



Detailed Proposal Form 2021


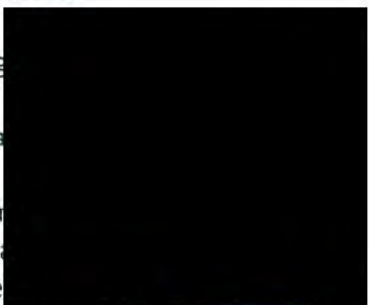

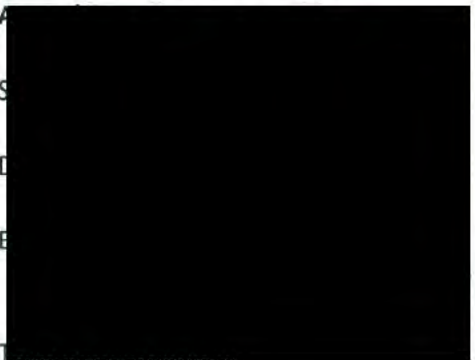
	2021	2022	2023	2024	2025	2026	2027	2028
Military observers and staff officers	18%	19%	20%	21%	22%	23%	24%	25%
Military Contingent	8%	9%	10%	11%	12%	13%	14%	15%
Individual police officers (IPO)	23%	23%	24%	25%	25%	27%	29%	30%
Formed Police Units	11%	12%	13%	14%	15%	17%	19%	20%

If requesting a GSU premium, **at a minimum** the percentages must **exceed** the minimum targets set out in the DPO UGPS by 5 percentage points and as detailed in the following chart:

	2021	2022	2023	2024	2025	2026	2027	2028
UGPS Target – Military Contingents	8%	9%	10%	11%	12%	13%	14%	15%
GSU Target = UGPS Target + 5% points	13%	14%	15%	16%	17%	18%	19%	20%
UGPS Target – FPU	11%	12%	13%	14%	15%	17%	19%	20%
GSU Target = UGPS Target + 5% points	16%	17%	18%	19%	20%	21%	22%	23%

Detailed Proposal (DP) Form

Part 1. Project Details

1. Fund Recipient	2. Name of the National Entity (NE)	3. Institution
Government Coordinating Entity (GCE) Ministry of Finance  Email: Telephone number: <div style="text-align: center;"> MINISTER OF STATE MINISTRY OF FINANCE P. O. BOX MB 40 ACCRA </div>	Kofi Annan International Peacekeeping Training Centre, Ministry of Defence Signatory Name: Joana Osei-Tutu Job Title / Rank / Position: Head of Women Peace & Security Institute  Seal: 	Ghana Armed Forces General Headquarters Burma Camp, Accra, Ghana Signatory Name: Vice-Admiral Seth Amoama Job Title / Rank / Position: Chief of the Defence Staff, Ghana  Seal: <div style="text-align: center;"> VICE ADMIRAL CHIEF OF THE DEFENCE STAFF GHANA ARMED FORCES </div>
4. Contact person/s		
First and Last Name: Colonel William Kwaku Abotsi Job Title / Rank / Position: Point of Contact, Elsie Initiative GHQ (IPSO) Email address: williebot2001@gmail.com Telephone number: +233 24 221 3331	First and Last Name: Brig Gen Kwasi Mends Job Title / Rank / Position: Director General, International Peace Support Department Email address: emendsuk@yahoo.co.uk Telephone number: +233 26 406 3300	First and Last Name: Maj Gen Nicholas Andoh Job Title / Rank / Position: Chief of Staff Ghana Armed Forces Email address: cos_mod77@yahoo.com Telephone number: +233 24 432 9155
5. Financing modality	6. Project timeline	7. Budget
<input type="checkbox"/> Barrier assessment <input checked="" type="checkbox"/> Project funding Gender Strong Unit premium <input checked="" type="checkbox"/> Military 1 <input type="checkbox"/> Police Insert no. of units	Project start date: 1 September 2022 Project end date: 31 August 2024 Duration (months/years): 24 Months GSU Premium – 3 years (2022 / 2023 / 2024)	National currency: GHS9,355,399.24 USD: \$1,484,984.01 - Project Funding – 2 years \$2,215,684.80 - 1 x GSU premium - 3 years Total \$3,700,668.81

8. Implementing partners

Organization: Directorate of Engineer Services Ghana Armed Forces Point of Contact: First and last name: Colonel Abednego Shooter Job Title / Rank / Position: Director, Engineer Services Email address: eseclaircie@yahoo.com Telephone number: +233 54 434 7870	Organization: Women Peace and Security Institute, Kofi Annan International Peacekeeping Training Centre (KAIPTC) Point of Contact: First and last name: Joana Osei-Tutu Job Title / Rank / Position: Head, Women, Peace and Security Institute, KAIPTC Email address: Joana.oseitutu@kaiptc.org Telephone number: +233 24 461 9596	Organization: Point of Contact: First and last name: Job Title / Position / Rank: Email address: Telephone number:
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9. Harmonized Approach to Cash Transfers (HACT), and Human Rights Due Diligence Policy (HRDDP) requirements

- ☒ Agree to the HACT requirements
- ☒ Agree to the HRDDP requirements

10. Elsie Initiative Fund Results Framework

Please mark 'P' for primary and 'S' for secondary.

Outcome (primary and secondary). Click on the drop-down box 'Choose an item', to select 'P' or 'S'.

1. Expanded country specific knowledge of barriers to deployment of women peacekeepers to United Nations peace operations;
- S 2. Increased meaningful deployment of uniform women peacekeepers to United Nations peace operations;
- P 3. Increased pool of uniform women eligible to deploy as United Nations peacekeepers;
4. Improved working conditions for uniformed women peacekeepers in United Nations peace operations.

Indicator (primary and secondary). Click on the drop-down box 'Choose an item', to select 'P' or 'S'.

- P 1. Increase in the percentage of deployed uniformed women peacekeepers in United Nations peace operations;
- P 2. Increase in the annual rate of change in the percentage of deployed uniformed women in United Nations peace operations;
- S 3. Increase in the ratio of women to men senior military and police officers (rank equivalent to Major or above) in United Nations peace operations;
- P 4. Increase in the percentage of military and police units in United Nations peace operations that are gender-strong.

11. Accountability, transparency and reporting of the Participating United Nations Organization (PUNO)

Participating United Nations Organizations who are the main funding beneficiary will assume full programmatic and financial accountability for the funds disbursed to them by the Administrative Agent. Such funds will be administered by each PUNO in accordance with its own regulations, rules, directives and procedures. Each PUNO shall establish a separate ledger account for the receipt and administration of the funds disbursed to it by the Administrative Agent from the Fund's account. This separate ledger account shall be administered by each PUNO in accordance with its own regulations, rules, directives and procedures, including those relating to interest. The separate ledger account shall be subject exclusively to the internal and external auditing procedures laid down in the financial regulations, rules, directives and procedures applicable to the PUNO.

☐ Please check the box to acknowledge

12. Authorization

First and last name: **Honourable Dominic Nitiwul**

Position / Rank: **Minister for Defence**

Signature:

Date and Seal: **June 2022**

☒ Please check this box to agree to a summary of the DP to be published on the EIF website

Part 2. Project Summary. To be completed as indicated for each funding modality.

1. PROJECT TITLE (maximum 150 characters)	To be completed for all funding modality applications: project funding, barrier assessment proposal and GSU premium. Increasing Women's Recruitment into the Ghana Armed Forces for Increased Participation in UN Peace Operations Project																																						
2. PERSONNEL CONTRIBUTED TO UN PEACE OPERATIONS Please complete Annex A – deployment plans for the next three years	To be completed for all funding modality applications: project funding, barrier assessment proposal and GSU premium. <table border="1" data-bbox="375 461 1524 723"> <thead> <tr> <th data-bbox="375 461 748 499" rowspan="2">Current deployment</th><th colspan="4" data-bbox="748 461 1524 499">31 October 2021</th></tr> <tr> <th data-bbox="748 499 943 537">M</th><th data-bbox="943 499 1138 537">W</th><th data-bbox="1138 499 1333 537">%W</th><th data-bbox="1333 499 1524 537">Total</th></tr> </thead> <tbody> <tr> <td data-bbox="375 537 748 575">Military observers</td><td data-bbox="748 537 943 575">13</td><td data-bbox="943 537 1138 575">13</td><td data-bbox="1138 537 1333 575">50%</td><td data-bbox="1333 537 1524 575">26</td></tr> <tr> <td data-bbox="375 575 748 613">Staff officers</td><td data-bbox="748 575 943 613">63</td><td data-bbox="943 575 1138 613">36</td><td data-bbox="1138 575 1333 613">36%</td><td data-bbox="1333 575 1524 613">99</td></tr> <tr> <td data-bbox="375 613 748 651">Troops</td><td data-bbox="748 613 943 651">1629</td><td data-bbox="943 613 1138 651">220</td><td data-bbox="1138 613 1333 651">11.98%</td><td data-bbox="1333 613 1524 651">1849</td></tr> <tr> <td data-bbox="375 651 748 689">Individual police officers</td><td data-bbox="748 651 943 689"></td><td data-bbox="943 651 1138 689"></td><td data-bbox="1138 651 1333 689"></td><td data-bbox="1333 651 1524 689"></td></tr> <tr> <td data-bbox="375 689 748 723">Formed police unit</td><td data-bbox="748 689 943 723"></td><td data-bbox="943 689 1138 723"></td><td data-bbox="1138 689 1333 723"></td><td data-bbox="1333 689 1524 723"></td></tr> </tbody> </table> <p data-bbox="375 752 946 786">M= men W= women %W= percent of women</p>					Current deployment	31 October 2021				M	W	%W	Total	Military observers	13	13	50%	26	Staff officers	63	36	36%	99	Troops	1629	220	11.98%	1849	Individual police officers					Formed police unit				
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Formed police unit																																							
3. PROJECT SUMMARY: DESCRIPTION AND OBJECTIVES (maximum 1,500 characters)	To be completed for all funding modality applications: <p data-bbox="375 846 1524 954">The Ghana Armed Forces (GAF)'s total strength comprises 16% of women who are not well distributed within the arms and services of GAF, making fewer women eligible to deploy to peacekeeping operations.</p> <p data-bbox="375 992 1524 1059">GAF's Barrier Assessment (MOWIP Report 2020) identified several high- and medium-level barriers faced by women preventing them from deploying to UN peace operations.</p> <p data-bbox="375 1097 1524 1451">This project aims to increase the meaningful participation of GAF women in peacekeeping by increasing the percentage of women recruited to GAF from 16% in 2022 to 25% by 2028, which will enable a larger eligible pool of women to be available for selection for deployment. This project is designed to address some of those barriers (e.g., eligible pool was identified as a high-level barrier, along with peace operations infrastructure as a medium-level barrier) and complement other projects at GAF to more holistically address as many of the barriers identified in the GAF MOWIP Report as possible. This 25% target is set as an objective of the national recruitment campaign to reach, following implementation of planned project activities. The GAF Command will then be lobbied to formalise the percentage of women recruited to the GAF to 25% p.a., in GAF Recruitment Policies.</p> <p data-bbox="375 1489 1524 1630">The overall objective is to achieve an increased eligibility pool of women within GAF, through a national recruitment campaign targeting women; to address the misconceptions and stereotypes about women joining GAF, as well as raise awareness of women's career opportunities, especially in combat and combat support arms.</p> <p data-bbox="375 1668 1524 1883">Construction of women's accommodations and facilities at the Army Recruit Training School at Shai Hills and the Daboya Training Camp will complement this campaign and provide the necessary additional accommodation required to accommodate the planned increase in numbers of women recruits. Currently, the GAF have to limit the numbers of women who are recruited as the GAF do not have sufficient women's accommodation at either the Shai Hills or Daboya ARTS.</p>																																						

	<p>The GAF has the necessary training infrastructure, instructors and logistics required for the planned increase in women recruited, as the overall number of trainees will not increase, it will be the % of women and men that will change.</p> <p>To address the limited eligibility pool in the short term, GAF conducts “cross training” to give additional skills to women during pre-deployment training to make them more deployable in varied roles. Separately, through Canadian Elsie Initiative bi-lateral Technical Advisory and Training project funding (Canadian TA&T funding), KAIPTC will deliver a limited number of UN Staff Officer and MILOB courses for women in the next two years, which will increase the pool of Female officers’ eligible to deploy as Staff Officers and Military Observers (MILOB).</p> <p>To address the limited eligibility pool in the long term, the GAF will conduct a communication and recruitment campaign with key messaging that will focus on breaking down gender stereotypes, encouraging women to join the GAF, to choose combat and combat support arms, and highlighting the full benefits of a military career including equal opportunities, training, and career advancement and promotion.</p> <p>Promotions and career advancement of women in GAF has been fair and so had never been a factor affecting eligibility pool (MOWIP report). Disaggregated data on women soldiers’ promotion might not be restricted but is not targeted because there is fairness.</p> <p>The short-term interventions will enable GAF to deploy a GSU to UNIFIL over a period of 3 years beginning 2022/23. To complement this, UNIFIL, through separate EIF funding, is constructing additional in mission accommodation facilities for women to improve the working conditions of deployed GAF women and sustain GAF’s capacity to deploy GSUs beyond the project’s duration.</p>
<p>4. BARRIER ASSESSMENT</p> <p>Please complete Annex B – barrier assessment information</p>	<p>To be completed for project funding applications, and strongly recommended to support a GSU premium application.</p> <p>Has a barrier assessment on the deployment of uniformed women in United Nations peace operations been conducted?</p> <p><input checked="" type="checkbox"/> Yes – please complete Annex B</p> <p><input type="checkbox"/> No – seeking funding to conduct a barrier assessment</p> <p>Where requesting barrier assessment funding, please check the box to agree for the EIF to use barrier assessment data to compile an anonymized overview report. This is a requirement for the Fund.</p> <p><input type="checkbox"/> Yes</p> <p>Methodology to be used:</p>
<p>5. SECURITY INSTITUTION PERSONNEL DATA</p>	<p>To be completed for all funding modality applications: project funding, barrier assessment proposal and GSU premium.</p> <p>Information on the number and / or percentage of women and men in a Security Institution is required to be completed in the tables at Annex C.</p>
<p>6. PROJECT RATIONALE AND IMPLEMENTING STRATEGY</p>	<p>To be completed for all funding modality applications: project funding, barrier assessment proposal and GSU premium.</p> <p>In order to increase GAF women’s meaningful participation to peace operations, more women need to be deployed under better conditions in training and operational areas. GAF therefore needs to increase its eligible pool so that more women can be selected, trained and deployed.</p>

(maximum 2,000 characters)

This will enhance GAF's contribution towards achievement of Ghana NAP 2020-25 objective 1 and 3 under the pillar of Participation. These objectives aimed to increase capacity of women in conflict management and peace building efforts and enhance capacities for gender sensitive internal and external peace operations.

This proposal seeks funding to undertake the following activities which are designed to increase the number and the eligible pool of uniformed women, eligible to deploy on UN peace operations.

National recruitment campaign. This campaign will be conducted in three (3) ways, namely lobby of GAF High Command media campaign and visits to secondary and tertiary institutions in the 16 regions of Ghana. The rationale for conducting National Recruitment Campaign is not only to increase the number of women willing to be enlisted or recruited, but also to remove the gender stereotypes that women can only be employed in service support roles. The campaign will educate young women to challenge themselves in all the opportunities offered by GAF, including combat and combat support roles. Targets of the campaign include female potential recruits, officer cadets and GAF High Command. The activities required to address the issues for the media campaign include national advertisements in mass media and social media, targeting young women. The products to be used for this campaign will be developed by the KAIPTC and contractors in collaboration with GAF. The products will be reviewed by the GAF for post EIF campaigns, if necessary. The effectiveness of the campaign will be measured in two ways, namely immediate impact and consequential impact on recruitment of women into GAF. Questionnaires will be designed to assess seminar participant's knowledge on career opportunities in GAF before and after the seminars. Participants for the survey will be randomly selected. Actual recruitment into GAF after the project end will also be measured in collaboration with GAF application and enlistment statistics. The percentage of women recruited into GAF with a baseline of 16% for 2022 will be measured as well as the percentage increase in women choosing combat and combat support roles. The baseline percentages of women in combat and combat support units as of October 2021 was 6.5 and 9 percent respectively. Post project period, GAF will continue to fund its recruitment, based on its recruitment policy or changed policy that results from this campaign. The products of this campaign will remain relevant and will continued to be used by GAF in the post project period.

Regional Visits to Secondary and Tertiary Institutions. The rationale for visiting secondary and tertiary institutions is to reach out to young women who will be eligible to be enlisted or recruited into the GAF in the near future through the national recruitment campaign. Particularly, it will address the stereotypes and gendered roles issues that influence their decision to join the armed forces as well the arms of service they will choose. The objective is not only to generate interest of the young women to take the military as a career, but also to provide them information that helps them decide which career path to choose in the military. The campaign will be conducted all year round by a team from the KAIPTC and selected GAF personnel, who will visit selected secondary schools and tertiary institutions in all regions of Ghana. After the seminars, we expect that more young women will be ready to choose combat and combat support roles when they have the opportunity to join the military. This will be measured by the "before and after" random surveys and the actual effect on female recruitments with a baseline of 16% explained earlier. These seminars will be sustained in the post project period by GSU premiums to be received for deployment in UNIFIL from 2022. Campaign reports will be prepared by the team and used to assess the outcomes when the next GAF recruitment is done, using the baselines provide in the preceding paragraph. By this, many young women who are at decision points of their lives will have enough information to make good decisions about their future based on objective information. When they eventually make

their informed decisions to join the GAF in the targeted arms of service, the major issues of limited eligibility pool will be addressed.

Construction of women's accommodation. The needed logistics to support the national recruitment campaign is the capacity to accommodate an increased number of women at its training camps and in-mission. While this project seeks to address recruitment and accommodation needs for GAF women in Ghana, UNIFIL, through separate EIF funding, is constructing additional in mission accommodation facilities to facilitate the deployment of one GSU to UNIFIL in mid-2022, for a period of three years and beyond. GAF has increased recruitment of both male and females who are being trained in batches. In some cases, recruits are trained in non-conventional locations other than the normal recruit training schools. Consequently, increased recruitment had made more women available waiting to be trained.

Female accommodation in both recruit training schools are limited due to the fact that very few females were recruited and trained in the recent past. Army Recruit Training School (ARTS) has a full capacity of 760 recruits. Only 60 beds (7.8%) of this is female accommodation. This has to be carved out of an existing structure. 760 recruits under training now (June 2022) has no females because that accommodation has deteriorated and not conducive enough for occupation by female recruits. The situation is better in Daboya Training Camp (DTC). Female accommodation is 130 (21%) of a full capacity of 600. Additional capacity of 50 was accommodated in field tents in the last course. Training is conducted in both training schools twice annually. By constructing a 100 and 200 capacity female accommodation in DTC and ARTS respectively female intake will significantly increase by 250% as demonstrated in the table below. This implies that 600 additional female recruits can be trained annually.

Female Accommodation Capacity in ARTS and DTC

Srl	Training School	Current Capacity	Additional Capacity	Total Capacity post project	Total Females Trained Per Annum
(a)	(b)	(c)	(d)	(e)	(f)
1	ARTS	60	200	260	520
2	DTC	130	100	230	460
	TOTALS	190	300	490	980

Accommodations and related ablutions to be constructed through this fund will be a gender responsive barracks accommodation for women recruits only which will enhance GAF's capacity to recruit and train more women into the armed forces. GAF Gender Advisors were involved in the approval of the design. GAF will also ensure that accommodation will not be used for any other purpose. Moreover, GAF Directorate of Engineer Services supervising the construction will include in the contract, the requirement for the winning bid to include a gender policy - zero tolerance on sexual harassment, violence, and abuse, as well as equal pay and non-discrimination regarding women and men on the construction site. The project will be maintained by GAF in the post project period through GSU premiums and GAF Maintenance Grant that is allocated to the training schools annually.

Canadian TA&T funding proposal

The following projects supported by the Canadian TA&T will be completed within 24 months after approval and disbursement of funds.

Projects described in the funding proposal will be complemented by other projects currently in development under Canadian TA&T funding proposal. Under the Canadian TA&T funding proposal the GAF will receive technical assistance from KAIPTC to better integrate gender throughout GAF and improve its institutional culture. This includes development of a gender policy and increasing gender awareness in the GAF. Particularly, the gender policy and awareness training will include zero tolerance for SEA, zero tolerance for Sexual Harassment, Sexual Violence and Gender Discrimination, which are yet to be formalized in the GAF. It is also expected that the Gender Policy will include mechanisms for monitoring complaints, address gender-based discrimination, sexual violence and harassment amongst others.

The Canadian TA & T package will also strengthen GAF efforts to create and sustain GAF Gender Advisors and Gender Focal Points from the highest level of command to all units. Gender Advisors are deployed at the Strategic and Operational Levels to advise the respective Commanders whereas Gender Focal Points are deployed at tactical level at the units.

KAIPTC will also deliver a UN Staff Officers Course and Military Observers Course targeting women (80% W, 20% M). Three (3) courses of 30 capacity each will be delivered over 18 months period by the end of the project. This means out of the 180 personnel to be trained, 144 (80%) will be GAF female officers. This will increase the eligible pool of women deployable as Military Observers or Staff Officers by same number.

To support and track the number, ranks and eligibility of women to deploy into UN peace operations, the GAF will develop an employment database for GAF's International Peace Support Operations Department to better track women's recruitment and peacekeeping deployments.

Canada's armed forces, under the TA&T will support the provision of gender training curriculum and ToT to GAF for institutionalized gender training.

Together, all of these efforts will enable GAF to be able to transform the institution so that it can retain women within its ranks once recruited and ensure they reach their full potential within GAF throughout their careers in all arms, services, and roles, including deploying as UN peacekeepers. **This will ensure that GAF is transformed into an institution with an inclusive organizational culture – where men and women fulfil a broad range of roles, including non-traditional roles and stereotyped gender roles are addressed.**

7. PROJECT MANAGEMENT

If approved, this project will be managed by team headed by the Chief of Staff (COS) of GAF. A project implementation committee, headed by the DG (IPSO), will be formed. Other members will include 3 members from GAF (min rank of colonel or equivalent, Head of WPSI of KAIPTC, Head of Finance KAIPTC and the GAC representative in Ghana. This committee will be responsible for the implementation of the project throughout its life cycle. This will ensure sustainability, effectiveness, accountability and transparency in the project implementation. The KAIPTC will manage the funds in accordance with international donor funds concepts and conventions and account for all monies according to HACT. To ensure that the projects supported by the EIF and Canadian TA&T funding are well coordinated, the project implementation committee will remain the same for the EIF Project Funding and the Canadian TA&T program except Director Engineer Services, who doesn't have anything to do with the TA&T. Consequently, the Deputy Defense Attaché of the Canadian High Commission will be added. The COS of GAF will have the financial oversight of all disbursements of the funds.


In relation to the construction activities, Director, Engineer Services will lead the project implementation including preparation, drawing, design, and coordination of the project in accordance with the GAF Directorate of Engineering Services (GHQ [DES]) requirements. Details of the project management and coordination will include:

- a. **Progress Payments.** The GAF will ensure that:
 - i. The construction contract includes key construction requirements (i.e. foundation/rough framing/plumbing/electrical etc.) and related payment amount.
 - ii. Construction progress will be supervised by GHQ (DES) Civil Engineers.
 - iii. Requests for progress payments will be supported by construction engineer certification and verification Directorate of GHQ (DES) Civil Engineers prior to authorization of each progress payment.
- b. **Construction Inventory Management.** The GAF will ensure that the selected contractor will maintain an inventory management system/software for materials required for the construction of the buildings.
- c. **Fixed Asset Register Management System.** GAF will compile and maintain a Fixed Asset Register for all fixed assets that are purchased as part of the facility. The Fixed Asset Register will include a breakdown of assets and values and physical verification will be conducted at least annually.
- d. **Accounting Software.** The contractor will be required to use Microsoft Excel or any suitable software for this construction project.
- e. **Project Risk Assessment.** The GAF will ensure that the selected construction company provides a copy of their Risk Assessment for the construction project, which is to include identification of a number of risks to the construction including design risk, financial risks, legal risks, environmental risks, safety – workplace accident risks, completion risk, and the identification and implementation of mitigation measures.
- f. **The activity sequencing for EIF and AT & T funded projects.** The activity sequencing for both projects is attached as Annex G.

8. HRDDP outcomes and mitigating measures

Following the conduct of the human rights and gender analysis the following mitigating measures will be implemented by the GAF, noting that in some cases the work has already commenced through the Canadian TA&T support and the GAF.

- As per the Canadian TA&T, the GAF will finalise the development of:
 - its Gender Policy addressing, notably, sexual harassment, violence and abuse;
 - modules on gender roles and stereotypes, and sexual harassment, violence and abuse to be included in the GAF training curriculum.
- The Gender Policy under development will strengthen existing internal corrective and accountability measures, notably by:
 - establishing a specific gender-sensitive redress mechanism to lodge complaints, independent from the direct chain of command of plaintiffs, and ensuring such a mechanism is accessible within training facilities;
 - establishing a victim support mechanism, including counselling, medical and legal support.

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- The GAF will sensitise and encourage freedom of speech on issues of sexual harassment, violence and abuse by:
 - raising awareness on the Gender Policy once finalised and on the means of redress available within the GAF, including the Inspector General's Action Request mechanism;
 - increasing the number of women in redress mechanisms and ensuring that they receive appropriate training;
 - ensuring transparency in the progress and outcomes of investigations, including by providing statistics, while guaranteeing confidentiality and protection for victims and whistle-blowers.
 - The GAF will also include language on equal opportunities in recruitment, assignment, deployment, training, promotions, career progression and welfare as part of its ongoing review of the Armed Forces Regulations.

9. PROJECT LOGICAL FRAMEWORK, WORKPLAN, MONITORING AND EVALUATION AND RISK MANAGEMENT							
To be completed for project funding applications only.							
Barrier (Issue)	Objective (Solution)	Activity	Output & Target	Indicator / Baseline / Means of verification	Responsible	Date completed	Risks/level (low, medium, high)/response
Issue 1: Limited pool of women eligible to deploy (High MOWIP barrier)	To increase the eligibility pool of women within GAF from 16% to 25% from 2021 to 2030 through a targeted recruitment campaign	<ol style="list-style-type: none"> National recruitment campaign for women(Media Campaign) @ \$128,403.95. This includes Radio and TV adverts in English and 5 local languages, 2 x TV Station interviews in each region and social media coverage on Facebook, Twiter and KAIPTC, WPSI and GAF websites. Regional Visits @ US\$135,000. This tour will engage at least 100 students in each of the 16 regions. Before and after surveys will be conducted to measure immediate impact and GAF 	<p>Output: Increased recruitment of women into GAF</p> <p>Target: Increase recruitment quota of women to 25% by 2030.</p>	<p>Indicator: % of women recruited through recruitment campaign and also by region</p> <p># of recruitment campaigns launched that include messaging for women</p> <p># / % of women who applied and # / % of women recruited - through recruitment campaign compared to 3-year average contribution prior to project commencement</p> <p># / % of women recruited to the GAF compared to a 3-year average contribution prior to project commencement</p> <p>Baseline data: Current % of women in GAF is 16%. Expected to be 18% and 20% in 2023 and 2024 respectively.</p>	<p>Director General Personnel Administration, General Headquarters.</p> <p>Gender Advisor to CDS.</p>	August 2024	<p>Risk: - (Operational risk) Women are not recruited through the campaign or Women not employed in combat and combat support roles. - Road travel risks including RTAs and weather constraints causing delays.</p> <p>Level: Low</p> <p>Mitigation: - Women will be included in the campaign design. Also, Gender Advisor to the CDS who will be part of future recruitments will ensure targets are met and sustained post the project period. - Road safety measures to be included in choice of mode of transport, routes and weather forecasts.</p>

		<p>database will be assessed to know the actual impact on recruitment of women.</p> <p>3. Lobbying of GAF command to increase female percentage quota for recruitment.</p>		<p>Targets for 2028 will be 25% recruitment of women quota for GAF.</p> <p>Means of verification: Official documents from GHQ (PA) and GHQ (IPSO) Database.</p>			
<p>Issue 1: Limited pool of women eligible to deploy (High MOWIP barrier)</p>	<p>To increase the eligibility pool within GAF by increasing accommodation facilities needed to train more women from 60 beds to 260 beds capacity by 2024.</p>	<p>4. Construction of women's accommodation at the Army Recruit Training School (ARTS) @ US\$759,6098.99. Baseline year 2021. # of Women trained is 60. 2022, 60 women, 2023 60 x 2 women (120) and 2024 60 + 260 women (320).</p>	<p>Output: 200 additional accommodation beds for women at ARTS, including facilities.</p> <p>Target: Increase capacity to 260 accommodation beds for women at ARTS, including facilities</p>	<p>Indicator: Number of beds for women and men at the Army Recruit Training School (ARTS)</p> <p>Baseline data: ARTS currently has capacity of 60 beds for women. For example: Currently, 747 personnel are being trained, of which there are 67 women.</p> <p>Means of verification: Official Documents from GHQ (Records) and GHQ (IPSO) database.</p>	<p>Directorate of Engineer Services of GAF</p>	<p>August 2024</p>	<p>Risk: (Operational risk) Construction is severely delayed. (Separate risk register provided for this project)</p> <p>Level: Medium</p> <p>Mitigation: GAF Engineer Services is directly involved in project as an implementing partner. Strict planning with frequent meetings with implementation committee will be instituted.</p>
<p>Issue 1: Limited pool of women eligible to deploy (High MOWIP barrier)</p>	<p>To increase the eligibility pool within GAF by</p>	<p>5. Construction of women's accommodation at Daboya Training Camp @</p>	<p>Output: 100 additional accommodation beds for women at Daboya</p>	<p>Indicator: Number of beds for women and men at the Daboya Training Camp</p>	<p>Directorate of Engineer Services of GAF</p>	<p>August 2024</p>	<p>Risk: (Operational risk) Construction is severely delayed (Separate risk register to be provided for this project)</p>

MOWIP barrier)	increasing accommodation facilities needed to train more women from 100 beds to 200 beds capacity by 2024.	\$444,448.54. Baseline 2021 is 130 capacity. 2022 130 x 2 women (260) 2023 130 x 2 women (260) and 2024, 130 + 230 women (360).	Training Camp, including facilities Target: Increase capacity to 200 accommodation beds for women at Daboya Training Camp, including facilities	Baseline data: Currently, the Daboya Training Camp has capacity for 100 beds for women. For example, currently 520 personnel are being trained, of which there are 130 women in accommodation with only a 100-bed capacity. Means of verification: Official Documents from GHQ (Records) and GHQ (IPSO) database.			Level: Medium Mitigation: GAF Engineer Services is directly involved in project as an implementing partner. Strict planning with frequent meetings with implementation committee will be instituted.
Issue 1: Limited pool of women eligible to deploy (High MOWIP barrier) , Issue 9 & 10: Gender roles and social exclusion.		6. GSU Premium @ 2022/23, \$590,849.28 2023/24, \$738,561.60 2024/25 <u>\$886,273.92</u> <u>\$2,215,684.80</u>	Output: Construction of female accommodation facilities in Pre-deployment Training Camp, Bundase, Sustain young women sensitization seminars in schools and colleges in post project period and maintain female accommodations constructed in GAF recruit training schools	Indicator: Number of women deployed in the mission and in combat and combat support roles. Baseline data: GSU Calculator % for 2022, 2023 and 2024. Means of verification: EIF verification visits to UNIFIL AO	Director General International Peace Support Operations, GAF	June 2025	Risk: Women unwillingness to be deployed in combat roles. Level: low Mitigation: Cross training and sensitization during pre-deployment training. Emphasis to be laid on gender awareness training and UN cultural awareness, Zero Tolerance for SEA and effective use of Gender focal points to create avenues for reporting abuse.

			<p>post project period.</p> <p>Target: Increase women deployment to UNIFIL as follows: 2022 – 14% 2023 – 15% 2024 – 16%. These women to be deployed across all the roles in the Bn including leadership roles</p>				
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<p>10. INNOVATION (maximum 1,500 characters)</p> <p>To be completed for project funding and GSU premium applications only.</p>	<p>If awarded as a Fund recipient, GAF will likely be the only military institution that will have directly benefited from the Elsie Initiative through both the Fund and as a bilateral partner. GAF will be a good example to demonstrate how support to TCC-level institutional gender mainstreaming efforts can increase women's meaningful participation to UN peace operations, which would be an innovation. Effective coordination and cost saving is assured because the projects applied under the EIF and the Canadian TA&T are mutually supporting, leading to achievement of an enduring goal of increased and meaningful participation of women in peace operations.</p> <p>Finally, GAF is exploring the possibility of providing physical fitness and cross training specifically targeting women returning to the force after an extended leave, such as maternity leave, to support their reintegration to work. Lessons learnt will be shared widely across regional and international TCCs.</p>
<p>11. SUSTAINABILITY (maximum 1,500 characters)</p> <p>To be completed for all funding modality applications: project funding, barrier assessment proposal and GSU premium.</p>	<p>The project's outcomes will be sustained beyond the life of the project because the majority of the project's outputs are tangible and will remain with GAF after the project has ended, namely the materials and strategies created for the recruitment campaign (for future campaigns) and the accommodations constructed at GAF training camps. The accommodations will initially be maintained from GSU Premiums and subsequently from GAF Maintenance Grant given to units annually. These are key elements to enable GAF to recruit and train more women to advance in their careers and eventually deploy to peace operations. Currently, GAF is committed to recruiting 15% of women in any recruitment drive. An incremental annual increase of this percentage up to 25% is expected by 2028 as a result of the recruitment campaign. This commitment will ensure that the GAF will meet and exceed the UNGPS annual targets set for MILOBS, Staff Officers and military contingents.</p> <p>Once the GSU is deployed to UNIFIL, the premium received will be re-invested in GAF to conduct future recruitment campaigns and training, maintain the accommodations constructed through this project. Preparation for Deployment Training for Women targeting women returning from extended leave and other inactive deployments will be funded from the GSU premiums. GSU premium will also be invested in the construction of a new women accommodation at GAF pre-deployment training camp, Bundase to support GAF's increased deployment of women to UN missions. These projects would be undertaken by GAF through government funding or other donor sources if the GSU failed to materialize because of the overarching need to provide them to sustain GAF in peace operations.</p> <p>Additionally, the GSU premium will be used to mitigate some of the high barriers identified by the MOWIP especially Gender Roles and Social Exclusion. Further training of Gender Focal Points, GAF leadership and NCOs in Gender Roles, Gender Equality, Implicit Gender Bias and Gender Mainstreaming will be supported by the GSU premium. Other Training to be supported by the GSU premium include By-stander intervention training for officers and NCOs as well as Gender Coach Programme for Officers.</p> <p>GAF will take medium-term and long-term responsibility for the maintenance of all structures and materials produced under the project to ensure sustenance of the project goals beyond the project life cycle. All of these efforts will ensure that GAF can maintain and enhance its contributions of women deployed to UN peacekeeping operations.</p>

12. DETAILED BUDGET	For project funding, please submit the EIF Flexible Project Funding Budget Template in MS Excel format (Annex E).		
	For barrier assessment funding, please submit the EIF MOWIP Barrier Assessment Template, in MS Excel form (Annex F).		
	Summary Budget		
		GHS	USD
	Project Cost	9,355,399.24	\$1,484,984.01
	GSU Premium (1 Battalion of 862 to UNIFIL 3 rotations)		
		2022/23,	\$590,849.28
		2023/24,	\$738,561.60
		2024/25	<u>\$886,273.92</u> <u>\$2,215,684.80</u>
	GRAND TOTAL		\$3,700,668.81

List of Annexes

- A. Deployment Planning for United Nations Peace Operations
- B. Barrier Assessment Information
- C. Security Institution Personnel Data
- D. DCAF Barrier Assessment Plan Timeline – DCAF MOWIP Toolbox Template 4 - <https://www.dcaf.ch/mowip>
- E. EIF Flexible Project Funding Budget Template - <https://elsiefund.org/resources/elsie-initiative-fund-documents/> (MS Excel)
- F. DCAF Budget Template MOWIP Implementation – DCAF MOWIP Toolbox Template 15 - <https://www.dcaf.ch/mowip> (MS Excel)
- G. Activity sequencing for EIF and AT & T funded projects.

Annex A: Deployment Planning for United Nations Peace Operations.

To be completed for all funding modality applications: Project funding, Barrier Assessment proposal and GSU premium.

The UN Department of Peace Operations (DPO) - Office of Military Affairs (OMA) and Police Division (PD) - has the authority to select and deploy T/PCC personnel to UN peace operations.

The following factors will determine whether an Elsie-funded project can achieve the outcome, as set out in the Terms of Reference of the Elsie Fund, of “increased meaningful deployment of uniformed women peacekeepers to United Nations missions”:

1. **A T/PCC's** ability to deploy trained female and male personnel with the required skillsets in the timeframe stipulated in the project proposal and to address challenges related to performance and sustainability when it increases the number of Formed Police Units and/or military contingents it is deploying.
2. **DPO's** processes, criteria and available infrastructure for deployment of military and police personnel, including but not limited to:
 - a) actual and future needs for military and police personnel, taking into consideration any UN field missions projected to close or downsize;
 - b) the obligation to ensure geographical representation of TCCs and PCCs in the military and police components of UN field missions;
 - c) the obligation to respect the pledges made by TCCs and PCCs in the framework of the United Nations Peacekeeping Capability Readiness System (PCRS);
 - d) the availability in the UN field mission(s) of the requisite logistics, welfare and medical facilities for women.

In addition to the above, any provision of training or other assistance by DPO to TCCs and PCCs that is outlined in a project proposal, will be contingent upon the availability of relevant DPO personnel and financial resources unless EIF or other partners can mobilize requisite resources in a timely manner to enable the planning for and creation of additional capacities to address the scale and scope of activities envisaged in the project proposal(s).

Annex B: Barrier Assessment Information

To be completed for project funding and barrier assessment applications; the conduct of a barrier assessment is strongly recommended to support a GSU premium application.

BARRIER ASSESSMENT

Please provide details on the barrier assessment.

Title (maximum 150 characters):

MEASURING OPPORTUNITIES OF WOMEN IN PEACE OPERATIONS FOR GHANA ARMED FORCES 2020

Date:

Type of security institution assessed:

☐ Gendarmerie

☒ Military

☐ Police

☐ Other _____











Methodology (maximum 1,500 characters)

The MOWIP methodology developed by DCAF and Cornell University was used for the barrier assessment and GAF was one of the pilot institutions to undergo the MOWIP methodology. It was comprised of three components: 1) Fact-Finding Form (to collect qualitative and quantitative data); 2) Interviews with key decision-makers; and 3) Hour-long survey.

The barrier assessment for GAF was conducted by DCAF and Cornell University, in partnership with KAIPTC. It took place from 2019-2020 and the GAF MOWIP Report was launched in 2021. KAIPTC collected field data (survey) from all 9 Garrisons of the GAF, interviewing 217 (56%) men and 167 (44%) female soldiers, total 384. The ranks of the interviewees ranged from Private Class III to a Brig Gen or equivalent. Average length of service for personnel interviewed is 10yrs. The initial report was reviewed with GAF and validated, leading to the final report in 2020.

Summary of the results and recommendations from the barrier assessment (maximum 5,000 characters):

The ten issues areas shaping women's participation in peace operations in the Ghana Armed Forces

Pre-deployment stage: Including factors that affect force generation			Significance	Cross-cutting Issue areas	
	1	ELIGIBLE POOL Are there enough women in national institutions?	High	 9	 10
	2	DEPLOYMENT CRITERIA Do criteria match the skills needed in peace operations?	Low		
	3	DEPLOYMENT SELECTION Does everyone have a fair chance to deploy?	Medium		
	4	HOUSEHOLD CONSTRAINTS Are there arrangements for families of deployed women?	Medium		
Deployment stage: Including difficulties for women during operations				GENDER ROLES Do preconceived attitudes about women preclude their ability to deploy?	SOCIAL EXCLUSION Are women treated as equal members of the team?
	5	PEACE OPERATIONS INFRASTRUCTURE Is accommodation and equipment designed to meet women's needs?	Medium		
	6	PEACE OPERATIONS EXPERIENCES Do positive and negative experiences in operations affect women's deployment decisions?	Medium		
Post-deployment stage: Including factors that affect redeployment					
	7	CAREER VALUE Do deployments advance women's careers?	Low		
All Stages					
	8	TOP-DOWN LEADERSHIP Do leaders at all levels support women's deployment?	Medium	High	High

INSTITUTIONAL
ISSUE AREAS

CROSS-CUTTING
ISSUE AREAS

The barrier assessment revealed the following good practices within GAF that can be scaled up: 1) GAF women and men are well prepared for peace operations; 2) Cross-training for women and men in peace operations; 3) GAF delivers pre-deployment training and KAIPTC provides specialized training; 4) Vacations and holidays during UN deployment are subsidized for formed troops; and 5) Peace operations deployments are highly esteemed in Ghana.

However, the top three barriers to women's meaningful participation in UN peace operations, according to the MOWIP methodology are: 1) Eligible pool; 2) Gender roles; and 3) Social exclusion.

The GAF MOWIP Report specifically noted that there have been no formal efforts to specifically recruit women into the military since the Beijing Platform for Action. In addition, while there are separate accommodations and bathroom facilities for women at the Bundase pre-deployment training camp and the Armed Forces Recruit Training Camp, they are not adequate, nor up to standard. There are no separate military barracks specifically for women in Ghana, and the majority of both men and women indicated that the barracks and bathroom facilities are not adequate. The report also noted that there were no specialized accommodations and bathroom facilities for women in mission and while there is increasing pressure to deploy more women, the accommodations and facilities in mission are not available to meet that demand.

Additionally, the GAF MOWIP report also noted that the GAF does not have a Gender nor a Sexual Harassment Policy, and that the integration of a gender perspective into the GAF Code of Conduct has yet to occur including a formal response mechanism to report and action gender related conduct and discipline matters including sexual violence and harassment.

The MOWIP report also noted that while Senior leaders have undertaken gender courses, there is no institutionalized standardized curriculum or educational programming on gender, gender equality, or gender mainstreaming, and therefore no requirement to undertake, for officers or non-commissioned soldiers with the exception of UN pre-deployment training.

The GAF MOWIP Report identified 44 different recommendations. One of these was a “public relations campaign aimed at identifying and promoting an inclusive organizational culture - where men and women are depicted fulfilling a broad range of roles, including non-traditional role [and] emphasiz[ing] the importance of a fully capacitated soldier able to perform a broad range of functions and the unit cohesion (the critical importance of supporting each other to be successful on behalf of the country)”.

Overall, the key recommendations of the GAF MOWIP Report are the following: 1) Increasing the roles and units to which women are trained for and assigned to; 2) Addressing how men can participate in family and household responsibilities in order for women to benefit from equal opportunities and to fully realize their careers; and 3) Address the impact of gender roles within the GAF and how these roles contribute to the under-representation of women within GAF. There was also a specific recommendation regarding inadequate infrastructure and equipment to enable equal opportunities to recruit and train women (and men) to serve in all roles and across all units within GAF, including in peacekeeping operations.

Police

By rank

Rank	Men	Women	%Women	Total
Total				

Annex D: DCAF Barrier Assessment Plan Timeline – DCAF MOWIP Toolbox Template 4

Please download the 'Barrier Assessment Plan Timeline' template from the DCAF MOWIP Toolbox (English or French) at <https://www.dcaf.ch/mowip>, complete and submit with the signed detailed proposal.

Annex E: EIF Flexible Project Funding Budget Template (MS Excel)

Please download the 'EIF Flexible Project Funding Budget Template' which is in MS Excel format (English or French) at <https://elsiefund.org/resources/elsie-initiative-fund-documents>, complete and submit with the signed detailed proposal. Please do not make changes to the 'UNDG Summary' tab or the 'Lists' tab. These are protected worksheets and are automatically populated as the budget template is completed.

For detailed instructions on how to use and complete the Budget Template (MS Excel), please download the 'EIF Budget Template Explainer' (English or French) at <https://elsiefund.org/resources/elsie-initiative-fund-documents>.


Annex F: DCAF Budget Template MOWIP Implementation – DCAF MOWIP Toolbox Template 15 (MS Excel)

Please download the 'DCAF Budget Template MOWIP Implementation' template which is in MS Excel format (English or French) from the DCAF MOWIP Toolbox at <https://www.dcaf.ch/mowip> and complete the third tab '*Budget template MOWIP EIF*'. Please do not make changes to the 'UNDG Summary' tab or the 'Lists' tab. These are protected worksheets and are automatically populated as the budget template is completed.

For detailed instructions on how to use and complete the DCAF MOWIP Template (MS Excel), please download the 'EIF Budget Template Explainer' (English or French) at <https://elsiefund.org/resources/elsie-initiative-fund-documents>.

Annex G: Activity sequencing for EIF projects and AT & T projects.

Srl	MONTHS ACTIVITY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)	(p)	(q)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(y)	(z)
EIF PROJECTS SEQUENCING																									
1.	Media Campaign																								
2.	Regional Visits																								
3.	Lobby of GAF High Command																								
4.	200 Bed Female accommodation																								
5.	100 Bed Female Accommodation																								
TA & T PROJECT SEQUENCING																									
1.	Increased Gender Mainstreaming																								
2.	GAF Gender Policy Dev																								
3.	Materials for Gender Advisors Office																								
4.	Dev online resources for GA/FPs																								
5.	Integrate Gender Trg into GAF																								
6.	Female Staff Officers Course																								
7.	Female MILOB Course																								

Exchange Rate: 1 USD 6.3 GHS		6.3		Insert the exchange rate multiple in cell B1											
Project Title:		Increasing Women's Recruitment into GAF for Increased Participation in UN Peace Ops Project													
Project Period:		April 1, 2022 - March 30, 2025													
TPPC:		Ghana													
Activity	Item	UNDG Category	Unit	Qty	# of units	Unit Price in National Currency (GHS)		Total Item Price National Currency(GHS)		Activity Subtotal National Currency	USD Total Item Price (1 USD 6.30GHS)	Activity Subtotal in USD	Observations		
Activity 1 : "Media Campaign"	Documentary on Ghana Armed Forces	4. Contractual Services		1	8	GHS	945.00	GHS	7,560.00		\$1,200.00		This will showcase the gender mainstreaming activities of GAF and the career opportunities available to females in the Force These videos will be used for all social media and key TV stations Dialects include Twi, Ga, Fante, Ewe, Hausa Undertake media launch to announce campaign Media coverage in all 16 regions This will done over the 2 year period In each region there will be an average of 2 interviews undertaken 1 in English and 1 in a local language. TV Stations will nationwide coverage will be targeted to ensure the interviews are broadcasted widely 6 jingles in English and 5 local languages Broadcast on 4 stations x 16 regions 64 radio stations. 20 slots per station We will be touring 16 regions and it is expected in each region we will engage with 100 students on the average. All materials will be designed in consultation with GAF and the blueprint and remaining kits handed over the DPR. This will be upgraded over the 4year period to ensure the material is relevant This is for the entire duration of the project to document the activities of engagement Facebook, Instagram and Twitter accounts of GAF, KAIPTC and WPSI		
	Production of short Videos	4. Contractual Services	EA	1	8	GHS	200.00	GHS	1,600.00		\$253.97				
	Production of Videos in 5 Languages	4. Contractual Services	EA	1	5	GHS	1,260.00	GHS	6,300.00		\$1,000.00				
	Media Launch	7. General Operating and other Direct Costs	EA	1	1	GHS	4,095.00	GHS	4,095.00		\$650.00				
	Media Coverage	7. General Operating and other Direct Costs	EA	16	1	GHS	945.00	GHS	15,120.00		\$2,400.00				
	Social Media Boosting	4. Contractual Services	EA	3	10	GHS	315.00	GHS	9,450.00		\$1,500.00				
	Radio Interviews	7. General Operating and other Direct Costs	EA	16	1	GHS	7,560.00	GHS	120,960.00		\$19,200.00				
	TV Interviews	7. General Operating and other Direct Costs	EA	8	2	GHS	6,300.00	GHS	100,800.00		\$16,000.00				
	Production of Jingles	4. Contractual Services	EA	6	1	GHS	3,150.00	GHS	18,900.00		\$3,000.00				
	Broadcast of Jingles	7. General Operating and other Direct Costs	EA	64	1	GHS	630.00	GHS	40,320.00		\$6,400.00				
	Development of Communication Kit	2. Supplies, Commodities, Materials	EA	1	1	GHS	3,150.00	GHS	3,150.00		\$500.00				
	Production of communication Kit	2. Supplies, Commodities, Materials	EA	2000	1	GHS	126.00	GHS	252,000.00		\$40,000.00				
	Customise WPSI and GAF Website to support recruitment Drive	4. Contractual Services	EA	2	1	GHS	5,670.00	GHS	11,340.00		\$1,800.00				
	Photography and Video Coverage	4. Contractual Services	EA	1	1	GHS	44,100.00	GHS	44,100.00		\$7,000.00				
	Engage Social Media content Marketing	4. Contractual Services	EA	1	60	GHS	1,260.00	GHS	75,600.00		\$12,000.00				
	Adverts in Print Media	4. Contractual Services	EA	3	5	GHS	6,300.00	GHS	94,500.00		\$15,000.00				
	Publication of Report	2. Supplies, Commodities, Materials	EA	1	1	GHS	3,150.00	GHS	3,150.00		\$500.00				
										GHS	808,945.00	\$128,403.97			
Activity 2: "Regional Visits to Secondary and Tertiary Institutions"	DSA	1. Staff and other personnel cost	EA	5	112	GHS	945.00	GHS	529,200.00		\$84,000.00		A team of 5 persons from KAIPTC and GAF will spend a week (7days) including travel time in each of the 16 regions region visiting schools and engaging with students on the activities of GAF and the career opportunities available in the Force The Recce Team will spend initial 3 days in each region and prepare work and activity before the main team arrives.		
	DSA for Advance Team for Regional visit	1. Staff and other personnel cost	EA	2	10	GHS	945.00	GHS	18,900.00		\$3,000.00				
	Covid 19 Preventive Supplies	2. Supplies, Commodities, Materials	EA	100	16	GHS	12.60	GHS	20,160.00		\$3,200.00				
	Stationery	2. Supplies, Commodities, Materials	EA	100	16	GHS	63.00	GHS	100,800.00		\$16,000.00				
	Communication(for Project Team)	7. General Operating and other Direct Costs	EA	8	16	GHS	315.00	GHS	40,320.00		\$6,400.00				
	Ground Transportation for Project Team	5. Travel		16	1	112	GHS	1,260.00	GHS	141,120.00		\$22,400.00			
										GHS	850,500.00	\$135,000.00			
Activity 3 : Project Management and Administration	10% Administrative Costs	7. General Operating and other Direct Costs		1	1	GHS	165,944.50	GHS	178,269.50		\$28,296.75				
	Project Audit Fees	7. General Operating and other Direct Costs		1	1	GHS	63,000.00	GHS	63,000.00		\$10,000.00				
										GHS	241,269.50	\$38,296.75			
Activity 4: Construction and Completion of 200 Bed Capacity Female Dormitory at Army Recruit Training Centre, Shai-Hills, Ghana.	Total Cost of Construction of 200 Bed Capacity Female Dormitory at ARTS	4. Contractual Services	EA	1	1	GHS	4,654,658.94	GHS	4,654,658.94		\$738,834.75				
											GHS	4,654,658.94		\$738,834.75	
Activity 5: Construction of 100 Bed Female Dormitory at Daboya Training Camp, Daboya, Ghana	Total Cost of Construction of 100 Bed Capacity Female Dormitory at Daboya Training Camp	4. Contractual Services	EA	1	1	GHS	2,800,025.81	GHS	2,800,025.81		\$444,448.54				
											GHS	2,800,025.81		\$444,448.54	
Grandtotal								GHS	9,355,399.24	GHS	9,355,399.24	\$1,484,984.01	\$1,484,984.01		
Gender Strong Unit Premium	Year 1	7. General Operating and other Direct Costs	EA	1							\$590,849.28		\$2,215,684.80		
Gender Strong Unit Premium	Year 2	7. General Operating and other Direct Costs	EA	1							\$738,561.60				
Gender Strong Unit Premium	Year 3	7. General Operating and other Direct Costs	EA	1							\$886,273.92				
												\$3,700,668.81			

UNDG Categories	Total	% Budget
1. Staff and other personnel cost	\$ 87,000.00	2.35
2. Supplies, Commodities, Materials	\$ 60,200.00	1.63
3. Equipment, Vehicles and Furniture	\$ -	0.00
4. Contractual Services	\$ 1,226,037.26	33.13
5. Travel	\$ 22,400.00	0.61
6. Transfers and Grants to Counterparts	\$ -	0.00
7. General Operating and other Direct Costs	\$ 2,305,031.55	62.29
8. Indirect Support Cost	\$ -	0.00
	\$ 3,700,668.81	100.00