

**INTERNAL GENDER AND INCLUSION POLICY FOR  
THE PROGRESSIVE PEOPLES PARTY**



*Awake!*



## **PREFACE**

The United Nations Development Programme (UNDP) has consistently exhibited a commitment to entrenching democracy in many countries across the world including Ghana. It is in this context that UNDP Ghana put together the Joint Party Support and Strengthening (J-PASS) project to serve as a useful platform for political parties in Ghana to cooperate and share ideas on how to improve the democratic process. One of the priority areas of the J-PASS has been the broadening of political participation and the deepening of political inclusion.

This has been to ensure that various sections of society that are often under-represented are equitably represented around the decision making tables in Ghanaian political circles. Essentially, UNDP has found ways of collaborating with political parties in Ghana to cure the disproportionate participation, in terms of gender, in higher echelons of power. Significantly, the UNDP has broadened the conception of gender in terms of political inclusion to include in addition to women; Persons with Disability (PWD) and the youth.

In order to practicalise the said objective, UNDP Ghana, through the J-PASS project commissioned in the first quarter of 2016, a comparative study on international best practices on gender policies in political parties. This study noted that, almost all parties have in place an awareness of the challenges of women in politics and some efforts to ameliorate such challenges. However, in the case of the youth and Persons with Disability (PWD), the case was very dissimilar, as there was a lesser level of consciousness and support. The study concluded that a lot had to be done to institutionalize gender inclusion-seeking policies within Ghanaian political parties.

This present study headlined as the Development of Internal Gender and Inclusion Policy for Political Parties in Ghana comes on the back of the recommendation of the aforementioned study for the institutionalization of gender policies within political parties. The laudable approach to this new study is the emphasis on ensuring that the political parties own the final policy outcome as this makes it easier to be accepted and put into actual use within the ranks of the party.

UNDP's efforts to help in entrenching political inclusion in Ghana fits in a global context where countries across the world have engendered deliberate steps to achieve political inclusion, leading to remarkable results in some instances. Even in Africa, countries such as Rwanda provide a stellar example, where it holds the record of having the highest female representation, in percentage terms, in its parliament. Other African countries including Seychelles, Senegal and South Africa are in the top ten countries around the world with the highest female proportional representation.

The experiences of many successful countries of political inclusion, including some of those listed above, have shown that inclusion is best achieved through the

establishment of quota systems. In cases of Rwandan, Senegal and Kenyan, for instance, national constitutions have been used to reengineer political participation. The Kenyan example can hold more value as the national constitution does not only entrench quotas for women but also for the youth and PWDs. Aside nationally-mandated quotas, a number of political parties around the world have on their own accord instituted quotas to deepen internal party inclusion. For example, in Germany, the Social Democratic Party mandates at a minimum, the presence of 40% of each gender on party boards and lists. The African National Congress (ANC) in South Africa adopted a 50-50-gender quota in local elections and rolled out same for national elections and all party structures in 2009.

Notwithstanding, a few countries have internalized inclusive participation enough such that they do not need quotas. This is especially the case in the Scandinavian countries as women have over time, come to have an equitable chance in gaining political portfolios. This is the same for PWDs as one's physical limitations are not socio-culturally such a hindrance. Effectively, such society-wide internalization of the values of fairness and equity must be the aspiration both in the context of access to political leadership and beyond for political parties in Ghana. Hopefully, this policy document would provide good foundations for the pursuit of such an internalization of the value of inclusive political participation within political parties and the broader governance space.

## **BACKGROUND AND RATIONALE**

Globally, there has been a myriad efforts aimed at broadening political participation. The undertaking of these efforts has been by diverse agents and agencies including individuals, civil society organizations, political parties, state agencies, inter-governmental organizations and states. Such inputs for instance, have manifested in frameworks such as the 1979 Convention on Elimination of All Forms of Discrimination Against Women (CEDAW); the Beijing Declaration and Platform for Action (1995); the Millennium Development Goals (2000), the Solemn Declaration on Gender Equality (2003); and the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (2003) among others.

Positively, the values and aspirations of these international conventions and declarations have been domesticated in Ghana through various legal documents and policy frameworks. Significantly, Ghana's 1992 Constitution generally promotes inclusion at all levels of national life. This is encapsulated in its Article 17 in clauses 2 and 3;

(2) A person shall not be discriminated against on grounds of gender, race, colour, ethnic origin, religion, creed or social or economic status.

(3) For the purposes of this article, "discriminate" means to give different treatment to different persons attributable only or mainly to their respective descriptions by race, place of origin, political opinions, colour, gender, occupation, religion or creed, whereby persons of one description are subjected to disabilities or restrictions to which persons of another description are not made subject or are granted privileges or advantages which are not granted to persons of another description.

Article 21(3) and Article 55 clauses 2, 4, 5 and 10 of the Constitution also speak in more specific terms to the requirement for political participation to be inclusive. Article 29 (1) and (4) also emphasize the inclusion of Persons with Disability. Aside the 1992 Constitution, there are other legislative frameworks and national policy documents that also stipulate political inclusion. The Political Parties Act, 2000 buttresses inclusive political participation in its Article 2(1). The Persons with Disability Act, 2006 similarly instructs in its Article 1 that;

A person with disability shall not be deprived of the right to live with that person's family or the right to participate in social, political, economic, creative or recreational activities.

The National Youth Policy, 2010 also states as one of its key objectives for the youth "the promotion of their active participation in decision-making at all levels". The National Gender Policy and the Affirmative Action Bill both stress the need for an

increased participation at the decision-making level of the political space and as such, both push for a quota of 40% reservation for women on all decision making bodies.

The Progressive People's Party aligns itself to the country's international and national commitments to inclusion and has demonstrated its commitment to inclusion in several ways - in word and action. We believe that no country would be able to ensure good and effective governance and guarantee development when sections of its populations are left behind.

The PPP recognises that age-long discriminatory practices and negative socio-cultural practices have negatively affected and disadvantaged certain segments of our population, notably young people, females and Persons with Disability (PWDs). As a Party, we are committed to changing that; and to provide opportunities that progressively provides a level playing field for all citizens.

In lieu of a manifesto, the PPP has the Ten Point Agenda for Change which presents a vision for how Ghana would be run by a PPP government. The party states in the introductory parts of the document that the implementation of the agenda is hinged on "using the spirit of inclusiveness that will enable us to use the best Ghanaians; full participation of women and the youth..." To give meaning to the stated commitment, the Party has provided opportunities at the highest level of the internal decision making structures for the participation of persons who have been historically marginalized in politics.

Having already articulated our commitment to inclusion and established internal structures for the promotion of equal access to participation, we intend to build on the gains made to further deepen inclusion within our party by reiterating our commitment and providing guidelines for the realization of our commitment to all members of the Party. This Policy is therefore a codification of the PPP's belief and practice; and a re-affirmation of our commitment to inclusion.

Founded on the foregoing, this Gender Policy document states our commitment to inclusive political participation that provides an enabling environment for all Ghanaians to pursue and realize the ideals of equitable participation.

## ***Vision***

A party in which all Ghanaians, irrespective of sex, age and disability are able to realise their full potential and are able to effectively participate in all activities of the party.

## ***Goal***

The goal of the policy is to provide a framework to support inclusion in the PPP by removing all forms of barriers that militate against the full participation of all persons, especially on the basis of age, sex and disability.

## ***Objectives***

Broadly, the objectives of the Policy include the following;

- Provide concrete symbolism of the Party's commitment to the ideals of inclusive political participation;
- Promote the documentation of our efforts as a Political Party towards the promotion of intra-party inclusion;
- Take actual steps to ensure the mainstreaming and integration of inclusion in all aspects of the Party's policies, programs and activities.
- Establish clear guidelines for attaining inclusion.
- Ensure that the intra-party policies aimed at inclusion are consistent throughout the various levels of the party and easily referable;

## ***Methodology***

The consultations that produced this document utilized a qualitative methodology designed and facilitated by a team of experts and funded by the UNDP. The conception of gender for the process and herein this document includes not only Women but also Persons with Disability and the Youth. This is in a bid to ensure that these other under-represented sectionalities within the decision-making ranks in Ghanaian politics are not inadvertently side-lined. Boosting the participation of women and not of these two other groups effectively undermines the pristine values of equity, parity and fairness underpinning the push for inclusion.

Three main approaches were used in the gathering of information for the development of the Policy. These included a Survey, Gender Audit and Interviews. The survey targeted party executives at the sub-national level.

Sub-national party executives were specifically targeted because they are those who contest positions in the party, and are most likely to have experiences of how gender dynamics play out in the party. The consultation sought their views on gender dynamics in the party; on how gender affects opportunities presented to them at the party level; their knowledge of the challenges associated with gender in the party; what

the party has done to address some of those challenges; and what they want to see changed.

The gender audit targeted staff at the party headquarters who as such, are likely to have an industrial perspective that held relevance for the study. The Interviews targeted the national executives of the party. In the context of the information gathered through the surveys and gender audit, this final stage saw the researchers engaging the Party's top hierarchy in a bid to develop policy proposals for the deepening of political inclusion within the parties. These sessions were a cross between Key Informant Interviews and Policy-making discussion(s).

## **GUIDING PRINCIPLES**

The following principles shall be central to all actions, policies and programmes of the Progressive People's Party.

- Participation and inclusion are human rights.
- Participation and inclusion are central tenets of democracy and critical to the realisation of the ideals of democracy.
- All policies, programs and activities of the Progressive People's Party shall foster participation and inclusion.

### **1. INSTITUTIONAL MECHANISMS**

The PPP recognises that effective participation in the Party is hinged on physical, substantive and procedural access to the infrastructure, policies and programs of the party. To this end, the party shall enhance accessibility and inclusion for all Ghanaians by ensuring the following:

#### **a. The Provision of Disability-Friendly Party Offices**

In line with its commitment to inclusion, the Party will progressively implement Article 6 of the Persons with Disability Act (2006), by making sure that all its Party Offices are accessible to Persons with Disability.

As a demonstration of its commitment, the Party shall in the short term, provide ramps at entrance and exit points for persons with mobility challenges. In addition, the Party shall put in place mechanisms to assist blind, deaf and dumb persons to interact more effectively at the Party offices by using augmentative and alternative communication.

In the medium-long term, the PPP shall ensure that its Party Offices have disability friendly designs. As much as possible, provisions would be made for

elevators and disability friendly stairways to make the party office more accessible by all.

In the interim and beyond, all staff of the Party's offices shall prioritise assisting PWDs to access and use the Party's offices.

#### **b. Gender-sensitive planning and programming**

The PPP recognizes that the role played by the different constituent members of the Party is important in guaranteeing success for the Party. It is therefore determined to provide an enabling environment to optimize the potential of all members of the Party.

The PPP shall therefore ensure that the strategic and practical needs of females, the youth and Persons with Disability are systematically integrated into planning and programming. In pursuing a whole-some intra-party inclusion, particular attention shall be paid to *inter alia* the types of programmes organized, venue, time and security of participants among others.

#### **c. Gender-disaggregated membership databases**

Data is useful when it is contextualized and has meaning. Meaningful data is necessary for analysis and the development of targeted interventions especially in the promotion of intra-party inclusiveness.

In recognition of the utility of meaningful data, the PPP's membership database is reasonably disaggregated. As a further demonstration of its commitment to inclusion, the Party shall ensure that its membership database is consistently disaggregated to reflect the major sectionalities within the party with particular emphasis on women, the youth and PWDs at all levels of the party.

#### **d. Integrating gender, age and disability analysis into Party reports**

The promotion of inclusion is highly dependent on empirically generated information that identifies physical, environmental and communication barriers, the absence of or gaps in policies and their implementation among others and thereby provides a basis for meaningful interventions.

The PPP acknowledges that gender, age and disability analysis is critical for fostering inclusion and shall therefore make it mandatory for all party reports to include a section that captures gender, age and disability perspectives of all party plans, programmes and activities.

## **2. CAPACITY-DEVELOPMENT**

The translation of the political will on inclusion in policy frameworks into action is dependent on three main things: education, awareness creation and sensitization of party members; the development of the necessary skills of relevant office holders to generate the necessary data, undertake relevant analyses and integrate inclusion into plans, programs and activities; and the development of the capacity for the excluded groups so as to enhance their abilities to leverage the interventions of the party. To this end, the PPP commits itself to the following:

### **a. Awareness Creation, Sensitization and Education**

The PPP recognises that societies predefine abilities based among other things, on gender, age and disability. Promoting inclusion in the Party requires behavioural modification by the critical mass of the Party, which calls for a re-engineering of the perceptions both of party members as well as the affected groups.

The Party commits itself to create awareness, sensitize and educate its members and the general public on the need for inclusion.

The need for effective participation of women, youth and persons with disability shall be further highlighted in all Party documents.

### **b. Training for party executives and office holders on gender and inclusiveness**

Mainstreaming gender and inclusiveness requires a set of specialised knowledge, technique and skills for the collection and analysis of relevant data; and the integration and mainstreaming of the same into policies, plans and programs.

To ensure the translation of this policy into action, it is imperative for the executive arm of the Party and office holders at the various levels to appreciate the concept of gender and its dynamics as well as the concept of inclusiveness and its value to the party's interests and the nation-building agenda.

In demonstrating our commitment to the realization of this policy, the PPP shall actively seek opportunities for training relevant office holders at all levels of the Party on the various aspects of gender and inclusion especially for data collection and analysis, planning, programming, strategy development, monitoring and evaluation.

### **c. Mentoring and Capacity-Building for Women, Youth and PWDs**

Breaking the glass ceiling of gender, age and disability related limitations can be daunting and requires extensive support. Mentoring provides a supportive relationship that offers an opportunity for mentees to learn in a nurturing manner and develop confidence in their abilities.

In line with its character of inclusivity, the PPP will leverage on the experiences of its members to develop a structured system of mentorship especially for women, youth and PWDs.

We will continue with the targeted training programs for women and expand it to include Persons with Disabilities and Youth especially in the areas of human and political development, public speaking, fund-raising, networking and campaigning.

In addition, the Party will nominate persons from these sectionalities to participate in relevant Partner organised training programs and activities.

## **3. Participation in Decision-making**

Participation is a multi-faceted and complex issue that requires sensitive multi-dimensional approaches. While increased numbers of previously disadvantaged members of a community in decision making is fundamental, participation is more than numbers.

Conscious of the challenges bedevilling effective participation, the PPP shall continue with its efforts at putting practical measures in place to ensure quantitative and qualitative participation of women, persons with disability and youth in intra-party decision-making at all levels of the party.

### **a. Quotas**

In line with our avowed determination to foster inclusivity, the PPP will take steps to encourage all Party members and the interested Ghanaians generally to participate in the Party's activities. As a Party committed to full and total inclusion, it is our aspiration that the spirit of inclusion would be internalized in the near future so as to render the need for special measures redundant.

Having worked with quotas for women since its inception, the PPP is fully conversant with the value of quotas in promoting participation. We will therefore work towards ensuring that as articulated, twenty per cent of our Executive Members are women.

We align ourselves with the recommendations of the United Nations and pledge to progressively increase the number of the female members of office holders at levels of the Party to forty per cent.

Similarly, the PPP will work progressively to increase the number of persons with disability at all levels of the Party's decision-making structures. As a first step, the Party commits itself to providing quotas of up to five per cent of the total population of PWDs within the Party.<sup>1</sup>

The PPP does not take it for granted that most of its office holders are youth. The Party shall ensure that the youth continue to participate effectively at all levels of decision making in the Party.

#### **b. Elections Support**

The PPP has measures in place to provide election-support to some of the side-lined members of the party. The party will continue to maintain those measures even as it institutes additional measures of support for those who are not fully catered for within the framework of the existing measures.

Women contestants for intra-party positions would continue to receive nomination and filing-fee rebates to degrees that will be determined periodically whilst PWDs would be exempt from paying such fees.

### **4. COMMUNICATION**

Political parties perform varied roles that include among others, recruiting for political office, crafting a convincing policy and marketing it, canvassing for votes during an election period and setting the government's agenda if voted into power. By their nature, political parties must have effective ways of communication to different audiences internally as well as to a wider external audience. This means that the message must reach the intended recipients in the most accessible manner and where applicable, allow for feedback to be transmitted back to the Party.

Men, women and Persons with Disability access information differently, it thereby making it imperative to reflect the various nuances in the transmission of messages to Party members and the wider population. Without a doubt, given their special needs, PWDs are often the most adversely affected in terms of information transmission.

In recognition of these challenges, the PPP makes an effort to utilize the services of sign language experts during its public interactions. This notwithstanding, in our

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<sup>1</sup> In the absence of disaggregated figures, it is difficult to provide a concrete figure for Persons with Disability. It should be noted that the provision of the quota does not disqualify any PWD from contesting on the general platforms of the Party.

effort to promote better inclusion, we shall pay particular attention to the needs of the various groups in the design and transmission of information internally. To this end, we commit ourselves to the following:

**a. Internal communication**

The party's communication with its members shall be as accessible as possible to all its constituents. To this end, we shall develop audio and braille versions of party documents especially the party's constitution and manifesto.

We shall ensure that party meetings with deaf persons in attendance make provisions for sign language.

Conscious of the fact sign language and braille are useful for those literate in them, we will also employ unaided communication systems to communicate with PWD members of the party who are not literate in the two languages.

The PPP shall ensure that the content of the party's internal communication must be gender-sensitive.

The Party shall adopt a dissemination strategy that takes cognisance of the needs of men, women, youth and PWDs.

**b. External communication**

The PPP will continue to propagate its message of inclusive governance. In a bid to make the mainstreaming of PWD participation holistic, the party's outreach program will mainstream the need for inclusion. Efforts will be made to develop disability-friendly dissemination mechanisms such as pre-recorded messages, braille and sign language for campaign rallies

**5. COMPLIANCE**

The PPP is fully dedicated to implementing the provisions of this Policy and therefore commits itself to establishing structures to promote compliance by the rank and file of the Party. The PPP commits to assigning focal persons for inclusion at all levels of the Party's decision making.

**a. The establishment of Gender and Inclusion Desks**

To facilitate the internalisation of the need for inclusion, it is essential to mainstream and integrate the concerns and needs of the various marginalized groups into the day-day programs, policies and plans of the Party at all levels.

The PPP acknowledge the need for dedicated desks for inclusion at all levels of the Party and will work progressively towards their establishment.

Until the Party establishes dedicated gender and inclusion desks, the offices of the Women Organiser and the Executive Director shall have additional responsibility for inclusion. They shall identify counterpart officers at the regional and district levels to serve as focal persons.

#### **b. PWDs Relations Officer**

In view of the peculiar needs of the PWDs and the fact that existing Party structures are not configured to cater for their concerns, the PPP once it identifies the exact number of PWD party members, will establish a portfolio for the position of a PWDs Relations Officer. This will be at par with the Women's Organizer and the Youth Organizer portfolios and would ensure that the concerns of PWDs are integrated into party activities.

#### **c. Cross-Party Gender Committees**

As a member of the Nkrumahist family, committed to social justice, the PPP would be ready to participate in an inter-party network for the promotion of gender and inclusive politics in the country.<sup>2</sup>

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<sup>2</sup> We envisage such a platform to serve as a pivot for the promotion of gender-sensitive and inclusive policies within the larger environment as well as for sharing useful lessons on mainstreaming inclusion in intra-party politics.