

# Make Inclusive Data the Norm:

Country Landscape Assessment  
and Training Provider – Ghana

## POLICY & GOVERNANCE TRAINING

APRIL 23 - 24, 2025



# Introduction



# Making Inclusive Data the Norm

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## Introduction

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The “Leave no one behind” is the spine of the 2030 UN SDG 2030 Agenda which has been globally adopted by countries as the catalyst for transformative development.

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With this commitment, the marginalized and most disadvantaged groups in our societies will be considered and represented in the design of solutions which will ultimately bridge the inequalities gaps within the society.

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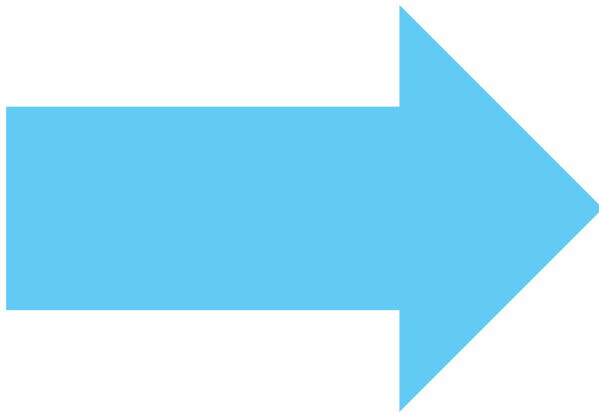
Decision makers need data and statistics that are accurate, timely, sufficiently disaggregated, relevant, accessible and easy to use to better understand where the people are, their circumstances, their needs, data collection strategies to enable tailor made solutions.

# Introduction

## Objective & Outcome of the Project

### Objective

To **carry out a landscape assessment** in Ghana and subsequently **develop a training course on inclusive data**, as well as the ramifications and approaches of inclusive data, including CGD, and focused on the issue of Female Genital Mutilation (FGM), as a dimension of gender-based violence (GBV).



### Expected Outcome

The project will enable the three (3) collaborating counties (Ghana, Colombia and Kenya) **to learn from each other and to add to their knowledge resources and toolkits** on inclusive data systems and **increase the effectiveness of the development and implementation of urgent development policies.**



# Introduction

## Project Sponsors & Partners





# Key Concepts

**Citizen-Generated Data (CGD)** – Data collected directly by individuals or communities rather than traditional government or institutional resources.

**Inclusive Data** – Data that accurately represents all social groups, including marginalized populations, ensuring fair policymaking.

**FGM** – Female Genital Mutilation (FGM) refers to “all procedures involving partial or total removal of the female external genitalia or other injury to the female genital organs for non-medical reasons.”

**GBV** – Gender-Based Violence (GBV) is violence committed against a person because of his or her sex or gender. It is forcing another person to do something against his or her will through violence, coercion, threats, deception, cultural expectations, or economic means.



# A walk through FGM...



Prevalence	Upper East 32.5% Upper West 13% Northern 2.8% Ashanti 2.0% Ashanti 2.0%  <i>Ghana Multiple Indicator Cluster Survey (MICS 2017)</i>
Perpetrators	Mothers Grandmothers Traditional Birth Attendants Older women in the communities
Underlying Reason	Social Norms Traditional beliefs: The underlying reason for FGM was to uphold traditional and social norms that had been handed over from generation to generation as a means of preserving the chastity of girls before puberty.

# Session 1

## Ghana's Legal and Policy Landscape on FGM/GBV



# Learning Objectives

1

Understand the legal landscape of FGM/GBV.

2

Appreciate the interventions leading to the abolition of FGM in Ghana.

3

Reflect on the effectiveness of the legal-based approach to tackling FGM/GBV.

4

Brainstorm on filling the legal gaps

# Overview of the Policy & Governance Landscape of FGM/GBV Data

## International

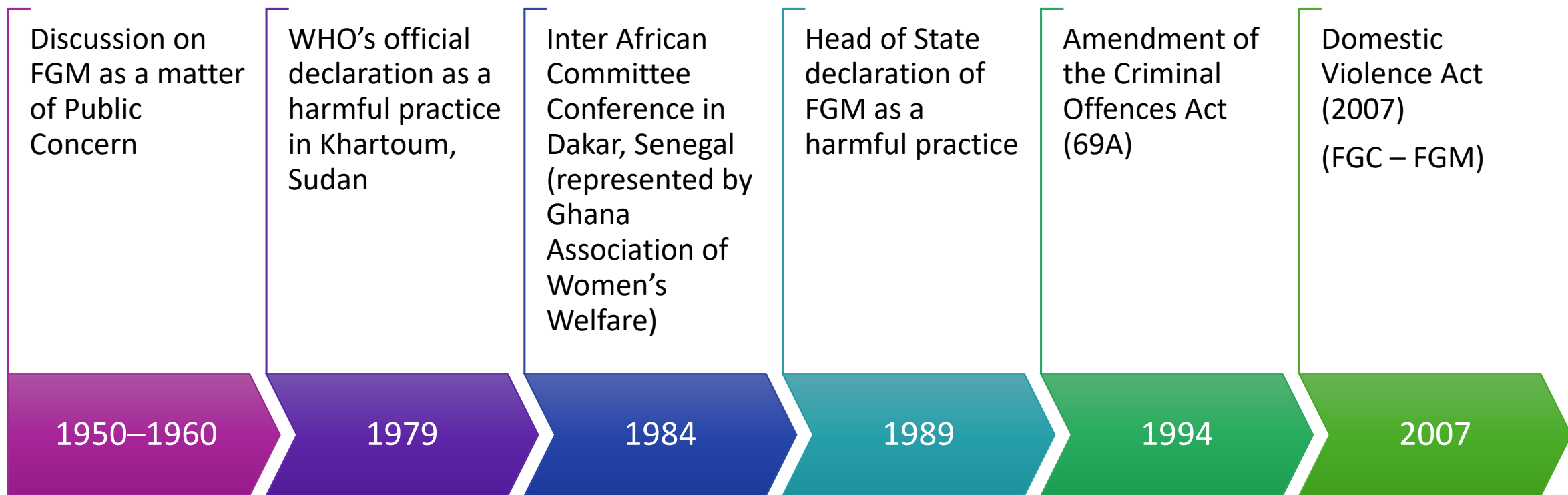
**CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women):** Ghana is a signatory to CEDAW, which calls for the elimination of all harmful practices including FGM.

**UNCRC (United Nations Convention on the Rights of the Child):** The CRC, to which Ghana is also a party, emphasizes the protection of children from all forms of violence, including FGM.

## Regional

- African Charter on the Rights and Welfare of the Child (ACRWC)
  - ✓ Article 21 prohibits harmful practices
- Protocol to the African Charter on Human and People's Rights on The Rights of Women in Africa (1995)

# Road to Abolition of FGM



# Overview of the Policy & Governance Landscape of FGM/GBV Data

## The 1992 Constitution of Ghana

- Article 15: the dignity of a person shall be inviolable
- Article 26 prohibition of harmful and injurious practices

## The Criminal Offences Act (1960), Section 69A:

- 69A1 : Who commits an offence (Performs, Procures and Assists)
- 69A2: What constitutes an offence (non-medical reasons)
- 69A3: Types of FGM (Clitorodinia, Infibulation, other cuttings and piercings, etc)

## The Domestic Violence Act (2007)

## Affirmation Action Act 1121 (2024)

## Children's Act 560 (1998)

# Policies and Strategies

- ❑ Currently, there is no national policy **specifically** for tackling FGM.
- ❑ There are existing policies and strategic frameworks for protecting children and women from harmful and discriminatory practices.
  - Child and Family Welfare Policy
  - National Gender Policy
  - Justice for Children Policy
- ❑ Commemoration of the International Day of Zero Tolerance for Female Genital Mutilation (FGM), celebrated on every February 6, annually and globally as part of the UN's efforts to eradicate Female Genital Mutilation

# Key Stakeholders

## National Level Actors

- The Ministry of Gender, Children, and Social Protection (MoGCSP)
- The Ghana Statistical Service (GSS)
- The Domestic Violence & Victim Support Unit (DOVSU)
- Ghana Health Service (GHS)
- The Commission on Human Rights and Administrative Justice (CHRAJ):
- Domestic Violence Secretariat
- Legal Aid Commission Ghana
- Cybersecurity Authority
- Development Partners (UNFPA, UNICEF, etc.)

## Local/Community Level Actors

- District Assemblies
- Department of Social Welfare (DSW)
- Traditional and religious leaders
- The Media
- Civil Society Organizations (CSOs)

# Gaps identified in the FGM Legal Instruments

- There are no specific punishments stated under the COA (1960 ) 69A for those who witness the act and decline to report. These provisions can however be inferred from Section 22 Felony.
- The law does not criminalize cross-border FGM
- Does not specifically forbid medical professionals practicing medicalized FGM. It does, however, generally ban participation

# Knowledge Sharing

How do we address  
the gaps in the  
legal system in  
tackling FGM?

- ✓ Cross boarder FGM?
- ✓ Medicalized FGM
- ✓ Enforcement of the law

## Summary

Definition	FGM is the partial or total removal of the female external genitalia
Prevalence	Upper East 32.5, Upper West 13, Northern 2.8, other regions – 2 and below
<b><i>Underlying reason for the practice</i></b>	<ul style="list-style-type: none"> <li>• Deep rooted traditional beliefs/values</li> <li>• Social Norms</li> </ul>
Reasons for Prevalence	<ul style="list-style-type: none"> <li>• Cross-border FGM</li> <li>• Medicalized FGM</li> <li>• Migration</li> </ul>
National Laws regulating FGM and GBV	<ul style="list-style-type: none"> <li>• 1992 Constitution</li> <li>• COA (69A)</li> <li>• Domestic Violence Act</li> <li>• Affirmative Action Act</li> <li>• Children’s Act</li> </ul>
Gaps	<ul style="list-style-type: none"> <li>• No punishment for witnesses</li> <li>• No punishment specifically for Medical Officers performing FGM</li> <li>• No punishment for cross-border perpetrators</li> </ul>



THE END  
THANK YOU

# Session 2

## The role of Data in Policy & Governance



# Learning Objectives

- To understand the importance of inclusive data in policy and governance
- To understand disaggregated data and how it influence policy
- The role of data the policy cycle
- Overcoming the challenges and limitations of data use
- Best practices in data use



# Inclusive Data

Inclusive data means ensuring that data are collected for all people, regardless of their location, ethnicity, gender or age. Furthermore, it is data that represents diversity of a population.

For instance, data about a particular district or community will include everybody in terms of their age, gender, geographical location, disability and all the necessary factors.



# Inclusive Data

It is very important for:

- ✓ Closing the data gaps that unconsciously facilitate discrimination and bias in monitoring, evaluation and decision-making for all of society.
- ✓ It enhances decision-making since it provides a more truthful appreciation of the different needs of different populations to enable policy makers to make informed decisions
- ✓ Equitable distribution of resources: the limited resources will be effectively spent on those who need them most.

# Disaggregated Data



Disaggregated data identifies who is being left behind and why, identifies effective measures to address root causes, monitors and measures progress and ensures free, active and meaningful participation of all stakeholders, particularly the marginalized. This comprehensive approach feeds into policy, planning and programming of interventions that address societal problems such as FGM, GBV and others.



At the policy level, disaggregated facilitates targeted solution. A country that has no robust system will not be able to identify the inequalities and discrimination persisting at all levels of development

# Discussion



Interactive Discussion



Experience Sharing

# ROLE OF DATA

## 1. EVIDENCE BASED POLICIES



Foundation for evidence-based policies. Removes anecdotal evidence or assumptions

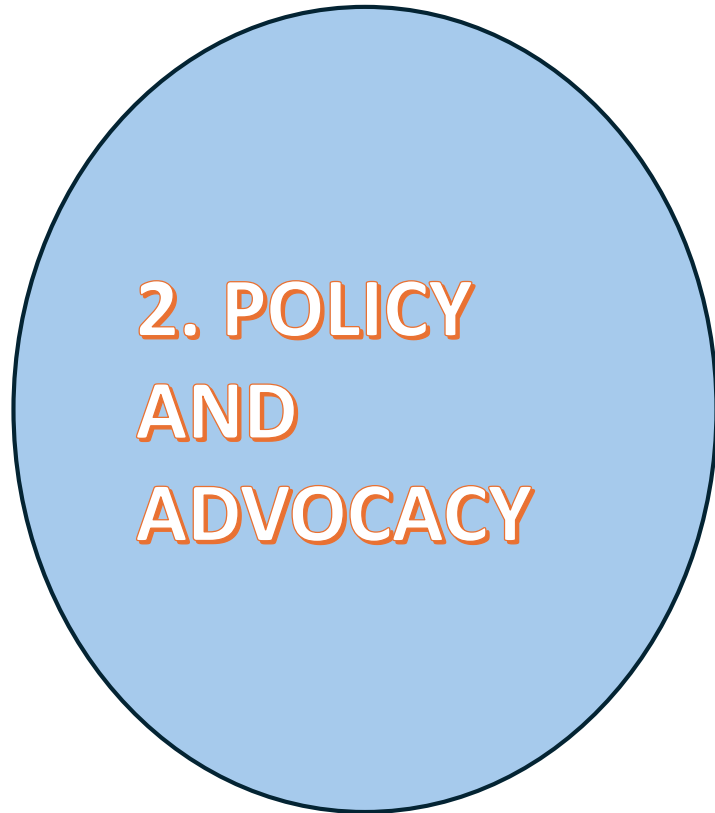


Data driven insights – analyzes trends, patterns and correlations that inform policies



Predictive Analytics: Predicts outcomes so that policy makers can anticipate and prepare for future challenges

## FGM /GBV Data Use



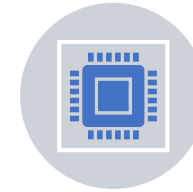
- Inform Policy Decisions – Legislation, development of interventions and policies
- Advocate for Change – changes in law, social norms and policies
- Monitor Progress: Tracking progress. Is it reducing or advancing? etc

# FGM /GBV Data Use

## 3. PROGRAM DEVELOPMENT AND IMPLEMENTATION



**Needs Assessment:**  
Data helps to identify areas of need, informing policy development and resource allocation



Design **effective** programs – Data can inform the design of programs, services and interventions.



**Targeted Interventions** – specific to populations, locations or contexts.



**Evaluate Program Effectiveness** and adjustment of policies

## FGM /GBV Data Use

### 4. RESEARCH AND ANALYSIS

- Data as a tool for understanding the dynamics of FGM /GBV – causes, consequences and dynamics
- Identify risk factors – poverty, educational level, conflict etc
- Develop theories and models – to support the explanation of FGM/GBV

## FGM /GBV Data Use



### 5. TRANSPARENCY AND ACCOUNTABILITY

- Accountability: Data supports accountability through performance metrics and audits
- Data-driven storytelling – visualizations communicate complex policy issues to the public
- Open data initiatives – making data available publicly promotes transparency, accountability and citizen engagement.

A close-up, low-angle shot of a hand typing on a laptop keyboard. The lighting is dim and blue-toned, creating a moody atmosphere. The text 'Challenges and Limitations to Data Use' is overlaid in white, sans-serif font across the center of the image.

# Challenges and Limitations to Data Use

# Challenges & Limitations

- **Data Quality and Availability:** Underreporting, stigma and methodological challenges can compromise Data quality

**Ethical Considerations:** Confidentiality, anonymity, safety for survivors, informed consent, privacy and security

**Intersectionality:** GBV/FGM data must consider intersectional factors such as age, disability, ethnicity to ensure inclusive and effective responses

**Data Interpretation and bias:** Influenced by biases and stereotypes, requiring careful considerations of methodology and assumptions

# Challenges and Limitations to Data Use

- ***Lack of harmonization of data platforms/sources - Duplication of data***
- No central system of data currently. Data is fragmented and sit in silos.
  - ✓ GSS has an autonomous data for their surveys and census
  - ✓ Ghana Health Service has its data source called DHIMS
  - ✓ GES has EMIS
  - ✓ NGOs have their own individual data. The dispersed dataset by actors calls for attention by actors

## ***Lack of standardized/uniform system of data collection –***

Different instruments produce different results. This is an impediment to comparative analysis/triangulation and finding data-driven solutions to address FGM and GBV.

## Challenges in FGM/GBV Data Policy & Governance



- Lack of Coordination and Standardization in Data Collection
- Data Disaggregation Issues
- Data Fragmentation Issues
- Declining Government Prioritization of Child Protection  
*(UNICEF Child Protection Budget Analysis 2019/2020)*
- Data Gaps Between National Statistical Collection Periods
- Ethical and Regulatory Concerns in Media Reporting
- Limited Capacity of Stakeholders
- Evolving Trends in FGM, Data Gaps & Legal Limitations

# Best Practices

**1. Use standardized tools and methods during FGM/GBV data collection and analysis**

**2. Ensure data protection and confidentiality to safeguard survivors' information**

**3. Involve Survivors and Communities** during the design, implementation and interpretation of FGM/GBV data collection and analysis.

**4. Address Intersectionality** – In order to ensure inclusive and effective response

**In what ways can this be achieved?**

# Best Practices

**5. Interdisciplinary collaboration** – policy makers must collaborate with data scientists to institute data-driven policies

**6. Capacity building and training** – provide training for policymakers and analyst to effectively use data in policy making

**7. Communication and Stakeholder engagement** – data driven insights must be effectively communicated

# Interactions



Q & A



DISCUSSIONS



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# Session 3

## The role of data in successful legal & policy reforms



# LEGAL REFORMS EXPLAINED



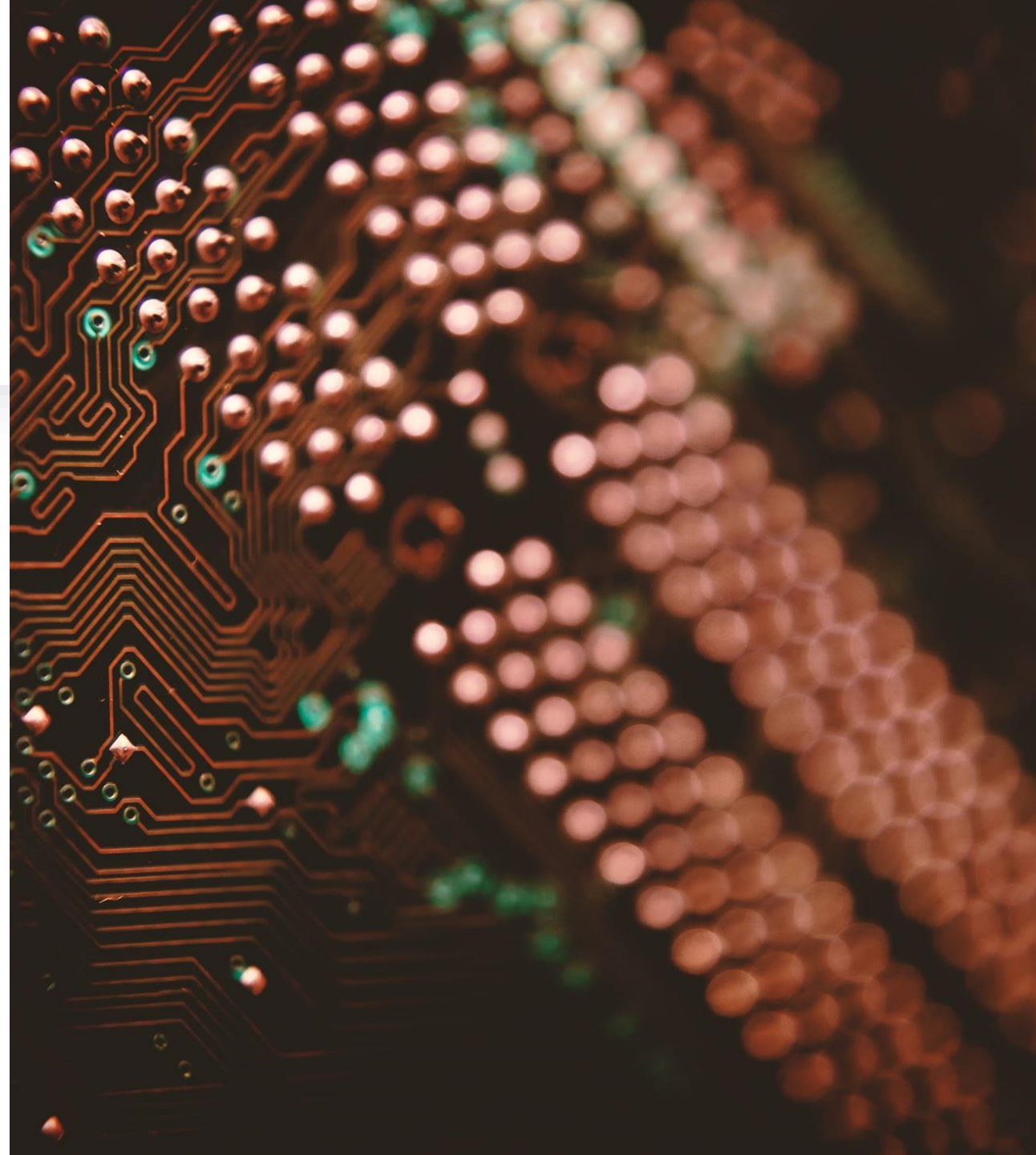
Legal reform is the process of analyzing current laws and advocating and carrying out changes in a legal system, usually with aim of **enhancing justice** or efficiency



Legal reforms refer to changes or updates made to laws, regulations or legal systems with the aim to advance its **effectiveness, fairness** and **relevance**

# Connection between law/policy and society

- Law/Policy is dynamic and not static
- There is a strong relationship between the law and the society
- These two act and react or respond to the ever-changing environment (political, social, economic, financial and technology)
- This change could be influenced by either internal or external factors (or both)



# What constitutes legal/policy reforms - laws



THE ENACTMENT OF NEW LAWS /POLICY– AS OUR SOCIETY GROWS AND DEVELOPS, IT CANNOT RELY ENTIRELY ON TRADITION.



REPEAL OF OLD LAWS: AS PEOPLE CHANGE THE WAY THEY LIVE AND WORK, SOME LAWS MAY BECOME OBSOLETE OR NEW SITUATIONS MAY ARISE THAT NO EXISTING LAW DEALS WITH.



AMENDMENTS: CHANGES TO SECTIONS OF THE EXISTING LAWS

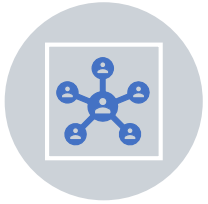
# What constitutes legal/policy reforms

INFRASTRUCTURE

LEGAL PROCESSES  
(FEES, TIME,  
ACCESS ETC)

ACTORS

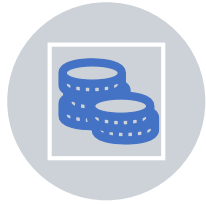
# Reasons for changing laws



SOCIAL



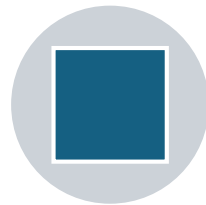
CULTURAL



ECONOMIC



POLITICAL



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- Changing community values.
- Changing expectations of the legal system.
- Changes in community awareness.
- Changes in technology.
- Changes in international relations

# Drivers of Change – Legal & Policy Systems

- **Social Changes:** Changing societal values
- **Access to justice:** (location/grassroot, capacity, to the needy, address shortfalls in infrastructure, community engagements )
- Human rights and equality: promotion and protection of human rights, anti-discrimination
- Globalization and International Cooperation (Compliance with ratified international conventions and standards)
- **Changing Social needs:** Demographics, socio-economic needs (social groups and social services)
- Globalization and harmonization with International standards
- Economic or fiscal constraints: Policies may be adjusted due to budget constraints/challenges
- New Research or Evidences

# How relevant is data in legal reforms

## Let's discuss

□ Prevalence of FGM is:

✓ 32.5% in Upper East

✓ 13% in Upper West

✓ 2.8% in Northern Region

✓ 2% in Brong Ahafo

✓ 2% in Ashanti

MICS 2017/2018

*“While access to justice is a problem that impacts people from all walks of life, with serious social, legal, economic, and political consequences, the effects of the justice crisis are not equally distributed”*

*“There are some legal problems in people's lives that are more burdensome than others. In terms of seriousness and impact, time and money spent, rate of resolution, and problem types that are most often assessed as the most serious problem”*

# How relevant is data in legal reforms

## Let's discuss

❑ 12,000 backlog of rape cases in X region in the last 3 years

❑ It's been 5 years since the matter was taken to court, I am tired of the back and forth

❑ People cross over to Burkina Faso to perform FGM

• What are the likely effects of this?

• What reforms intervention do they call for?

# How relevant is data in legal reforms

## Let's discuss

### ❑ Jail and Jail Populations

✓ Reporting and response

❑ He stole just a sack of cassava and was given 12 years imprisonment

❑ Case Study: American Criminal Justice systems is using data for comparison in prosecutorial decisions (Connecticut and Colorado have signed a pact)

• What are the likely effects of this?

• What reforms / intervention do they call for?

# The role of data in Law and Policy



**Data can help identify areas of the law that require reforms.**

disparities in sentencing  
Unequal access to justice



**Support evidence-based advocacy – It prevents anecdotal evidence and hearsays as basis for advocacy**



**It promotes trust in the law/policy through the enhancement of transparency and accountability**  
open data

# Some examples of data in legal and policy reforms

1

Court Data : analyzing court data supports the identification of trends, patterns and disparities in the application of law and policies

2

Crime data: supports the formulation of policies on enforcement, sentencing etc

3

**Demographic Data:** identifies disparities, inform policy, monitors and evaluates policies and supports targeted legal and policy solutions

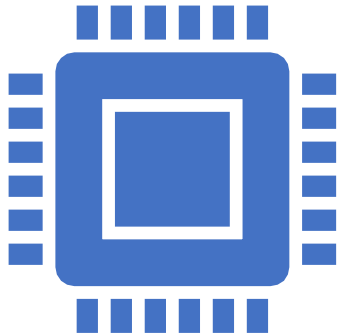
# Some data-driven reforms

- United States: data-driven reforms in criminal justice. Data analysis of biases in sentencing and inform bail reform efforts
- UK – data analysis to inform policy decisions on legal aid reforms, reduction of backlogs
- Kenya – FGM reforms
  - ✓ 2011: Prohibition of FGM
  - ✓ 2021: High court ruling dismissed a petition to legalize Type 4 FGM
  - ✓ Gap in the law: Type 4 not explicitly prohibited and directed the review and amend the law to include all types of FGM ([equalitynow.org](http://equalitynow.org))

# Ghana

- Reforms with FGM
- Reforms with Gender Based Violence
  - ✓ Laws/legislations/regulations/policies
  - ✓ Enforcement of the laws and regulations
  - ✓ Data systems
  - ✓ Technology /Digitalization

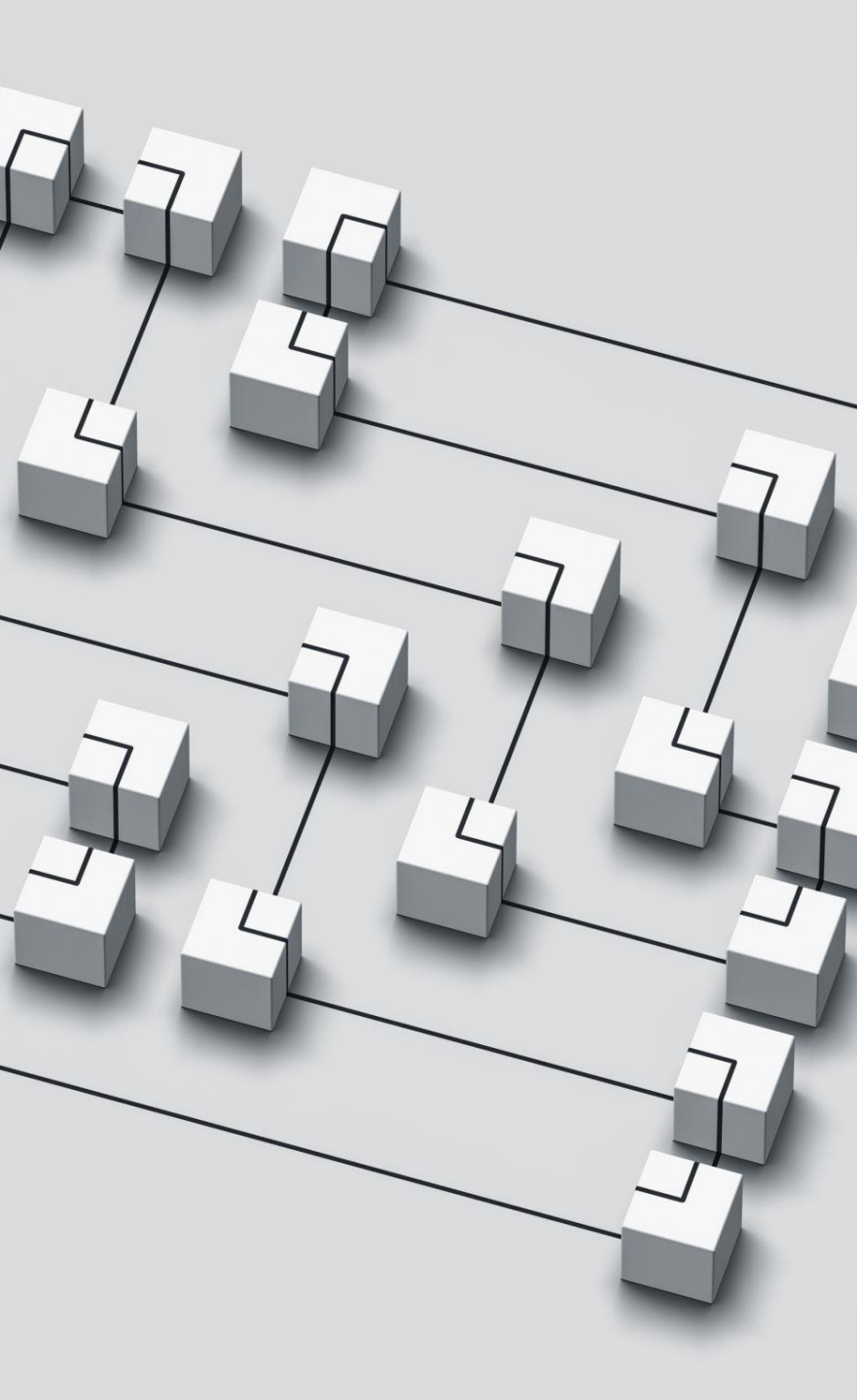
# Integrating Data and Research Evidence into legal/policy



data is a key mechanism for innovating (transforming, updating) the law.



Prioritizing rigorous evidence can help policymakers lighten the complex questions citizens face and help identify solutions to improve lives.



# Data Disaggregation Intersectionality Citizen Generated Data

- The legal structure/arrangements (the laws, rules, and practices) contribute to how people experience the justice system as fair or unfair, effective or ineffective.
- This is why data, intersectionality, disaggregation etc should be taken into account when crafting solutions.



# Case study

# Affirmative Action Act 1121 (2024)

## News headlines

Ghana passes landmark gender equality law after **30-year wait** – **AFRICA BRIEFING**

Ghana's new gender equality law mandates 30-50% female representation in decision-making roles, aiming for gender parity by 2030

The law seeks to align Ghana with other African nations, such as Rwanda, Uganda, and Mozambique, which have already introduced affirmative action policies. It mandates that women hold at least 30 percent of positions in decision-making bodies, with a target to increase this to 50 percent by 2030 in line with the UN's Sustainable Development Goals.

## Why did it take so long to become law?

Many blamed both of Ghana's **two main political parties** - the NDC and the NPP - for failing to ensure passage of the law, despite repeatedly using it as a **campaign promise**.

It was final re-introduced to **parliament** by current Gender Minister Newman earlier this year.

Last year **Ghana's parliamentary speaker** said he wanted the bill to be passed but said it was not ready in its current form and needed “**critical stakeholder consultation for a well-defined and crafted law.**”

Recalling her stint as a **technical advisor at the gender ministry** in **2014**, Ms Adiko said: “We saw the bill all the way through to cabinet, got the approval until elections and the change in government in 2016 meant it went back several steps again.”



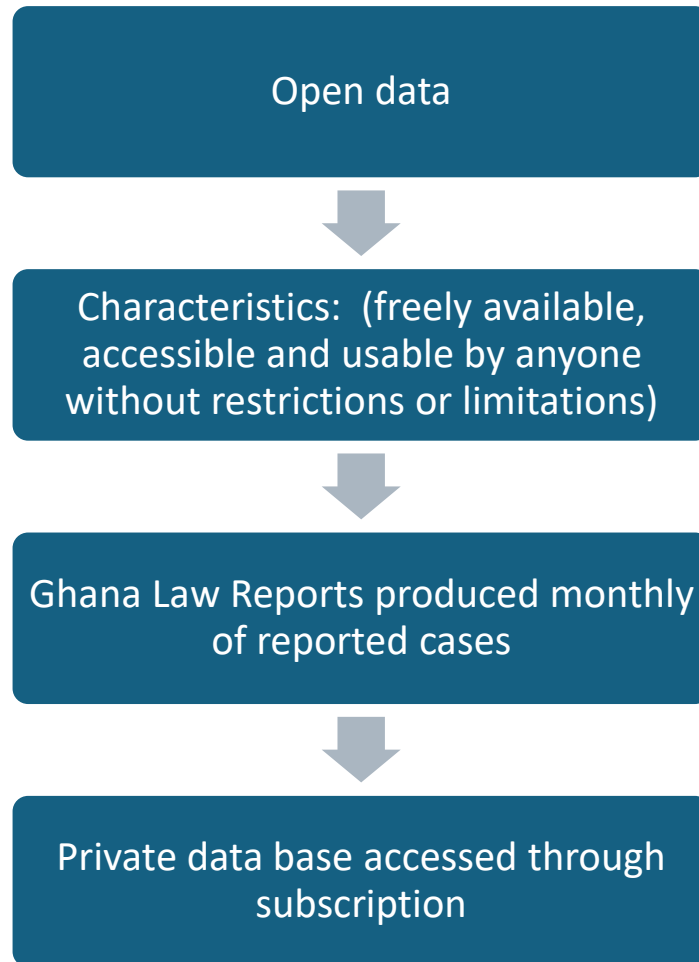
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## ***The new Land Act 1036 (2020) Property Rights of Spouses***

*(3) In a conveyance for valuable consideration of an interest in land that is jointly acquired during the marriage, the spouses shall be deemed to be parties to the conveyance unless a contrary intention is expressed in the conveyance.*

*(4) Where contrary to subsection (3) a conveyance is made to one spouse, that spouse shall be presumed to be holding the land or interest in the land in trust for the spouses, unless a contrary intention is expressed in the conveyance.”*

# Open Data



## Benefits

- ✓ Increased transparency
- ✓ Improved decision-making

# Discussion 1

Do we have an open database platform (legal and policy) that has all the standard features discussed which will ultimately enhance efficiency?

# Discussion 2

- Are policies driven by data?
- How do we address /enhance the process/systems

# Benefits of data-driven legal reforms



Evidence-based decision-making:

Factual not anecdotal /assumptions



Supports the identification of areas for reforms



Helps to evaluate effectiveness of the law

What works and what does not work



Q & A



DISCUSSIONS



THE END  
THANK YOU



# Session 4

# Stakeholder Analysis



# Session Objectives



Promote appreciation of the need to identify stakeholders in managing a research project



Increase understanding of the competing and sometimes conflicting interests of different stakeholders in governance and policy



Support improve skills in the use of basic tools in undertaking stakeholder analysis and mapping



Relevance of stakeholder analysis

# Who is a Stakeholder

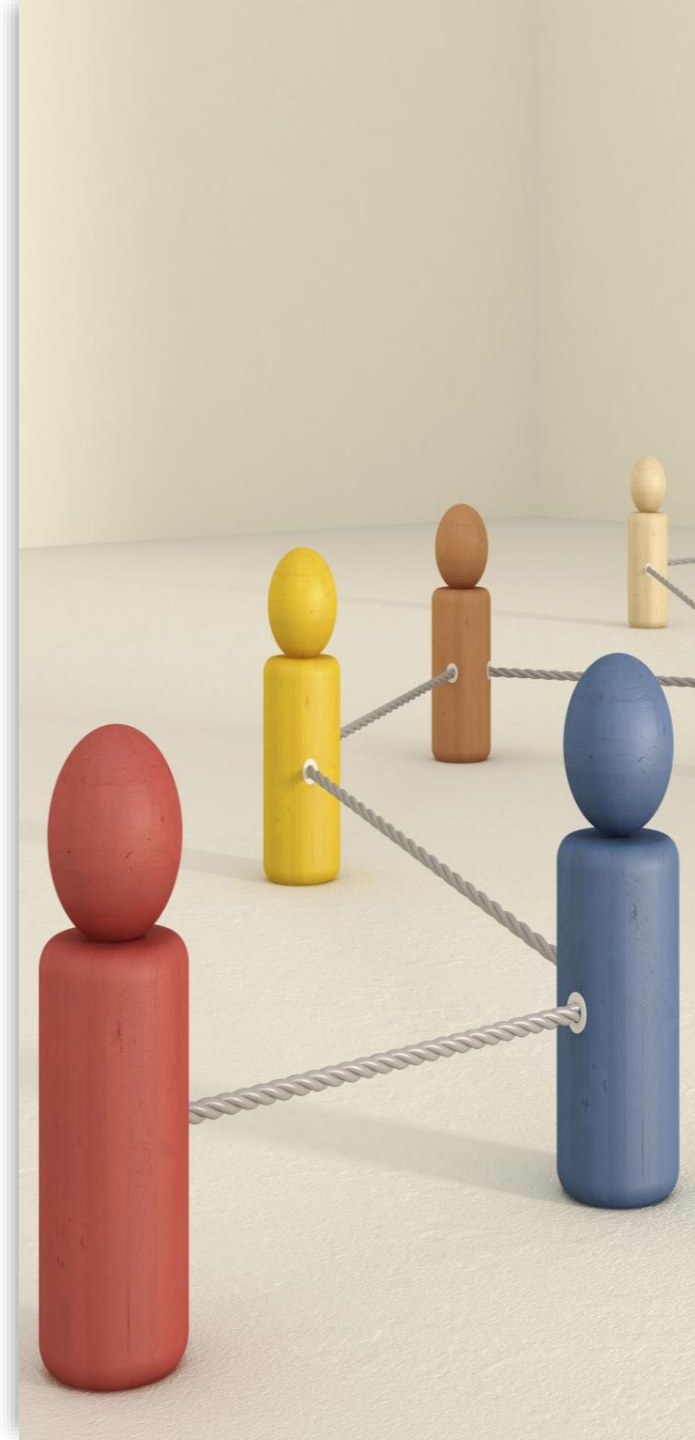
Stakeholders are those entities who have an interest and involvement in a policy/project/process etc

A stakeholder is a person or entity who has something to gain or lose through the outcomes of a planning process or project

Stakeholders are called interest groups, and they can have a powerful bearing on the outcomes of a policy/ project

The stakeholders may be individuals, groups or organizations whose actions could have an effect on a policy/project

Stakeholders are commonly classified international, public, national political, commercial/private, nongovernmental organization (NGO)/civil society, labor, and users/consumers.



# Type of Stakeholders

- ***Internal Stakeholder*** (employees, management, Board within the organization or entity)
- ***External Stakeholders*** (partners, investors, customers, community)
- ***Primary Stakeholders*** : Those who are directly affected by a policy, project etc
- ***Secondary Stakeholders***: Those who are indirectly affected

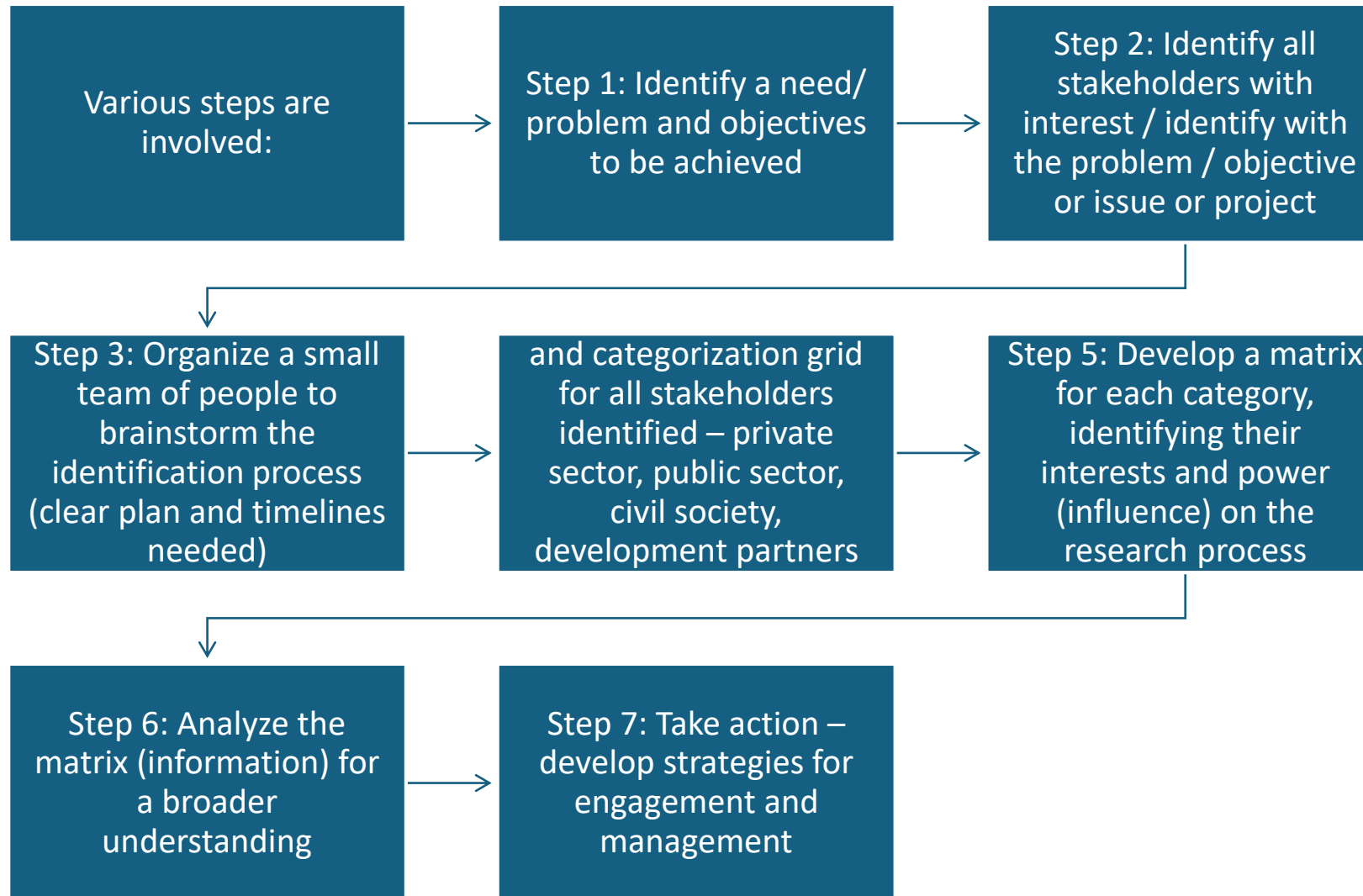
# Discussion

- Victims
- Perpetrators
- Family
- Medical/Health Workers
- Police
- Media
- Traditional Leaders
- Community People
- Religious Leaders
- Judiciary (Lawyer, Judges)
- CSOs
- Department of Social Welfare
- Ministry of Gender, Children and Social Protection

# Importance of Stakeholder Analysis

- Knowing who the key actors are, their knowledge, interests, positions, alliances, and importance related to an issue or project, allows policy makers and managers to interact more effectively with key stakeholders and increase support for a given policy or project.
- In bridging research and policy, stakeholder analysis can be used to identify all parties engaged in conducting the research, those who make or implement policy, and the intermediaries between them

# Understanding Stakeholder Analysis





# Levels of Power

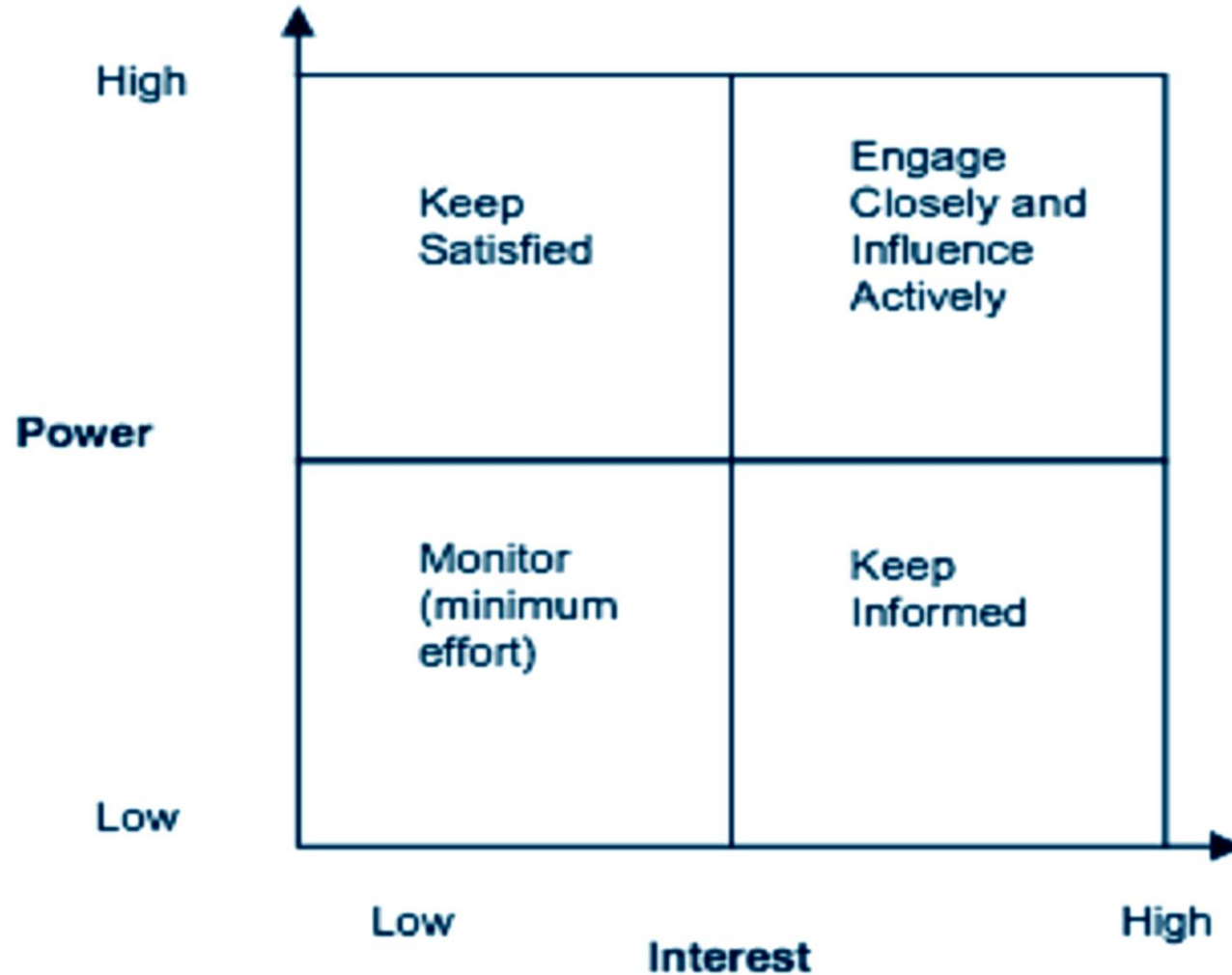
**Influence:** Stakeholder can impact the success of failure of a policy or project

**Interests:** Stakeholders have interests that need to be considered and addressed.

**Support:** Stakeholder support can be crucial for policy success

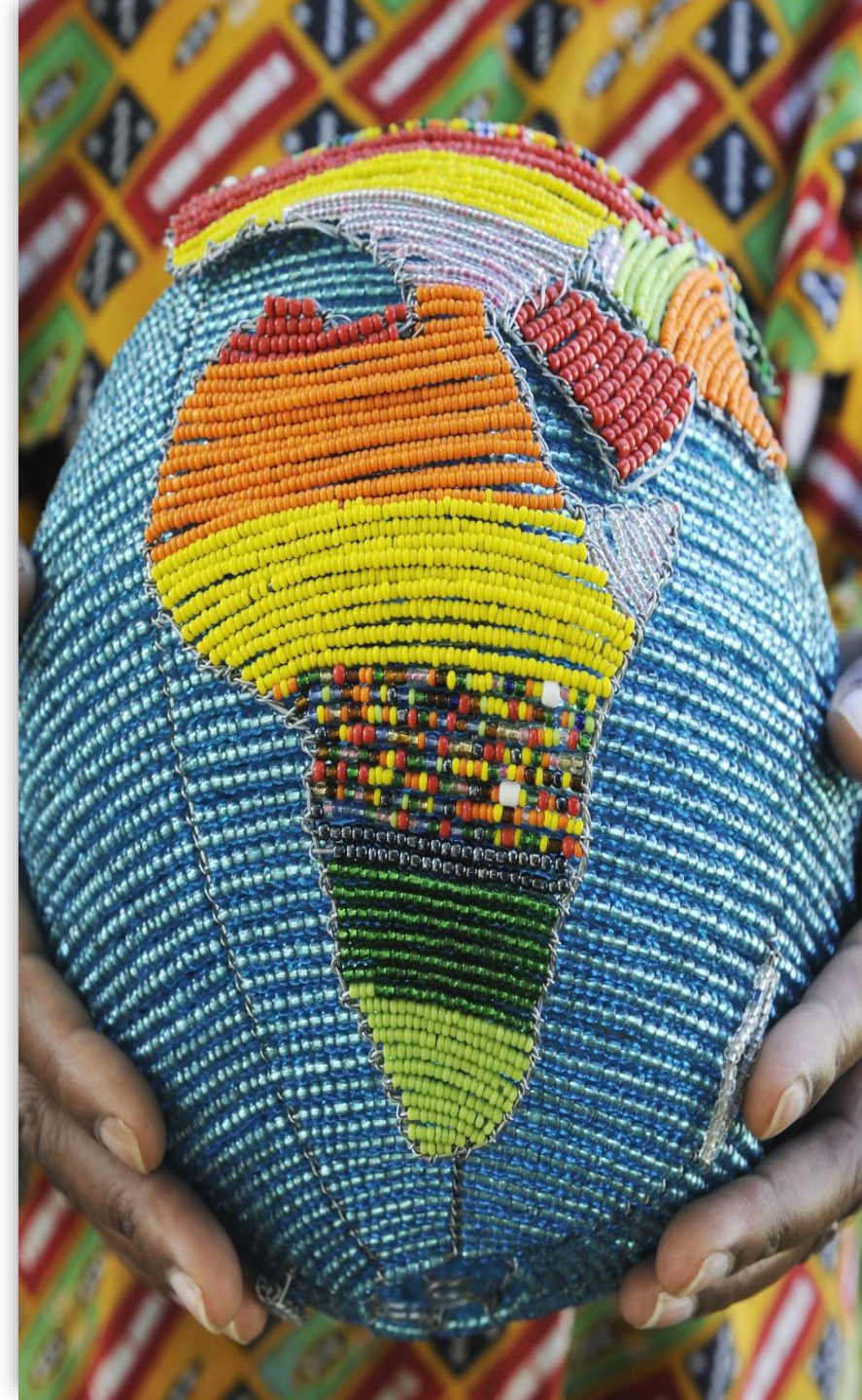
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# Developing the Stakeholder Matrices : Grid



# Stakeholders (Inclusive Data and FGM/GBV)

- ***National Level Actors***
- The Ministry of Gender, Children, and Social Protection (MoGCSP)
- The Ghana Statistical Service (GSS)
- The Domestic Violence & Victim Support Unit (DOVSU)
- Ghana Health Service (GHS)
- The Commission on Human Rights and Administrative Justice (CHRAJ):
- Domestic Violence Secretariat
- Legal Aid Commission Ghana
- Cybersecurity Authority
- The Ministry of Environment, Science, Technology, and Innovation (MESTI)
- Development Partners (UNFPA, UNICEF, etc.)



# Stakeholders (Inclusive Data and FGM/GBV)

- ***District & Community-Level Actors***
- Civil Society Organizations (CSOs)
- District Assemblies
- Department of Social Welfare (DSW)
- Traditional and religious leaders
- Victims
- Traditional Birth Attendants /Wanzams
- The Media



# Case Study

1. Apostles of Pain Documentary
2. Reporting to Media in arbitrating/Managing GBV cases

# Discussion – Case Study

- Identify who the key stakeholders are in trying to address this menace from a policy perspective.
- Using a multi-sectoral approach, develop a stakeholder framework/matrix to address the matter (expectations, power and influence of the different stakeholders identified)

## **Discuss the following:**

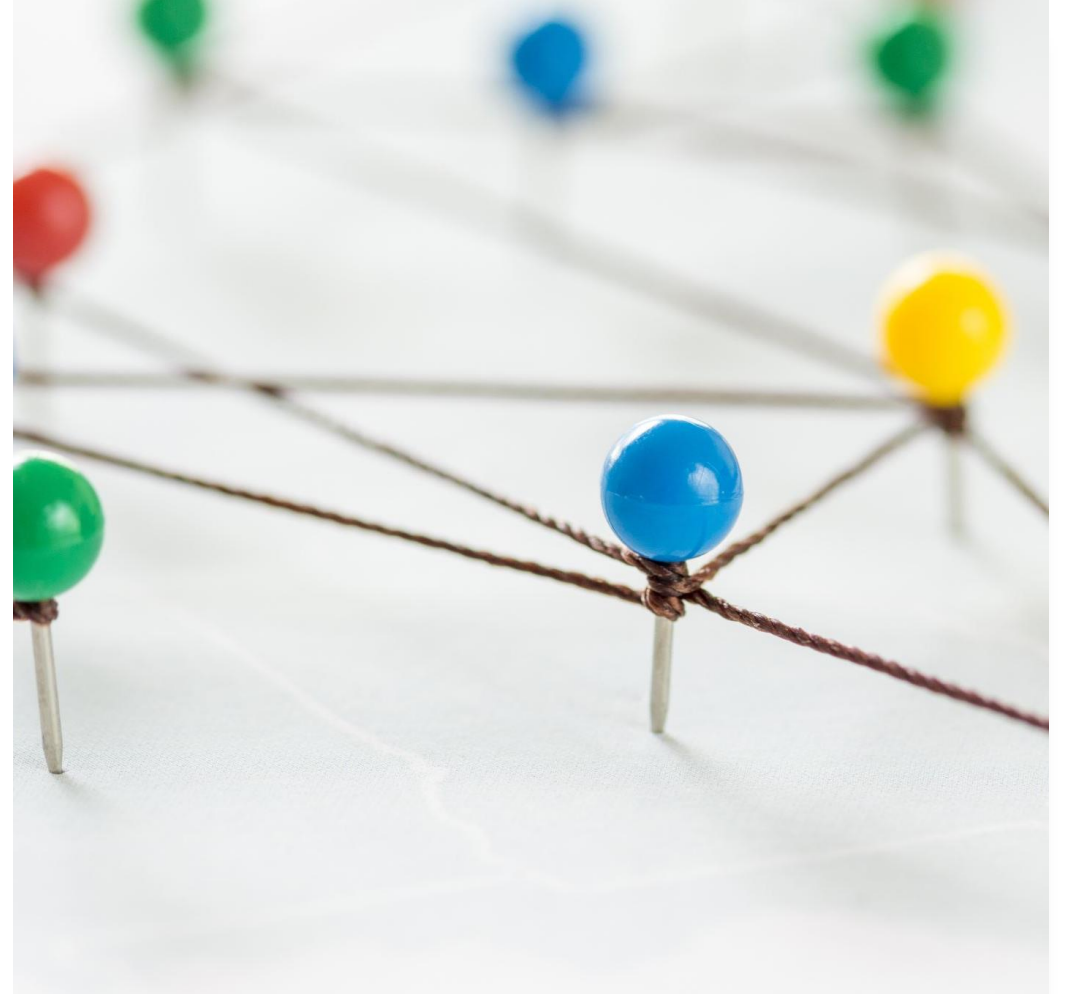
*Why is it important to identify our stakeholders in planning our research project?*

(Capture views expressed on a flip chart)

# Summary

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- ✓ It is important to identify and map stakeholders at the planning stage of the project
  - ✓ Understanding their interests and degree of influence over a project, helps in design of appropriate strategies
  - ✓ Managing stakeholders enhances communication and also improves level of participation and/or support
- 
- Undertake further stakeholder analysis on power and position and interests using influence mapping techniques
  - Plan and budget for undertaking stakeholder analysis and mapping





Q & A



DISCUSSIONS



THE END  
THANK YOU