

GHANA EMPLOYERS' ASSOCIATION



GEA.22

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GEA'S INTERNATIONAL WOMEN'S DAY STATEMENT

The Ghana Employers' Association (GEA) would like to wish all women, particularly Ghanaian women, a Happy International Women's Day. The Association recognizes the monumental role and enormous sacrifices made by women in promoting business, economic and social development of Ghana. We congratulate you for your unrelenting efforts, ideas and innovations that are positively changing the outlook of businesses in the economy.

This year's theme: "*Gender Equality today for a sustainable tomorrow*" invites us to soberly reflect on the need for Ghana to do more to rapidly achieve gender equality in all sectors of the economy in order to accelerate the sustainable development of the country. Although significant strides have been made in our collective bid to promote gender equality, there is still more work to be done, particularly at the workplace.

The 2021 Population and Housing Census reveals that, since the last four decades, the share of men in the population continue to lag behind that of women. Yet, women are underrepresented in management, leadership and boardroom positions. According to the latest Ghana Living Standards Survey (GLSS 7) report, most formal sector working women are found in services and sales jobs in their organizations whilst the managerial, professional and technical occupations that lead one to top positions are dominated by men.

Furthermore, a study conducted by the International Finance Corporation (IFC) and the Swiss Secretariat for Economic Affairs in 2016 to ascertain the gender dynamics and challenges confronting the elevation of women to boardrooms in private and public institutions in Ghana, found that the proportion of women to total board members is less than 26 percent. Also, only 6 percent of organizations have females as board chairpersons and 49 percent of women who rise to board level positions are made to occupy non-executive positions.

These studies do not paint a good picture about the gender diversity of our corporate environment. The results can be interpreted to mean that employers are not making full utilization of all the talents at their disposal. GEA, as the mouthpiece of employers in the country, believes that this narrative must be rewritten.

We must provide women with the requisite skills and give them opportunities to assume higher responsibilities to give true meaning to our quest in achieving the Sustainable Development Goal 5, which seeks to address gender inequalities at all levels.


We must continue to address the challenges that hinder an equal role for women in the Ghanaian society. This includes addressing the issue of equal access to all levels of education, addressing gender-based and workplace violence and harassment as well as reducing disparities in health and employment outcomes.

Gender equality is the one big "equalizer" that can unlock tremendous talents, skills and energies to advance a more sustainable human development for our businesses, country and generations to come. In view of this, GEA collaborated with the Confederation of Norwegian Enterprise (NHO) in 2019 and deployed a Women Leadership Development intervention, dubbed the FEMALE FUTURE PROGRAMME.

The objective of the programme is to prepare women to assume leadership roles and board positions in both the corporate world and the public sector. Since its commencement in Ghana, even with the difficulties of the COVID-19 pandemic, 52 females from various sectors have successfully undergone training. Currently, 43 new cohorts are being trained.

We take this opportunity to also congratulate the Board members, Chief Executive Officers/Managing Directors and all appointing authorities that are nominating their female talents to participate in this flagship programme. It is our hope that all stakeholders will continue to contribute significantly to enable Ghana to address all gender inequality challenges.

Once again, on behalf of all employers in Ghana, the GEA would like to congratulate all Ghanaian women for their hardwork and dedication to the economic and social development of the country.



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