensure improved capacity for effective and efficient administration

Programme: Gen. Administration

Projects	Location	Timeframe (2028)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating

Maintenance and repair of office facility	Accra	x	x	x	x	8,875,214.90					x	Gen. Administration	GNFS, RSIM
Maintenance and repair of office machinery and equipment	Accra	x	x	x	x	11,223,947.10					x	Gen. Administration	
Statutory meetings and reports	Accra	x	x	x	x	7,105,894.50					x	Gen. Administration	IAU, FD, PPMED, HRMD
Enhancement of human and office security	Accra	x	x	x	x	5,995,204.90					x		
Operations and Management	Accra	x	x	x	x	5,348,710.80					x	Gen. Administration	
Programme: Finance - HQ													

Projects	Location	Timeframe (2028)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Prepare quarterly financial statement	Accra	x	x	x		359,800.00		0	0		x	Finance-HQ	Finance-Departmental
Undertake quarter payment voucher review	Accra	x	x	x	x	356,500.00		0	0		x	Finance-HQ	Finance-Departmental
Prepare MOGCSP 2027 annual financial	Ho	X				556,200.00					X	Finance-HQ	Finance-Departmental

report for CAGD													
Prepare quarterly financial budget performance report	Accra	x	x	x	x	196,586.2 0		0	0		x	Finance- HQ	Finance-Departmental
Review and validate MOGCSP assets register	TBD	x				222,125.0 0		0	0		X	Finance	
Conduct financial monitoring of MoGCSP's key programmes and projects	Various regions		x		x	3,350,800 .00		0	0		x	Finance- HQ	Finance-Departmental
Organize capacity	TBD		x		x	458,782.0 0		0	0		x	Finance- HQ	Finance-Departmental

building training for account staff													
Participate in institute of chartered accountants (ICA) continuous professional development (CPD)	TBD			x	x	156,850.00		0	0		x	Finance-HQ	Finance-Departmental
Prepare budget estimates for the 2028 expenditure in aide of appropriation and 2029 programme-	Ada/Ho			x	x	Budget to be drawn by PPMED		0	0		x	Finance-HQ	Finance-Departmental

based budget (PBB)													
Collaborate with CAGD and MoF to conduct stakeholder field visit and engagement	All regions	X	X	X	X	3,968,897.00					x	Finance-HQ	Finance-Departmental
Participate in CAGD quarterly and annual validation of account	TBD	X	X	X	X	356,100.00					x	Finance-HQ	Finance-Departmental
Objective: To Strengthen internal follow-up mechanisms and 100% resolution of all audit observations.													
Programme: Audit													
Projects	Location	Timeframe (2028)				Cost				Programme Status	Implementing Institution/Department		

		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	On - goi ng	Lead	Collaborating
Conduct 4 Quarterly Internal Audits	Ministry - Head Quarters	x				80,000.00					x	IAU	MINISTRY HQ ADMIN.
	Human Trafficking Secretariat		x			65,000.00					x	IAU	HTS
	Department of Gender			x		60,000.00					x	IAU	DoC
	Ghana Productive				x				100,00 0.00		x	IAU	GNHR, SPD, PCU

	Safety Net Project (GPSNP 2)												
<p>Objective: To progressively increase the participation of women in political and social life by 35% by 2029.</p> <p>To enhance skills training in income generating activities for 4,000 vulnerable women including Kayayei by 2029.</p>													
Programme: Dept of Gender													
Projects	Location	Timeframe (2028)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	O n - g o i n g	Lead	Collaborating
Implementation of the Affirmative Action (Gender Equity) Act,		x	x	x	x	700,000.00	-	800,000.00			x	DoG	MMDAs, Private Sector institutions DPs

2024, Act 1121													
Training on the Revised National Gender Policy (2025- 2034)	Nation wide		x	x	x	500,000.0 0		300,000. 00		x		DoG	DPs, MoGCSP, MDAs, MMDAs
Sensitisation Programmes on SGVB, Adolescent Pregnancy and Harmful Practices including Child Marriage	All Regions		x	x	x	700,000.0 0		600,000. 00			x	DoG	DVS, MMDAS, DPs
Commemorat e Calendar Days on Gender	All Regions	x	x	x	x	800,000.0 0		700,000. 00			x	DoG	DPs,

Equality (IWD, Rural Women, IMD Breast Cancer)													
Monitor the implementatio n of GHANAP 3	Accra		x	x		700,000.0 0		700,000. 00		x		DoG	
Objective: To reduce violence discipline and other forms of child abuse by 35% by 2029													
To strengthen plan preparation, implementation, and coordination at all levels by 95% by 2029													
Programme: DOC													
Projects	Locatio n	Timeframe (2028)				Cost				Progra mme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	On - goi ng	Lead	Collaborating

Coordinate National, Regional & Regional Community Child Protection Committee and ECCD Committee Meetings	Nationwide	x	x	x	x	3,200,000.00		1,500,000.00			x	DOC	UNICEF, DSW/CD
Awareness creation, education on child protection (CP) and ECCD issues & celebration of calendar day events	Nationwide	x	x	x	x	4,000,000.00		1,400,000.00			x	DOC	UNICEF, DSW/CD

Legislative/Policy development and Reviews	Accra	x	x	x	x	1,700,000.00		250,000.00			x	DOC	UNICEF, DSW/CD
Monitoring, Research and Information Management Activities	Nationwide	x	x	x	x	1,600,000.00		800,000.00			x	DOC	
Administrative, Logistics and maintenance of Efua Sutherland Children's Park	HQ & Regions	x	x	x	x	1,600,000.00		50,000.00			x	DOC	
Performance Review, Staff training and promotion	Accra	x	x	x	x	480,000.00					x	DOC	

Objective: To review and validate the draft ageing bill 2024 to provide a comprehensive legal framework for elderly care by 2029
To ensure that 30% of children without adequate parental care are provided with foster care, kingship care and adoption services by 2029.

Programme: DSW

Projects	Location	Timeframe (2028)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Write SER for the Courts	Nationwide	x	x	x	x	1,058,735.38					x	DSW	MMDAs
Inspection of RHCs to check	Ashanti, Central, Western and	x	x	x	x	577,275.94					x	DSW	UNICEF, MMDAs and RHC Managers

compliance to standards.	Upper West Regions												
Licensing and renewal of RHCs	All the 16 Regions	x	x	x	x	676,988.15	35,750.00				x	DSW	All the 16 Regions
Publish annual report on foster care trends	National				x			1,331,930.72		x		DSW	MoGCSP, Regional DSW, MMDAs, DPs
Refresher training for daycare staff	Zonal Centres	x	x			1,105,670.86					x	DSW	MoE, MoGCSP
Provide care, counselling and education for vulnerable children in	National	x	x	x	x	3,378,041.07					x	DSW	

Government RHCs													
Implement Strategy 3, 4, 5 and 6 of the 5-year strategic plan on Street Connected Persons	National	x	x	x	x	1,302,870.44		819,502.22			x	DSW	
Provide services to the Destitute at the Central Destitute Infirmary	Ashanti Region	x	x	x	x	849,701.53					x	DSW	
Facilitate the enactment of the Social Work	National	x	x	x	x	795,000.00		819,502.22			x	DSW	

Profession Bill (SWPB)													
Objective: To process and screen 100% of all child adoption applications and placements by 2029.													
Programme: Adoption													
Projects	Location	Timeframe (2028)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	O n - g o i n g	Lead	Collaborating
Capacity Building	Nationw ide		x		x	297,000.0 0					x	CAA	MoGCSP, DSW
Conduct Monitoring of Residential Homes for Children	Nationw ide	x	x	x	x	192,937.5 0					x	CAA	MoGCSP, DSW
Conduct in- country	Nationw ide	x	x	x	x	186,900.0 0					x	CAA	DSW

Monitoring on Adoptive Families													
Conduct Technical Committee Meetings	Accra	x	x	x	x	71,662.50					x	CAA	MoGCSP
Conduct Adoption Board Meetings	Accra	x	x	x	x	71,662.50					x	CAA	MoGCSP
<p>Objective: To provide one hot nutritious meal to 100% of beneficiary schools in deprived areas by the end of 2029.</p> <p>To expand coverage of school feeding programme by 1,000 basic school in deprived areas by 2029.</p>													
Programme: SP													
Projects	Location	Timeframe (2028)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	New	On -	Lead	Collaborating

											going		
Strengthen social protection coordination at the national and sub-national level	Nationwide	x	x	x	x	800,000.00		1,000,000.00			x	SPD	GSFP, GNHR, DSW, LMS, NDPC, MoH, MoE, NHIA, MoFA, MoLGRD, OHLGS etc.
Strengthen SP Monitoring and Evaluation of Social Protection efforts in Ghana	Nationwide	x	x	x	x	1,200,000.00		1,500,000.00			x	SPD	GNHR, LMS, DOG, NDPC, MoH, MoE, GES, GHS etc.
Facilitate the enactment and Implementation of a Social	Nationwide	x	x	x	x	1,000,000.00		1,200,000.00			x	SPD	Partner MDAs, Parliament, OoP, CSOs etc.

Protection Law													
Ensure a functional and unified case management system	Nationwide	x	x	x	x	200,000.00		1000,000.00			x	SPD	All SP implementing agencies, FBOs, CSOs etc.
Enhance communication and advocacy on social protection in Ghana	Nationwide	x	x	x	x	500,000.00		800,000.00			x	SPD	All SP implementing agencies, Parliament, Cabinet, Media, FBOs, CSOs etc.
Develop and Implement a National Shock Responsive Social	Nationwide	x	x	x	x	5000,000.00		8000,000.00			x	SPD	All SP implementing agencies, Parliament, Cabinet, Media, FBOs, CSOs etc.

Protection Strategy													
Strengthen the Capacity of SP actors at all levels	Nationwide	x	x	x	x	1,200,000.00		1,000,000.00			x	SPD	MDAs, CAGD, MoF, Parliament, Cabinet, Media, MMDAs, FBOs, CSOs etc.
Facilitate the transfer of cash grants to LEAP beneficiary households	Nationwide	x	x	x	x	500,000,000.00		700,000,000.00			x	SPD	MDAs, CAGD, MoF, Parliament, Cabinet, Media, MMDAs, FBOs, CSOs etc.
Objective: Ensure the expansion and coverage of 100% of data for targeting by 2027													
To increase LEAP coverage from 350,000 Households to 450,000 households by 2026													
Programme: GNHR													
Projects	Location	Timeframe (2028)				Cost				Programme Status	Implementing Institution/Department		

		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	On - goi ng	Lead	Collaborating
Household Registry Update in Urban Districts (Phase 3)	MMDAs		x			700,000.00		1,200,000.00			x	GNHR	WB, GSS, ISD, MMDAs
Training of Social Welfare Officers (Phase 3)	Regional Capitals	x						800,000.00			x	GNHR	WB, DSW, MMDAs
Develop an Interoperability Framework Pilot	Accra/National	x	x	x	x			800,000.00			x	GNHR	WB, LEAP, LIPW, PI, SWCEs, NHIA, Birth and Death Registry, WFP
Objective: To increase LEAP coverage from 400,000 Households to 450,000 households by 2026.													
Programme: LEAP													

Projects	Location	Timeframe (2028)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Conduct bi-monthly regular cash grants disbursement to LEAP beneficiaries	Nationwide	x	X	x	x	40,000,000.00	0	0	0		x	LMS	MoGCSP, MoF, OHLGS, , MMDAs, , DPs, GhIPSS PFIs, CFPs, Community members
Link LEAP beneficiaries onto productive, financial and social services	Nationwide	x	x	x		15,000,000.00	0	10,000,000.00			x	LMS	MoGCSP, MoE, MoH, MoF, MLGCRA, MMDAs, GHS, NHIA, NADMO, CSOs, DPs Cabinet, Parliament

Implement Human Capital Development for LEAP beneficiaries	Nationwide	x	x	x		10,000,000.00	0	8,000,000.00	0		x	LMS	MoGCSP, MoE, MoH, MoF, MLGCRA, MMDAs, GHS, NHIA, NADMO, CSOs, DPs, RCCs, Cabinet, Parliament
Implement grievance redress mechanism, sensitization and spot checks	Nationwide	x	x	x	x	2,000,000.00		3,000,000.00			x	LMS	MoGCSP, MoF, OHLGS, MMDAs, RCCS, CSOs, DPs Cabinet, Parliament
Build capacity of LEAP staff and key stakeholders for effective implementation	Accra, Koforidua, Ho, Tamale, Sunyani	x	x	x	x	300,000		200,000		x		LMS	MoGCSP, MoF, OHLGS, MMDAs, RCCS, CSOs, DPs

Objective: To increase school enrolment, attendance and retention, and to reduce short-term hunger and malnutrition amongst kindergarten and primary school children

Programme: GSFP

Projects	Location	Timeframe (2028)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
GSFP Operations	Nation wide	x	x	x	x	2,208,635,102.34		0	0		x	GSFP-Operations	GSFP, MGCSP, MoF, GES, GHS, MLGRD
Information Technology/Accounts cost	Nation Wide	x	x	x	x	5,114,414.00		0	0		x	GSFP	GSFP, MGCSP, MoF, GES, GHS, MLGRD
Website and verification cost	Nation Wide	x	x	x	x	608,813.00		0	0		x	GSFP	GSFP, MGCSP, MoF, GES, GHS, MLGRD, WFP, UNICEF

Objective: Promote the active participation and equal inclusion of 45% of PWDs in all dimensions of social and economic development and opportunities by the end of 2029

Enhance the register on PWDs into a Comprehensive Disaggregated Database to cover all categories of PWDs by the end of 2029.

Programme: NCPD

Projects	Location	Timeframe (2028)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Monitor, track and evaluate the reports from the MMDAs on the disbursement of the Common	Nationwide	x	x	x	x	3,409,640.00		,000,000.00	-		x	NCPD	MMDAs, MoGCSP, DACF,

Fund for Persons with Disabilities													
Sensitize MDAs and MMDAs and other stakeholders on the National Accessibility Strategy	Nationwide	x	x	x	x	400,000.00		800,000.00	-	x		NCPD	OPDs,
Implement the disability component of the Ghana Digital Acceleration project dubbed “Digital Skills for Jobs and	Nationwide	x	x	x	x	30,000,000.00		-	-		x	NCPD	MoCDTI, MoGCSP, OPDs,

Inclusion” (through MoCDTI)													
Expedite the required process to complete the amendment of the Persons with Disabilities Act, 2006 (Act 715) (Persons with Disabilities Bill, 2024) and its accompanying Legislative Instrument L.I as required by the UN	Accra	x	x	x	x	739,630.0 0	-	1,300,00 0.00	-		x	MoGCSP /NCPD	AG, Parliament,

Convention on the Rights of persons with Disabilities													
Monitor MDAs, MMDAs and relevant stakeholders on the implementation of the Disability Inclusion Scorecard for the public and private sector	Nationwide	x	x	x	x	3,750,000.00	0	5,000,000.00	0	x		NCPD	MMDAs, MDAs
Train and build the capacity of Manufacturers	TBD	x	x	x	x	2,800,000.000	0	1,700,000.00	0	x	-	NCPD	

of Learning Materials and Assistive Technology Devices on universal design principle and standard specifications													
---	--	--	--	--	--	--	--	--	--	--	--	--	--

Objective: To enhance the legal, institutional, and operational capacity of the NPO Secretariat to regulate the sector effectively.

Programme: NPO

Projects	Location	Timeframe (2028)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	On - goi ng	Lead	Collaborating

Train 100 high-risk NPOs on governance and accountability	Accra, Tamale, Kumasi	x	x	x	x	2,023,025.72	982,648.87	88,733.33		x		NPOS	MoGCSP, FIC, GIZ, UNODC
Conduct risk-based monitoring of NPOs	All 16 regions	x	x	x	x	788,980.03	196,529.77	7,986.00			x	NPOS	MoGCSP, FIC, Law Enforcement Agencies, MMDAs
Conduct off-site monitoring of NPOs	National Head Office, Accra	x	x	x	x	202,302.57	245,662.22	8,873.33			x	NPOS	MoGCSP
Train Secretariat staff on FATF & AML/CFT Standards	Accra		x	x		505,756.43	245,662.22	22,183.33			x	NPOS	MoGCSP, FIC, GIZ, UNODC, GIABA, DPs

Conduct nationwide sensitisation campaign	All 16 regions	x	x	x	x	788,980.03	196,529.77	7,986.00			x	NPOS	MoGCSP, FIC, GIZ, UNODC, DPs, MMDAs
Register new organization to get legal licence to operate and Renewals of Licence	National Head Office, Accra	x	x	x	x	202,302.57	245,662.22	8,873.33			x	NPOS	MoGCSP
Conduct 4 zonal training sessions for NPOs	vii. Northern Zone (Tamale) viii. Middle Zone (Sunyani)	x	x	x	x	788,980.03	196,529.77	7,986.00			x	NPOS	MoGCSP, FIC, GIZ, UNODC, DPs, MMDAs

	ix. Southern Zone 1 (Takoradi)												
	Southern 2 (Koforidua)												
National Philanthropy Day (Awards giving to best performing CSOs, NPOs, and CBOs)	Accra				x	202,302.57	245,662.22	8,873.33		x		NPOS	MoGCSP, FIC, GIZ, DPs, UNODC
<p>Objective: To reduce the occurrence of human trafficking to the barest minimum by rescuing 100% of all reported victims of human trafficking by 2029.</p> <p>To provide trauma informed care for 450 victims of human trafficking in government run shelters by end of Dec 2029.</p>													
Programme: Human Trafficking													

Projects	Location	Timeframe (2028)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Implement the National Plan of Action for the elimination of Human Trafficking in Ghana	National	x	x	x	x	2,880,000.00	-	2,160,000.00			x	HTS	All HT stakeholders
Give comprehensive care and protection to rescued victims of	Accra	x	x	x	x	2,520,000.00	-	1,872,000.00			x	HTS	UNICEF IOM EU CSO's Media

trafficking in the shelters (Provision of daily basic needs such													Law enforcement agencies
Improve awareness raising activities on human trafficking, child labour and irregular migration and Commemorate the World Day against Human Trafficking (Blue Day on 30th July)			x	x		1,152,000.00	-	936,000.00			x	HTS	All HT stakeholders

Improve Coordination and system strengthening mechanisms to monitor and evaluate anti-human trafficking efforts		x	x	x	x	1,224,000.00	-	936,000.00			x	HTS	UNICEF IOM CSO's Media Law enforcement agencies
Build Capacity of stakeholders (Law enforcement officers, Labour recruiters, MOGCSP staff, Stakeholders and CSO's on		x	x	x	x	1,872,000.00	-	1,584,000.00			x	HTS	UNICEF IOM CSO's Media Law enforcement agencies

the dangers of human trafficking, child labour, forced labour and irregular migration													
---	--	--	--	--	--	--	--	--	--	--	--	--	--

Objective: To ensure that 100% of all domestic violence reported cases are referred for investigation and support provided for victims by the end of 2029.

Programme: DV

Projects	Location	Timeframe (2028)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Commemorate the International Day	Greater Accra, Volta,	x			x	40,000.00	0	0	0		x	MoGCSP /DVS	DoG, DSW UNFPA, CHRAJ CSO's

Of Zero Tolerance for FGM	Upper East and Upper West regions												NGO's
Participate in international conferences to build capacity.													
Organise a Monitoring and Evaluation exercise for domestic violence interventions in Ghana	Accra	x				200,000.00	0	50,000.00	0		x	MoGCSP /DVS	DSW, MoH, MoE, MLGRD, UNFPA
Organize quarterly Management	Accra	x	x	x	x	80,000.00		60,000.00	0		x	MoGCSP /DVS	DSW, MoH, MoE, MLGRD

Board Meetings.												
Expansion of Market Response Centres and training selected market executives to serve as paralegals	Bono Region		x		100,000.00		40,000.00	0		x	MoGCSP /DVS	DSW UNFPA, NGO's and CSO's
Organize Capacity-Building for staff and volunteers on the Orange Support Center	Accra		x	x	50,000.00		120,000.00			x	MoGCSP /DVS	UNFPA

Operationalize the Domestic Violence Shelter and rehabilitate Victims/Survivors	Accra	x	x	x	x	1,000,000.000		500,000.00			x	MoGCSP /DVS	MOGCSP Procurement
Provide logistical support to GBV Shelters in Ghana	Greater Accra, Eastern and Upper West Regions	x	x	x	x	150,000.00		100,000.00			x	MoGCSP /DVS	DSW, DoG UNFPA, NGO's CSO's CHRAJ
Facilitate funding into the Victims of Domestic Violence Fund	Accra	x	x	x	x	500,000.00	0	0	0		x	MoGCSP /DVS	Ministry of Finance, NGO'S and CSO's

Organize a general awareness, public education on DV Act, its provisions and procedure	Accra	x	x	x	x	20,000.00	0	50,000.00	0		x	MoGCSP /DVS	UNFPA
Provide Medical, Rehabilitation Legal & Psychosocial Support for Survivors of Domestic Violence	All Regions	x	x	x	x	100,000.00	0	40,000.00	0		x	MoGCSP /DVS	MoGCSP DP's, NGO's
Train families of survivors of domestic/sexual and gender-	Eastern Region			x		50,000.00	0	160,000.00	0		x	MoGCSP /DVS	UNFPA, OXFAM, DOG, DOC, DoVVSU

based violence													
Organize Training of the Media on the reviewed Laws	Accra	x			50,000.00	0	10,000.00	0		X	MoGCSP /DVS	DSW, MoH, MoE, MLGRD	
Organise a general and selective capacity building/training for Police, Judicial Officers, Medical Officers, Prison Officers on Gender, Human Rights	Accra			x	20,000.00	0	125,000.00	0	x		MoGCSP /DVS	UNFPA, GIZ	

and Domestic Violence													
Update the Ameyo System of the Orange Support Centre to improve functionality	Accra		x			10,000.00	0	300,000.00	0		x	MoGCSP /DVS	UNFPA, GIZ
Support quarterly coordination meeting with CSOs and state agencies on GBV cases referrals and management	Accra	x	x	x	x	25,000.00	0	180,000.00	0		x	MoGCSP /DVS	UNFPA, GIZ

Commemorate the calendar event of 16Days of Activism against Sexual and Gender-Based Violence	Grater Accra and other Regions				x	200,000.00	0	300,000.00	0		x	MoGCSP /DVS	UN Gender Team, GES Oxfam and CSO's
---	--------------------------------	--	--	--	---	------------	---	------------	---	--	---	-------------	-------------------------------------

Objective: Reduce the prevalence of Child marriage among girls under 18years in Ghana from 16% to 5% by the end of 2029.

Programme: Child Marriage

Projects	Location	Timeframe (2028)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	Now	On-going	Lead	Collaborating
Hold review meetings on the child	Accra		x	x				UNFPA 41,800.00			x	MoGCSP ,CMU	MoGCSP ,UNFPA and UNICEF

marriage information portal												
Design & Print Copies of the updated National Strategic Framework on Ending Child Marriage in Ghana	Accra		x				150,000.00			x	MoGCSP ,CMU	MoGCSP, UNFPA and UNICEF
Sensitization and dissemination of the updated National Strategic Framework on Ending Child Marriage in Ghana	Accra			x			300,000.00			x	MoGCSP ,CMU	MoGCSP, UNFPA and UNICEF

Conduct Joint Monitoring visit with UNFPA AND UNICEF to the Central Region on the Promoting Adolescent Safe Space Project					x			35,000.00			x	MoGCSP ,CMU	MoGCSP, UNFPA, UNICEF, INGH & NORSAAC
National Annual Stakeholders' meeting on Ending Child Marriage	Accra		x					450,000.00			x	MoGCSP ,CMU	MoGCSP, UNFPA and UNICEF
Hold Community engagements on Ending Child	UWR	x	x	x	x	410,000.00		380,000.00			x	MoGCSP ,CMU	MoGCSP, UNFPA and UNICEF

Marriage in 10 districts in Upper West Region													
Total						2,999,223	2,590,6	771,135,	1,550,0				
						,786.36	37.06	229.81	00.00				

Table 34: Annual Action Plan (2029)

Objective: To strengthen planning, implementation, coordination capacities and monitoring and evaluation systems at all levels by 2029.													
Programme: PPME													
Projects	Location	Timeframe (2029)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Prepare the Ministry's annual budget estimates	Greater Accra			x		1,331,000.00	0	0	0		x	PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry, cabinet, parliament
Policy development and review	Accra	x	x	x	x	6,655,000.00	0	0	0	x		PPMED	All Directorates/ Departments/Secretariats/Units/Council

													under the Ministry, cabinet, parliament
Prepare the Ministry's Progress and Performance reports	Greater Accra	x				532,400.0 0	0	0	0		x	PPMED	All Directorates/ Departments/Secretari ats/Units/Council under the Ministry, cabinet, parliament
Prepare the Ministry's Composite annual workplan	Greater Accra	x				133,100.0 0	0	0	0		x	PPMED	All Directorates/ Departments/Secretari ats/Units/Council under the Ministry
Organize performance reviews on the implementatio n of MOGCSP's policies and programmes	TBD	x		x		462,000.0 0	0	0	0		x	PPMED	All Directorates/ Departments/Secretari ats/Units/Council under the Ministry

Monitor the Ministry's policies and programmes	Nationwide	x	x	x	x	2,928,200.00	0	532,400.00	0		x	PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry
Organize the Ministry's Annual Summit	Greater Accra				x	399,300.00	0	555,500.00	0		x	PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry
Prepare the Ministry's 2030-2034 SMTDP	Accra		x	x		800,000.00	0	-	0	x		PPMED	All Directorates/ Departments/Secretariats/Units/Council under the Ministry
Capacity building of staff		x	x	x	x	266,200.00	0	532,400.00	0		x	PPMED	PPMED
Objective: To conduct and commission research, compile and analyse data for the Ministry in particular and government by 2029.													
Programme: RSIM													

Projects	Location	Timeframe (2029)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Conduct research on gender, children and social protection issues and disseminate the findings	Accra	x	x	x	x	200,000.00		2,500,000.00			x	RSIM	MoGCSP Depts./Agencies & Secretariats
Improve and maintain the Ministry's website	Accra	x	x	x	x	40,000.00		50,000.00			x	RSIM	MoGCSP Depts./Agencies & Secretariats

Maintenance of MIS integrated Dashboard	Accra	x	x	x	x	100,000.00		500,000.00		x	RSIM	MoGCSP Depts./Agencies & Secretariats
Build capacity of Research and Information technology/Management Staff of the Ministry	Accra	x	x	x	x	200,000.00		500,000.00		x	RSIM	HR, Academic Institution
Implementation of Ministry's IT policy	Accra	x	x	x	x	50,000.00		100,000.00		x	RSIM	MoGCSP Depts./Agencies & Secretariats
Hold quarterly sector RSIM	Accra	x	x	x	x	20,000.00		50,000.00		x	RSIM	Mogcsp, depts. Secretariats and

coordination meetings													agencies, GSS, UNICEF
Running of Social Welfare Information Management System (SWIMS)	Accra	x	x	x	x	200,000.00			800,000.00		x	RSIM	UNICEF, DSW
<p>Objective: To ensure timely and effective performance appraisal of 100% of all staff by 2029</p> <p>To ensure 100% update of establishment schedules and job descriptions for all staff (Ministry and its departments) by the end of 2029.</p>													
Programme: Human Resource													
Projects	Location	Timeframe (2029)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating

Final Evaluation of HRMD SMTDP	Accra	x	x			50,000					x	HRMD	PPMED, OHCS
End-Year Appraisal Review	Accra				x	25,000					x	HRMD	All Units
Refresher Course on Records Management	Accra		x			20,000					x	HRMD	RSIM
Staff Exit & Retirement Planning Sessions				x		15,000					x	HRMD	General Administration
SMTDP Close-Out Report Compilation	Accra				x	Nil					x	HRMD	PPMED

Objective: To build the capacity of staff and establish frameworks that ensure improved capacity for effective and efficient administration

Programme: General Administration													
Projects	Location	Timeframe (2029)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	New	Ongoing	Lead	Collaborating
Maintenance and repair of office facility	Accra	x	x	x	x	7,105,894.50					x	Gen. Administration	GNFS, RSIM
Maintenance and repair of office machinery and equipment	Accra	x	x	x	x	12,040,812.90					x	Gen. Administration	
Statutory meetings and reports	Accra	x	x	x	x	5,348,710.80					x	Gen. Administration	IAU, FD, PPMED, HRMD

Enhancement of human and office security	Accra	x	x	x	x	7,048,349.00					x		
Programme: Finance - HQ													
Projects	Location	Timeframe (2029)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Prepare quarterly financial statement	Accra	x	x	x		359,800.00		0	0		x	Finance-HQ	Finance-Departmental
Undertake quarter payment voucher review	Accra	x	x	x	x	356,500.00		0	0		x	Finance-HQ	Finance-Departmental

Prepare MOGCSP 2028 annual financial report for CAGD	Ho	x				596,200.00					x	Finance-HQ	Finance-Departmental
Prepare annual and quarterly financial budget performance report	Accra	x	x	x	x	396,586.20		0	0		x	Finance-HQ	Finance-Departmental
Review and validate MOGCSP assets register	TBD	x				222,125.00		0	0		x	Finance	
Conduct financial monitoring of MoGCSP's	Various regions		x		x	4,350,800.00		0	0		x	Finance-HQ	Finance-Departmental

key programmes and projects												
Review MoGCSP Risk register	TBD		x			533,653.00		0	0		x	
Organize capacity building training for account staff	TBD		x		x	458,782.00		0	0		x	Finance-HQ Finance-Departmental
Participate in institute of chartered accountants (ICA) continuous professional development (CPD)	TBD			x	x	156,850.00		0	0		x	Finance-HQ Finance-Departmental

Prepare budget estimates for the 2030 expenditure in aide of appropriation and programme-based budget (PBB)	Ada/Ho			x	x	Budget to be drawn by PPMED		0	0		x	Finance-HQ	Finance-Departmental
Collaborate with CAGD and MoF to conduct stakeholder field visit and engagement	All regions	x	x	x	x	3,968,897.00					x	Finance-HQ	Finance-Departmental
Participate in CAGD quarterly and annual	TBD	x	x	x	x	456,100.00					x	Finance-HQ	Finance-Departmental

validation of account													
Objective: To Strengthen internal follow-up mechanisms and 100% resolution of all audit observations.													
Programme: Audit													
Projects	Location	Timeframe (2029)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Conduct 4 Quarterly Internal Audits	Ministry - Head Quarters	x				90,000.00					x	IAU	MINISTRY HQ ADMIN.
	Human Trafficking		x			75,000.00					x	IAU	HTS

	Secretariat											
	Department of Children			x		70,000.00				x	IAU	DoC
	Ghana Productive Safety Net Project (GPSNP 2)				x			110,000.00		x	IAU	GNHR, SPD, PCU
<p>Objective: To progressively increase the participation of women in political and social life by 35% by 2029.</p> <p>To enhance skills training in income generating activities for 4,000 vulnerable women including Kayayei by 2029.</p>												
Programme: Gender mainstreaming												
Projects	Location	Timeframe (2029)			Cost			Programme Status	Implementing Institution/Department			

		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	On - goi ng	Lead	Collaborating
Monitor the Implementation of the Affirmative Action (Gender Equity) Act, 2024, Act 1121		x	x	x	x	1,000,000.00	-	800,000.00			x	DoG	MMDAs, Private Sector institutions DPs
Mid-year review of the National Gender Policy (2025- 2034)	Nation wide	x	x	x	x	1,000,000.00		800,000.00		x		DoG	DPs, MoGCSP, MDAs, MMDAs
Sensitisation Programmes on SGVB,	All Regions		x	x	x	900,000.00		800,000.00			x	DoG	DVS, MMDAS, DPs

Adolescent Pregnancy and Harmful Practices including Child Marriage													
Prepare and submit Ghana's Beijing Plus 35 reports	Accra					500,000.00		600,000.00		x		DoG	UNDP, UNFPA, UN Women
Commemorate Calendar Days on Gender Equality (IWD, Rural Women, IMD Breast Cancer)	All Regions	x	x	x	x	900,000.00		800,000.00			x	DoG	DPs,

Monitor the Implementation of GHANAP 3	Accra		x	x		800,000.00		900,000.00		x		DoG	
--	-------	--	---	---	--	------------	--	------------	--	---	--	-----	--

Objective: To reduce violence discipline and other forms of child abuse by 35% by 2029

To strengthen plan preparation, implementation, and coordination at all levels by 95% by 2029

Programme: DOC

Projects	Location	Timeframe (2029)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Coordinate National, Regional & Regional Community Child Protection	Nationwide	x	x	x	x	3,900,000.00		1,500,000.00			X	DOC	UNICEF, DSW/CD

Committee and ECCD Committee Meetings													
Awareness creation, education on child protection (CP) and ECCD issues & celebration of calendar day events	Nationwide	x	x	x	x	4,200,000.00		1,300,000.00			x	DOC	UNICEF, DSW/CD
Legislative/Policy development and Reviews	Accra	x	x	x	x	2,000,000.00		450,000.00			x	DOC	UNICEF, DSW/CD
Monitoring, Research and Information	Nationwide	x	x	x	x	1,900,000.00		800,000.00			x	DOC	

Management Activities													
Administrative, Logistics and maintenance of Efua Sutherland Children's Park	HQ & Regions	x	x	x	x	1,800,000.00		50,000.00			x	DOC	
Performance Review, Staff training and promotion	Accra	x	x	x	x	800,000.00					x	DOC	
<p>Objective: To review and validate the draft ageing bill 2024 to provide a comprehensive legal framework for elderly care by 2029 To ensure that 30% of children without adequate parental care are provided with foster care, kingship care and adoption services by 2029.</p>													
Programme: DSW													
Projects	Location	Timeframe (2029)				Cost				Programme Status	Implementing Institution/Department		

		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	On - goi ng	Lead	Collaborating
Write SER for the Courts	Nationwide	x	x	x	x	619,284.77					x	DSW	MMDAs
Inspection of RHCs to check compliance to standards.	Ashanti, Central, Western and Upper West Regions	x	x	x	x	866,815.11	35,750.00				x	DSW	UNICEF, MMDAs and RHC Managers
Licensing and renewal of RHCs	All the 16 Regions	x	x	x	x	894,163.83		1,639,004.44			x	DSW	All the 16 Regions

Institutionalize the digital foster care monitoring system	All 16 Regions	x	x	x	x			1,843,962.65		x		DSW	Regional DSW, MMDAs, Unicef, Foster Care Agencies
Conduct national review on the implementation of foster care	National		x	x	x			1,469,296.44			x	DSW	Regional DSW, MMDAs, Unicef (DPs), Foster Care Agencies
Supervise and provide psychosocial support to 500 children placed in foster care	All 16 Regions	x	x	x	x			2,680,216.00		x		DSW	Regional DSW, MMDAs, Foster Care Agencies
Implement Strategy 6,7,8,9 and 10	Nationwide	x	x	x	x			1,777,266.65			x	DSW	

of the 5-year strategic plan on Street Connected Persons													
Objective: To process and screen 100% of all child adoption applications and placements by 2029.													
Programme: Adoption													
Projects	Location	Timeframe (2029)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N ew	On - going	Lead	Collaborating
Capacity Building	Nationwide		x		x	311,850.00					x	CAA	MoGCSP, DSW
Conduct Monitoring of Residential	Nationwide	x	x	x	x	202,584.375					x	CAA	MoGCSP, DSW

Homes for Children													
Conduct in-country Monitoring on Adoptive Families	Nationwide	x	x	x	x	196,245.00					x	CAA	DSW
Conduct Technical Committee Meetings	Accra	x	x	x	x	75,245.625					x	CAA	MoGCSP
Conduct Adoption Board Meetings	Accra	x	x	x	x	75,245.625					x	CAA	MoGCSP
<p>Objective: To provide one hot nutritious meal to 100% of beneficiary schools in deprived areas by the end of 2029. To expand coverage of school feeding programme by 1,000 basic school in deprived areas by 2029.</p>													
<p>Programme: SP</p>													

Projects	Location	Timeframe (2029)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Strengthen social protection coordination at the national and sub-national level	Nationwide	x	x	x	x	800,000.00		900,000.00			x	SPD	GSFP, GNHR, DSW, LMS, NDPC, MoH, MoE, NHIA, MoFA, MoLGRD, OHLGS etc.
Strengthen SP Monitoring and Evaluation of Social Protection	Nationwide	x	x	x	x	1200,000.00		1,500,000.00			x	SPD	GNHR, LMS, DOG, NDPC, MoH, MoE, GES, GHS etc.

efforts in Ghana													
Facilitate the enactment and Implementation of a Social Protection Law	Nationwide	x	x	x	x	1,000,000.00		1,200,000.00			x	SPD	Partner MDAs, Parliament, OoP, CSOs etc.
Ensure a functional and unified case management system	Nationwide	x	x	x	x	200,000.00		1000,000.00			x	SPD	All SP implementing agencies, FBOs, CSOs etc.
Enhance communication and advocacy on social protection in Ghana	Nationwide	x	x	x	x	500,000.00		800,000.00			x	SPD	All SP implementing agencies, Parliament, Cabinet, Media, FBOs, CSOs etc.

Develop and Implement a National Shock Responsive Social Protection Strategy	Nationwide	x	x	x	x	4,000,000.00		8,000,000.00			x	SPD	All SP implementing agencies, Parliament, Cabinet, Media, FBOs, CSOs etc.
Strengthen the Capacity of SP actors at all levels	Nationwide	x	x	x	x	1,200,000.00		1,000,000.00			x	SPD	MDAs, CAGD, MoF, Parliament, Cabinet, Media, MMDAs, FBOs, CSOs etc.
Facilitate the transfer of cash grant to LEAP beneficiary households	Nationwide	x	x	x	x	500,000,000.00		700,000,000.00			x	SPD	MDAs, CAGD, MoF, Parliament, Cabinet, Media, MMDAs, FBOs, CSOs etc.
Objective: Ensure the expansion and coverage of 100% of data for targeting by 2027													
To increase LEAP coverage from 350,000 Households to 450,000 households by 2026													
Programme: GNHR													

Projects	Location	Timeframe (2029)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Household Registry Update in Urban Districts (Phase 4)	MMDAs		x	x	x	800,000.00		1,000,000.00			x	GNHR	WB, GSS, ISD, MMDAs
Evaluation of Urban Registry Coverage	National		x	x	x	500,000.00		400,000.00			x	GNHR	WB, GNHR, M&E MoGCSP, MMDAs
Strengthen Feedback Loops and	All MMDAs	x				500,000.00						GNHR	WB, GSS, M&E MoGCSP

Data Maintenance													
Policy Review & Long-term Integration Planning	Accra/National	x	x	x	x	500,000.00						GNHR	LEAP, LIPW, PI, SWCEs, NHIA, Birth and Death Registry, WFP
Objective: To increase LEAP coverage from 400,000 Households to 450,000 households by 2026.													
Programme: LEAP													
Projects	Location	Timeframe (2029)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Conduct bi-monthly regular cash grants	Nationwide	x	x	x	x	40,000,000.00	0	0	0		x	LMS	MoGCSP, MoF, OHLGS, , MMDAs, , DPs, GhIPSS

disbursement to LEAP beneficiaries													PFI, CFPs, Community members
Link LEAP beneficiaries onto productive, financial and social services	Nationwide		x	x		15,000,000.00	0	10,000,000.00			x	LMS	MoGCSP, MoE, MoH, MoF, MLGCRA, MMDAs, GHS, NHIA, NADMO, CSOs, DPs Cabinet, Parliament
Implement Human Capital Development for LEAP beneficiaries	Nationwide	x	x	x		10,000,000.00	0	8,000,000.00	0		x	LMS	MoGCSP, MoE, MoH, MoF, MLGCRA, MMDAs, GHS, NHIA, NADMO, CSOs, DPs, RCCs, Cabinet, Parliament
Implement grievance redress mechanism, sensitization	Nationwide	x	x	x	x	2,000,000.00		3,000,000.00			x	LMS	MoGCSP, MoF, OHLGS, MMDAs, RCCS, CSOs, DPs Cabinet, Parliament

and spot checks													
Build capacity of LEAP staff and key stakeholders for effective implementation	Accra, Koforidua, Ho, Tamale, Sunyani	x	x	x	x	500,000.00		500,000.00		x		LMS	ACADEMIA, MoGCSP, MoF, OHLGS, MMDAs, RCCS, CSOs, DPs

Objective: To increase school enrolment, attendance and retention, and to reduce short-term hunger and malnutrition amongst kindergarten and primary school children.

Programme: GSFP

Projects	Location	Timeframe (2029)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	Ongoing	Lead	Collaborating

GSFP Operations	Nation wide	x	x	x	x	2,390,208,425.94		0	0		x	GSFP	GSFP, MGCSP, MoF, GES, GHS, MLGRD
Information Technology/Accounts cost	Nation Wide	x	x	x	x	610,487.00		0	0		x	GSFP	GSFP, MGCSP, MoF, GES, GHS, MLGRD
Website and verification cost	Nation Wide	x	x	x	x	2,130,907.00		0	0		x	GSFP	GSFP, MGCSP, MoF, GES, GHS, MLGRD, WFP, UNICEF

Objective: Promote the active participation and equal inclusion of 45% of PWDs in all dimensions of social and economic development and opportunities by the end of 2029

Enhance the register on PWDs into a Comprehensive Disaggregated Database to cover all categories of PWDs by the end of 2029.

Programme: NCPD

Projects	Location	Timeframe (2029)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On -	Lead	Collaborating

											going		
Monitor, track and evaluate the reports from the MMDAs on the disbursement of the Common Fund for Persons with Disabilities	Nationwide	x	x	x	x	3,409,640.00		,000,000.00			x	NCPD	MMDAs, MoGCSP, DACF,
Sensitize MDAs and MMDAs and other stakeholders on the National	Nationwide	x	x	x	x	400,000.00		800,000.00		x		NCPD	OPDs,

Accessibility Strategy													
Implement the disability component of the Ghana Digital Acceleration project dubbed “Digital Skills for Jobs and Inclusion” (through MoCDTI)	Nationwide	x	x	x	x	30,000,000.00	-	-	-	x	NCPD	MoCDTI, MoGCSP, OPDs,	
Expedite the required process to complete the amendment of the Persons with	Accra	x	x	x	x	739,630.00	-	1,300,000.00	-	-	x	MoGCSP /NCPD	AG, Parliament,

Disabilities Act, 2006 (Act 715) (Persons with Disabilities Bill, 2024) and its accompanying Legislative Instrument L.I as required by the UN Convention on the Rights of persons with Disabilities													
Monitor MDAs, MMDAs and relevant stakeholders	Nationwide	x	x	x	x	3,750,000.00	0	5,000,000.00	0	x		NCPD	MMDAs, MDAs

on the implementation of the Disability Inclusion Scorecard for the public and private sector													
Train and build the capacity of Manufacturers of Learning Materials and Assistive Technology Devices on universal design principle and standard specifications	TBD	x	x	x	x	2,800,000.000	0	1,700,000.00	0	x		NCPD	

Objective: To enhance the legal, institutional, and operational capacity of the NPO Secretariat to regulate the sector effectively.													
Programme: NPO													
Projects	Location	Timeframe (2029)				Cost				Programme Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	IGF/A BFA	DP's	Others	New	On-going	Lead	Collaborating
Institutionalise regional monitoring desks	4 Zonal Hubs	x	x	x	x	1,114,217.18	1,016,726.979	97,606.67		x		NPOS	MoGCSP
Final Mutual Evaluation Preparations	National	x	x	x	x	1,171,512.14	864,731.00	35,138.40		x		NPOS	MoGCSP, FIC, GIABA, DPs
Conduct risk-based monitoring of NPOs	All 16 regions	x	x	x	x	867,878.03	216,182.75	8,784.60			x	NPOS	MoGCSP, FIC, Law Enforcement Agencies, MMDAs

Conduct off-site monitoring of NPOs	National Head Office, Accra	x	x	x	x	222,532.83	270,228.44	9,760.67			x	NPOS	MoGCSP
Train Secretariat staff on FATF & AML/CFT Standards	Accra		x	x		556,332.07	270,228.44	24,401.67			x	NPOS	MoGCSP, FIC, GIZ, UNODC, GIABA, DPs
Conduct nationwide sensitisation campaign	All 16 regions	x	x	x	x	867,878.03	216,182.75	8,784.60			x	NPOS	MoGCSP, FIC, GIZ, UNODC, DPs, MMDAs
Register new organisations to get legal licence to operate	National Head Office, Accra	x	x	x	x	222,532.83	270,228.44	9,760.67			x	NPOS	MoGCSP
Conduct 4 zonal training	x. North ern Zone	x	x	x	x	867,878.03	216,182.75	8,784.60			x	NPOS	MoGCSP, FIC, GIZ, UNODC, DPs, MMDAs

sessions for NPOs	(Tamale) xi. Middle Zone (Sunyani) xii. Southern Zone 1 (Takoradi) Southern 2 (Koforidua)												
National Philanthropy Day (Awarding to best performing	Accra				x	222,532.83	270,228.44	9,760.67		x		NPOS	MoGCSP, FIC, GIZ, DPs, UNODC

CSOs, NPOs, and CBOs)													
<p>Objective: To reduce the occurrence of human trafficking to the barest minimum by rescuing 100% of all reported victims of human trafficking by 2029.</p> <p>To provide trauma informed care for 450 victims of human trafficking in government run shelters by end of Dec 2029.</p>													
Programme: Human Trafficking													
Projects	Location	Timeframe (2029)				Cost				Programme Status		Implementing Institution/Department	
		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	O n - g o i n g	Lead	Collaborating
Implement the National Plan of Action for the elimination of Human	National	x	x	x	x	3,456,000 .00	-	2,592,00 0.00			x	HTS	All HT stakeholders

Trafficking in Ghana													
Give comprehensive care and protection to rescued victims of trafficking in the shelters (Provision of daily basic needs such	Accra	x	x	x	x	3,024,000.00	-	2,246,400.00			x	HTS	UNICEF IOM EU CSO's Media Law enforcement agencies
Improve awareness raising activities on human trafficking, child labour and irregular migration and			x	x		1,382,400.00	-	1,123,200.00			x	HTS	All HT stakeholders

Commemorate the World Day against Human Trafficking (Blue Day on 30th July)													
Improve Coordination and system strengthening mechanisms to monitor and evaluate anti-human trafficking efforts		x	x	x	x	1,468,800.00	-	1,123,200.00			x	HTS	All HT stakeholders
Build Capacity of stakeholders (Law enforcement)		x	x	x	x	2,246,400.00	-	1,900,800.00			x	HTS	UNICEF IOM CSO's Media

officers, Labour recruiters, MOGCSP staff, Stakeholders and CSO's on the dangers of human trafficking, child labour, forced labour and irregular migration													Law enforcement agencies	
Objective: To ensure that 100% of all domestic violence reported cases are referred for investigation and support provided for victims by the end of 2029.														
Programme: DV														
Projects	Location	Timeframe (2029)	Cost					Programme Status	Implementing Institution/Department					

		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	On - goi ng	Lead	Collaborating
Commemorate the International Day of zero tolerance for Female Genital Mutilation (FGM) Participate in international conferences to build capacity.	Greater Accra, Volta, Upper East and Upper West Regions	x			x	40,000.00		0	0		x	DV	MoGCSP
Develop guidelines for domestic	Accra	x				200,000.00	0	50,000.00	0		x	MoGCSP /DVS	DSW, MoH, MoE, MLGRD, UNFPA

violence case management													
Expansion of Market Response Centres and training selected market executives to serve as paralegals	Upper West Region		x			100,000.00		40,000.00	0		x	MoGCSP /DVS	DSW UNFPA, NGO's and CSO's
Organize quarterly Management Board Meetings.	Accra	x	x	x	x	80,000.00		60,000.00	0		x	MoGCSP /DVS	DSW, MoH, MoE, MLGRD
Organize capacity-building for staff and	Accra		x		x	50,000.00		120,000.00			x	MoGCSP /DVS	UNFPA

volunteers on the OSC													
Operationalize the DV Shelter and rehabilitate Victims/Survivors	Accra	x	x	x	x	1,000,000.000		500,000.00			x	MoGCSP /DVS	MOGCSP Procurement
Recruitment of a Clinical Psychologist to assist in the operations at the Shelter	Greater Accra, Eastern and Upper West Regions	x				150,000.00		0		x		MoGCSP /DVS	MoGCSP/HR
Organize Training of the Media on the reviewed Laws	Accra	x				50,000.00	0	10,000.00	0		x	MoGCSP /DVS	DSW, MoH, MoE, MLGRD

Construct at least one Shelter for survivors of domestic violence	Eastern	x	x	x	x	2,000,000.00		1,500,000.00		x		MoGCSP /DVS	MoGCSP/ESTATE
Facilitate funding into the Victims of Domestic Violence Fund	Accra	x	x	x	x	500,000.00	0	0	0		x	MoGCSP /DVS	Ministry of Finance, NGO'S and CSO's
Organize a general awareness, public education on DV Act, its provisions and procedure	Ashanti Region	x	x	x	x	20,000.00	0	50,000.00	0		x	MoGCSP /DVS	UNFPA

Provide Medical, Rehabilitation Legal & Psychosocial Support for Survivors of Domestic Violence	All Regions	x	x	x	x	100,000.00	0	40,000.00	0		x	MoGCSP /DVS	MoGCSP DP's, NGO's
Skills training on vocation for survivors of domestic/sexual and gender-based violence	Volta Region			x		100,000.00	0	160,000.00	0		x	MoGCSP /DVS	UNFPA, OXFAM, DOG, DOC, DoVVSU
Organise a general and selective capacity building/traini	Ashanti Region			x		20,000.00	0	125,000.00	0	x		MoGCSP /DVS	UNFPA, GIZ

ng of Police, Judicial Officers, Medical Officers, Prison Officers on Gender, Human Rights and Domestic Violence													
Update the Ameyo System of the Orange Support Centre to improve functionality	Accra		x			10,000.00	0	300,000. 00	0		x	MoGCSP /DVS	UNFPA, GIZ
Support quarterly coordination	Accra	x	x	x	x	25,000.00	0	180,000. 00	0		x	MoGCSP /DVS	UNFPA, GIZ

meeting with CSOs and state agencies on GBV cases referrals and management													
Commemorate the calendar event of 16Days of Activism against Sexual and Gender-Based Violence	Grater Accra and other Regions				x	200,000.00	0	300,000.00	0		x	MoGCSP /DVS	UN Gender Team, GES Oxfam and CSO's
Objective: Reduce the prevalence of Child marriage among girls under 18years in Ghana from 16% to 5% by the end of 2029													
Programme: Child Marriage													
Projects	Location	Timeframe (2029)			Cost				Programme Status	Implementing Institution/Department			

		Q 1	Q 2	Q 3	Q 4	GoG	IGF/A BFA	DP's	Others	N e w	On - goi ng	Lead	Collaborating
Hold review meetings on the child marriage information portal for stakeholders	Accra		x	x				UNFPA 41,800.0 0			x	MoGCSP ,CMU	MoGCSP, UNFPA and UNICEF
Hold Community engagements on Ending Child Marriage in 10 districts in the Northern Region	NR	x	x	x	x	510,000.0 0		360,000. 00			x	MoGCSP ,CMU	MoGCSP, UNFPA and UNICEF

National annual Stakeholders' meeting on Ending Child Marriage	Accra				x			470,000.00			x	MoGCSP ,CMU	MoGCSP, UNFPA and UNICEF
Provide Logistical Support for the CMU	Accra	x	x	x	x	150,000.00					x	MOGCS P	MOGCSP
Conduct Joint Monitoring visit with UNFPA AND UNICEF to the Central Region on the Promoting Adolescent Safe Space Project	Accra				x			40,000.00			x	MoGCSP ,CMU	MoGCSP, UNFPA, UNICEF, INGH & NORSAAC

Hold Capacity-Building on Ending Child Marriage for Stakeholders	Accra		x	x		320,000.00		260,000.00			x	MoGCSP, CMU	MoGCSP, UNFPA, UNICEF, INGH & NORSAAC
						3,344,070,765.97	3,646,669.99	782,385,228.73	1,560,000.00				

CHAPTER SEVEN

MONITORING AND EVALUATION ARRANGEMENTS

7.1 Introduction

This chapter focuses on the monitoring and evaluation of the implementation of the SMTDP, 2026-2029. The chapter addresses Stakeholder Analysis which specifies the various stakeholders of the Ministry indicating their status as primary or secondary as well as their need and interest in the implementation of the Ministry’s mandate. The analysis also indicates the stakeholder’s involvement in the implementation of this MTDP, 2026-2029.

The Monitoring Matrix which provides information on programme and sub-programme areas, indicators (impact/outcome) and their definitions, Baseline, Targets for the 2026-2029 period, data disaggregation, and monitoring frequency/responsibility are also presented in this chapter.

7.2 Stakeholder Analysis

As part of efforts to achieve the mandate of the sector, the Ministry collaborate with different stakeholders which are classified into Primary/Secondary stakeholders. The table below indicates stakeholder matrix:

Table 45: Stakeholder Matrix

Stakeholder	Classification of Stakeholder (Primary/Secondary) ¹	Need/Interest	Involvement In MoGCSP’s Activities
Parliament	Primary	Bills and Acts of the Ministry, Budget Appropriation Act,	Approval of budgets for SP implementation and Passage of all Bills and laws. Budget Implementation Oversight Monitoring Technical support

¹ Secondary refers to major stakeholder while primary refers to minor stakeholder.

World Bank	Secondary	Social Protection Bill, GNHR, LEAP payments, SP systems strengthen, M&E MIS, GSFP, Reports generated from system, Disability mainstreaming	<ul style="list-style-type: none"> • Design in M&E systems • Capacity building for Social Protection systems strengthening. • Technical and financial support
UNFPA	Secondary	D/SGBV Child protection Gender mainstreaming, Adolescent sexual and reproductive health	<p>Establishment of the orange support centre and counselling unit.</p> <ul style="list-style-type: none"> • Training of market executives as paralegals
UNDP	Secondary	Gender mainstreaming and Women Empowerment	<p>Implementation of the women peace and security Agenda (GHANAP 2)</p> <p>Increasing women participation in decision making</p>
UN Women	Secondary	Gender mainstreaming, the Aging issues,	<p>Advocate for the passage of Affirmative Action Bill</p> <p>Drafting of the Aging Bill</p>
UNICEF	Secondary	Social Protection (LEAP, GSFP, MIS, SP Bill,) ISS/ SWIMS, Child Protection, Social Services, School of Social Work,	<p>Technical and Financial support for social protection programmes delivery.</p>

		Adoption and Human Trafficking	
European Union	Secondary	Social Protection, Human Trafficking, Gender mainstreaming, Domestic Violence and Social Protection	Technical and Financial support for social protection delivery
Expertise France	Secondary	Protection and reintegration of victims of Trafficking	Capacity building programmes Stakeholder engagements
International Organisation for Migration (IOM)	Secondary	Protection and reintegration of victims of Trafficking School of Social Work	Reintegration of Victims Capacity building programmes
FCDO	Secondary	Social Protection, LEAP, Disability, Domestic violence	Technical and Financial support for social protection delivery
African Development Bank	Secondary	Gender Mainstreaming, Climate Change, Capacity	Affirmative Action Bill Development of Gender profile for Ghana
Financial Intelligence Centre	Primary	Compliance with Money laundering and anti-money laundering/ countering the financing of terrorism	Capacity building programmes to enhance the knowledge of the actors/stakeholders in enforcing terrorism laws
African Centre for Energy Policy	Secondary	Disability Inclusion in Extractive Sector	Annual Disability Inclusion Summit & Disability Inclusion in the

			Extractive Sector programs
OHLGS	Secondary	Social Protection, Child Protection, ISS/SWIMS, School of Social Work, Disability	Strengthening SP coordination and monitoring at the decentralized level
Judicial Service	Secondary	Child Protection, Juvenile Justice, Domestic violence, Justice Administration, Protection of Victims Child and Family welfare Adoption, Human Trafficking, ISS	Promote child justice and family welfare. Promote justice for survivors of D/SGBV Technical support Policy coordination
Ghana Police Service	Secondary	Child Protection, Juvenile Justice, Domestic violence, Justice Administration, Protection of Victims Child and Family welfare Adoption, Human Trafficking, ISS	Fight against injustice related to children Background checks and family tracing and reintegration Arrest, rescue and prosecute of survivors and perpetrators of D/SGBV Counselling Support reintegration of victims.
Ghana Immigration Service (GIS)	Secondary	Support to fight against human trafficking incidence.	Capacity Building

			<p>Acquisition of travel certificate for victims of Human Trafficking</p> <p>Provision of medical care for victims of human trafficking</p> <p>Repatriation of destitute, indigenes, refugees paupers and internally displaced people</p>
Ministry of Finance	Primary	Sustainable funding for the Ministry's activities	<p>Allocation and releasing of funds and financial resource mobilisation.</p> <p>Technical support</p>
Office of the Attorney General & Justice,	Secondary	<p>Child Protection, Juvenile Justice, Domestic violence, Justice Administration, Protection of Victims Child and Family welfare Adoption, Human Trafficking, ISS</p>	<p>Capacity building on the enforcement of the NPO Laws, support review of legal documents.</p>
Ministry of Local Government, Decentralisation and Rural Development	Secondary	<p>Cooperation with MoGCSP, ISS/SWIMS</p> <p>Decentralization and operationalization of laws</p> <p>Social Protection</p> <p>Issues related to aging</p>	<p>Dissemination of information at the decentralised level of the Ministry's activities</p> <p>Linkage between NPOs and the decentralised level of NPO activities</p>

NDPC	Secondary	Mainstreaming of Medium development framework, M&E, Policy coordination	Aided in the preparation of Sector Medium Term plan and Annual Progress Report. Monitoring and Evaluation of Ministries activities.
Ghana Statistical service	Secondary	Research and statistics Data regulation	Build capacity and provide data for decision making Technical support
Ministry of Health / GHS	Secondary	Children issues, ECCD, Children family welfare, Nutrition, Communication of Health issues, sector policies	Drafting of the ECCD policy Registration of LEAP beneficiaries NHIS cards Child and Family Welfare policy Assisted in development of menu for GSFP.
Ministry of Education	Secondary	Development of policies and laws Ghana School Feeding Programme	Supported in drafting ECCD, Child and Welfare Family policy. Assist with the implementation of the Ghana School Feeding Programme
Registrar General Department	Secondary	Registration of NPOs Data on registered NPOs	Ascertain the eligibility of the NPOs to be licenced
Metropolitan Municipal District Assembly's,	Secondary	Cooperation with MoGCSP, ISS/SWIMS	Dissemination of information at the sub- regional level

			Dissemination of information at the decentralised level of the Ministry's activities.
Non-Profit Organizations	Secondary	Favourable environment for NPO operation	Exchange of best practices from each other
Plan Ghana	Secondary	Child right and protection, Gender mainstreaming, Social Protection,	Advocate for the increment of budget for social protection related issues. Preparation of policy and budgets briefs.
Star Ghana	Secondary	Governance	Women participation in decision making, Promoting gender equality
World Vision International	Secondary	Gender mainstreaming Ratification of treaties Unpaid care work	Supported Affirmative Action Bill
USAID	Secondary	Child Protection, Domestic violence, Social Services	Technical and financial support for child protection Support sixteen-days of activism against SGBV

7.3 Monitoring Matrix

To ensure a smooth implementation of the MTDP, 2026-2029, the Ministry has formulated indicators (impact/outcome) to track progress of the implementation of the plan. As part of efforts to achieve the mandate of the sector, the Ministry collaborates with different stakeholders which are classified into Primary/Secondary stakeholders. The table below indicates the monitoring matrix: The Monitoring Matrix in table 14 provides information on programme and sub-programme areas, indicators (impact/outcome) and their definitions, Baseline, Targets for the 2026-2029 period, data disaggregation, monitoring frequency and the cost centres responsible for their implementation.

Table 56: Monitoring Matrix

Goal: Create Opportunities for All										
Objective: To progressively increase the participation of women in political and social life by 35% by 2029. To enhance skills training in income generating activities for 4,000 vulnerable women including Kayayei by 2029.										
Programme 1: Gender Equality and Women Empowerment										
Indicators	Indicator Definition	Indicator Type	Baseline 2025	Targets				Disaggregation	Monitoring Frequency	Responsibility
				2026	2027	2028	2029			
Percentage of women	The percentage of women to men in decision-	Outcome	Ministers - 22.7%	30%	35%	35%	35%	By sex	Biannually	Department of Gender
			Deputy Ministers - 15.4%	30%	35%	35%	35%	By sex		

in public life.	making positions		MPs- 14.2%	30%	35%	35%	35%	By sex		
			District Assembly- 4.1%	30%	35%	35%	35%	By sex		
L.I for the implementation of the Affirmative Action Act developed.	Development of LI for the Implementation of the Affirmative Action Act.	Outcome	Affirmative Action (Gender Equity) Act, 2024 passed into Law	Passed LI	Monitor the Implementation of the Act	Monitor the Implementation of the Act	Monitor the Implementation of the Act		Biannually	Department of Gender
Number of Women and Men sensitized	Women and Men sensitized on SGBV, Teenage Pregnancy and	Output	19,544 Females - 13545	10,000	10,000	10,000	10,000	Sex disability	quarterly	Department of Gender

d on SGBV, Teenage Pregnan cy and Harmful Practices	Harmful Practices.		Males – 5,913 Females with Disabilit y - 45							
Number of People sensitise d on the revised National Gender Policy (2025- 2034)	Sensitization on the revised National Gender Policy (2025- 2034).	Output	-	200	200	200	200	Sex, disability	quarterly	Departme nt of Gender
Goal: Child Protection and Development										
Objective: To reduce violence discipline and other forms of child abuse by 35% by 2029 To strengthen plan preparation, implementation, and coordination at all levels by 95% by 2029										

Programme 2: Child Rights Promotion, Protection and Development										
Indicators	Indicator Definition	Indicator Type	Baseline 2025	Targets				Disaggregation	Monitoring Frequency	Responsibility
				2026	2027	2028	2029			
Percentage decrease in Violent Discipline	Proportion of Children aged 1 to 14 years who have experienced violent discipline	Outcome	94% (MICS, 17/18)	30%	27%	24%	20%	Sex, age group, location	Yearly	DOC
Percentage decrease in Female Genital Mutilation	Reduction in the proportion of girls and women aged 15 to 49 years who have undergone FGM	Outcome	2.4% (MICS, 17/18)	1%	1%	0.5%	0.5%	Sex, location	Yearly	DOC

Percentage decrease in children engaged in child labour	Proportion of children (5-17 years) engaged in hazardous work.	Outcome	27.9% (MICS, 17/18)	20%	18%	16%	15%	Sex, location	Yearly	DOC
Early childhood Development index (ECDI)	Proportion of children 0-8 years who are developmentally on track in terms of Literacy numeracy, Learning, Physical and Socio-Emotional	Outcome	ECDI Total 68.4%	74%	78%	80%	85%	Sex, location	Yearly	DOC
Laws, legislation	Review and amendment of	Outcome	Draft Children's	Children's Bill	Children's Bill	Children's Bill	Children's	-		DOC

n, and policies reviewed and amended for child protection	Laws, legislation, and policies for child rights.		s Bill, 2021	passed into law	operation alized	operatio nalized	Bill operati onalize d			
Number of Child Related Documents Produced for enhanced knowledge	Child Related Documents Produced for enhanced knowledge	Output	2024 Data Gallery on Children	2	2	2	2		Yearly	DOC
Goal: Create Opportunities for All										
Objective: To review and validate the draft ageing bill 2024 to provide a comprehensive legal framework for elderly care by 2029										

To ensure that 30% of children without adequate parental care are provided with foster care, kingship care and adoption services by 2029.

Programme: Social Services

Indicators	Indicator Definition	Indicator Type	Baseline 2025	Targets				Disaggregation	Monitoring Frequency	Responsibility
				2026	2027	2028	2029			
Number of Residential Homes closed for non-compliance	Close non-compliance residential homes.	Output Indicator	5	5	5	5	5		Quarterly	RHM
Operationalization of the strategic plan	Phases of strategic Plan operationalized	Output	Stakeholder engagement and sensitization	Implementation of Strategy 1 and 2	Implementation of Strategy 3, 4 and 5	Implementation of Strategy 6 and 7	Implementation of Strategy 8, 9 and 10		Quarterly	PROGRAMME DEVT

Social Work Profession Bill (SWPB) passed	Facilitate the enactment and passage of the Social Work Profession Bill (SWPB)	Outcome Indicator	Zero Draft	Forward approved Cabinet Memo and Bill to Attorney-General's Office.	Pre-sensitization of Members of Parliament on the Bill	Stakeholder & Public Mobilization	Parliamentary Consideration and Passage and public announcement		Quarterly	SRME
Number of children and families who have received Counselling in	Children and Families who have received Counselling in DSW Institutions	Output	2,845 families counselled	1000 families counselled	900 families counselled	800 families counselled	700 families counselled			DSW Institutional heads

DSW Institutions.										
Number of Destitute/Elderly Persons at the Central Destitute Infirmary provided with services	Provide services to the Destitute/Elderly Persons at the Central Destitute Infirmary	Output	44	50	50	50	50		Quarterly	PROGRAMME DEVT
Number of Social Enquiry Reports (SERs)	Write Social Enquiry Reports (SERs) for courts	Outcome	200	220	240	260	280		Quarterly	JUSTICE ADMINISTRATION

for courts.										
Number of DSW institutions and programme activities monitored	Monitor DSW institutions and programme activities	Output	7 Institutions monitored	7 Institutions monitored	7 Institutions monitored	7 Institutions monitored	7 Institutions monitored		Quarterly	DSW
Goal: Create Opportunities for All Ghanaians										
Objective: Promote the active participation and equal inclusion of 45% of PWDs in all dimensions of social and economic development and opportunities by the end of 2029 Enhance the register on PWDs into a Comprehensive Disaggregated Database to cover all categories of PWDs by the end of 2029.										
Programme 3: Social Development - National Council for Persons with Disabilities										
Indicators	Indicator Definition	Indicator Type	Baseline 2025	Targets				Disaggregation	Monitoring Frequency	Responsibility

				2026	2027	2028	2029			
Re-enact and implementation of the Persons with Disability Act and the L. I	Persons with Disabilities Bill passed into law to enhance the rights of persons with disabilities	Outcome	Persons with Disabilities Bill, 2025	The Bill passed into law	The Bill and its accompanying LI passed into law	Sensitization on the Act	Sensitization on the Act	-	Quarterly	NCPD/MoGCSP
Number of persons with disabilities trained and equipped in digital	Digital skills of trainee persons with disabilities enhanced for employment, entrepreneurship and for independent living.	Output	N/A	1,000	1,500	500	500	Sex Location Type of disability	monthly	NCPD/MoCDTI, MoGCSP

skills for employability, entrepreneurship and for independent living										
Number of persons with disabilities accessing the Common Fund for Persons with	Improved access to the District Assembly Common Fund for persons with disabilities	Output	10961	15000	20000	36000	45000	Sex Location Type of disability Type of support	Quarterly	NCPD, DACF, MMDAs

Disabilities at the MMDAs										
Goal: Create Opportunities for All Ghanaians										
Objective: Develop sustainable financing for Social Protection Interventions and ensure effective coordination, monitoring and evaluation by 2029.										
Programme : Social Protection										
Indicators	Indicator Definition	Indicator Type	Baseline 2025	Targets				Disaggregation	Monitoring Frequency	Responsibility
				2026	2027	2028	2029			
Social protection services for the extreme poor and vulnerable enhance	A Law passed to provide legislative framework and ensure effective and sustainable delivery of SP	Outcome	Final Social Protection Bill (approved by Cabinet)	SP Bill passed into an Act	SP Law implemented	SP Law implemented	SP Law implemented	-		SPD, PPMED, Cabinet, Ministry of Finance, Parliament etc.

d and sustained											
Number of cases/grievances received and successfully redressed	Functional grievances redress mechanism improved	SP	Output	Resolved 4,219 out of 4,548 received <i>(Cumulative as of March 2025)</i>	1000	1000	1000	1000	Sex Location Type of case	Annually	SPD, PPMED
Number of SP coordinating structures established and	Coordination of SP at the national, regional and district levels improved		Output	6 (National =6, Regional = 0, MMDAs = 0)	100 (National =2, Regional = 16, District = 88)	100 (MMDAs = 100)	73 (MMD As = 73)	-	National Regional District	biannually	SPD, PPMED, OHLGS, MoLGCR A

function al at the National , Regional , and District levels										
Improve d targeting and selecting of beneficia ries for SP program mes	The number of regions using functional single registry database (GNHR) for targeting and selection of beneficiaries for SP programmes.	Outcome	8 regions	8 regions	16 regions	-	-	Regions Sex	Quarterly	SPD, RSIM, PPMED, RCCs, MMDAs, OHLGS, MoLGCR A, GSS
Goal: Create Opportunities for All Ghanaians										

Objective: To increase LEAP coverage from 400,000 Households to 450,000 households by 2026.										
Programme: LEAP										
Indicators	Indicator Definition	Indicator Type	Baseline 2025	Targets				Disaggregation	Monitoring Frequency	Responsibility
				2026	2027	2028	2029			
Number of bi-monthly cash grants disbursed	Total number of payments conducted	Output	99	105	111	117	123	By region and districts	Quarterly	LMS
Proportion of LEAP beneficiaries reassessed	Total number of beneficiaries that have been reassessed/ total number of beneficiaries on the Programme	Output	350,000	140,000(40%)	0	0	0	Sex, region and districts	Quarterly	LMS

Number extreme poor households enrolled onto LEAP	Total number of extreme poor households enrolled onto LEAP	Output	400,000	450.000	450.000	450.000	450.000	Sex , region and districts	Quarterly	LMS
Number of LEAP beneficiaries linked to productive, financial services	Total number of LEAP beneficiaries linked to productive, financial and social services	Output	43,219	53,219	63,219	73,219	83,219	Sex, region and districts	Quarterly	LMS
Number of LEAP implementing districts	Total number of LEAP implementing districts sensitized on	output	50	80	110	140	200	Districts/ regions/ communities	Quarterly	LMS

sensitize d on Human Capital Develop ment	Human Capital Development									
Proporti on of LEAP beneficia ries whose livelihoo d have improve d	Total number of LEAP beneficiaries whose livelihood has improved/ total number of beneficiaries on the programme	Outcome	90	93	95	98	100	Sex, region, districts	Quarterly	LMS
Goal: Create Opportunities for All Ghanaian										
Objective: To provide one hot nutritious meal to 100% of beneficiary schools in deprived areas by the end of 2029. To expand coverage of school feeding programme by 1,000 basic school in deprived areas by 2029.										
Programme 3: Social Development - GSFP										
	Indicator		Baseline	Targets						

Indicators	Definition	Indicator Type	2025	2026	2027	2028	2029	Disaggregation	Monitoring Frequency	Responsibility
Number of pupils fed daily	Beneficiary pupils who are in attendance are fed	Outcome	4,231,059	4,484,923	4,754,018	5,039,259	5,341,615	-	Termly	MoGCSP GSFP
Number of beneficiary schools	Individual public KG/primary schools benefiting from GSFP meals	Outcome	11,028* (these are individual schools not splits total with splits are 12,045)	11,028	11,028	11,028	11,028		Termly	MoGCSP GSFP
% of caterers buying local produce	Caterer who purchase school meal foodstuff that are locally grown/produce	Outcome	70%	75%	80%	90%	100%		Termly	MoGCSP GSFP

No. of caterers using the district menus	Caterers who provide school meals according to the district menu provided by the MMDAs	Outcome	9,976 (83%)	12,045 (100%)	12,045	12,045	12,045		termly	MoGCSP GSFP MMDAs
Goal: Safeguard the NPO Sector from the abuse of ML/TF										
Objective: To enhance the legal, institutional, and operational capacity of the NPO Secretariat to regulate the sector effectively.										
Programme 3: NPO										
Indicators	Indicator Definition	Indicator Type	Baseline 2025	Targets				Disaggregation	Monitoring Frequency	Responsibility
				2026	2027	2028	2029			
Number of NPOs monitored using a risk-based approach	Total NPOs assessed on-site through classified risk categories	Output Indicator	2 regions	4 regions	8 regions	10 regions	16 regions	Region, Risk Tier	Quarterly	Compliance Unit

Percentage of NPOs submitting compliance returns annually	Proportion of active NPOs filing annual reports digitally	Outcome Indicator	10%	35%	55%	70%	80%	- Region, Category	Quarterly	Licensing Unit, Compliance Unit, and IT Unit
Number of Secretariat staff trained on FATF standards and digital tools	Staff trained on risk monitoring, digital compliance, AML/CFT	Output Indicator	5	20	30	35	40	Gender, Role	Yearly	MoGCSP, FIC, UNODC, GIZ, DPs
Number of Formal compliance	Formal compliance	Output Indicator	0	5	15	30	50	Region, NPO type	Quarterly	Compliance Unit

enforce ment actions initiated against non- compliant NPOs	letters, follow- ups, and sanctions administered									and Legal Unit
Level of public awareness about Secretariat's role (survey-based)	Proportion of surveyed NPOs aware of their obligations under R.8	Impact Indicator	25%	40%	55%	70%	80%	Region, Organisation size	Annual	Compliance Unit Unit
Number of stakeholders engaged in	Total stakeholder institutions participating in structured engagements	Output Indicator	5	25	40	50	60	National/ Community Base/ International	Annual	External Relations and Volunteers Unit

compliance dialogue s or forums										
Number of policy/legal proposals submitted for NPO regulatory reform	Policy briefs, draft bills, or cabinet memos initiated by the Secretariat	Output Indicator	0	1	2	1	1	Legislative type, Target audience	Annual	Legal Unit
Goal: Create Opportunities for All Ghanaians										
Objective: To process and screen 100% of all child adoption applications and placements by 2029.										
Programme: Adoption										
	Indicator		Baseline	Targets						

Indicators	Definition	Indicator Type	2025	2026	2027	2028	2029	Disaggregation	Monitoring Frequency	Responsibility
Enhanced capacity in implementing the Adoption Regulation	Number of stakeholders in the adoption process trained	Output	2 capacity workshops organized	4 capacity building workshops to be organized for stakeholders	4 capacity building workshops to be organized for stakeholders	5 capacity building workshops to be organized for stakeholders	6 capacity building workshops to be organized for stakeholders	Location, Age & Sex	Quarterly	CAA, DSW
Percentage of residential Homes monitored	Ensure the number of adoptable children in residential homes are being taken care of	Outcome	15%	15%	25%	38%	47%	Location, Age & Sex	Quarterly	CAA, DSW

	with adherence to standards									
Percentage of adoptive families monitored	Monitoring of Adoptive Families	Outcome	45%	62%	71%	75%	80%	Location	Quarterly	CAA
Percentage of prospective adoptive parents matched to adoptable children	Matching of prospective adoptive parents to adoptable children	Outcome	30%	32%	35%	41%	48%	Location, Age, Sex, Preference	Monthly	CAA
Goal: Implement the Human Trafficking Act and National Plan of Action for the elimination of human trafficking in Ghana										

Objective: To reduce the occurrence of human trafficking to the barest minimum by rescuing 100% of all reported victims of human trafficking by 2029.

To provide trauma informed care for 450 victims of human trafficking in government run shelters by end of Dec 2029.

Programme: Human Trafficking

Indicators	Indicator Definition	Indicator Type	Baseline 2025	Targets				Disaggregation	Monitoring Frequency	Responsibility
				2026	2027	2028	2029			
Percentage of rescued victims provided with care and support	Number of victims of human trafficking provided with rehabilitation services	Outcome	400	400	400	400	400	Sex, region, age, nationality	Quarterly	MOGCSP

Goal: Reduce the incidence of domestic violence in Ghana

Objective: To ensure that 100% of all domestic violence reported cases are referred for investigation and support provided for victims by the end of 2029.

Programme 2: Domestic Violence

Number of market executives trained	Train selected market executive to serve as paralegals	Output	30	30	30	30	30	Regional	Quarterly	DVS
Number of DV survivors provided with support	Care and support for survivors of Domestic Violence	Output	70	75	80	85	90	Regional	Quarterly	DVS
Goal: A society without child marriage by 2030.										
Objective: Reduce the prevalence of Child marriage among girls under 18years in Ghana from 16% to 5% by the end of 2029										
Programme 3: Child Marriage										
Reduction in the incidence of child	Number of child marriage cases in Ghana	outcome	16%	5%	5%	5%	5%	Sex and age,	Annually	MOGCSP , CMU

marriage in Ghana										
----------------------	--	--	--	--	--	--	--	--	--	--

7.4 Evaluations and Participatory Monitoring and Evaluation (PM&E)

7.5 Evaluation

Evaluation is a critical part of planning and implementation and important for the assessment of the level of achievement of the Ministry's goals and objectives outlined in the Sector Medium-Term Development Plan (SMTDP), 2026-2029. The Ministry during the plan period will ensure that its programmes (GSFP, LEAP, GNHR, etc.) are fully evaluated to ensure that they are effectively implemented to the benefit of its beneficiaries. Both qualitative and quantitative approaches will be adopted in the evaluation processes. Furthermore, both internal and external evaluators will be utilized to ensure transparency and credibility of the evaluation results. Ex-ante, Mid-term, terminal, and Ex-post evaluations would be conducted on the programmes and projects implemented as well as the SMTDP, 2026-2029.

7.6 Participatory Monitoring & Evaluation Methods (PM&E)

Stakeholder involvement in monitoring and evaluation process during programme and project assessment is critical. As such the PPME Directorate would employ participatory monitoring and evaluation tools to assess stakeholder perceptions about some of the flagship programmes indicated in the Programme of Action. In undertaking the PM&E exercises, the Ministry will ensure that basic principles, norms, and standards are followed to ensure quality, reliability and validity. Varied approaches would be adopted in the conduct of PM&E, including Participatory Rural Appraisal, Citizen Report Card, and Community Score Card.

7.7 Knowledge Management & Learning

Table 17: Knowledge Mapping Matrix

Knowledge Area	Knowledge Holders	Knowledge Sources	Knowledge Gap
Performance Management	HR Director/OHCS	E-SPAR records, appraisal reports, PA templates	Inconsistent appraisal feedback and low staff engagement
Civil Service Ethics	HR Director/OHCS	Code of Conduct, induction materials, OHCS circulars	Limited reach to junior and support staff
HR Planning & Establishment	HR Director/OHCS	Establishment register, Job schedules	Gaps in real-time update and digital integration
Training and Development	Henry Ekuban, Pearl Appau Oppong, Kwabena Antwi-Agyei	Training plan, Evaluation reports, feedback forms	Tracking post-training application and skills mapping
Records and Data Management	Thomas N. Bruce, Larteley Ganiatu, Hilda Achiaa Marfo	Staff files, HRMIS, Attendance logs	Need for digitisation and proper backup systems
Recruitment & Promotions	Isaac Boamah & Thomas N. Bruce	Interview reports, promotion memos	Lack of documented career progression data
Gender statistics	RSIM, GSS	Surveys, Admin Data	Improve gender planning
Child protection data	SWIMS, DOC, DSW	MIS, Case Mgmt	Effective targeting

Social protection indicators	GNHR, LEAP MIS	GNHR, LEAP, GSFP	Programme targeting and evaluation
Data Analysis	Dr. Sylvester Kyei-Gyamfi, Patience Hayford	Research reports, CPMIS	To identify, a) types of data b) research methods
Monitoring and Evaluation	Pearl Peters, Abena Aprekua	SMTDPs, Annual Reports, Field Reports	To enhance knowledge in monitoring and evaluation mechanisms
Child protection and development	Pearl Peters, Abena Aprekua	Child & Family Welfare policy, the Children's Act, etc	To enhance knowledge in child rights promotion and protection
Child Welfare and Protection	Social Workers, RHC Managers	Case files, child assessments, care plans, training manuals	Limited data and understanding of the long-term outcomes of children in alternative care and child protection systems.
Care Reform and Deinstitutionalization	Child and Family Welfare Division	Care Reform Roadmap, monitoring reports, stakeholder feedback	Insufficient evidence on the effectiveness and scalability of community-based care models as alternatives to institutional care in diverse socio-economic and cultural contexts.
Day Care Licensing	Day Care Unit, Regional Directors	Inspection reports, licensing guidelines, legal frameworks	Lack of comprehensive data on the quality, compliance, and outcomes of

			licensed versus unlicensed day care centers.
Street-Connected Persons	Programs Development Division, NGOs, Community Leaders	Field reports, strategic plans, community engagement data	Limited understanding of the root causes, lived experiences, and long-term trajectories of street-connected persons, particularly children and youth
Welfare Services (Hospitals, Destitute)	Hospital Welfare Officers, Shelter Managers	Patient records, service logs, referral systems	Insufficient data on the accessibility, utilization, and effectiveness of welfare services for destitute populations, including those with chronic health conditions or disabilities.
Juvenile Justice	Probation Officers, Court Social Workers	Social Enquiry Reports, court records, rehabilitation plans	Inadequate project or service knowledge
Capacity Building/On the job	Training Coordinators, School of Social Work	Training modules, workshop reports, academic curricula	Inadequate project or service knowledge
Monitoring and Evaluation	SRME	M&E frameworks, performance indicators, field visit reports	Monitoring indicators
Policy and Planning	SRME	National policies, strategic plans, legislative documents	Inadequate policy or planning knowledge

Financing social protection	Ministry of Finance, Development Partners	Budget statement and SP financing strategy briefs or documents	Inadequate understanding of SP financing mechanism
MIS (Management Information Systems)	GNHR IT Unit, Data Operations Team	Microsoft SQL Admin (Kofi Annan ICT), CCNA Certification	Limited capacity in integrating MIS with real-time analytics and mobile platforms
Business Analysis	Planning & M&E Teams, Operations Leads	Centre for Business Analysis	Gaps in aligning business analysis outcomes with dynamic program requirements
Data Analytics	M&E Team, Data Analysts	Centre for Business Analysis, ISSER	Need for deeper expertise in predictive analytics and automated reporting tools
Project Management	GIMPA, PMI-Ghana, DP	PMBOK® Guide, ISO 21500, ISO 21502 and PMI Ghana Chapter events	Institutional bottlenecks for project implementation
Research Methodology & Report Writing	M&E Team, Report Writers, QA Officers	ISSER	Improve qualitative and quantitative data collection, analysis, and reporting skills.
Field Logistics and Navigation	Field Supervisors, Drivers	Internal Experience, GNHR Field Guidelines	Optimize mobility planning, overcome logistical barriers, and ensure timely field access.

Data Communication	M&E and Comms Teams	ISSER, Internal GNHR Reports	Build capacity to communicate technical data through visuals, info graphics, and briefs.
Budgeting	All team leads (Unit Heads)	Training, Project materials etc.	To facilitate effective programme implementation
Counselling, Psychosocial, Trauma Informed Care	Dziedzorm Abra Adzam, Marian Asenso, Rona Bioh	Training	Knowledge of new techniques to provide trauma informed care for victims of human trafficking
Conflict Resolution and Peacekeeping	Malonin Asibi	Training	Advanced knowledge to help survivors of domestic violence
Domestic Violence	Malonin Asibi Yvonne Adu-Darko Ernestina Serwaa Oduro Prince Nyarko	On-the-job experience/Training	To help the operations and administration of the Domestic Violence Secretariat
Public Administration	Malonin Asibi Yvonne Adu-Darko Hafsa Abdallah	Training	To help in the policy formulation and implementation of domestic violence

Data Analysis	Kwame Omane Osei Majorie Naa Clottey Harriet Ewusie Ocran Yvonne Adu-Darko	On-the-job experience/Training	Advanced methods in analysing data at the Orange Support Centre
Use of Child Protection Toolkit for Advocacy	Saphia Tamimu	Unicef – Trained as Trainer of Trainers	Additional training required to train facilitators.
Article 16 report writing	Daniel Goka	Training	Continues changes in the format of Article report writing.
Risk-Based Monitoring	Compliance Officers	Monitoring reports, NPO profiles, field tools	Inconsistent data quality, poor documentation of follow-up outcomes
NPO Classification & Compliance	Licensing officers, Compliance Officers	Compliance portals, risk classification forms	Weak integration between risk tearing and action taken
Legal and Policy Development	Secretariat Legal Team, MoGCSP Legal team	Draft bills, cabinet memos, stakeholder inputs	Limited research on comparable legal regimes in other jurisdictions
Capacity Building & Training	Training Officers, Development Partners	Training modules, workshop reports	No structured learning evaluation or feedback loop for training participants

Stakeholder Engagement	External Relation and Volunteers Unit, Regional Focal Persons	Meeting minutes, media reports	Limited institutional tracking of stakeholder contributions
ICT/Digital Compliance	ICT Lead, Developers, Compliance Officers	Portal logs, server reports, usage analytics	Limited user behaviour analysis and digital literacy among NPOs
Communication & Public Education	External Relation & Volunteers Unit and Administrator	Campaign materials, social media insights	Low integration of feedback from the public or NPOs into planning decisions

Table 18: Competency Matrix for Learning

Competency	Train Program	Evaluation Criteria	Learning Objectives
Training on organization-specific - office management and administration	CSTC, GIMPA	Performance Appraisal	Increased proficiency and efficiency in office administration
E-SPAR Proficiency	E-SPAR ToT Workshops	Pre/post-test scores, system usage compliance	Equip staff to complete appraisals accurately and on time
Interviewing Skills	Interview techniques training	Mock interviews, scoring accuracy, feedback	Strengthen fair and structured candidate assessment
Ethical Conduct in Public Service	Civil Service Ethics training	Post-training test, disciplinary incident tracking	Reinforce adherence to civil service values and standards
Records Management	Digital records and HRMIS training	Data quality audits, user access logs	Build capacity for maintaining and updating accurate HR records
Training Coordination	Training of Trainers (ToT) Programme	Participant ratings, follow-up engagement levels	Develop internal trainers to sustain continuous learning efforts
Data analysis	SPSS/Excel/Power BI/Tableau	Pre/post-test scores	Build analytical capacity

Monitoring & Evaluation	Results-Based M&E	Project reviews	Improve reporting quality
Gender Data	Gender Statistics Workshop	Accuracy of disaggregated data	Strengthen mainstreaming
Research methods	Social Research & Design	Research output quality	Improve evidence generation
Risk-Based Auditing	Risk-based Audit Training (IAA/GIIA)	Pre/Post-test scores, practical audit plan assessment	Apply risk-based approach to planning and execution
Annual Internal Audit Conference	Various Topics Selected (IAA)	Attendance / Participation	Sharpening Phenomenal Issues around Internal Auditing
Forensic Auditing	Forensic Audit Training (UPSA)	Report on Training	Critical knowledge for the Internal Auditor
IT and Tax Audit	IT and Tax Audit (GIMPA, GRA)	Report on Training	Apply Updated Tax Changes
Gender Mainstreaming	Gender and Development	Peer feedback	To provide basic knowledge on gender concepts, gender analysis
Climate Change	Mainstreaming Gender into Climate Actions		To provide skills for mainstreaming gender into climate actions
Organisational development	Organisational development training	Peer feedback	To acquire requisite skills to achieve organisation's objectives

Leadership	Leadership development training	Peer feedback, performance assessment	To improve leadership skills of staff
Coaching and mentoring	Coaching and mentoring training	Peer feedback, performance assessment	To enhance coaching skills of staff
Communication	Effective communication training	Peer feedback, performance assessment	To enhance communication skills of staff
Child Welfare and Protection	Child Protection Training	Assessment tests, practical evaluations	Ensure child safety, improve care standards
Care Reform and Deinstitutionalization	Care Reform Workshops	Feedback forms, implementation reviews	Transition to family-based care
Day Care Licensing	Licensing Officer Training	Inspection simulations, compliance checks	Ensure compliance with standards
Street-Connected Persons	Outreach Training	Field evaluations, community feedback	Reintegrate individuals, reduce streetism
Welfare Services	Hospital Welfare Training	Service delivery assessments, patient feedback	Provide timely support and rehabilitation
Juvenile Justice	Probation Officer Training	Case study evaluations, court feedback	Support juvenile rehabilitation

Capacity Building	PWD and Social Work Training	Skill assessments, practical evaluations	Enhance skills for effective service delivery
Monitoring and Evaluation	M&E Training	Performance reviews, field visit reports	Track progress and improve program effectiveness
Community Engagement	Community Development Training	Engagement assessments, participatory evaluations	Foster collaboration and co-create solutions
Policy and Planning	Policy Analysis Training	Policy reviews, strategic plan evaluations	Guide program direction and align with goals
Project Management	PMP Certification (PMI) Training on Stata and SPSS data analysis systems	Completion of PMP certification; Ability to lead and manage project timelines Application of data analytics skills in communicating social protection issues and efforts.	Equip staff to plan, execute, and manage projects effectively within time and scope. To enhance data interpretation skills and reporting on social protection.
Data Analysis	Data Analytics (Centre for Business Analysis), ISSER Workshop	Pre/post-training assessments; Application in reports and visualizations	Develop the ability to interpret data for decision-making and reporting.
Business Analysis	Business Analysis (Centre for Business Analysis)	Case-based evaluations; Project-based assessment	Enhance analytical skills for problem-solving, planning, and systems thinking.

MIS & Database Management	Microsoft SQL Admin (Kofi Annan ICT), CCNA	System performance audit; DB maintenance proficiency tests	Strengthen capacity to manage and maintain information systems and databases.
Research & Report Writing	ISSER – Research Methodology Workshop	Evaluation of concept notes and reports; Peer review	Improve data collection techniques and reporting of research findings.
Field Logistics & Operations	Internal fieldwork refresher training	Operational KPIs (e.g., timeliness, accuracy); Supervisor feedback	Ensure field teams operate efficiently and adaptively in diverse terrains.
Stakeholder coordination and resource mobilisation	Training on resource mobilization	Performance assessment	Improve resource mobilisation for anti-human trafficking activities.
Professional Counselling	Professional Counselling Workshop	Survivor Feedback	Improve counselling services provided to survivors of domestic violence
Technical Skills	Advanced-Data Analysis Training	Performance Assessment	Enhance Data Interpretation
Stakeholder coordination and resource mobilisation	Training on resource mobilisation	Performance assessment	Improve resource mobilisation for adoption related activities
Risk-Based Monitoring	Risk Monitoring Boot-camp	Pre/post-tests, field simulation	Conduct effective on-site supervision

FATF Recommendation 8 Compliance	FATF R.8 Practical Guide Sessions	Case-based assessments	Apply FATF standards in local contexts
Policy Development & Legislative Reform	Legal Drafting Clinic	Draft quality, peer/legal reviews	Draft actionable legal and policy documents
Digital Compliance & ICT Literacy	NCMS User and Admin Training	Task completion scores, user support metrics	Use compliance portal and support NPOs
Public Engagement & Advocacy	Strategic Communications Workshop	Audience engagement scores, role-play grading	Deliver persuasive and inclusive public messages

CHAPTER EIGHT

COMMUNICATION STRATEGY

8.1 INTRODUCTION

This chapter focuses on the communication strategy for the implementation of the SMTDP, 2026-2029. The chapter emphasizes on the communication matrix for the Ministry's MTDP particularly focusing on the various activities, purposes, and audiences, both internal and external as well as the methods to be used to communicate with these audiences, timeframe and offices assigned with the responsibilities of undertaking the activities.

Table 69: Communication Matrix on the MOGCSP MTDP

ACTIVITY	PURPOSE	AUDIENCE	METHOD/TOOL	COST	TIMEFRAME	RESPONSIBILITY
Sensitization	Share the Ministry's MTDP to elicit for Inputs, support and collaboration	<ul style="list-style-type: none"> • Cabinet • NDPC • Ministry of Finance • Development Partners • Departments, Directorates, 	<ul style="list-style-type: none"> • Cabinet Information Paper • Dissemination-traditional and electronic media 	441,600.00	January 2026	<ul style="list-style-type: none"> • Minister • Chief Director • PPMED • PAU

		Secretariats, Council, Units and Regional Offices	<ul style="list-style-type: none"> • Electronic reports 			
Sensitization	<ul style="list-style-type: none"> • Introduce MoGCSPs MTDP • Share Annual Performance Report • Advocate for increment in the Sector's appropriation 	<ul style="list-style-type: none"> • Parliamentary Standing Committee on Gender and Children • Select Committee on Employment, Social Welfare and State Enterprise • Adhoc Committee on Poverty Reduction Strategy 	<ul style="list-style-type: none"> • Presentation • Websites and electronic reports 	216,000.00	Yearly	<ul style="list-style-type: none"> • Minister • Chief Director • PPMED • Accounts office
Meeting	Share the Ministry's achievement on	<ul style="list-style-type: none"> • Parliamentary Standing Committee on Gender and Children 	<ul style="list-style-type: none"> • Presentation • website 	91,200.00	Quarterly	<ul style="list-style-type: none"> • Minister • Chief Director • PPMED • PAU

	<p>implementation in MTDP</p> <p>To elicit support to address implementation challenges</p>	<ul style="list-style-type: none"> • Select Committee on Employment, Social Welfare and State Enterprise • Adhoc Committee on Poverty Reduction Strategy • Development Partners 				<ul style="list-style-type: none"> • HR
Staff Sensitization/durbar	To inform staff on the key programs and projects for the MTDP	<ul style="list-style-type: none"> • All Staff of MoGCSP 	<ul style="list-style-type: none"> • Presentations 	516,000.00	First Quarter (2026)	<ul style="list-style-type: none"> • Minister • Chief Director • PPMED • PAU • HR
Meet-The-Press Series	To inform the public of the Ministry's achievements,	<ul style="list-style-type: none"> • Media • General Public • Development Partners 	<ul style="list-style-type: none"> • Press Conference 	396,000.00	Annually	<ul style="list-style-type: none"> • Minister • Chief Director • PAU • PPMED • HODs

	challenges, and way forward					
Press Soiree	To strengthen relationships between MoGCSP and media professionals. Foster transparency and collaboration for better public communication and information sharing.	<ul style="list-style-type: none"> • Media Professionals 	<ul style="list-style-type: none"> • Engagement / Networking • Press Kit 	300,000.00	Annually	<ul style="list-style-type: none"> • Minister • Chief Director • PAU • PPMED • HODs
Meeting	<ul style="list-style-type: none"> • Advocate for increment in budgetary allocation • Share Annual 	<ul style="list-style-type: none"> • Ministry of Finance 	<ul style="list-style-type: none"> • Presentation • Websites and electronic reports 	294,000.00	Quarterly August of every year	<ul style="list-style-type: none"> • Minister • Chief Director • PPMED • Accounts office

	Progress and Quarterly Budget Performance Report					
Workshop	<ul style="list-style-type: none"> Share Annual Performance Report to solicit for their input 	<ul style="list-style-type: none"> Development Partners CSOs NGOs 	<ul style="list-style-type: none"> Presentation 	176,400.00	Annually	<ul style="list-style-type: none"> Minister Chief Director PPMED PAU All departments
Seminars	Dissemination of information about the MTDP	MMDAs	<ul style="list-style-type: none"> Presentation Policy fairs 	240,000.00	November of every year.	<ul style="list-style-type: none"> Minister Chief Director PPMED PAU
Programme-based information dissemination	Share with beneficiaries' intervention programme and project in the SMTDP	<ul style="list-style-type: none"> Beneficiaries Local Communities members Traditional Authority CSOs 	<ul style="list-style-type: none"> Radio discussions Town hall discussions Presentations Official visits 	108,000.00	January to June of every year.	<ul style="list-style-type: none"> Chief Director PAU All departments

		<ul style="list-style-type: none"> • The Media • NGOs 	<ul style="list-style-type: none"> • Focus group discussions • Community durbars • Abbreviated version of MTDP • Media Tour 			
Summit	<ul style="list-style-type: none"> • Review and evaluate the plans and programmes 	<ul style="list-style-type: none"> • Development Partners • NPOs • MDAs • Corporate Bodies • MMDAs • RCCs 	<ul style="list-style-type: none"> • Presentations • Panel Discussions • Networking 	672,000.00	November of every year.	<ul style="list-style-type: none"> • Minister • Chief Director • PPMED • PAU • All departments
Engage the general public on the implementation of activities and programmes	Share the Ministry's achievement	All Stakeholders	<ul style="list-style-type: none"> • Facebook • Instagram • Twitter • websites 	168,000.00	2026-2029	<ul style="list-style-type: none"> • Chief Director • PPMED • PAU
Community Dialogues	Dissemination of the Ministry's	All Stakeholders	<ul style="list-style-type: none"> • Role play 	168,000.00		<ul style="list-style-type: none"> • Minister • Chief Director

	policies, programmes and activities		<ul style="list-style-type: none"> • Oral Presentation • Focus group discussions 			<ul style="list-style-type: none"> • PPMED • PAU • All departments
TOTAL				3,487,200.00		

ANNEX 1: ASSET MAINTENANCE PLAN

Table 20: Head Quarters

Type of infrastructure/ Assets	Type of maintenance	Schedule of maintenance Start date-End date	Estimated cost of maintenance	Location	Responsibility
Ministerial Office Buildings	<ul style="list-style-type: none"> • Inspection • Painting • Mending of cracks • Repairing roof leakages • Renovation works 	Every Two (2) years (July 2026 and July 2028)	GH¢800,000.00	Ridge	Estate Manager
Labelling and Embossment	<ul style="list-style-type: none"> • Tables • Office Equipment 	Aug 2025 – June 2026	GH¢150,000.00	Ridge	Estate Manager
Residential Buildings (Minister, Dep. Minister and Chief Director)	<ul style="list-style-type: none"> • Inspection • Painting • Mending of cracks • Repairing roof leakages • Renovation works 	Every four (4) years (Mar 2028 – Dec 2028)	GH¢600,000.00	Ridge	Estate Manager

Fire Extinguishers	<ul style="list-style-type: none"> • Servicing • Refilling 	Annually (Sept. 2026, Sept 2027, Sept 2028)	GH¢60,000.00	Ridge	Estate Manager
Fire Hydrants	<ul style="list-style-type: none"> • Inspecting • Cleaning • Adjusting 	Annually (Dec 2026, Dec 207, Dec 2028)	GH¢15,000.00	Ridge	Estate Manager
Water Pumps	<ul style="list-style-type: none"> • Inspecting • Cleaning • Lubricating 	Annually (Nov. 2026, Nov 2027, Nov 2028)	GH¢45,000.00	Ridge	Estate Manager
Air Conditioner Units	<ul style="list-style-type: none"> • Inspecting • Cleaning • Topping up of Gas • Adjusting • Replacing Capacitor 	Quarterly (Jan 2026, April 2026, July 2026, Oct.2026 & Jan 2027, April 2027, July 2027 & Oct 2027)	GH¢635,000.00	Various Offices	Estate Manager
Elevator	<ul style="list-style-type: none"> • Inspecting • Cleaning • Adjusting • Re-aligning • Lubricating 	Monthly	GH¢8,000.00 per a monthly servicing (¢8,000 * 24 = GH¢192,000.00)	Ridge	Estate Manager

	<ul style="list-style-type: none"> • Replacing defective parts 				
Printers and Photocopiers	<ul style="list-style-type: none"> • Cleaning • Adjusting • Re-aligning • Lubricating 	Semi-Annually (Jan 2026, July 2026, Jan 2027 & July 2027)	GH¢75,000.00	Various Offices	Estate Manager
Electrical Fittings	<ul style="list-style-type: none"> • Replacement 	Semi-Annually and when necessary (Jan 2026, July 2026, Jan 2027 & July 2027)	GH¢120,000.00	Various Offices	Estate Manager
Furniture (Desk, Swivel Chairs, Cabinets and Bookshelves)	<ul style="list-style-type: none"> • Cleaning • Adjusting • Lubricating 	Semi-Annually and when necessary (Jan 2026, July 2026, Jan 2027 & July 2027)	GH¢35,000.00	Various Offices	Estate Manager
*Generators	<ul style="list-style-type: none"> • Inspecting • Cleaning • Adjusting • Re-aligning • Lubricating 	Quarterly (Jan, April, July & Oct 2026)	GH¢100,000.00	Ridge	Estate Manager

	<ul style="list-style-type: none"> Replacing defective parts 				
Washroom Fittings	<ul style="list-style-type: none"> Replacing defective Parts 	Semi-Annually and when necessary (Jan 2026, July 2026, Jan 2027 & July 2027)	GH¢20,000.00	Various washrooms	Estate Manager
Transport Management	<ul style="list-style-type: none"> Servicing and repair of vehicles 	Quarterly	GH¢45,525.39	Accra	Transport Manager
Sub – Total			GH¢2,892,525.00		

Table 21: Department of Children

Type of infrastructure/ Assets	Type of maintenance	Schedule of maintenance Start date-End date	Estimated cost of maintenance	Location	Responsibility
Department of Children old Office Building	<ul style="list-style-type: none"> • Inspection • Painting • Mending of cracks • Repairing roof leakages • Renovation works 	(Dec. 2025 – Dec 2027)	GH¢150,000.00	Ridge	Head of Administration
Efua Sutherland Children’s Park	<ul style="list-style-type: none"> • Inspection • Renovation Works • Repairs of summer hut • Painting • Purchasing of mower 	Every Two (2) years (Jan 2026 – Dec 2029)	GH¢200,000.00	Ridge	Park Manager
Office Furniture and Equipment	<ul style="list-style-type: none"> • Tables • Chairs • Office Equipment 	Jan 2026 – Dec 2029	GH¢150,000.00	Ridge	Head of Administration

Transport management	<ul style="list-style-type: none"> • Servicing and repair of vehicles 	Quarterly 2026 - 2029	GH¢200,000.00	Ridge/Regions	Head of Administration
Transport management				Ridge/ Regions	Head of Administration
Sub – Total			GH¢700,000.00		

Table 7: Department of Social Welfare

Type of infrastructure/ Assets	Type of maintenance	Schedule of maintenance Start date-End date	Estimated cost of maintenance	Location	Responsibility
Head Office Building, HQ Annex and DOVVSU	<ul style="list-style-type: none"> • Inspection • Painting • Mending of cracks • Repairing roof leakages • Renovation works 	(July 2026 – Dec 2029)	318,250.00	Ministries	Estate Manager
Washroom Fittings	<ul style="list-style-type: none"> • Replacing defective Parts • Office Space - Replacing tiles with carpet 	Annually and when needed.	50,000.00	Various washrooms	Estate Manager
Transport Management	<ul style="list-style-type: none"> • Servicing and repair of vehicles 	Quarterly	220,000.00	Accra	Transport Manager

Renovate and equip 4 DSW rehabilitation centres and Shelter with modern disability assistive devices and equipment to make learning easy and accessible to PWDs.	<ul style="list-style-type: none"> • Renovation works • Painting • Mending of cracks • Repair of roof leakages 	Annually and as at when needed.	220,000.00	Accra and Swedru	Estate Manager
Osu Children's Home	<ul style="list-style-type: none"> • Renovation works • Painting 		110,000.00	Labone	Estate Manager
Fire Extinguishers	<ul style="list-style-type: none"> • Servicing • Refilling 	Annually	55,000.00	Various facilities	Estate Manager
Air Conditioners	<ul style="list-style-type: none"> • Servicing • New Installations 	Quarterly	220,000.00	Various Offices	Estate Manager
Printers and Photocopiers	<ul style="list-style-type: none"> • Servicing • Lubricating • Replacement 	Annually	95,000.00	Various Offices	Estate Manager

Electrical Fittings	<ul style="list-style-type: none"> • Replacement of cables and infrastructure 	Annually and when needed. (Jan 2026 - Dec 2029)	66,000.00	Offices	Estate Manager
Furniture (Desk, Swivel Chairs, Cabinets and Bookshelves)	<ul style="list-style-type: none"> • Servicing • Fixing/Adjusting Lubricating 	Annually and when needed. (Jan 2026 - Dec 2029)	220,000.00	Offices	Estate Manager
Sub – Total			1,574,250.00		

Table 23: Human Trafficking

Type of Infrastructure/ Assets	Type of Maintenance	Schedule maintenance Start date- End date	Estimated cost of maintenance	Location	Responsibility
Estate Management	Renovation and Maintenance of Human Trafficking Secretariat	Quarterly	GH¢19,400.00	Osu- Accra	Estate Manager
Estate Management	Renovation and Maintenance of Human Trafficking Adult Shelter	Quarterly	GH¢26,500.00	Osu- Accra	Estate Manager
Estate Management	Renovation and Maintenance of Human Trafficking Children’s Shelter	Quarterly	GH¢26,500.00	Madina- Accra	Estate Manager
Transport Management	Servicing and repair of vehicle	Quarterly	GH¢15,000.00	Accra	Transport Manager
Sub – Total			GH¢87,400.00		

Table 84: Domestic Violence

Type of infrastructure/ Assets	Type of maintenance	Schedule of maintenance Start date-End date	Estimated cost of maintenance	Location	Responsibility
Domestic Violence Secretariat (Main office)	<ul style="list-style-type: none"> • Inspection • Painting • Mending of cracks • Replacing louver blades • Fumigating the office premises • Providing curtains 	January 2026 – Dec 2027	GH¢50,000.00	Osu	Officer in charge of Assets
Orange Support Centre	<ul style="list-style-type: none"> • Servicing of computers and printer • Updating the Ameyo and the server • Servicing of the plant 	January 2026 – Dec 2027	GH¢400,000.00	Osu	Officer in charge of Assets
Fire Extinguishers	<ul style="list-style-type: none"> • Servicing • Refilling 	Annually (Dec 2026- Dec 2027)	GH¢4,000.00	Osu	Officer in charge of Assets

Air Conditioner Units	<ul style="list-style-type: none"> • Inspecting • Cleaning • Topping up of Gas • Adjusting • Replacing Capacitor 	Quarterly (Jan 2026, April 2026, July 2026, Oct.2026 & Jan 2027, April 2027, July 2027 & Oct 2027)	GH¢35,000.00	Osu	Officer in charge of Assets
Printers and Photocopiers	<ul style="list-style-type: none"> • Cleaning • Adjusting • Re-aligning • Lubricating 	Semi-Annually (Jan 2026, July 2026, Jan 2027 & July 2027)	GH¢15,000.00	Osu	Officer in charge of Assets
Plant	<ul style="list-style-type: none"> • Inspecting • Cleaning • Adjusting • Re-aligning • Lubricating • Replacing defective parts • Fuel 	Quarterly (Under warranty in 2026 & Jan, April, July & Oct 2027)	GH¢40,000.00	Osu	Officer in charge of Assets
Washroom Fittings	<ul style="list-style-type: none"> • Replacing defective Parts 	Semi-Annually and when necessary	GH¢15,000.00	Osu	Officer in charge of Assets

		(Jan 2026, July 2026, Jan 2027 & July 2027)			
Transport Management	<ul style="list-style-type: none"> • Servicing and repair of vehicles 	Quarterly	GH¢70,000.00	Accra	Officer in charge of Assets
Sub – Total			GH¢629,000.00		

Table 95: GSFP

Type of infrastructure/ Assets	Type of maintenance	Schedule of maintenance Start date-End date	Estimated cost of maintenance	Location	Responsibility
Servicing and repairs of vehicles	Engine replacements, body repairs, tyres replacements and body works	June 2025 – September 2025	75,000.00	Accra	GSFP
Office furniture (bookshelves, swivel chairs, cabinets, desk, visitors chairs)	Replacement of office furniture (national secretariat and regions). Replacement of conference room furniture Visitors seat repairs	June 2025 – September 2025	155,000.00	Nationwide	GSFP
Office Building	Renovation of cracks, bathrooms, replacement of fire extinguishers	June 2025 – November 2025	45,000.00	Accra	GSFP
Office Equipment	Refurbishment, servicing, replacement of parts	June – December 2025	35, 000.00	Nationwide	

Air Conditioner Units	Servicing	June – December 2025	45,000.00	Nationwide	
Sub-Total			320,000.00		

Table 106: MoGCSP Old Building

Type of infrastructure/ Assets	Type of maintenance	Schedule of maintenance Start date-End date	Estimated cost of maintenance	Location	Responsibility
National Office Building	<ul style="list-style-type: none"> • Inspection • Painting • Mending of cracks • Polishing of wood • Renovation works 	(July 2025 – Dec 2025)	318,250.00	Ministries	Estate Manager
Washroom Fittings	<ul style="list-style-type: none"> • Replacing defective Parts • Office Space - Changing the floors into tiles 	Annually and when needed. (July 2025)	50,000.00	Various washrooms	Estate Manager
Air Conditioners	<ul style="list-style-type: none"> • Servicing • New Installations 	Quarterly (Oct 2025)	220,000.00	Various Offices	Estate Manager

Printers and Photocopiers	<ul style="list-style-type: none"> • Servicing • Lubricating • Replacement 	Annually (July 2025)	95,000.00	Various Offices	Estate Manager
Electrical Fittings	<ul style="list-style-type: none"> • Replacement of cables and infrastructure 	Annually and when needed. (Jan 2025 - Dec 2025)	66,000.00	Offices	Estate Manager
Furniture (Desk, Swivel Chairs, Cabinets and Bookshelves)	<ul style="list-style-type: none"> • Servicing • Fixing/Adjusting Lubricating 	Annually and when needed. (Jan 2025 - Dec 2025)	220,000.00	Offices	Estate Manager
Sub – Total			969,250.00		
GRAND TOTAL			5,883,175.00		

