

THE GENDER UNIT

ACTION PLAN (2022-2024)

REVISED GENDER STRATEGY ACTION PLAN

Assumptions

- The action plan covers a three-year period, 2022-2024
- The gradual mainstreaming of Gender issues within the Lands Commission by year ended December 2024
- Creation of decentralized Gender Desk in all 16 Regions will be completed by end of 2024
- The gender strategy will be implemented alongside Lands Commission organizational development, change management and Team-building initiatives required to achieve Gender Equity within Lands Commission.
- Adequate budgetary resources will be made available to implement the gender strategy.

Table 1: Action Plan for Preparatory Activities for Operationalizing Gender Strategy

	KEY ACTIVITIES	PRIMARY RESPONSIBILITY	SECONDARY RESPONSIBILITY	PERFORMANCE MEASURE (OUTPUT)	INDICATORS	DATES/TIMELINES	REMARKS
1	<p>Sensitization:</p> <p>Staff: Meeting with Divisional Directors</p> <p>Meeting with Staff of the various Divisions</p> <p>Public: Preparation of brochures</p>	<p>Gender Unit</p> <p>Management</p>	<p>Communications Unit</p> <p>Procurement Unit</p>	Staff and general public are made aware of the Gender Unit	% of staff participation		
2	Establishment of office accommodation for the Gender Unit	<p>Gender Unit</p> <p>Management</p>	<p>Estates Unit</p> <p>Procurement Unit</p> <p>Stores and Account Unit</p>	Office accommodation Identified			
3	Launching of Gender Policy and Official	Gender Unit Management	<p>Communications Unit</p> <p>Accounts Unit</p>	Lands Commission Gender Policy Launched	% of participation		

	opening of the Gender Unit Distribution of brochures						
4	Training of Gender Focal Persons	Gender Unit Management	Resource Persons Accounts Unit	Gender focal persons Trained at the Kofi Annan International Peace Keeping Training Centre (KAIPTC)	% of Unit Staff Participation		
5	Regional Visit: Western Region Central Region Eastern Region	Gender Unit Management RLOs Regional Heads Divisional Directors Gender Focal Persons	M & E Unit Account	Durbar Organized for Staff. <ul style="list-style-type: none"> • Launch of Policy • Boucher Distributed 	% of staff participation	Depends on Official Opening of Gender Unit and Launch of the Policy	
6	Education of rural folks on Land acquisition and management at Dodowa	Gender Unit Management	Communications Unit Gt. Accra Regional House of Chiefs Dangbe West District	Rural Folks educated	% of rural participation		
7	Initiate steps on providing well maintained washrooms	Gender Unit Management	Estates Procurement	Identification of site for washrooms	Site identified		
8	Identify a place for official Lands Commission Canteen	Gender Unit	Estates	A place identified			
9	Identify a place	Gender Unit	Estates	Identification of			

	for day-care facility	Management	Procurement	place for day-care facility	Place identified		
10	Meeting with Queen mothers at the Ga-Dangbe District	Gender Unit RLO (GAR) Management	Gt. Accra Regional House of Chiefs Accounts Unit Communications Unit	Successful meeting organized	% of Participation		
11	Regional Visit: Volta Region Ashanti Region Brong Ahafo Region	Gender Unit Management RLOs Regional Heads Divisional Directors Gender Focal Persons	M & E Unit Account	Durbar Organized for Staff. <ul style="list-style-type: none"> • Launch of Policy • Brochures Distributed 	% of staff participation	Depends on Official Opening of Gender Unit and Launch of the Policy	
12	Lunch meeting with Lands Commission Ladies	Gender Unit Management	Association Executives	Meeting Held	% of participation		
13	Christmas Activities Carol Service End of Year party and presentations to retired staff	Gender Unit Management	Committee to be set up	Carol service and party organized	% of participation		