



Republic of Ghana

# 2022 Global Disability Commitments Roadmap



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**MINISTRY OF GENDER  
CHILDREN AND SOCIAL  
PROTECTION**



**SDGs Advisory Unit  
Office of the President**



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## Introduction

The Global Disability Summit has since 2018 become a mechanism for mobilising efforts for the implementation of the UN Convention on the Rights of Persons with Disabilities (CRPD), alongside the principle of 'Leave No One Behind' (LNOB) and building back better and more inclusively after COVID-19. The first Global Disability Summit (GDS18), which was held in 2018 in London, generated an unprecedented level of focus on and commitment to disability-inclusive development. The second Global Disability Summit was held virtually and co-hosted by the International Disability Alliance, the Government of Norway, and the Government of Ghana from the 15th to 17th February 2022.

The 2022 summit produced about 1420 new commitments for implementation, and also witnessed the announcement of new policies and funding as well as ground-breaking initiatives to support people with disabilities in education, inclusive health care, in the job market and in gender rights. In addition, commitments were also received on the Summit's two overarching themes of 'Meaningful engagement of persons with disabilities through their representative organisations', 1. 'Building back better and more inclusive after COVID-19' and 2. 'Gender' as a cross cutting theme. There were also pledges to ensure that the voices of Organisations of People with Disabilities (OPDs) were heard, and that there was meaningful consultation with them when vital decisions were taken. Meaningful OPD participation was a theme that resonated strongly through the two days at the Summit and among many of the side-events. There were also pledges to ensure that the voices of organisations of people with disabilities are heard, and that there was meaningful consultation with them when vital decisions were taken. These were built on the results achieved at the first summit to further accelerate much needed progress towards the fulfilment of the rights of persons with disabilities worldwide.

Building on the progress towards the fulfilment of the Global Disability Summit 2018 commitments, the Government of Ghana made new commitments which seeks to further accelerate the progress towards ensuring the achievement of the rights of persons with disabilities through access, participation, and inclusion at the country level.

This document operationalises the new 2022 Ghana commitments and provides clear roadmap for implementation under each thematic area to guide tracking for progress reporting in 2024.

The document is the outcome of MoGCSP close working collaboration with all the key actors to promote disability and mental health inclusion in Ghana drive the implementation of the 2022 commitments in a coordinated manner with the technical assistance of Ghana Somubi Dwumadie through the funding support of UKAid.

In line with its institutional role, MOGCSP a facilitated coordinated and collaborative working sessions in March and September 2022. The working sessions brought together key sector ministries and disability organisations to shape the process of integrating disability inclusion into national plans, with indicators for monitoring the activities as they are implemented.

This document provides a coordinated framework of implementation plan with clear roadmap that targets mental health and disability mainstreaming into development plans of Ministries, Departments and Agencies (MDAs) and ultimately the national budgets. This is to enhance Government of Ghana's commitment towards taking concrete actions. To achieve this, the MoGCSP and Partners, together with the disability unit of the SDGs Advisory Secretariat under the Office of the President, expect all the key MDAs and Metropolitans, Municipal and District Assemblies (MMDAs) to capture and reflect the actions into their workplans as may be relevant to their core mandates for annual progress report updates.



## 2022 Commitments Roadmap for Implementation

Thematic Area 1: Crosscutting					
Key Action Steps	Timeline	Expected Outcome	Data Source and Evaluation Methodology	Responsibility Lead/Collaborator	Remarks/ Comments
<b>Commitment 1: Comprehensive harmonization of existing policies and legislations of Ghana in line with the CRPD</b>					
Identify and review relevant disability and mental health related policies and legislations to make them consistent with CRPD	Identify policies (June 2022)  Review (June 2023)	Consistencies and gaps in existing policies per CRPD mapped out	Number of policies and legislations identified.  Number of policies and legislations reviewed.	MoGCSP, NCPD, Mental Health Authority, and Development Partners	
Update relevant disability and mental health related policies and legislations including DACF guidelines Disability Act, and Mental Healthcare Plans	December 2024	Relevant policies and legislations, including DACF guidelines, Disability Act, and Mental Healthcare Plans updated and in line with CRPD	Number of relevant policies and legislations including DACF guidelines and Disability Act, and Mental Healthcare Plans updated in line with CRPD	MoGCSP, NCPD, Mental Health Authority, and Development Partners	

<b>Thematic Area 1: Crosscutting</b>					
<b>Commitment 2: Implementation of the Accessibility Standards for the Built Environment</b>					
Removal of financial barriers to access to accessibility standard on the built environment	October 2022	Easy access to accessibility standard on the built environment document	Number of accessibility standard on the built environment document distributed	Ghana Standard Authority, NCPD, GFD,	
Awareness creation and sensitizations on accessibility standard for built environment	March 2023	Increased awareness on disability requirements for built environments	Number of regions and MMDAs sensitized on the standards	MoGCSP, NCPD, GFD, The Information Service Department, NCCE, and the Media	
Enforcement of disability requirement of building codes	Continuous	Increased disability access to buildings	Proportion of public buildings that are disability friendly	Ministry of Works & Housing, Ghana Institution of Engineer and Surveyors	
<b>Commitment 3: Create enabling environment for persons with disabilities, including those with mental health conditions to have equal access to justice</b>					
Awareness creation on avenues for lodging complaints and grievance redress mechanisms	December 2022	Increased awareness on avenues for lodging complaints	No. of awareness creation engagements	MoGCSP, Ministry of Justice and Attorney General, NCPD, GFD, Ghana Police, CHRAJ, Development Partners and CSOs	

<b>Thematic Area 1: Crosscutting</b>					
Training of staff within the justice delivery system to engage effectively with persons with disability including mental health	June 2023	Staff within the justice system are able to effectively engage with persons with disability, including mental health	Number of staff trained including the Mental Health Tribunal, the Visiting Committees and Traditional Leaders	MoGCSP, Ministry of Justice and Attorney General, NCPD, GFD and Development Partners	
<b>Commitment 4: Sign and ratify the Protocols to the African Charter on Human and People's rights on the Rights of Persons with Disabilities in Africa</b>					
Stakeholder engagement on the Africa Charter on Human and People's rights on the Rights of Persons with Disabilities in Africa	December 2022	Trigger the process to ratify the Protocol to the Africa Charter on Human and People's rights on the Rights of Persons with Disabilities in Africa	Report on stakeholder engagement meeting	Ministry of Justice and Attorney General, MoGCSP, NCPD, GFD CHRAJ and Development Partners	
Complete the process to ratify the Africa Charter on Human and People's rights on the rights of Persons with disabilities including those with mental health conditions in Africa	December 2023	Africa Charter on Human and People's rights on the Rights of Persons with Disabilities in Africa ratified	Status of the ratification process	Ministry of Justice and Attorney General, MoGCSP, CHRAJ NCPD, GFD, GBU and Development Partners	

Thematic Area 2: Inclusive Education					
Key Action Steps	Timeline	Expected Outcome	Data Source and Evaluation Methodology	Responsibility Lead/Collaborator	Remarks/ Comments
<b>Commitment 1: A comprehensive implementation of the Inclusive Education Policy with a 1.5% of Ministry of Education's annual budget</b>					
1.1 Assess and ascertain the current (2023) budgetary allocations and disbursement towards Inclusive Education and special education	January 2023	Funding allocation and disbursement for inclusive Educational Needs for learners with disabilities including those with mental health conditions.	Annual budget for GES and SPED	<b>Lead:</b> SPED MOE, MOF, GES, EMIS, NCPD, GFD, GNECC and CSOs	
1.2 Advocate for increased budgetary allocation and Disbursement for Inclusive Education	Continuous	1.5% of Ministry of Education' annual budget allocation	MOE Annual budget disbursements	<b>Lead:</b> NCPD, GFD, GNECC, CSOs and Development Partners	
1.3 Track, monitor and publish budgetary allocation and disbursement utilization	September 2023	Effective utilization of the percentage (%) allocation and disbursement for inclusive Education	MOE, GES, and SPED Expenditure/Spending	<b>Lead:</b> SPED MOE, MOF, GES, EMIS, NCPD, GFD, GNECC and CSOs	

**Commitment 2: The progressive transition of pupils and students with disabilities from a segregated system of education to an inclusive education system**

2.1 Assess of institutional capacity to deliver inclusive education	January 2023	Number of schools with enhanced capacity to deliver Inclusive Education	MOE, GES, TVET EMIS, SPED	<b>Lead:</b> SPED MOE, WAEC, GES, EMIS, GSS, GFD NCPD and GNECC	
2.2 Build and scale up the number of inclusive education schools across the country	September 2033	At least 10% of all basic schools are inclusive education ready nationwide	MOE, GES, WAEC, EMIS, SPED	<b>Lead:</b> MOE and GES SPED, Private Schools and Development Partners (UNICEF/The World Bank)	
2.3 Collate data on pupils/students with disabilities' participation in the national standardized text	July 2022	Equal opportunities for quality learning outcome	MOE, GES, NaCCA, EMIS, SPED	<b>Lead:</b> SPED MOE, WAEC, GES, EMIS GSS, GFD NCPD and GNECC	
2.4 Collate data on pupils/students with disabilities' participation in BECE & WASSCE	December 2022	Equal opportunities for quality learning outcome for pupils/students with disabilities transition into	WAEC Results	<b>Lead:</b> SPED MOE, WAEC, GES, GSS, EMIS and GNECC	

		secondary and tertiary institutions			
2.5 Enroll children with disabilities into inclusive education resourced schools	September 2022	Number of persons with disabilities enrolled in inclusive basic and secondary schools	GES, SPED, Basic and Secondary Education Directorates' Reports, and EMIS Data	<b>Lead:</b> GES and SPED  MOE, MoGCSP, EMIS, GSS, NCPD, GFD, GNECC and CSOs	
2.6 Secondary School Placements	December 2022	Number of Students with Disabilities placed in Inclusive Senior High Schools	MOE, GES, EMIS, School Placement Secretariat and SPED	<b>Lead:</b> SPED, GFD, NCPD and GNECC  MOE, School Placement Secretariat / GES, EMIS, and GSS	
<b>Commitment 3: Strengthen system capacity at all levels to support the implementation of Inclusive Education Policy</b>					
3.1 Advocate for recruitment of special inclusive education instructors	Ongoing	Enhance staff expertise with inclusive education skills	MOE, GES, TED, and SPED	<b>Lead:</b> SPED, GFD and GNECC  MOE & GES, NCPD, MoF, MoGCSP	
3.2 Orientation of special education coordinators on re-alignment to inclusive education concepts	October - November 2023	Enhanced Inclusive Education Skills	MOE, GES, TED, and SPED	<b>Lead:</b> GES/SPED  MOE, Teacher Education Division, UNICEF, UCC. UEW.	

3.3 Orientation of parents, caregivers and School Management Committees (SMCs) on the inclusive education concept	September 2023	Improved parental Skills for Inclusive Education	MoGCSP, GES, SPED, NCPD, GFD and GNECC	<b>Lead:</b> NCPD, GES, SPED MoGCSP, DSW, GFD, SMCs and PTAs	
3.4 Advocate for re-tooling of all existing assessment centers with both material and human resource capacities	Ongoing	Improved national and regional assessments centres	MoGCSP, GES, SPED, NCPD, GFD and GNECC	<b>Lead:</b> MoGCSP, NCPD, SPED, GFD and GNECC Teacher Unions, Parents, Private Sector and Development Partners	
<b>Commitment 4: Ensure participation of persons with visual impairments in the study of Mathematics and Science at the Senior High School level and above</b>					
4.1 Engage NaCCA to unpack the senior high school STEM curriculum to meet the needs of persons with visual impairments.	May-June 2023	Needs of the of blind and the visually impaired included in the STEM curriculum	GES, SPED, NCPD, GFD and GNECC	<b>Lead:</b> GFD and NCPD SPED, GES, MoGCSP and UNICEF	
4.2 Advocate for Inclusion of the blind and partially sighted persons in the redesigning of curriculum for STEM	May-June 2023	The blind and partially sighted included in the redesigning of the STEM curriculum	GES, SPED, NCPD, GFD and GNECC	<b>Lead:</b> GFD and GNECC NCPD, SPED, GES, and MoGCSP	

4.3 Undertake experiential learning on best practice for informed implementation	Ongoing	Informed knowledge and learning gained on best practices	GES, SPED, NCPD, GFD and GNECC	<b>Lead:</b> SPED NCPD, GFD and GNECC	
4.4 Build capacity of teachers in regular and special schools with skills to teach STEM at the senior high school level for students with visual impairment	Ongoing	Teachers and coordinators equipped with Inclusive Education skills	GES, Teacher Education Division and SPED	<b>Lead:</b> MOE, GES, Teacher Education Division, and SPED UNICEF, UCC and UEW	
4.5 Advocate and lobby colleges of education to include the content for teaching STEM at the senior high schools for students with visual impairments curriculum	Ongoing	Disability Inclusive STEM Curriculum	MoGCSP, NCPD, SPED, GFD and GNECC	GFD, SPED, NCPD, GNECC MOE, Teacher Education, UNICEF, UCC, UEW,	
4.6 Push for the Government to acquire appropriate teaching and learning devices to support STEM for learners with visual impairments	Ongoing	Availability of appropriate affordable STEM teaching and learning devices for learners with visual impairments	MoGCSP, NCPD, SPED, GFD and GNECC	<b>Lead:</b> GFD, NCPD, GNECC GES and SPED	



4.7 Monitor and track the implementation of STEM at the senior high level.	Ongoing	Monitoring and tracking mechanism established	MoGCSP, GES, NCPD, SPED, GFD and GNECC	<b>Lead:</b> GES and SPED  GFD, NCPD, GNECC	
<b>Commitment 5: Ensure availability of support systems to ensure all categories of persons with disabilities can fully participate in inclusive education</b>					
5.1 Conduct needs assessment of support systems needed for the implementation of inclusive education in all schools.	Ongoing	Inclusive Education support systems available	MoGCSP, GES, NCPD, SPED, MMDAs and GFD	<b>Lead:</b> SPED, GFD and NCPD  GES, MoGCSP, MMDAs, DSW	
5.2 Assess the human capacity for inclusive education system in all districts	Ongoing	Availability of human capacity for inclusive education at the district education level	MoGCSP, GES, NCPD, SPED, GFD and GNECC	SPED, GFD and NCPD  GES, MoGCSP, UNICEF and GNECC	
5.3 Advocate for the operationalization of District Inclusive Education Teams	Ongoing	District Inclusive Education Teams established	MoGCSP, GES, NCPD, MMDAs, SPED, GFD and GNECC	<b>Lead:</b> SPED, GFD, NCPD GES, MoGCSP, UNICEF and GNECC	
5.4 Advocate for the inclusion of representatives of OPDs on the District Inclusive Education Teams	Ongoing	OPDs are represented on the District Inclusive Education Teams	OPDs, NCPD and GFD	OPDs, GFD, NCPD  GES, MoGCSP, SPED, UNICEF	

Thematic Area 3: Inclusion in situations of crisis and conflict, including a focus on climate change					
Key Action Steps	Timeline	Expected Outcome	Data Source and Evaluation Methodology	Responsibility Lead/Collaborator	Remarks/ Comments
Develop, adopt, and effectively implement an inclusive protocol for targeting and handling Persons with Disabilities including those with mental health conditions during crises and conflict	April 2022 -December 2023	Protocol Developed and adopted	primary source: questionnaires, Secondary Source: relevant documents, Availability of protocol	<b>Lead:</b> MoGCSP and NCPD,  MLGRD, NADMO, Ghana National Fire Service, Ambulance Service, Ghana Somubi Dwumadie GFD, and CSOs	Ongoing – NCPD has started the development process since 2021 with inputs from OPDs and at validation stage. Stakeholders need to commit to the development of this all important protocol
Organize stakeholder meeting to validate draft Protocol	November, 2023	draft protocol validated at stakeholder meeting	Protocol validation report, Attendance	<b>Lead:</b> MoGCSP and NCPD,  NADMO, Ghana Somubi Dwumadie	

Publication, dissemination, and sensitization of protocol	December, 2023	publication, dissemination, and sensitization exercises conducted for end users	Protocol document	<b>Lead:</b> MoGCSP, NCPD and NADMO  MLGRD, NADMO, Ghana National Fire Service, Ambulance Service, Ghana Somubi Dwumadie GFD, and CSOs	
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Thematic Area 4: Inclusive Health					
Commitment 1: Ensure all health care services and medications are accessible and affordable for Persons with Disabilities including those with Mental Health Condition					
Key Action Steps	Timeline	Expected Outcome	Data Source and Evaluation Methodology	Responsibility Lead/Collaborator	Remarks/ Comments
<b>Advocate for accessible Health Facility</b>					
1.1.1 Engage and Sensitise stakeholders on accessibility standards of built environment in all health facilities e.g. Agenda 111	Continuous	<ul style="list-style-type: none"> <li>Access to health facilities improved</li> </ul>	<p>Source</p> <ul style="list-style-type: none"> <li>PWDs</li> <li>Health workers</li> <li>MDAs</li> <li>Audit reports</li> <li>NCPD monitoring reports</li> </ul> <p>Methodology/ evaluation</p> <ul style="list-style-type: none"> <li>Interviews</li> <li>Complaint desk</li> <li>Monitoring reports</li> <li>Observation</li> <li>Site visits</li> <li>Monitoring of media</li> <li>Community engagement</li> <li>Stakeholder interactions</li> </ul>	<p><b>Lead</b></p> <ul style="list-style-type: none"> <li>MMDAs</li> </ul> <p><b>Collaborators</b></p> <ul style="list-style-type: none"> <li>NCPD</li> <li>GFD</li> <li>MOH</li> <li>NHIA</li> <li>GHS</li> <li>CHAG</li> <li>MDC</li> <li>MoJAG</li> <li>Media</li> <li>CSOs</li> <li>MoWH</li> </ul>	
1.1.2 Advocate for equal access through improved behavioural change, communication, and sensitization (targeted at	Continuous	Positive social attitudes and	<p>Source</p> <ul style="list-style-type: none"> <li>Training reports</li> <li>KPIs bases on established performance standards</li> </ul>	<p><b>Lead</b></p> <ul style="list-style-type: none"> <li>MOH</li> </ul> <p><b>Collaborators</b></p> <ul style="list-style-type: none"> <li>GHS</li> </ul>	

<p>health workers) to reduce stigma and discrimination</p> <p>1.1.2.1 Assess nurses and doctors' curriculum on sign language in health training institutions.</p> <p>1.1.2.2 Monitoring the training of nurses in sign language</p> <p>1.1.2.3 Train health care workers on proper handling of persons with disability in sign language communication</p> <p>1.1.2.4 Identify and train sign language interpreters to assist health records staff in deaf patients' communication in hospitals</p>	<p>November 2023</p>	<p>behaviour towards persons with disability including mental health condition.</p>	<ul style="list-style-type: none"> <li>• Feedbacks</li> <li>• Accessibility audit reports including communication aspects</li> </ul> <p>Methodology/evaluation</p> <ul style="list-style-type: none"> <li>• Training reports</li> <li>• KPIs</li> <li>• Feedbacks</li> </ul>	<ul style="list-style-type: none"> <li>• GES (special education unit)</li> <li>• NCPD</li> <li>• GFD</li> <li>• CSOs</li> </ul>	
<p>1.1.3 Increase NHIS coverage (registration and renewal) for Primary Health Care for persons with disability WDs including those with Mental Health Condition through MoGCSP</p>	<p>December 2023</p>	<p>Persons with Disabilities enrollment onto NHIS increased</p>	<p>Source</p> <ul style="list-style-type: none"> <li>• NHIS data (membership)</li> <li>• Data from health facilities(utilization)</li> </ul> <p>Methodology/evaluation</p> <ul style="list-style-type: none"> <li>• Review of Secondary data from NHIS and HCPs</li> </ul>	<p><b>Lead</b></p> <ul style="list-style-type: none"> <li>• NHIA</li> </ul> <p>Collaborators</p> <ul style="list-style-type: none"> <li>• NCPD</li> <li>• GFD</li> <li>• MoGCSP</li> </ul>	

1.1.4 Enforce free ambulance service for persons with disability	December 2023	Ambulance services freely accessed by PWDs	<p><b>Source</b></p> <ul style="list-style-type: none"> <li>• Policy document</li> </ul> <p><b>Methodology/evaluation</b></p> <ul style="list-style-type: none"> <li>• Review ambulance service records</li> <li>• Cost benefit analysis</li> </ul>	<p><b>Lead</b></p> <ul style="list-style-type: none"> <li>• MOH</li> <li>• GHS</li> </ul> <p><b>Collaborators</b></p> <ul style="list-style-type: none"> <li>• MoF</li> <li>• NAS</li> </ul>	
1.1.5 Inclusion of disability status as an important demographic variable (in data collection) in health facilities	July 2024	Disability Inclusive health information management System	<p><b>Source</b></p> <ul style="list-style-type: none"> <li>• DHIMS</li> <li>• LHIMS (Light-wave health information management system)</li> <li>• Patient Folder</li> </ul> <p><b>Methodology/evaluation</b></p> <ul style="list-style-type: none"> <li>• Document / system review</li> <li>• Forecasting</li> </ul>	<p><b>Lead</b></p> <ul style="list-style-type: none"> <li>• MOH</li> </ul> <p><b>Collaborators</b></p> <ul style="list-style-type: none"> <li>• NIA</li> <li>• GHS</li> <li>• CHAG</li> <li>• Private health providers</li> <li>• CSOs</li> </ul>	
<p>1.1.6 Provide primary health care services per Ghana Health Service's standards (radius) under agenda 111</p> <p>1.1.6.1 promote tax incentives to encourage private/alternative health care providers to setup health facilities in rural deprived areas.</p>	December 2023	<p>Integrated PHC services</p> <p>Accessible primary health care facilities within a standardized radius (50km)</p>	<p><b>Source</b></p> <ul style="list-style-type: none"> <li>• Budget review</li> <li>• Facility mapping report</li> <li>• Annual program of work (MOH)</li> <li>• Monitoring report (NCPD)</li> </ul> <p><b>Methodology/ evaluation</b></p> <ul style="list-style-type: none"> <li>• Site visits</li> <li>• Review of the budget</li> </ul>	<p><b>Lead</b></p> <ul style="list-style-type: none"> <li>• MoF</li> </ul> <p><b>Collaborators</b></p> <ul style="list-style-type: none"> <li>• MOH</li> <li>• NCPD</li> <li>• GFD</li> </ul>	

			<ul style="list-style-type: none"> <li>• Government infrastructure tracker</li> <li>• Media tracker</li> <li>• Content analysis</li> </ul>		
<b>Affordable health services</b>					
1.2.1 Free primary health care services	December 2023	Unrestricted primary health care provided for PWDs	<b>Source</b> <ul style="list-style-type: none"> <li>• Policy document</li> <li>• Health records</li> <li>• NCPD monitoring report</li> <li>• Media</li> </ul> <b>Methodology/evaluation</b> <ul style="list-style-type: none"> <li>• Policy evaluation</li> <li>• Certification of being a PWD</li> <li>• Review of documents</li> <li>• Monitoring</li> <li>• Cost benefit analysis</li> </ul>	<b>Lead</b> <ul style="list-style-type: none"> <li>• MoH</li> <li>• MoF</li> <li>• NCPD</li> <li>• GFD</li> </ul> <b>Collaborators</b> <ul style="list-style-type: none"> <li>• MOH</li> <li>• GHS</li> <li>• CHAG</li> <li>• NHIA</li> </ul>	
<b>Commitment 2: Redefine the scope of Primary Health Care services and medications to include specific essential health care needs required by Persons with Disability including mental health condition</b>					
2.1 Advocate for the provision of medication including supply of psychotropic medications related to disability and mental health.	December 2023	Access to medications including psychotropic medicine for persons with disability including mental health conditions	<b>Source</b> <ul style="list-style-type: none"> <li>• Essential medicine list</li> <li>• Health Education unit</li> <li>• NCPD monitoring reports</li> <li>• MoH Annual program of work</li> <li>• Essential Health Service package</li> <li>• NHIS benefit package</li> </ul>	<b>Lead</b> <ul style="list-style-type: none"> <li>• MOH</li> <li>• NHIA</li> </ul> <b>Collaborators</b> <ul style="list-style-type: none"> <li>• GHS</li> <li>• CHAG</li> <li>• Private health providers</li> <li>• CSOs</li> </ul>	

			<b>Methodology/evaluation</b> <ul style="list-style-type: none"> <li>Monitoring,</li> <li>reviews</li> <li>Surveys</li> </ul>		
2.2 Primary health care services extended to conditions triggered by the disability (e.g. Albinism and skin cancer services)	December 2023	Effective management of predisposed conditions	<b>Sources</b> <ul style="list-style-type: none"> <li>Health records</li> <li>Policy document</li> </ul> <b>Methodology</b> <ul style="list-style-type: none"> <li>Feedback from beneficiaries through surveys and interactions</li> <li>Monitoring and evaluation through visits</li> <li>Review policy document</li> </ul>	<b>Lead</b> <ul style="list-style-type: none"> <li>MOH</li> </ul> <b>Collaborators</b> <ul style="list-style-type: none"> <li>GHS</li> <li>CHAG</li> <li>NHIA</li> <li>Private health providers</li> <li>NCPD</li> <li>GFD</li> </ul>	
2.3 Provision of assistive devices, e.g. white cane, sunscreen, wheel chair, hearing aids, clutches	December 2024	Basic assistive devices provided	<b>Sources</b> <ul style="list-style-type: none"> <li>Policy document</li> <li>Government and stakeholder commitments</li> </ul> <b>Methodology/ evaluation</b> <ul style="list-style-type: none"> <li>Feedback from beneficiaries through interactions, surveys</li> <li>Monitoring and evaluation</li> <li>Beneficiary list</li> <li>Observations</li> <li>Interactions</li> <li>Cost benefit analysis</li> <li>Cost effectiveness analysis</li> </ul>	<b>Lead</b> <ul style="list-style-type: none"> <li>MOH</li> <li>NCPD</li> <li>GFD</li> </ul> <b>Collaborators</b> <ul style="list-style-type: none"> <li>GHS</li> <li>CHAG</li> <li>NHIA</li> <li>Private health providers</li> <li>NCPD</li> <li>GFD</li> <li>NGOs</li> </ul>	



<b>Thematic Area 5: Inclusive Employment and Livelihoods</b>					
<b>Commitment 1: Adopt an Employment Equity Policy and develop a strategy for effective implementation</b>					
<b>Key Action Steps</b>	<b>Timeline</b>	<b>Expected Outcome</b>	<b>Data Source and Evaluation Methodology</b>	<b>Responsibility Lead &amp; Collaborators</b>	<b>Remarks/ Comments</b>
Develop a strategy for the National Employment Equity Policy	December, 2023	Strategy developed Fairness and equity in employment	The National Employment Equity Strategy	<b>Lead:</b> MELR and MoGCSP  NCPD GFD	
Develop an implementation plan for the policy	December 2023	Implementation guide developed	The Implementation plan	<b>Lead:</b> MELR and MoGCSP  NCPD GFD	
<b>Commitment 2: Implement the provisions of incentives for the employers of persons with disability as well as persons with disability in those with mental health who own businesses</b>					
Build the capacity of Labour Department at both national and subnational levels to ensure the effective and efficient implementation.	December 2023	Capacity of Labour Department of labour at National, Regional and District level improved	Number of labour department staff trained	<b>Lead:</b> MELR and Labour Department  MGCSP NCPD MoF	
Provision and facilitation of access to start-up capitals for	December 2023	Increase in the number of PWDs who own businesses	Number SMEs of PWDs supported	Ministry of Employment and Labour Relations	

Persons with Disabilities who want to establish business				Ministry of Finance, MOGCSP, NCPD, GFD	
<b>Commitment 3: Establish a disaggregated database on all PWDs in formal or informal employment in the country</b>					
Collect and establish database on all Persons with Disabilities across the country by gender, type of disability and employment and other categories as required	December 2023	Access to disaggregated data on PWDs	Database established	Ministry of Employment and Labour Relations  GSS NCPD GFD	
Establish intersectoral linkages for job market data sharing on Persons with Disabilities	December 2023	Improve accessed to jobs by PWDs	Number of productive sectors linked	MoGCSP, NCPD  GFD MELR GEA	
<b>Commitment 4: Develop and implement a Quality Disability Life Index</b>					
Organize a stakeholder engagement to agree on standardized indicators for the measurement of quality-of-life of	December 2023	Engagement Report  Consensus built among stakeholders on indicators	Standardized indicators agreed upon and documented	<b>Lead:</b> NCPD, MoGCSP and GSS  NCPD GFD MoF MELR	

Persons with Disabilities					
Integration of the quality-of-life index indicators into the national (GLSS) data collection systems.	December 2023	Accurate reporting on PWDs quality of life	Integrated into the GSS survey systems	<b>Lead:</b> GSS and MoGCSP  MoF MELR NCPD GFD	
Collect data and measure the PWDs' quality of life index	December 2023	Sufficient data on PWDs	Number of PWDs covered	<b>Lead:</b> GSS and NCPD  MoGCSP and GFD	
<b>Commitment 5: Set up of a Disability Fund</b>					
Engagement of stakeholders on the purpose of the Fund	December 2023	Purpose and direction of the Fund agreed on by all significant parties	Goals of the Fund documented	<b>Lead:</b> NCPD and GFD  MoF MoGCSP	
Establish the Fund	December 2023	To operationalize the fund	Number of PWDs supported through the fund	<b>Lead:</b> MoF, MoGCSP, NCPD and GFD	
Identify potential revenue streams and ring-fenced for the implementation of the disability act	December 2023	For sustainability	Number agencies (both public and private) committed to support the fund regularly		
<b>Commitment 6: Enhancing the employability of persons with Disability by facilitating their full inclusion in the digital space</b>					
Implement capacity building	December 2023	Improve skills and expertise of	Number of PWDs trained in ICT	<b>Lead:</b> NCPD and GFD	

strategies to enhance the employability of PWDs in ICT		PWDs in ICT		MoGCSP, MoC and MMDAs	
Adopt the global web content accessibility guide to regulate the digital space.	December 2023	The digital space in Ghana to become more inclusive	Number of institution or agencies with the right systems in place	<b>Lead:</b> MoC NCPD, GBU GFD  MoGCSP, MoF, NCA, ACEP, BOG	
Mapping of the digital space to ascertain the level of disability inclusiveness.	December 2023	To identify challenges within the space	Number of agencies mapped out and assessed	<b>Lead:</b> GFD and NCPD  MoGCSP, MoC	
Develop mitigation measures to address key challenges	December 2023	Improved inclusiveness of PWDs in the digital space	Number of agencies with inclusive digital infrastructure	<b>Lead:</b> NCPD and GFD  MoGCSP	
<b>Commitment 7: Strengthen Skills for employability for PWDs through TVET and internship programme</b>					
Review the curriculum of TVET to respond to the needs of Persons with Disabilities	December 2023	Employment needs of Persons with Disabilities identified and reflected in the TVET curriculum	TVET Curriculum	<b>Lead:</b> Commission for Technical and Vocational Education Training  MoGCSP, NCPD, DSW, GFD GNECC and Development Partners (ILO)	
Undertake Training of trainers on the revised curriculum	December 2023	TVET Trainers equipped with to deliver skills for	Number of trained TVET Instructors/Teachers	<b>Lead:</b> Commission for Technical and	

		productive inclusion of Persons with Disabilities		Vocational Education Training MoGCSP, NCPD, GFD, DSW, GNECC and Development Partners (ILO)	
Provide training and working tools (capacity building) for Persons with Disability to enhance their employability.	December 2023	Improve capacity and employability Skills of Persons with Disabilities	Number of PWDs trained in TVET and supported for employment	<b>Lead:</b> Commission for Technical and Vocational Education Training (TVET) MoGCSP, NCPD, DSW, GFD GNECC and Development Partners (ILO)	
Train PWDs in technical and vocational skills tra	December 2023	Improve PWDs knowledge and skills in TVET ready for employment	Number of PWDs enrolled and trained in TVET employed	<b>Lead:</b> Commission for Technical and Vocational Education Training MoGCSP, NCPD, DSW, GFD GNECC and Development Partners (e.g. ILO)	
Identify internship opportunities for PWDs	December 2023	Internship opportunities for Persons with Disabilities within the work environment	Number of Persons with Disabilities placed on internship programmes	<b>Lead:</b> Commission for Technical and Vocational Education Training MoGCSP, NCPD, DSW, GFD, GNECC and Development Partners (e.g., ILO)	

<b>Thematic Area 6: Capacity-strengthening of Organizations of persons with disabilities in the Global South</b>					
<b>Commitment 1: Capacity building of Organizations of Persons with Disabilities</b>					
<b>Key Action Steps</b>	<b>Timeline</b>	<b>Expected Outcome</b>	<b>Data Source and Evaluation Methodology</b>	<b>Responsibility Lead &amp; Collaborators</b>	<b>Remarks/ Comments</b>
Capacity Assessment of OPDs	July 2023	Identification of gaps and recommendations of the challenges faced by OPDs	Qualitative Interviews have been done already with OPDs.	<b>Lead:</b> Sightsavers, NCPD, and Ghana Somubi Dwumadie.	Gaps have been identified.
<b>Commitment 2: Contribute towards the sustainability of the programmes and human resources of national level-based organizations of persons with disabilities</b>					
<b>Key Action Steps</b>	<b>Timeline</b>	<b>Expected Outcome</b>	<b>Data Source and Evaluation Methodology</b>	<b>Responsibility Lead &amp; Collaborators</b>	<b>Remarks/ Comments</b>
Passing of the Disability Amendment Bill	December 2024	Disability Amendment Bill Passage with Presidential Ascent.	Source: Report from Ministry of Gender Children and Social Protection, and NCPD  Progress update report on processes:	<b>Lead:</b> Ministry of Gender and NCPD  GFD, Parliament. Ministry of Justice and Attorney General.	It is critical for the Minister of Gender Children and Social Protection to drive this.

<p>Ratification of the ADP (African Disability Protocol)</p> <ol style="list-style-type: none"> <li>1. Stakeholder Consultation between Govt, Development Partners, CSOs, OPDs</li> <li>2. Set up of Technical Committee (benefits, and implications, analysis of the rights, standards of the treaty).</li> <li>3. Getting the govt. to sign</li> <li>4. Ratification process to continue</li> </ol>	<p>Oct 2023</p>	<p>Ratification of the ADP</p>	<p><b>Sources:</b> This will include reports, and minutes.</p> <ul style="list-style-type: none"> <li>• Qualitative approach: Group Discussions with various stakeholders.</li> <li>• Deposits of instruments of ratification of the African Union (AU).</li> </ul>	<ul style="list-style-type: none"> <li>• Ministry of Gender, Children and Social Protection</li> <li>• Ministry of Justice and Attorney General</li> <li>• Ministry of Foreign Affairs and Regional Integration</li> <li>• Parliament</li> <li>• CSOs</li> <li>• OPDs</li> </ul>	<p>It is critical for the Minister of Gender to drive this.</p>
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Thematic Area 7: Gender					
Commitment 1: To increase the participation of persons with disabilities in the decision-making process particularly women and girls with disabilities including mental health conditions					
Key Action Steps	Timeline	Expected Outcome	Data Source and Evaluation Methodology	Responsibility Lead & Collaborators	Remarks/ Comments
Advocate and build capacities of women with disability including those with mental conditions meaningful participation in leadership and institutional governance	Continuous	Increased involvement and participation of women with disability in leadership roles and governance	Disaggregated data from institutional reports – MoGCSP, NCPD and GFD	<b>Lead:</b> MoGCSP, NCPD,  GFD, DSW, CSOs including Women’s Rights Organisations (Netright, Women’s Manifesto)	
Organise regular Advocacy programmes to enhance participation in decision-making for women and girls with disability	Continuous	Improved knowledge and empowered women and girls with disability to partake in decision making at all levels	MMDAs, CSOs. Number of advocacy programmes held	<b>Lead:</b> MoGCSP and MLGRD  <b>Collaborators:</b> Traditional Leaders, GFD, CSO, FBOs, Development Partners	
Organize community	To be held regularly	Enhanced knowledge base	Secondary data from MDAs, MMDAs, CSOs,	<b>Lead:</b> , MoGCSP, NCPD	



dialogues, clinics, durbars and workshops to sensitize women and girls with disability including those with mental health conditions	until new commitments are made	and improve the confidence levels of women and girls with disability to take part in decision making processes	Policy Briefs' and Evaluation Reports. The total number of community dialogues/ durbars/ clinics and workshops held.	<b>Collaborators:</b> NCCE, ISD, DSW, Traditional Leaders, CSO, FBOs, Development Partners	
Provide vocational skills for women with disability	Regular continuous skills development until new commitments are made	Improved employable skills for women and girls with disabilities	Secondary data from TVET, NCPD, GDF	<b>Lead:</b> MoGCSP, NCPD, DSW Training and Rehabilitation Centres  <b>Collaborators:</b> Commissions for Technical and Vocational Training, FBOs, Development Partners	
Create awareness and sensitized persons with disability on Gender-Based Violence and it related issues	To be held regularly until new commitments are made	Improved knowledge on GBV with persons living with disability	Secondary data from DOVVSU/Domestic Violence Secretariat, GSS, CSOs, MDAs	<b>Lead:</b> MoGCSP, NCPD, DOVVSU, CHRAJ,  <b>Collaborators:</b> NCCE, ISD, GFD, Traditional Leaders, DV Coalition, CSO, FBOs, Development Partners	
Provide guidance and	To be held regularly	Improved knowledge on	GES, Christian Council	<b>Lead:</b> MoGCSP, MoE, MoH, NCPD, DSW,	

counselling, social support services to victims of Gender-Based Violence with disability including those with mental health condition	until new commitments are made	GBV with persons living with disability		<b>Collaborators:</b> NCCE, ISD, DOVSSU Traditional Leaders, CSO, FBOs, Development Partners	
Build capacity of Persons with Disability to be able to report perpetrators of Gender-Based violence	To be held regularly until new commitments are made	Improved knowledge on GBV with persons living with disability	Secondary data from TVET, NCPD, GDF	<b>Lead:</b> , MoGCSP, NCPD, DOVVSU  <b>Collaborators:</b> NCCE, ISD, Traditional Leaders, CSO, FBOs, Development Partners	

Acronym	Description
AG	Attorney General
CHAG	Christian Health Association of Ghana
CHRAJ	Commission on Human Rights and Administrative Justice
CSOs	Civil Society Organisations
DOVVSU	Domestic Violence Victim Support Unit
DPOs	Disabled People Organizations
DSW	Department of Social Welfare
FBOs	Faith Based Organisations
GBU	Ghana Blind Union
GES	Ghana Education Service
GFD	Ghana Federation of Disability Organisations
GLSS	Ghana Living Standard Survey
GNECC	Ghana National Education Coalition Campaign
GSS	Ghana Statistical Service
ILO	International Labour Organisation
ISD	Information Services Department
MoC	Ministry of Communication
MOE	Ministry of Education
MELR	Ministry of Employment and Labour Relations
MoGCSP	Ministry of Gender Children and Social Protection
MOH	Ministry of Health
MLGRD	Ministry of Local Government, Decentralisation and Rural Development
MoJAG	Ministry of Justice and Attorney General
MMDAs	Metropolitan, Municipal and District Assemblies
NADMO	National Disaster Management Organisation
NAS	National Ambulance Service
NCCE	National Commission for Civic Education
NCPD	National Council for Persons with disabilities
NDPC	National Development Planning Commission

NGO	Non-Governmental Organization
NHIA	National Health Insurance Authority
OPDs	Organisations of Persons with disabilities
TVET	Technical and Vocational Education Training
SDGs	Sustainable Development Goals
SPED	Special Education Division
UN	United Nations
UNCRPD	UN Convention on the Rights of Persons with disabilities
UNICEF	The United Nations Children's Fund

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