

# Brief on Gender Equality and Women Empowerment

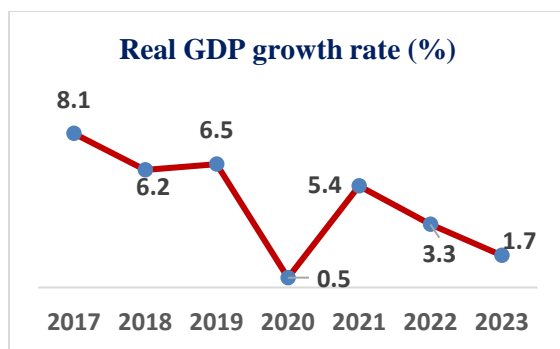
--- April 2024 ---



## GHANA

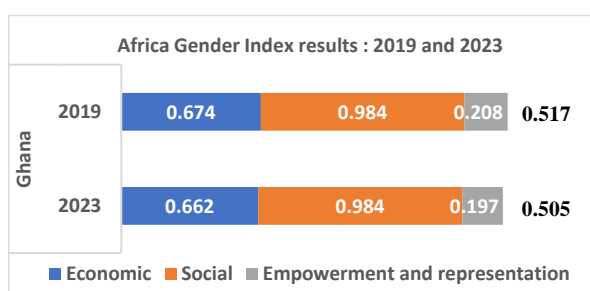


Covering an area of 238 540 km<sup>2</sup>, Ghana has a population of 34,121,985 inhabitants, a density of 130 inhabitants per km<sup>2</sup>, with a population growth rate of 1.93% (The bank, 2023). This population is more urban (56.7%) than rural (43.3%) and has a very young demographic structure (55.7% under the age of 25). Women represent 50.1% of this population. The national GDP has been declining from a growth rate of 6.5% in 2019 to a growth rate of 1.7% in 2023. However, enforcing laws promoting and protecting the rights of women remains a challenge in the country. Gender indicators show that efforts are still needed on all fronts to close the gap observed between men and women.



### 1. Status, challenges and strategies for gender equality: Analysis of the gender index in Ghana

With a gender index of 0.505, Ghana is among the countries with a remarkable disparity between women and men on the continent. While the social (0.984) dimension seems to be stronger, the country obtains a relatively low score in the economic dimension (0.662) and very low score in the empowerment and representation dimension (0.197), which brings about this overall low gender score.



**Economy:** The Economic index is 0.662. The proportion of firms with female participation in ownership (31.6%) (against 68.4% of firms with male participation in ownership) and the proportion of women in paid employment as a proportion of total employment (17.85%) (against 31.15% of men) further explain the gender gap observed at the economic level. The difference in parity between men and women for this dimension is 0.338.

**Social:** Socially, the gender index is as favorable to women as to men (0.984). In fact, the parity obtained in this respect is mainly due to the high level of the scores for the completion rate of primary education (1.031) (i.e. 110.2% women against 107.1% men) and for the completion rate of lower secondary (1.045) (i.e., 83.2% women against 83% men).

**Voice and agency:** The very low score (0.197) recorded in terms of representation and empowerment is mainly due to the low proportion of women seats held in national parliaments (14.6%) and the low proportion women (15.7%) in ministerial level positions. The low participation of women is due to the lack of information on their rights but also to the national gender context which is still characterized by sexist stereotypes and social norms which make it difficult to apply the legal framework and measures taken to promote gender equality.

### 2. Political, legal, and institutional frameworks for the promotion of gender equality in Ghana

Ghana society, predominantly patriarchal (66.3% men against 33.7% women heads of households in 2008), assigns different roles to girls and boys from an early age. Although the constitution in its article 17 states "the equality of all citizens before the law, without distinction of origin, race, sex, opinion or religion", the

inequality between the sexes still persists in the country.

### Legal Framework

Ghana continues to make progress in reforming legal frameworks for the protection of the rights of women and children. The 1992 Constitution notably prohibits discrimination based on sex. In addition, recent progress has included the adoption of two laws, one on domestic violence (2007) and the other on trafficking in persons (2006). Criminalization of harmful traditional practices such as Trokosi (ritual slavery) and female genital mutilation or cutting (FGM/C), and the 1998 Children Act (which criminalizes forced marriage and that of minors) provides a solid legal basis for the protection of women and children. Despite these advances, gaps remain in the protection of women's property rights. The difficulties faced by key stakeholders in reaching consensus around the Wife Property Rights Bill are indicative of the challenges that gender issues pose to property rights in Ghana. In addition, the challenges of capacity and lack of resources hamper the full implementation of existing laws."<sup>1</sup>

### Political Participation,

It should be noted that, despite the strengthening of democracy, in particular the absence of discrimination between men and women on the basis of the constitution, very few Ghanaian women participate in decision-making bodies (15.7% of women in ministerial posts and 14.6% of women in parliament). This low participation of women is not only due to the limited knowledge of their rights but also mainly due, to the national gender context which is still characterized by sexist stereotypes and social norms which make it difficult to apply the legal framework.

### Institutional Framework:

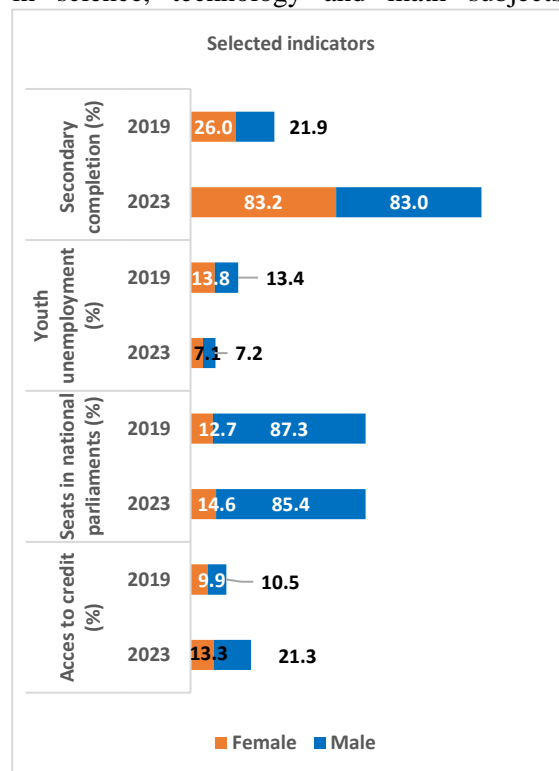
The Ministry of Gender, Children and Social Protection provides leadership in the Government's gender mainstreaming initiatives and does this through a structure of regional departments and integrated Gender Desks in other ministries, departments and agencies.

Ghana has a National Gender Policy that was approved in 2015 that provides the policy framework for advancing gender equality and women's empowerment. This is currently being review for an updated policy.

### 3. Ghana's Performance on selected indicators.

#### Education and vocational training

Gender parity in primary education is evident. The completion rate of girls relative to boys is actually higher in primary education at 1.031. In lower secondary school, the completion rate is higher for girls than for boys (83.2% compared to 83% for boys). At the upper secondary school level the completion rate is 92.2% female and 92.8% male. However there is only 19.76% female participation compared to 80.24% male in science, technology and math subjects.



**Health:** The under-5 mortality rate has improved over the past 10 years (44 per 1,000 in 2021) compared to the 66.5 per 1,000 recorded in 2011. Regarding teenage pregnancy, 14.3% of young women (aged 15 to 19) have already had their first child. This young age of mothers further explains the high ratio of maternal mortality (111.30 women dead

<sup>1</sup> Ghana 2008-Profil du genre pays

per 100,000 live births). In addition, in Ghana, women are much more infected with HIV (0.97%) than men (0.35%) and physical and / or sexual violence between intimate partners in the past 12 months is 10.2%.

**Employment:** In Ghana, more than half of women participate in the labour force (65.3%) and contribute to the country's economy. In terms of employment, 17.85% female and 31.15% male of the population has paid work. The youth unemployment rate among young people aged 15 to 24, with 65.3% of young women and 72.4% young men looking for work in 2023. For this segment of the population, the unemployment score of 1.001 indicates an improvement on the unemployment rate for young women. According to the Bank and UN Women Gender Country Profile of 2023, women in Ghana are entrepreneurial, operating mainly in the informal sector running mostly micro and small businesses. They lack the necessary support including access to land, finance and financial literacy to grow their businesses.

#### 4. Existing Bank Interventions to Advance Gender Equality:

for 2019-2023 is anchored on two pillars: Pillar I: Support Ghana's industrialization and private sector development; and Pillar II: Support infrastructure development that are enablers of domestic, regional and global trade. The CSP commits to **address gender as a crosscutting theme** to bridge gender disparities in the economic, political and social dimensions. The participatory development of a country gender equality profile is ongoing led by the Ministry of Gender, Children and Social Protection and supported by partners including the Bank and the United Nations.

Despite the persistent male dominance in the participation and benefit from road and transport infrastructure sector, there have been good efforts to mainstream gender equality and women's empowerment in the Bank's projects in Ghana. For instance, in the Awoshie-Pokuase Project, two local women's groups, Manchie Women's Group and Kpobiman Women's Group, received support in the form of rehabilitation of their infrastructure facilities, installation and development of information technology (IT) facilities, development of their

micro-businesses in processing and packaging their products for export. There was also provision of IT equipment to 14 schools constructed under the project and information communication technology (ICT) training particularly for girls in primary and junior high schools to overcome the gender stereotypes of ICT skills in education. There have been efforts to engage women in civil works as well by aggressively promoting gender parity in the recruitment of staff.

Programs such as the Rural Enterprises Program (REP) III have contributed to increased participation of young women and men in agri-business and technical skill development for greater employability. In addition, the Bank recently launched the 20 Million USD Affirmative Finance Action for Women in Africa (AFAWA) financing climate-resilience agricultural practices in Ghana that is expected to support 400 women led micro, small and medium enterprises (MSMEs) and women-led farmer based organizations access credit from Ecobank Ghana

#### 5. Interventions proposed to combat gender inequalities

- At the policy level, implementation of existing laws and policies on gender equality and women's empowerment in both the public and private sectors is key. This needs to be complemented by public awareness raising to transform gender inequitable attitudes to support gender equality and women's rights.
- Strengthened coordination and monitoring of gender equality activities from national to district levels and across sector is essential. For this to be done, the Department of Gender requires additional financial and technical resources.
- Gender responsive planning and budgeting of public resources and affirmative procurement are recommended for equitable resource sharing.
- With reference to women's economic empowerment, there is need to advance formalization of women owned businesses in the informal sector and expand the gender responsive social protection system in place to support more women's MSMEs.
- Implement student entrepreneurship programmes in technical and vocational

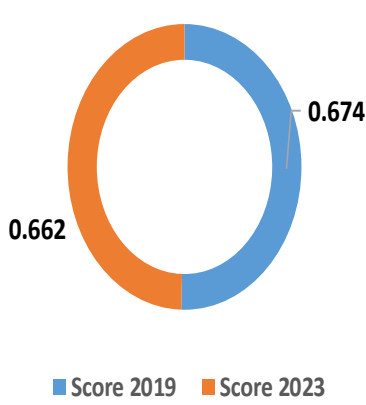
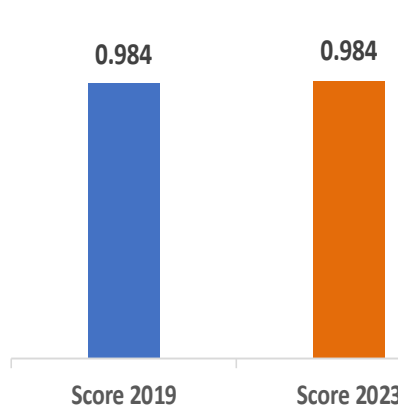
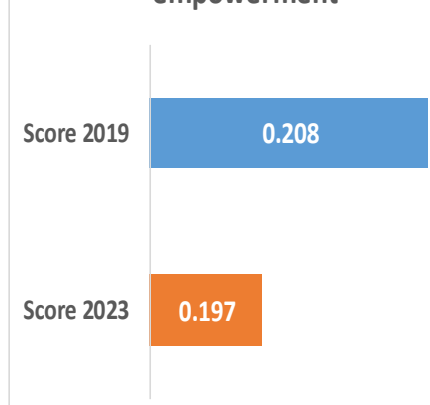






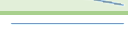











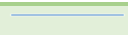



education and training institutes (TVETs) and promote the participation of young women and men in non-traditional vocational skills.

- Implement programmes on gender responsive governance to increase women's leadership and political participation.
- Strengthen the national GBV reporting and referral mechanism through infrastructure

development support and capacity strengthening of local service providers through training.

- Strengthen collection and analysis of sex disaggregated data and relevant gender indicators. Update and disseminate current data on gender equality and women's empowerment across sectors.

**Table: Africa Gender Index: Ghana Results**

<b>Ghana</b>		1.00=Parity		Score 2019	0.517	
				Score 2023	0.505	
KEY INDICATORS						
<p><b>Economic Dimension</b></p>  <p>Score 2019: 0.674 Score 2023: 0.662</p>		<p><b>Social Dimension</b></p>  <p>Score 2019: 0.984 Score 2023: 0.984</p>		<p><b>Representation and empowerment</b></p>  <p>Score 2019: 0.208 Score 2023: 0.197</p>		
COUNTRY SCORE CARD	Score 2019	Avg 2019	Score 2023	Avg 2023	Variation (2019 to 2023)	Trend (2019 to 2023)
<b>Economic</b>	0.674	0.610	0.662	0.582	-0,012	
Labour Force participation rate 15+	0,894	0.693	0,930	0.702	0,036	
Paid employment as a proportion of total employment	0,513	0.629	0,566	0.593	0,053	
Vulnerable employment	0.482	0.707	0.555	0.566	0.073	
Youth unemployment rate (15-24)	0.995	0.903	1.001	0.914	0.006	
Wages and salaries from all sectors	0.664	0.740	0.672	0.734	0.008	
Access to credit	0.967	0.734	0.634	0.729	-0.333	
Firms with female participation in ownership	0.446	0.443	0.446	0.419	0.000	
<b>Social</b>	0.984	0.950	0.984	0.983	0.001	
Primary completion rate	1.106	0.962	1.031	1.047	-0.076	
Lower Secondary completion rate	1,225	0.887	1,045	1.068	-0.181	
Upper secondary completion rate	0.908	0.865	0.994	1.032	0.086	
Tert graduation	0.672	0.858	0.672	0.842	0.000	
Youth Literacy rate	0.931	0.868	0.997	0.922	0.066	
Children aged <5 years stunted	0.977	0.909	0.958	0.904	-0.019	
Prevalence of HIV 15-24	1.124	1.248	1,054	1.141	-0.070	
Life expectancy at birth	0.965	1.181	1.100	1.226	0.135	
<b>Representation and empowerment</b>	0.208	0.229	0.197	0.244	-0.011	
Proportion of seats held in national parliaments	0.090	0.253	0.115	0.283	0.026	
Proportion in ministerial level positions	0.221	0.263	0.134	0.341	-0.087	
Proportion of firms with female or male top manager	0.141	0.229	0.141	0.199	0.000	
Professional and technical workers	0.672	0.414	0.697	0.421	0.025	

## Gender and Socio-economic Statistics

### Ghana

Some Selected Statistics	2019		2023	
	Female	Male	Female	Male
<b>Women's economic empowerment</b>				
Employment-to-pop-ratio, 25+ female (%)	81.11	86.70	62.65	69.76
Labour Force participation rate 15+, female (%)	63.5	71.5	65.3	72.4
Females employees as a proportion total employment 15+ (%)	14.30	27.40	17.85	31.15
Employment rate in the informal economy (%)	54.9	40.00	88.3	75.9
Vulnerable employment (%)	78.2	60.4	78.2	62.5
Youth unemployment (%)	63.5	71.5	65.3	72.4
Time use (unpaid)	...	...	...	...
Time use (paid)	...	...	...	...
Mean wage/income share (\$ US)	148.7	210.2	193.7	275.1
Borrowed from financial inst in the past year (%)	9.9	10.5	13.3	21.3
Firms with female participation in ownership (% of firms) (%)	31.6	68.4	31.6	68.4
<b>Education and Skills</b>				
Primary school completion rate (%)	34.2	31.5	110.2	107.1
Lower secondary completion rate (%)	78.5	77.9	83.2	83.00
Upper secondary completion rate (%)	11.0	12.0	92.2	92.8
Tertiary graduation (%)	40.4	59.6	40.4	59.6
Tertiary graduation in science, technology, engineering and mathematics (STEM) (%)	20.83	79.17	19.76	80.24
Youth literacy rate (%)	92.2	92.8	93.4	93.6
Children in the official school age range who are not enrolled in schools (%)	19.63	20.34	19.63	20.34
Youth aged 15-24 not in employment, education or training (%)	13.26	8.71	32.09	29.24
<b>Health</b>				
Prevalence of HIV among females 15-24 (%)	1.00	0.3	0.97	0.35
Female Children aged <5 years stunted (%) (%)	26.0	30.0	15.6	19.5
Female Life expectancy at birth (%)	65.2	63.0	66.1	61.8
<b>Economic and political Leadership</b>				
Managers, professional and Technicians (%)	41.3	58.7	10.9	13.2
MPs (for countries with bicameral parliaments estimates are for both houses) (%)	13.1	86.9	14.6	85.4
Cabinet ministers (%)	23.1	77.0	15.7	84.3
Land & house ownership (%)	31.50	68.60	...	...
Proportion of firms with female top manager (%)	...	...	14.9	85.1
<b>Women's Reproductive Health Services and Violence Against Women</b>				
Teenage birth/pregnancy (% aged 15-19)	14.20	NA	14.30	NA
Births (per 1,000 women aged 20-24)	161.00	NA	161.00	NA
Births attended by skilled health professional (% of births to females aged 15-24)	72.10	NA	78.90	NA
Contraceptive prevalence rate (% of women aged 15-24 in union)	17.10	NA	24.30	NA
Child marriage (% of women 20-24 years old who were first married or in union before age 15)	4.90	NA	5.00	NA
Child marriage (% of women 20-24 years old who were first married or in union before age 18)	20.70	NA	19.30	NA
Maternal mortality ratio (per 100,000 live births)	319.00	NA	111.30	NA
Prevalence of female genital mutilation/cutting (% 15-24)	...	NA	2.40	NA
Unmet need for family planning (% females aged 15-24 who are currently married)	36.50	NA	36.50	NA
Violence against women by intimate partner in the last 12 months (% females aged 15-34 years)	...	NA	10.20	NA

Sources: National Institute of Statistics  
AfDB Women and Civil Society Department and Statistics Department

Notes: ... Data not available  
NA: Data not applicable

INDICATORS	2019	2021	2022	2023				
<b>Socio-economic indicators</b>								
Population (Habitants)	31522290	32833031	33475870	34121985				
GNI per capita (US\$)	2150	2280	2380	...				
GDP growth rate	6.5	5.4	3.3	1.7				
Population living below USD 1.9/day at PPP	12.7	...	...	...				
Poverty rate	...	...	...	...				
Africa Gender Index (%)	51.7			50.5				
	Female	Male	Female	Male	Female	Male	Female	Male
<b>Women's economic empowerment</b>								
Labour Force participation rate 15+, female and male	63.5	71.5	65.1	72.3	65.3	72.4	...	...
Employees, agriculture (% of female and male employment)	37.5	42.7	36.4	42.1	...	...	...	...
Employees, industry (% of female and male employment)	17.7	19.3	18.1	20.0	...	...	...	...
Employees in services (% of female and male employment)	44.8	38.3	45.3	37.7	...	...	...	...
Self-employed (% of females and male employed)	81.8	67.9	82.1	68.9	...	...	...	...
Employers (% of female and male employment)	4.5	6.6	3.9	6.3	...	...	...	...
Access to credit (%)	9.9	10.5	...	...	13.3	21.3	...	...
Land owners (% of adult population)	31.5	68.5	...	...	...	...	...	...
Employment rate in the informal economy	54.9	40.0	...	...	88.3	75.9	...	...
Vulnerable employment	78.2	60.4	78.8	63.3	78.2	62.5	...	...
Youth unemployment	8.4	8.9	...	...	7.1	7.2	...	...
Wage and salaried workers (% of female and % of male employment)	148.7	210.2	...	...	193.7	275.1	...	...
Firms participation in ownership (% of firms)	31.6	68.4	...	...	31.6	68.4	...	...
<b>Human development</b>								
Mortality rate, under-5 (per 1,000 live births)	41.4	50.7	39.3	48.4	...	...	...	...
Maternal mortality ratio (per 100,000 live births)	244.0	NA	...	NA	...	NA	...	...
Prevalence of HIV among females and male 15-24,	1.0	0.3	1.0	0.4	0.97	0.35	...	...
Female and male children aged <5 years stunted (%)	26.0	30.0	...	...	15.6	19.5	...	...
Female and male Life expectancy at birth,	65.2	63.0	66.0	61.6	66.1	61.8	...	...
Births attended by skilled health professional	...	NA	...	NA	...	NA	...	...
Child marriage (% of women 20-24 years old who were first married or in union before age 15)	4.9	NA	...	NA	5.0	NA	...	...
Unmet need for family planning (% females aged 15-24 who are currently married)	36.5	...	...	...	36.5	...	...	...
Violence against women by intimate partner in the last 12 months (females aged 15-34 years)	...	NA	...	NA	10.2	NA	...	NA
Literacy rate, adult female and male (% of females and male ages 15 and above)	74.5	83.5	...	...	...	...	...	...
Literacy rate, youth female and male (% of females and male ages 15-24)	92.2	92.8	93.4	93.6	93.4	93.6	...	...
Primary completion rate, female and male (% of relevant age group)	34.2	31.5	...	...	110.2	107.1	...	...
Lower Secondary. completion rate	78.5	77.9	...	...	83.2	83.0	...	...
Upper secondary completion rate	11.0	12.0	...	...	92.2	92.8	...	...
Tertiary graduation	40.4	59.6	...	...	40.4	59.6	...	...
School enrolment, primary, female and male (% net)	99.6	98.8	...	...	...	...	...	...
School enrolment, secondary, female and male (% net)	74.6	74.7	...	...	...	...	...	...
<b>Participation in public life and decision-making</b>								
Female headed households (% of households with a female head)	34.8	65.2	...	...	...	...	...	...
Professional and technical workers (% of total)	41.3	58.7	...	...	10.9	13.2	...	...
Proportion of seats held in national parliaments (%)	13.1	86.9	14.5	85.5	14.6	85.4	...	...
Proportion of female and male in ministerial level positions (%)	23.1	77.0	...	...	15.7	84.3	...	...
Proportion of firms with female or male top manager	...	...	...	...	14.9	85.1	...	...
Managers, professional and Technicians	...	...	...	...	...	...	...	...
MPs (for countries with bicameral parliaments estimates are for both houses)	12.7	87.2	...	...	14.6	85.4	...	...

Sources: National Institute of Statistics  
AfDB Women and Civil Society Department and Statistics Department

Notes: ... Data not available  
NA: Data not applicable