Women’s leadership in Ghana
WILDAF’s experience

Presented by
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Programme Outline

- Background
- Status of Women Leadership in Ghana
- Challenges Women Face in Achieving Leadership Positions in Ghana?
- Strategies WILDAF have used in Promote in Women’s in Leadership
- Handling Gender Based Violence by Women in Leaders
- Conclusion
Global Data on Women in Public Life

Heads of State/Gov’t
- 22 countries
- 119 countries never had

Parliament
- 25% are women
- 4 countries have 50%
- 19 countries have 40%

Ministers
- 21%
- 14 countries have 50%

Local Government
- 36%
- 2 countries have 50%
- 18 countries have 40%

130 years
2063
2077
Background

Women in leadership refers to women’s participation in decision making at public and political decision making processes.

In Ghana, women participation in public and political decision making process is a gender issue which has attracted a lot of attention.

Since Ghana attained sovereignty in 1957, numerous laws and policies, deriving substantive basis such as constitutional protection, laws, policies, institutional and structural frameworks, to advance the course of women in Ghana, women in Ghana still remain privy to continued forms of discrimination and abuse.

Despite women constituting 51.2 per cent of the population, women in Ghana are still underrepresented in political and public decision making, women participation in political constitutes only 14%.
Ghana have ratified a number of conventions and legal frameworks that promotes women’s participation in leadership such as

- Convention on the Elimination of all Forms of Discrimination (CEDAW)
- Beijing Declaration and Platform for Action of 1995
- Sustainable Development Goals (SDGS)
- African Charter on Democracy, Elections and Governance
- 1992 Constitution
- Affirmative Action Policy Guideline by the Minister of Local Government reserved 40% appointment for women in the District Assemblies
- However Ghana is yet to pass an Affirmative Action Bill for Women into Decision Making Positions
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Current Data on Women Appointees

Sector Ministers - 30
- 25 men
- 5 Women

Deputy Sector Ministers - 39
- 29 men
- 10 women

Regional Ministers - 16 Total
- 14 men
- 2 Women

There are 85 Ministers in Total
- 68 men
- 17 women

Making 80% men and 20% women
Challenges Women Face in Holding Leadership Positions in Ghana

- No Affirmative Action Law
- No political will by Government to implement laws and policies enacted
- Cultural and traditional beliefs of people about women
- Low educational level amongst women
- Fear and low confidence level amongst women
- Inadequate resources (Financial & Material)
- Gender insensitive environment, and intimidation
- Patriarchy
- Socialization skewed towards empowering the boy-child at the disadvantage of the girl-child
- Gender stereotypes
- Insults and Name callings
- Marriage (Relocation to other communities, partners not willing to allow wives to contest)
- Doner Funds and Support to promote women into leadership programme challenging
Manifestation of Violence Against Women in Leadership

Family
• Partner opposed to idea
• Physical violence
• Emotional violence
• Economic violence
• Divorce

Commercial
Customary rules about women not speaking in public

Other Public Spaces
Resistance to women in Public spaces
WILDAF’s Experience in Advocating for Women into Decision Making Processes

Implemented the We Know Politics (WKP) Project, these actions were some actions undertaken under the project:

1. Organized Trainings for Potential Women at the District Level
2. Formed of COWIG- Coalition of Women in Governance to advocated for gender sensitive programmes and Laws at the District Level
3. Supported Women with the Development of their manifestoes- (My Agenda)
4. Advocate for Reduction in the Filing Fees for Vulnerable Groups
5. Supported the Campaigns of Women Contesting for Elections
6. Advocate for the Appointment and Nomination of Women into Decision Making Positions
7. Compiled and Present a List of Potential Women to be Appointed as Assembly Members into the Assembly after elections for consideration
8. Supported Women Nominated for Decision Making Positions with their Vetting preparation and resource materials
9. Reminded Political Parties Leaders on their Commitments and Promises in Advance Women into Decision Making
10. Support Political Parties Who Nominate Women as Key Decision-Making Players Campaigns
Laws and Policies are not Enough Strategies in Promoting into Leadership Positions. It takes Conscious, Intentional Actions and Efforts in Advancing Women into Leadership Positions