



**Convention on the Elimination
of All Forms of Discrimination
against Women**

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**Committee on the Elimination of Discrimination
against Women**

**Consideration of reports submitted by States parties under
article 18 of the Convention on the Elimination of All Forms
of Discrimination against Women**

Combined sixth and seventh periodic reports of States parties

Ghana*

[12 June 2012]

* In accordance with the information transmitted to the States parties regarding the processing of their reports, the present document was not formally edited before being sent to the United Nations translation services.

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ACRONYMS

CBOs	Community Based Organizations
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
CHRAJ	Commission on Human Rights and Administrative Justice
CRC	Convention on the Rights of the Child
CSOs	Civil Society Organizations
DOVVUSU	Domestic Violence and Victims Support Unit
EFA	Education For All
FIDA	International Federation of Female Lawyers
GDHS	Ghana Demographic Health Survey
GDP	Gross Domestic Product
GIMPA	Ghana Institute of Management and Public Administration
GLSS	Ghana Living Standards Survey
GPRS	Ghana Poverty Reduction Strategy
HND	Higher National Diploma
ICT	International Communication and Technology
ILO	International Labor Organization
JHS	Junior High School
LEAP	Livelihood Empowerment Against Poverty
MDA	Ministries Departments And Agencies
MDGs	Millennium Development Goals
MOWAC	Ministry of Women and Children's Affairs
MTEF	Medium Term Expenditure frame work
NDC	National Democratic Congress
NDPC	National Development and Planning
NGO	Non Governmental Organization
PMTCT	Prevention of Mother to Child Transmission
PNDC	Provisional National Defense Council
SADA	Savannah Accelerated Development Authority
SDA	Seventh Day Adventist
SHS	Senior High School
WHO	World Health Organization

PREFACE

Ghana's combined 6th & 7th periodic report on the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) builds on past and current efforts being made by the Government of Ghana towards the implementation of CEDAW within the context of Ghana's socio-economic development. As such, questions and issues raised in the concluding comments regarding Ghana's combined 3rd, 4th & 5th periodic report have been addressed in this report. In addition, the report dilates on new programmes such as temporary measures (Affirmative Action) that Ghana is adopting to accelerate Gender Equality and women's empowerment. These include, among others, legislations and other measures that are intended to prohibit discrimination against women.

In the preparation of the report, a number of consultative meetings were held with Ministries, Department and Agencies (MDAs) and our partners. The fora provided a distinctive opportunity for MDAs, Civil Society Organizations (CSOs), Non-Governmental Organizations (NGOs) and other stakeholders to review actions taken on the concluding comments on the 3rd, 4th & 5th report and also assess Ghana's status of implementation of the Convention.

Ghana's combined 6th & 7th periodic report, in line with the requirements of the **"Harmonized guidelines on reporting under the international human rights treaties"**, comprises a common core document (not exceeding 60-80 pages) and a document (limited to 40 pages) that specifically relates to the implementation of the Convention.

The report reveals a considerable improvement in the status of women under all the sixteen articles of CEDAW since the submission of the previous reports. However, a lot needs to be done to attain the goal of gender equality and equity. The Government of Ghana remains committed to the acceleration of efforts at addressing remaining challenges, towards the elimination of all forms of discrimination against women in all spheres of life.

The Ministry of Women & Children's Affairs will continue to fulfil its obligation of coordinating and ensuring the implementation of recommended actions by MDAS and other stakeholders to promote Gender Equality and the Rights of Women in all spheres of life.

I wish to express my profound gratitude to all our partners in making it possible to prepare and finalize Ghana's combined 6th & 7th periodic CEDAW Report.

Hon. Juliana Azumah-Mensah (MP)

ACKNOWLEDGEMENT

The Ministry of Women and Children's Affairs (MoWAC) appreciates the continuous support and co-operation it enjoys from all the people of Ghana, especially women. This support has again been demonstrated throughout the process of the development and drafting of Ghana's combined 6th & 7th periodic report on the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW).

We are grateful for the inputs and support received for this process from the Ministries, Department and Agencies (MDAs), Civil Society Organizations (CSOs), Non-Governmental Organizations (NGOs) our partners and other stakeholders. We highly applaud and acknowledge your dedication and commitment that contributed to the process of the development of Ghana's combined 6th & 7th periodic CEDAW report.

In addition, we would like to appreciate the following individuals and their respective institutions for the efforts put into the drafting of Ghana's combined 6th & 7th periodic CEDAW report: Mrs. Jane Kwawu, Gender Consultant, Mr. Mawutor Ablo of Ministry of Employment & Social Welfare, Dr. Smile Dzisi, Organizational Development Consultant, Dr. Gloria Quansah-Asare of the Ghana Health Service (GHS), Mrs. Estelle Appiah of the Ministry of Justice & Attorney General's Department, Mrs. Hilary Gbedemah of the Law Institute, Mrs. Matilda Bannerman-Mensah of the Ghana Education Service, Mrs. Bernice Sam of WiLDAF Ghana, Mrs. Marian Tackie of the Ministry of Health, Mrs. Bernice Ofosu-Badu of the Ghana Statistical Service (GSS) and Ms. Gloria Gyedu of Commission for Human Rights & Administrative Justice (CHRAJ).

We also acknowledge the technical expertise of our lead consultant, Mrs. Joana Opare (an International Consultant on Gender and Peace building).

The Government of Ghana further acknowledges with appreciation the support of the UN system (UNDP, UNFPA and UNIFEM) for their financial and administrative support.

Our special gratitude goes to the Minister of Women and Children's Affairs, Honourable Juliana Azumah - Mensah for facilitating the process to its conclusion. We also appreciate the efforts of the Director of Gender Unit, Ms. Dorothy Onny, and her staff in the development of Ghana's combined 6th & 7th periodic report on the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW).

PART 1: CORE REPORT

Background and period of coverage

As signatory to the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and in fulfillment of her obligation under Article 18, Ghana submitted her combined 3rd, 4th, 5th reports which covered the period 1993 – 2003 to the CEDAW Committee in January 2005. The report was considered at the Committee's 36th Session held in New York from the 7th - 25th of August 2006. This 6th and 7th combined report builds on past efforts at implementing CEDAW within the context of Ghana.

Demographic profile of Ghana

Geography

Ghana's geographic location as reported in the previous report remains the same (the details are as duplicated in the map *figure 1*)

Figure 1: Map of Ghana showing National Capital, regional Capitals and other Cities



Population

There has been an increase in Ghana's population since submission of its 3rd, 4th and 5th reports. According to the provisional results of the 2010 population and housing census report, Ghana has a population size of 24,233,431, made up of 11,801,661 males and 12,421,770 females. Males therefore form 48.7 percent of the population and females constitute 51.3 percent as compared to the 2000 figures of 18,912,079 made up of

9,359,382 males and 9,554,697 females forming 49.49 percent and 50.51 percent respectively.

Figure 1 displays the population of Ghana by year and sex. The population has increased by 28 percent with a low sex ratio. For every 100 females, there are 95 males. There is also increased pressure on land. Population density has almost doubled from 52 in 1984 to 102 in 2010.

Figure 1: Population of Ghana by Sex (2000 & 2010)



Source: Provisional results, 2010 population and housing census, Ghana statistical service, Feb 2011

The population pressure has been consistently more intense in Greater Accra, the National Capital and the Ashanti Region as shown in *Table 1*

Table 1: population by region and sex, 2000-2010

Region	2010			2010		
	Total	Males	Females	Total	Males	Females
Ghana	24,223,431	11,801,661	12,421,770	18,912,079	9,357,382	9,554,697
Western	2,325,597	1,176,189	1,149,408	1,924,577	978,176	946,401
Central	2,107,209	998,409	1,108,800	1,593,823	760,221	833,602
Greater Accra	3,909,764	1,884,127	2,025,637	2,905,726	1,436,135	1,469,591
Volta	2,099,876	999,190	1,100,686	1,635,421	790,886	844,535
Eastern	2,596,013	1,252,688	1,343,325	2,106,696	1,036,371	1,070,325
Ashanti	4,725,046	2,288,325	2,436,721	3,612,950	1,818,216	1,794,734
Brong Ahafo	2,282,128	1,161,537	1,120,591	1,815,408	911,263	904,145
Northern	2,468,557	1,210,702	1,257,855	1,820,806	907,177	913,629
Upper East	1,031,478	497,139	534,339	920,089	442,492	477,597
Upper West	677,763	333,355	344,408	576,583	276,445	300,138

Political and legal system of Ghana

Ghana is a sovereign, democratic and relatively peaceful country. The country has witnessed a deepened democratic process and maintenance of peace and security for the past two decades. The 2008 general and presidential elections brought into power President J.A Mills and the National Democratic Congress (NDC) party. There is a parliament of 230 members of whom 8.3% are women. Out of over 28 decision-making boards only three meet the affirmative action requirements of 40% representation. Though historically participation of women in peace-keeping and conflict management and resolution processes have been low compared to that of men, there has been some improvement especially within the Police Service.

As reported in the previous report, Ghana has ten administrative regions, however to ensure an effective democratic and participatory governance, the regions which were previously sub-divided into 110 districts assemblies have been increased to 170 districts and 37 sub-metropolitan areas in line with Ghana's policy of decentralization.

The legal system of the Country as reported in the previous reports has improved significantly. The legal content for the protection and promotion of human rights in the country has been enhanced through the work of the Commission on Human Rights and Administrative Justice. This has been done through ratification of human rights and instruments and their incorporation into national legal systems, legal reforms, promulgation of new laws, and strengthening of institutions mandated by the constitution to protect and enforce human rights and roles. Details of this are given under relevant ensuing articles.

The general state of the economy

Ghana is the first country in Sub-Saharan Africa to have achieved the target of halving the proportion of population in extreme poverty as at 2006, well ahead of the target date of the Millennium Development Goals. The decline in poverty had occurred due to the significant improvements in economic growth over the past decade with accompanied sound social and economic policies on poverty reduction as spelt out in the GPRS II.

Ghana's economic structure has gone through steady and accelerated development since the previous report. The Gross Domestic Product (GDP) grew to US\$20,345 million from an average of GDP per capita of US\$1,139 million and economic growth of 6.5% on the average between 2006 and 2010. Ghana's Gross Domestic Product (GDP) has been estimated to be 20.146 percent ahead of Qatar with 14.337 percent as at May, 2010¹. Ghana is also ranked the fourth future best investment destination in Africa by the International Investment Community as a result of its sound and stable economy and political state. Ghana's economy recorded a modest growth of 4.0 percent in 2009 with GDP growth of 7.7 percent as at December, 2010. The quick turnaround in economic activities has been attributed mainly to prudent macro-credit management which led to increase in investor confidence in the economy, stimulated business activities, financial intermediation and wholesale and retail trade. Inflation rates thus declined drastically from the high rate of 20.7 percent in June 2009 to a single digit 9.5 percent in June 2010 and decreased further to 8.6 percent at the end of December 2010.

Ghana's economy is now classified by the World Bank as being at the lower end of the middle-income bracket, and has been referred to as among the world's fastest growing

¹ Source: Statement by Minister of Finance on 2011 supplementary budget.

economies. It has achieved per capita growth of more than 2% since the mid 1990s accompanied with micro-stability, good institutions and implementation of better economic policies.

Overall development in the banking system through May 2011 has shown some improvement. The total assets of the banking system grew by 27.2% to GH¢18.1 billion at the end of May 2010.

Ghana poverty reduction strategy (GPRS)

Ghana Poverty Reduction Strategy (GPRS) II addressed challenges encountered in the implementation of GPRS I. The Ghana Poverty Reduction Strategy (GPRS II) was implemented from 2005 to 2009. It built on the strengths of GPRS I through a refined mechanism that allowed sector practices to be effectively linked to the three broad objectives of GPRS II:

- continue macro-economy stability; private sector development and good governance and civic responsibility through the Medium Term expenditure Framework instituted in 2006. This new mechanism establishes the necessary links between the sector plan, GPRS II priorities and the annual budget by ensuring that all the objectives of MDAs are properly aligned to the strategic objectives of GPRS II

- the objectives of the current Medium Term Expenditure Framework (MTEF) are properly aligned to GPRS II and that

- resources for financing expenditures associated with the implementation of the GPRS II are considered and rationally allocated (source-page 21 SDA.NDPC Dec.2010)

Ghana's Shared Growth and Development Agenda (GSGDA), the new poverty reduction strategic framework, is a further improvement of GPRS II aimed at ensuring and sustaining macro-economic stability with focus on;

1. improving physical research mobilization
2. improving public expenditure management
3. promoting effective debt management
4. ensuring price and exchange rate stability
5. diversifying and increasing exports and markets
6. strengthening economic planning and forecasting to ensure systematic development of strategic sectors.

The government continues to play a decisive role in the direction and pace of economic development in Ghana. To drive the development of the necessary human resources for accelerated economic growth, one of its main goals is in the area of Human Resource Development. This is designed to ensure a knowledgeable, well trained and disciplined labour force with the capacity to drive and question private sector-led growth and have the right to basic social services such as health care, safe drinking water, sanitation and decent housing. It is also aimed at improving further the well being of all Ghanaians as well as ensure the protection of the rights of the vulnerable specially children, women, people with disabilities, the elderly and rural communities.

Government's expenditure (on education as share of GDP) as at 2007 (according to the Ghana Statistical service data) increased from 3.8% to 5.4% in 2008. The share of health and social protection on the other hand, declined from 1.3% and 1.2% respectively in 2007

to 1% in 2008 for both. Government's expenditure for housing as a share of GDP remained unchanged for both 2007 and 2008 and stood at 0.1%.

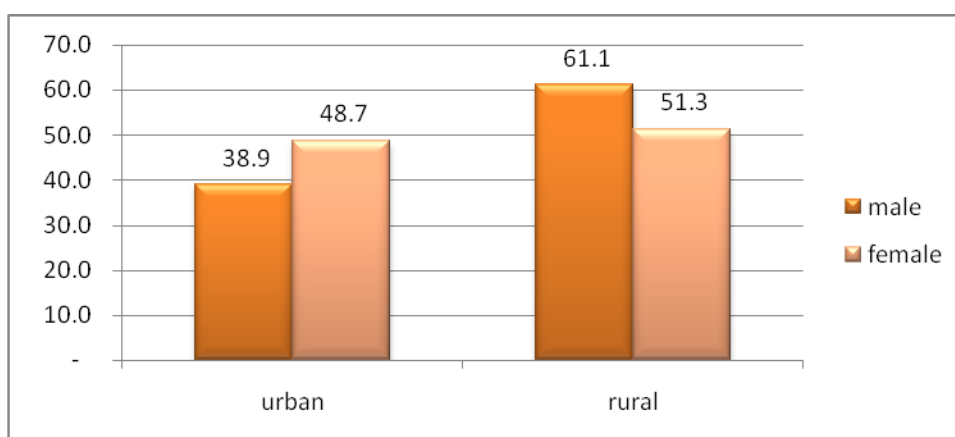
Poverty profile

According to the Ghana Living Standard Survey fifth round (GLSS 5) of 2005-2006, the overall poverty rate declined substantially over the past two decades from 51.7% in 1991/92 to 28.5% in 2005/2006 indicating that the Millennium Development Goals (MDGs) target could be achieved well ahead of the 2015 target of 26%. Similarly, the proportion of the population living below the extreme poverty line with respect to the proportion below national basic needs, declined from 36.5% to 18.2% over the same period against the 2015 target of 19%. The key interventions that have contributed to the decline in poverty include implementation of political and prudent macro-economic stability policies leading to improvement in investment climate, targeted social intervention programmes such as the Livelihood Empowerment Against Poverty (LEAP).

Female headed households

There were conspicuous differences in heads of households depending on the locality. Male-headed households in rural areas tended to be more than female-headed households as shown in Figure 2. The reverse was the case in urban localities.

Figure 2: Percentage of female – headed households by urban/rural



Source: GSS, GLSS 5 (2005/06)

The role of women in Ghana

Women have continued to play both their traditional and modern roles - productive, reproductive and community roles effectively with the assistance of appropriate technological appliances such as blenders, microwaves, gas-cookers, among others, as well as facilities such as day care centres, in order to remove drudgery.

Inequality in sharing of power and decision making

Women still face challenges in the area of sharing power and decision making. Women constitute only about 9% in Parliament. Some efforts have however been made by government to appoint women to head strategic positions in other areas of Public Life.

Detailed analysis of women in politics and public services will be given under appropriate articles of the Convention

Obstacles to Women's Participation

Obstacles to women's participation as outlined in the previous report still persist. Some measures have been taken however to improve the status of women since the previous report, through educational and sensitization programmes by both government machineries and civil society organizations.

Legal provisions and human rights of women

As mentioned in the previous report, the 1992 Constitution of Ghana guarantees the Human Right of all citizens of the country including that of women and children, vulnerable and other disadvantaged groups of individuals such as the aged and people with disabilities. These rights include political and civil rights, economic, social and cultural rights. Other national laws and legislations also protect the rights of women.

In addition, Article 33(5) of the 1992 Constitution recognizes that not all fundamental human rights and freedoms have been captured in the Constitution. As such, rights not specifically mentioned which are considered to be inherent in a democracy and intended to secure the freedoms and dignity of women and men are also guaranteed.

Article 40 of the Constitution further states that Ghana shall "adhere to the principles enshrined in or as the case may be, the aims and ideas of the International and Regional Treaty and Conventions".

The 1992 Constitution in article 14, however, makes provision for instances where a person's personal liberty can be derogated, restricted or limited. For example; in the execution of a sentence or order of a court in respect of a criminal offence of which he or she has been convicted, or in the case of a person suffering from an infectious or contagious disease for the purpose of his or her care or treatment or the protection of the community.

Further detailed analysis will be provided under appropriate Articles of the Conventions.

As indicated in the previous report, the Commission on Human Rights and Administrative Justice (CHRAJ) is one of the judicial and administrative authorities with competences in effecting human rights matters. CHRAJ has a broad mandate to protect and promote universal rights and freedoms especially recognized by the 1992 Constitution and other international human rights instruments which Ghana has ratified. Specific mandates concerned with the protection of human rights can be found in Article 218 (a),(b), and (f) of the 1992 Constitution and section 7(1)(a)(c) and (g) of the CHRAJ Act. The CHRAJ has the mandate to investigate individual complaints of human rights violations by persons and institutions, and to restore these complaints through various methods, including mediation, negotiation and formal hearings. Under the CHRAJ Act, the Commission has the power to issue subpoena and to go to court to ensure compliance with the recommendations: The Commission also carries out investigations into human right abuses that are systemic, cultural or in other areas of public interest. It conducts researches, field investigations and public hearings in the course of these investigations and also into human rights consequences of bills and policies and proposes laws that will strengthen the human rights situation of the country. In the area of human rights promotion and prevention, the CHRAJ is mandated to organize monitoring visits to detention centers, hospitals, schools and communities in order to ensure that human rights are being upheld.

Other judicial authorities that have competence in affecting human rights matters are the Judiciary, various Court Systems, the Legal Aid Board and Law Enforcement Agencies.

Under the 'Justice for All' programme of the Judiciary, "persons restricted or detained and not brought to trial within a reasonable time are without prejudice to any further proceedings that may be brought against him or her, shall be released either unconditionally or upon reasonable conditions ..." according to Article 14(4) of the 1992 Constitution. To this end 357 remand prisoners in all have been released since the introduction of the programme in 2007.

A Community Policing Unit has been established under the Ghana Police Service since 2002. The unit is working with Communities in partnership to solve problems, reduce crime and other anti-social behaviours and to ensure law and order, peace and security within communities and the Nation at large.

Details on enforcement of provisions of Human Rights instruments will be given under appropriate article of the Conventions.

The Ministry of Women and Children Affairs (MOWAC)

The National Machinery for the advancement of women and children rights protection and development, the Ministry of Women and Children's Affairs works in collaboration with other institutions such as the Ministry of Employment and Social Welfare, the Domestic Violence and Victims Support Unit (DOVVSU) of the Ghana Police Service, other Ministries, Departments, and Agencies and Civil Society Organizations, such as, the Women in Law and Development (WILDAF), FIDA, the Commonwealth Human Rights Initiative, the Law Consult and others to coordinate human rights work targeted towards the promotion and protection of women and children's rights.

Since the submission of the last report, The Ministry of Women and Children's Affairs in spite of financial, infrastructural and human resource challenges, has been able to initiate and push critical and national policies and legislation on key issues affecting women and children jointly with other institutions such as the Ghana Police Service, the National Parliament, Government Ministries, Departments and Agencies and CSOs. Some notable achievements in this vein are, the Orphan's and Vulnerable Children's Policy Guidelines, the Domestic Violence Act of 2007 and its accompanying Policy and Plan of Action, advocacy towards implementation of Gender Responsive Budgeting and adoption of Gender Certification in MDAs sector policies, programmes and plans including the Ministries of Food and Agriculture, Health, Education, Finance and Justice.

The Ministry of Women and Children's Affairs is being re-engineered to maximize its efficiency and ensure gender justice and accountability in Ghana. The budgetary allocation of the Ministry which has been less than 1% of the National budget since 2005 to 2010 will experience incremental increases as projected in the 2012 MTEF ceiling's to MDAs. For 2012, through 2014, total projected figures for all MDAs range from GH¢665,232,597 in 2012 to 900,094,282 in 2014.

For MOWAC specifically, the figures range from GHC 1702114.00 in 2012 to 2246790.00 in 2014.

Capacities of existing staff are being built in critical areas of policy analysis, gender mainstreaming and gender responsive budgeting. MOWAC continues to collaborate with MDAs, MMDAs, DAs, NGOs and CBOs in the implementation of gender, women and child related programmes and projects in the areas of:

- Reproductive health and rights, free pre-natal and delivery service and in the promotion of the National Health Insurance Programme.

- Coordination of the implementation ILO supported Human Trafficking programmes, National Plan of Action.
- Revision of the Women and Local Governance Programme Fund, development of action plans to raise funds for re-launching of the women’s development fund and the National Breast Cancer Programme Fund.
- Development of the United Nation’s Resolution 1325 National Action Plan and Cabinet approval for implementation.
- Implementation of the institutional strengthening / re-engineering three-year plan of action for 2010 to 2015.

Detailed information with respect to various measures taken by government to strengthen and enhance the status of women and the girl child will be provided under specific articles of the Convention in the ensuing chapters.

Preparatory process:

1. Consultative meeting with Ministries, Departments and Agencies (MDAs) and Civil Society Organizations (CSOs) was organized by the Ministry in October, 2010 towards the preparation of Ghana’s combined 6th & 7th CEDAW Report. This provided MDAs and CSOs the opportunity to participate in the process and also provide inputs into the report.
2. Constitution of a Drafters Committee to prepare the draft combined 6th & 7th CEDAW Report.
3. Request made to Human Rights Institutions and the Judicial Service for updated information for the preparation of the 6th & 7th combined CEDAW Report.
4. Engagement of a Lead Consultant to compile Ghana’s combined 6th & 7th CEDAW Report.
5. A Validation Workshop was organized in October, 2011 to enable the Ministry, in collaboration with MDAs and CSOs and Development Partners, extensively discuss the draft 6th & 7th CEDAW Report and finalize it.
6. Revision of the draft report to incorporate comments from validation and finalization of same.

PART TWO – PROGRESS REPORT ON IMPLEMENTATION OF CEDAW.

Article 1: definition of discrimination against women

1.0 Legal framework

1.1 Ghana's previous reports indicate that the country endorses and upholds the definition of discrimination as espoused in CEDAW. However, CEDAW's concluding remarks observed that the definition of discrimination in Ghana's 1992 Constitution is devoid of reference to direct and indirect discrimination and therefore non-compliant with the definition in CEDAW's article I. Concerns raised by the Committee with respect to the definition of discrimination contained in article 17(2) in the 1992 Constitution and subsequent recommendations to the Government, are being addressed

To this effect, recommendations have been made by MOWAC and civil society organizations to Ghana's Constitutional Review Commission (CRC) for an amendment to the 1992 Constitution to bring the definition of "discrimination" in conformity with the CEDAW's definition. However due to the 6,000 petitions the CRC has received and its method of prioritizing issues on the numerical strength of received submissions, it is uncertain if this recommendation will be adopted, since it did not feature in the list of issues emerging from initial submissions to the CRC. There is however, ongoing engagement with the CRC to ensure that these inequality agenda concerns are addressed in the final outcome.

Article 2: obligation to eliminate discrimination

2.0 Progress made over the Period of Reporting

2.1 Appropriate Legislation and Other Measures Prohibiting All Discrimination Against Women

2.1.1. Alternative strategies, including new legislation are being considered. MOWAC has put together a technical team to advice on an Affirmative Action Law, which will contain Gender Equality provisions. The law will in particular, address discrimination arising out of women's low representation in Public Office in all sectors.

Even though Ghana's laws are currently drafted in gender-neutral format, devoid of facial discrimination, increased attention will have to be paid to the disparate effects of gender neutral laws. For example, the Intestate Succession Law (PNDC Law 111) is gender neutral. However, the effect is that wives in polygamous unions will have a smaller portion of their husband's estate than a husband in a polygamous union whose wife dies before him.

2.1.2 Adopt Appropriate Legislation for the Implementation of each of the Provisions of the Conventions

Since 2006, a range of Laws have been passed, facilitating the implementation of CEDAW's provisions as outlined in Article 3.

2.1.3 Competent National Tribunals

We have in existence gender-neutral laws, a Human Rights Court, Gender-based Violence Courts which provide additional support to women's legal protection and equality. This is

further discussed in Concluding Comments 15 and 16 which deals with access to justice and challenges.

2.1.4 Public Officials to Refrain from Discrimination against Women

Institutional mechanisms and structures such as CHRAJ and the Labour Commission have received and addressed complaints on the violation of rights by public authorities and institutions. Examples of complaints are sexual harassment and discriminatory practices.

2.1.5 Abolish laws, Regulations, Customs and Practices that Constitute Discrimination against Women

Article 17 (1) and (2) of Ghana's 1992 Constitution prohibit discrimination on a range of grounds including gender. Article 15 upholds the dignity of all persons and prohibits inhuman, degrading treatment or any condition that detracts from one's worth as a human being. Article 26 (2) prohibits "all customary practices which dehumanize or are injurious to the physical or mental well-being of a person. Article 1(2) states that the Constitution is the supreme law of Ghana and any law inconsistent with its provisions shall be void. Taken together, these Constitutional provisions ensure that any law or customary practice that discriminates against women will have to be modified, abolished or repealed as recommended by these CEDAW articles.

2.1.6 Challenges:

There are however challenges of logistical constraints which tend to slow down the processes.

Article 3: appropriate measures to ensure full development of women

3.0 Legislative and Administrative Measures to Ensure Full Development of Women

Legislation promoting the implementation of Article 3 includes the Domestic Violence Act, 2007, Act 732 and the corresponding deletion of section 42(g) of the Criminal Offences Act, 1960, Act 29 which had permitted non-consensual sex within marriage. The amendment was possible due to the mandate given under the Laws of Ghana (Revised Edition) Act, 1988 (Act 562) to bring all laws in conformity with the 1992 Constitution.

3.1 Other legislation passed are the Persons with Disability Act, 2006 (Act 715), that prohibits discrimination against persons with disability in employment, education and other facilities, and which also opens up additional legal opportunity to protect persons with HIV/AIDS from discrimination.

3.2 The Criminal Offences (Amendments) Act, 2007, (Act 741) widens the scope of responsibility in the practice of FGM to include participators other than the practitioners and increases sanctions for the offence.

3.3 The Intestate Succession Bill 2009, which gives greater inheritance rights to spouses than the previous inheritance law (PNDCL 111 passed in 1985), and the property Rights of Spouses Bill 2009, which recognizes the rights of both spouses in property acquired jointly during marriage, both respond to Ghana's international obligations under CEDAW. They have received Cabinet approval, and are currently before Parliament, having both undergone nationwide parliamentary and NGO-led consultations.

3.4 To facilitate the implementation of the Domestic Violence Act, an accompanying National Policy and Plan of Action has been developed to cover the ten-year period from 2009 to 2019. A thirteen-member Management Board has been established under the Domestic Violence Act, 2007, and chaired by the Minister of MOWAC who is responsible

for addressing, monitoring and reporting on the progress of the Plan of Action. Implementation is spread over the immediate, short, medium and long term.

3.5 Additionally, MOWAC in compliance with section 41 of the Domestic Violence Act has constituted a Multi-Sectoral Technical Committee to provide the Attorney General with Drafting Instructions for a Legislative Instrument, to further operationalize the Act. Membership is drawn from the Attorney- General's Department, the Commission on Human Rights and Administrative Justice (CHRAJ), the NGO sector, traditional rulers, medical professionals and other critical stakeholders. Its terms of reference include; providing advice on the forms to be used under the Act, streamline referrals, providing for protocols, making recommendations for training syllabi, certification and manuals, outlining modalities for free medical care and financial assistance for victims of domestic violence, shelters and social welfare services.

Article 4: temporary measures (affirmative action) for the acceleration of equality between men and women

4.1 Administrative and Legislative measures

4.1.1 Cabinet Affirmation Action Directive, drafted in 1998 with targets for women's representation in advisory and decision-making bodies is being reviewed for incorporation into the law. Following consultations between representatives of political parties, Members of Parliament, Academia and CSO's under the auspices of MOWAC and the Electoral Commission, consensus was reached that by 2012, there should be comprehensive legislation ensuring equal representation of the sexes in Parliament, District Assemblies, Boards of corporations and Institutions with the Public Service in strict compliance with Ghana's International and Legal obligations under the 1992 Constitution. A technical team has been put together to implement the outcomes by the given deadline.

4.1.2 Quota system for admission of females and for students from less endowed secondary schools, and bridging programmes for students of technical institution to enable them enroll in programmes are in place. This has resulted in 20.9% increase in female intake between the 2007/08 to 2008/09 academic year for universities and 12.49% increase in female enrolment in polytechnics for the same period.

4.1.3 Additionally, the 'deprivation' criteria has been adopted in fund allocation, school feeding, quota system, basic education scholarship programmes, and in the area of access for female enrolment to teacher training colleges. These measures have resulted in improved access for girls, increased number of female teachers and role models. Other details will be provided in article 10 of the Convention on Education. Within the Trades Union Congress, women are encouraged to take up higher responsibility through a quota system of 30% women as participants in all educational activities.

Article 5: gender roles and stereotypes

5.0 Measures and efforts targeted at eliminating Gender-Roles and Stereotyping about Men and Women

5.1 As part of measures to redress gender stereotyping in all spheres of national life in Ghana, a lot of awareness raising and sensitization programmes have been carried out by Government and Civil society.

Ghana's existing 1992 Constitution, Criminal Code and Labour Laws protect maternity and paternity and discriminatory customary practices as reported in the previous report. In the Educational Sector, efforts have been made over the years to ensure gender sensitivity in

the portrayal of men and women, boys and girls in text books. Curricula have been revised to give equal opportunities for girls and boys to pursue traditionally female or male vocations respectively.

5.2 The Ghana business code (published in December 2007) has sections focusing on crosscutting issues such as gender. The principles for the Employment of Women outlined in the Document are as follows;

- A female employee eligible for promotion should not be deprived of such promotion because she is pregnant or a nursing mother.
- An employee should not assign or engage a pregnant woman to do any night work which is work between the hours of 10:00 pm to 7:00 am. In peculiar situations where this cannot be helped such as with nurses, the hours should be negotiated.
- An employee is prohibited from engaging a pregnant woman or a nursing mother of a baby less than 8 months in overtime.
- An employer should not assign a pregnant woman, whether temporarily or permanently, to a place outside her place of residence after the fourth month of pregnancy, if the assignment is in the opinion of a medical practitioner or midwife detrimental to her health.
- Women are entitled to 12 weeks maternity leave. This leave may be extended for two weeks or more where the confinement of the woman is abnormal or where two or more babies are born.
- Where a woman is certified as being ill as a result of pregnancy, she is entitled to additional leave.
- A woman cannot be dismissed because of absence of work as a result of pregnancy; women are thus guaranteed maternity, annual and sick leave under the Labour Act.

Article 6: appropriate measures including legislation to suppress all forms of trafficking in women and exploitation of prostitution of women

6.0 Measures taken:

Information given on this issue in the previous report still holds.

6.0.1 A law prohibiting offences relating to trafficking in persons was passed in 2005 (Human Trafficking Act 2005, Act 694). Section 1 of the Act deals with definition of human trafficking, exploitation, placement for sale, issues concerning children traffic, complaints mechanism and arrest, rescue, rehabilitation and re-integration of trafficked persons. The Human Trafficking Management Board has been set up as mandated by the Human Trafficking Act, Act 694 (amended in 2009).

6.0.2 A sub-committee has been constituted to initiate the processes for a legislative instrument. Ghana ratified the Additional Protocol to CEDAW on 3rd February 2011, and the Protocol to Prevent Suppress and Punish Trafficking in Persons especially Women and Children supplementing the United Nation's Convention against Trans-national Organized Crime in 2009.

Article 7: representation of women in political and public life

7.0 With respect to the representation of Women in Political and Public Life, The CEDAW Committee concluding remarks recommends that Ghana reviews the Affirmative Action Policy and bring it in line with article 4, paragraph 1 of the Convention and the Committees general recommendation No. 25 on temporary special measures.

b. It was also recommended that The Affirmative Action Policy be targeted to benefit different groups of women including the most vulnerable.

7.1 Since the last report, progress towards increasing the number of women in public life suffered a setback with the reduction of the number of women elected into Parliament declining from 25 in the 2004 elections to 20 in 2008. There has thus been a reduction in the proportion of women in Parliament from 11% to 8.7%, which puts Ghana in a range below the international average of 13%. (Tables 2-6 show the trends over the years).

Table 2: Trend of women in parliament from 1960-2008

<i>Year</i>	<i>No. of Seat</i>	<i>Men</i>	<i>%</i>	<i>Women</i>	<i>%</i>
1960	104	94	90.4	10	9.6
1965	104	85	81.8	19	18.2
1969	140	139	99.3	1	0.7
1979	140	135	96.5	5	3.5
1992	200	184	92	16	8
1996	200	182	91	18	9
2000	200	181	90.5	19	9.5
2004	230	205	89	25	11
2008	230	211	91.7	19	8.3

Source: Women in Politics & Public Life in Ghana, Updated By the Research and Information Unit (Dept of Women)

7.1.2 The representation of women at local level (District Assemblies) increased from 2.9% in 1994 to 9.89% in 2006. Currently, the number has declined to about 7% with the 2010 elections.

Table 3: Percent of men and women elected to the district assemblies (1998 – 2010)

Region	1998			2002			2006			2010		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Western	96	4	452	93.6	6.4	452	91.3	8.7	452	95	5	543
Central	97	3	498	91.9	8.1	499	89.1	10.9	499	93	7	572
Gt.												
Accra	95	5	236	88.9	11.1	236	88.6	11.4	236	94	6	353
Volta	96	4	515	90.7	9.3	517	86.9	13.1	517	94	6	645
Eastern	94	6	691	91.2	8.8	691	88.4	11.6	691	97	3	817
Ashanti	95	5	840	91.8	8.2	840	90.6	9.4	840	90	10	1053
Brong												
Ahafo	93	7	582	93.6	6.4	582	90	10	582	93	7	761
Northern	98.7	1.3	545	98.6	1.4	545	75.9	6.59	546	95	5	703
Upper												
East	97	3	270	94.4	6.6	270	92.2	7.8	270	90	10	353
Upper												
West	97	3	198	91.9	8.1	198	92	8	198	91	9	303
NATIO												
NAL							90(89.	10				
TOTAL	95	5	4,282	92.4	7.6	4,589	9)	(10.1)	4,734	93	7	6103

Source: Research, Monitoring and Evaluation (Electoral Commission) Compiled by: Research and Information Unit (Department of Women)

7.2 A clear approach adopted by the National Women's Machinery, MOWAC and its allies, has been to support and encourage women both at the Local and National levels to fulfill Government's promise of 40% quota of representation of women in key decision making positions using the Affirmative directive. These efforts have so far not generated the result that reflects serious commitment to dealing with under representation of women in decision making.

Table 4: Women occupants of Parliamentary seats

Year	No of women	% of women	No of men	% of Men	Total no of seats
1992	16	8	194	92	200
1996	18	9	182	91	200
2000	19	9.5	181	90.5	200
2004	25	10.9	205	89	230
2008	19	8.7	211	91.3	230

Source: Data compiled from election results – Electoral Commission - 2009

7.3 The participation of women in administrative leadership positions has also not seen any remarkable change; Out of the over 28 boards sampled, only three met the Affirmative Action requirement: these are the Export Development Investment Fund EDIF, 40%, the National Disability Council-75%, and the Ghana Free Zones Board with 44.4%.

Table 5: Representation of Board Members by sex

<i>Name of Board</i>	<i>Total Membership</i>	<i>No. of women</i>	<i>No. of men</i>	<i>% of women</i>
State Insurance Board	6	1	5	16.6
Energy commission Board	7	0	7	0
District Chief Executive Nominee	134	5	129	3.7
Ghana Free Zones Board (GFZB)	9	4	5	44.4
Board for the disabled	8	6	2	75
Ghana Water Company	7	2	5	28.6
State Housing Company	8	2	6	25
University of Ghana Council	5	1	4	20
The Ghana Civil Aviation Board	8	2	6	25
Electricity Company of Ghana	8	0	8	0
Ghana National Petroleum Corporation	6	1	5	17
Volta River Authority Board	8	1	7	12.5
Ghana Education Service Council	5	1	4	20
Export Development Investment fund (EDIF)	5	2	3	40
National Service Board	7	2	5	28.6
National Identification Authority	10	2	8	20
Public Utilities Regulatory Commission (PURC)	9	0	9	0

Source: Ministry of Women and Children Affairs; August, 2009.

7.4 The reduction in the number of women in parliament called for more pragmatic measures to be instituted towards addressing the very low representation of women in politics and decision making positions. Specific affirmative action programmes have therefore been put in place to reverse this trend. The programmes include:

7.4.1 Women in Local Governance Fund

In 2006, the Ministry of women and Children's Affairs established a 'Women in Local Governance Fund' to help female contestants in District Assembly elections who needed financial support. This has not worked very well as cash flow into the fund is stunted

7.4.2 Appointment of Women Heads of Strategic Decision-Making Positions Such As:

- The Chief Justice
- The Speaker of Parliament
- Executive Director – National Development Planning Commission.
- Government Statistician
- Vice Chancellor of the University of Cape Coast

- United Nations’ Secretary General’s Representative (Rule of Law) to Liberia.
- Minister of Women and Children's Affairs and Deputy Minister of Women and Children’s Affairs.
- Minister of Trade and Industry.
- Minister of Environment, Science and Technology.
- Minister of Tourism and Diaspora Relations
- Central Regional Minister
- Deputy Minister of Ministry of Works and Housing

7.4.2 A series of awareness raising programmes and advocacy has been carried out by both Governmental and Civil Society Organizations to sensitize policy-makers, traditional authorities, and political parties on the need to apply quota and proportional representative measures to enhance participation of women at local and national levels of decision making positions.

7.5 Women in ministerial positions

Table 6: Women and men appointed into Key Decision-making positions

	<i>Total No.</i>	<i>No. of Women</i>	<i>% of Women</i>
Ministers	37	8	21
Deputy Ministers	27	5	18.5
Council of State Members	23	3	13.04
MMDCEs	164	12	7.18
Chief Directors	25	6	24
TOTAL	267	33	12.35

Source: MOWAC 2010

7.5 Temporary special measures:

Ghana has set in motion the necessary processes towards the enactment of an Affirmative Action Law to address the inequalities in women’s participation in decision-making at all levels. A technical committee has been set up with membership from Parliament, the Academia, Private Sector, Civil Society Organizations, representatives from political parties’ traditional leaders and public servants.

A National consultative process has been launched in Accra and stakeholder consultations have been organized in all ten regional capitals of the country towards collating views of all stakeholders for incorporation into the drafting of the Affirmative Action Bill. The drafting of instructions for drafting the Bill has started in earnest and is expected to be done by June 2012. It is expected that Ghana’s Affirmative Action Law will be enacted before the next Presidential and Parliamentary elections in December, 2012.

7.6 Challenges

- Socio-cultural challenges rooted in societal perception of women’s roles as against men roles resulting in low statuses of women in society.
- Financial challenges – (women lack productive resources, land, information, education credit, etc).

- Balancing multiple roles of women with roles of in public life, politics.
- Low literacy rates of women.
- Lack of support for women by other women themselves has been a major setback.

Article 8: representation of women at international level

8.0 Participation of Women in Peace – Keeping Operations/ Missions

Historically, participation of women in Peace-keeping and Conflict Management and resolution process have been low compared to that of men. However there has been some improvement.

UN Mission contribution 2000 – to date

<i>Sex/ Year</i>	2000	2001	2002	2003	2004	2005	2006	2007	2008
Male	225	246	196	57	80	22	78		246
Female	20	23	30	16	12	9	6		42
TOTAL	245	269	226	73	92	31	84		288

Participation by sex in Africa Union Missions (2007 – 2010)

<i>Sex/year</i>	2007	2008	2009	2010
Female	36	136	172	
Male	108	342	450	
TOTAL	144	478	662	

Source: Statistics compiled by the National Secretariat Domestic violence and Victim support Unit (DOVVSU)

Participation of Women in Diplomatic Missions as at 2011

<i>Region</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
Africa Region	18	3	21
Middle East	8	2	10
America's Regions	4	0	4
Europe Regions	4	6	10
Multilateral Missions	1	4	5

Compiled from information received from the Ministry of Foreign Affairs; Ghana

Article 9: women and nationality

9.0 Measures to Ensure Equal Rights of Women with Men to Acquire, Change or Retain their Nationality

9.1 As indicated in the previous report, the Citizenship Act, 2000, Act 591 Section 10(6) and (7) repeats the same discriminatory provisions contained in Article 7(5) and (6) of the Constitution. Memoranda have been submitted to the Constitutional Review Commission by the state party and civil society in respect of those provisions with the view to removing the discriminatory clauses.

Article 10: education

10.0 Measures to Eliminate Discrimination Against Women in Education

10.1 Gender Gap at Secondary and Tertiary Levels

The gender gap at the Secondary and Tertiary levels of education since the submission of the last report has narrowed. Female enrolment rates as a proportion of total enrolments in 2005/06 were 43.4 percent at senior secondary and 33 percent at the tertiary level. The increase in female enrolment can be attributed to the increased awareness programmes, community mobilization and sensitizations that took place mainly at the Basic School level. These activities together with role modeling, club activities which raised the self esteem and aspiration of girls raised retention and transition rates from the Junior High School (JHS) to the Senior High School (SHS). In some of the mixed Senior High Schools female enrolments were higher than male. Scholarships were offered to needy girls to access secondary education by District Assemblies and other Government and Non- Governmental Organizations.

10.1.1 Parents in deprived areas received sensitization on the constraints that impede girls' education and the need to give girls secondary and higher education. More Senior Secondary Schools were opened and the policy of providing one model secondary school in every district (though not complete) has provided more access to secondary and especially for girls. Thirty one of the fifty six secondary schools earmarked for upgrading as model schools all had girls boarding facilities as part of the plan thus creating more room for girls. Examples of such schools are Odorgonor Senior High school, Anglican Senior High school, Efiduasi and Hwidiem Senior High schools

10.1.2 Furthermore, new girls' secondary schools were opened while government absorbed some private and distressed ones and thereby increasing more access for girls. Ahantaman senior High school and Duayaw Nkwanta Senior High school, which were mixed schools, were made girls' schools. The efforts made towards closing the gender gap resulted in the state of secondary school enrolment as shown in Appendix 1 (attached excel sheet).

10.1.3 Currently girls constitute 46% of secondary school enrolment.

In spite of the gains made secondary school admission constitutes about 46% of the candidates who qualify for placement. There is the need to create more access for girls. Some of the secondary schools are under enrolled because of the poor state of infrastructure and the absence of boarding facilities.

10.1.4 At the tertiary level there has been a remarkable increase in female enrolment since the last report. Female student enrolment has increased from 34.5% in 2005 to 38 % in 2009 as shown in the table below culled from ' Summary of Students Enrolment in Tertiary Institutions(Total Student Population)by Gender and Faculty 2008/2009'

<i>Institution</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>% Female</i>
6 Public Universities	64,220	38,328	102,548	37.38
GIMPA	2,490	1,445	3,935	36.72
Other Tertiary Institutions	4,243	3,219	7,462	43.14
Private Universities	9,883	6,796	16,679	40.75
Total	80,836	49,788	130,624	38.12

10.1.5 Distance Education run by the public Universities has contributed to more enrolment for females. The Universities have introduced the quota system as a way of bridging the gender gap. Through this system students from less endowed secondary schools and girls are given more access. The polytechnics also operate bridging programmes in Mathematics, Science, English for Technical Institutions to enable students enroll for Higher National Diploma (HND) programmes. The challenges are inadequate academic and physical infrastructure to enroll more students, and the fact that the female students are more into the arts than the sciences. The absence of ICT facilities also limit the participation of female from rural areas. Among the things to be done are the provision of science equipment for teaching and learning in schools right from the Basic level and more investment in science teachers.

The University of Ghana has developed its Gender Policy which will help to protect females and contribute to their retention and achievement levels.

10.2 High dropout rates of girls from school

This is a challenge to the achievement of the Education for All/Millennium Development Goals (EFA/MDG). Some of the causes of this have been the inability of Government to provide enough teachers, Teaching and Learning Materials (TLM), infrastructure and friendly school atmosphere to cater for the increased number in enrolment of girls in schools due to the implementing of the Capitation Grant and School Feeding Programme. However, the incentive package of school materials such as school uniforms and exercise books, the sensitization programmes for mothers and community members, incentives for teachers in rural communities has helped to retain most girls and raised school attendance. Parents need to be gainfully employed alongside the sensitization so that they are empowered to provide their daughters' school needs and participate more in their girls' education. The rehabilitation of infrastructure should be fast-tracked and TLMs provided.

10.3 Awareness-Raising on Education as a Human Right

The school curriculum includes lessons and activities on education as a human right. The Free Compulsory Universal Basic Education (FCUBE) policy is guaranteed in the 1992 Constitution and the Education Act of 2007 spells out the need for all children to enjoy their right to education. Club activities in school make children aware of their right to education. Media discussions raise awareness on education as a human right. Awareness creation has also been done through the use of flyers, posters, drama, sketches, and durbars. The challenge is getting people to feel committed to upholding this right when it is in conflict with their personal priorities.

The result of the awareness raising is that the number of girls who report to school authorities and Civil Society Organizations when they feel their right to education is denied or threatened has increased. Girls have reported to Girls' Education Officers when parents have taken them out of school for various reasons.

All stakeholders in education need to be made aware and educated on the consequence of denying children this right. Laws and sanctions regarding children's right to education must also be enforced.

10.4 Overcoming Traditional Attitudes that Constitute Obstacles to Girls' Education

There has been collaboration among Government and Non-Governmental Organizations aimed at overcoming negative attitudes and practices that are obstacles to girls' education. The Muslim Relief Association of Ghana and the Girls Education Unit of the Ghana Education Service for example, have done a lot of advocacy among Muslim Clerics and Traditional Leaders in predominantly Muslim and traditional communities. Role models

and drama have been used in community sensitization. The result is that some of the community and religious leaders have changed their perceptions and encouraged the education of girls. There has been increased enrolment and retention of girls in some communities. Laws have also been enacted criminalizing some of these attitudes and practices such as female genital mutilation, Trokosi and child forced marriage. Some traditional attitudes still exist because some of the girls believe in them.

There is therefore the need for intensification of education on the implications of these attitudes as well as the laws and sanctions in place, for their enforcement.

10.5 Temporary Special Measures

In existence are some temporary measures including the Deprivation Criteria which is adopted in funds allocation to districts and schools. One of the indicators in this criterion is the gender parity index. It is a means of bridging the gender gap. The Quota System in operation in the Universities which gives females one grade point concession to females in admission is also geared towards closing the gender gap in admission. The Access Course gave candidates who were unable to meet the competitive entry requirement for teacher training college the opportunity to embark on a course to upgrade them for enrollment in the training college. This initiative increased the so much needed female presence in the schools and provided role models and mentors and inspired parent to send their girls to school. The Untrained Teacher Diploma in Basic Education (UTDBE) which gives untrained teachers the opportunity to train while teaching has also favoured a lot of females and is narrowing the gap between trained male and female teachers.

Article 11: women and employment

11.0 Measures to Eliminate Discrimination against Women in Employment; Overview of the Ghana Labour Market

11.1 Administrative measures:

Ghana's labour market is dominated by high rate of vulnerable employment rate of 15.4%, most of which are in the agriculture and rural sectors of the economy. Estimates from the fifth round of the Ghana Living Standards Survey (GLSSS) indicated that Agriculture and rural activities account for about 55% of total employment in 2006. The service sector constituted 31% as against 14% in the industrial sector.

11.1.2 The 2008 Demographic and Health Survey Report has shown that overall 75% of women and 78% of men aged 15 – 49 years are currently employed. Majority of women 71% are self employed, compared with 52% men. Most working women (80%) and majority of working men (71%) are said to be employed throughout the year. Continuity of employment is more assured for women and men who are engaged in non – agricultural work than in agricultural work in view of the seasonal nature of agricultural work.

11.1.3 Over 80% employment is in the informal economy, wage employment account s for only 17.5% as against 55% and 20.4% in self employment and contributing to family work respectively. It has been estimated that 26% of employed people are working poor (i.e. living in households that earn below the upper poverty line) as against 16% considered to be extremely working poor (i.e. living in household that earn below the lower poverty line).

Ghana's working population (i.e. those aged 15 years and over) was estimated to grow annually by 4.07% on average. The population was estimated at 15.93 million in 2010 and it is expected to increase to 17.95 million by 2013.

11.1.4 Women form almost half of the economically active population and are found in all sectors of the economy as reported in the previous reports. However, women's work is found more in the private sector of the economy. In the formal private and public sector, women are mostly in the lower echelons of economic activity and constitute less than 4% of the professional/technical and administrative staff of the labour force.

Estimated Working Population and Labour Force 2006 – 2013.

<i>Indicator</i>	2006	2007	2008	2009	2010	2011	2012	2013	<i>Annual % charge</i>
Working population in millions	13.58	14.13	14.71	15.31	15.93	16.58	17.25	17.95	4.07
Labour force in millions	9.423	9.611	9.802	9.997	10.2	10.4	10.61	10.82	1.99

Source: computed by Ministry of Employment and Social Welfare

11.1.5 The total national wage employment population stands at 17.5% made up of 26.9% males and 8.6% females. National working poor population rate is 25.6 made up of 25.0% male and 26.0% female.

The percentage of women in the labour force has increased slightly from 49.7% as at 2000 according to the national population census data to 50.1% in 2006 according to the fifth Ghana Living Standard Survey report 2006.

Women continue as reported in the previous report to dominate in agriculture, manufacturing and service sectors of the economy and allied small scale enterprise sectors in wholesale and retail trade.

To address challenges of youth unemployment as a result of limited productive employment opportunities for the increasing working population, government is implementing a Local Enterprise and Skills Development Programme (LESDEP) in pursuance of government economic policy of job creation.

The new youth employment programme is aimed at empowering the youth through acquisition of skills supported with equipment and machinery. This initiative would provide opportunities for the critical mass of unemployed youth, young women and men to acquire skills in specific areas such as mobile phone and laptop computer repairing, construction, agro-processing and fashion designing. In all about 20,000 unemployed youth would be trained by 2012.

The Government of Ghana's priority concern in labour productivity and employment as stated in the Ghana Shared Growth and Development Agenda is to:

- Enhance productivity and income in both formal and informal economies
- Mainstream employment issues in national development planning process
- Strengthen the legal and institutional framework for labour administration
- Implement policies and strategies to promote workers rights, social dialogue and social protection.
- As such, specific policy interventions being implemented include:
 - Developing and implementing productivity measurement and enhancement programmes.

- Development and implementation of capacity enhancement programmes taking into consideration the specific needs of men and women in both the formal and informal sectors of the economy.
- In the area of mainstreaming employment issues in development planning process, measures being taken include:
 - Maintaining prudent macroeconomic management to promote growth with employment generation.
 - Review planning, budgeting and procurement guidelines to reflect employment generation.
 - Support to MMDAs to develop and implement employment generation programmes in line with government’s employment policy.
 - Support to selected industrial products to be produced domestically in labour – intensive environment such as construction and building materials, agricultural equipment, motor vehicles.
 - Development of rural and urban entrepreneurship and artisan projects.
 - Development of labour – based housing and public works scheme to reduce unemployment.
 - Promotion of Ghana as a major destination for ICT Business outsourcing through the establishment of ICT parks of international grade in selected locations.

11.2 Legal Measures:

Ghana’s legal framework contained in Article 24 of Ghana’s 1992 Constitution recognizes the right to work under satisfactory, safe and healthy conditions, and to receive equal pay for work as a human right. Women are guaranteed equal rights to training, and promotion without any impediments in Article 27 (3). The Labour Act 2003, Act 651, section 68 reiterates the right to equal pay for equal work “without distinction of any kind”. Sections 55 to 57 protect maternity. A pregnant woman or a woman with a child under eight months cannot be allocated night work. After the fourth month of pregnancy a woman cannot be assigned to a post outside her residence if her doctor deems it inimical to her health. Twelve weeks protected paid maternity leave is provided for, which may be extended on medical grounds or where there are multiple births in addition to annual leave entitlement.

11.2.1 Sexual Harassment: - Wide-reaching protections are contained in the Labour Act, 2003, Act 651. However, the definition of sexual harassment in the Act does not address hostile environment situations and will therefore have to be expanded. Interestingly, discrimination based on sex recorded only 8 or 0.5% of all women’s rights complaints to CHRAJ.”

Article 12: Equality in access to health care

12.0 Measures taken

12.1 Administrative measures

Since the submission of Ghana’s 3rd, 4th and 5th periodic reports on implementation of CEDAW, a number of measures have been taken and strategies towards enhancement of the health status of women implemented to improve women’s geographical, financial and socio – cultural access to health care and health delivery services.

The Government of Ghana, in collaboration with the Health Sector and other stakeholders, has taken concrete measures to address lifetime health and nutritional problems affecting women during their life cycle. Specific and targeted programmes have been initiated and implemented for infancy and childhood (0 – 9yrs), related illnesses, those related to adolescence and reproductive ages (10 – 19) and (15 – 45) years respectively and for post reproductive age group (45 +) year group.

12.1.1 Strategies being implemented include:

- Child Health Strategic Plan; 20090 – 2015
- School Health Programme Implementation Guidelines 2006 which supports identification, treatment and referral of sick school children and promotive and preventive health services for school children
- Adolescent Health Strategic Plan (2009 – 2015)
- Safe-Motherhood Strategy and Malaria Programme and Health Promotion Policy.

To address gender related issues in health, a Health Sector Gender Policy was developed in 2009 with the aim of ensuring gender sensitivity in health sector policies, programmes and strategies. A gender mainstreaming strategy has been developed and being implemented.

The health sector, since 2009 has focused on implementation of key priority issues to address:

- Persistence of inequalities in geographic and financial access to health services
- High malnutrition rate among children and women of reproductive years
- Governance at all levels; fragmentation, accountability, transparency and performance measurement.
- Persistence of diseases, particularly those that intensify poverty.
- High material and child mortality
- Mal – distribution of human resource and poor staff attitude
- Weak referral and poor emergency response systems
- Inadequate delivery of mental health services.

The health Sector strategic objectives have been to:

- Bridge equity and gender gaps in access to healthcare and nutrition service
- Ensure sustainable financing arrangement that protect the poor.
- Improve health infrastructure
- Improve access to quality material, neonatal, child and adolescent services
- Strengthen efficiency in health service delivery, including medical emergencies
- Control the incidence of malaria, HIV/AIDS/STIs/TB transmission and other communicable diseases.
- Control of non – communicable diseases
- Intensify lifestyles promotion by implementing behavior enhancing communication

– Awareness creation campaigns are targeted at non – communicable diseases such as cervical and breast cancers among other.

– Strengthen institutional care delivery including mental health service delivery

12.2.1 In order to eliminate preventable maternal morbidity and to empower women, the health sector has been addressing challenges of maternal mortality relating to socio – cultural and gender issues and in areas of health system strengthening and prioritizing of primary health care while scaling up interventions which have proven successful. These includes repositioning and implementation of family planning policy and strategic plans, skilled deliveries, comprehensive abortion care and neo – natal care strategies and scaling up of essential nutrition actions in areas of therapeutic, complementary and supplementary feeding of infants, children, pregnant women, nursing mothers and people living with HIV/AIDS.

As a result of these interventions, Maternal Mortality Ratio (MMR) stands at 451 per 100,000 live births according to Ghana Maternal Health Survey 2007 as against UN estimated ratio of 350/100,000 live birth, 2008.

Indicators for accessing progress have shown some improvement in health care delivery.

Source: As per the table below

<i>Key Programme Indicators</i>	<i>Status (2003)</i>	<i>GDHS (2008)</i>
ANC		
- Registration	92%	95%
- At least 4 visits	69%	78%
Supervised Deliveries	47%	57%
EPI (TT Immunization)	84%	71.9%
Anaemia in women in reproductive age	45%	59%
Anaemia in children under 5 years	78%	76%
Neonatal Mortality rate under one month	43 per 100 live births	29 per 100 live births
Under five years mortality rate	111 per 1000 live births	80 per 1000 live births

12.2.2 Unsafe Abortion:

Deaths from complications of unsafe abortion are still high and one study revealed unsafe abortion as the leading cause of maternal mortality among adolescents. For example, 34.7% of the total number of cases was made up of young women 10 – 24 years.

To address the challenge of unsafe abortion, support for implementation of comprehensive abortion care has been obtained to enhance access of qualified clients to quality care in health facilities at all levels. Free maternal care under the National Health Insurance Scheme (2007) promotes access to skilled maternal care. Safe motherhood tasks have been established in 2009 with focus on information, education and communication and clinical skills with the active involvement of traditional queens. Family planning was repositioned and the Ghana document launched in 2008 with high scale awareness - raising in family planning campaigns with themes such as I care; life choices and good life. Men as partners in reproductive health services and decision makers, programmes are being promoted to ensure that men benefited from health packages for themselves and their families. Family planning campaigns such as ‘long term methods’ and ‘Real man’ are ongoing.

12.2.3 Maternal health

Maternal Health remains a national priority. In view of this, multiple strategies have been employed towards the achievement of the health related MDGs. An MDG accelerated framework specifically for maternal health was developed and implemented and a national assessment emergency obstetrics and neonatal care was undertaken. Emergency obstetrics care equipment was procured and distributed to facilities in all the ten administrative regions and a renewed focus given to family planning. Supervised delivery continues to be the trigger for Multi – Donor Budget Support (MDBS). These interventions resulted in increased supervised delivery rate from 12% in 2009 to 22% by mid 2010. There has been improvement in the handling of emergencies, trauma and injuries since 2010 as a result of scaling up in the National Ambulance Service, through provision of additional ambulances, training and recruitment of Emergency Medical Technicians (EMTs).

12.2.4 Health specific measures taken to address HIV/AIDS

In the area of HIV/AIDS prevention, control, management and care to People Living With HIV/AIDS (PLWHA) policies and strategies aimed at curbing the HIV/AIDS menace through ensuring universal access and women's empowerment being implemented include:

National Strategic Framework for HIV/AIDS, 2006-2010 aimed at reduction of HIV, the mitigation of the effects of HIV, and the production of healthy life styles.

- Scaling up of HIV/AIDS treatment, care and support activities.
- Targeted interventions for sexually active adults, young people in and out of school, uniformed services and their families, pregnant women, STI and TB patients, orphans and vulnerable children and most at risk population including prisoners.
- Enhancement of institutional capacity of relevant agencies for protecting human rights of the infected and affected and facilitation of provision of legal aid for the protection of people living with or affected by HIV/AIDS.
- Intensification of HIV/AIDS communication activities through the development of targeted messages on stigma, discrimination and on negative socio – cultural practices.
- Development of effective communication machinery among key groups such as the media, political leadership, traditional associations and religious bodies.
- Initiatives that would increase the capacities of women and adolescent girls to protect themselves from the risk of HIV/AIDS infection through principally the provision of health care and health services including sexual and reproductive health have been strengthened.
- Measures towards prevention of new infections among women and the youth are in place to strengthen communication through constitution of National HIV/AIDS Technical Committees and Working Groups to enhance access to HIV/AIDS related services, promotion of safer sex via 100% condom use during higher risk sex among targeted populations, for addressing HIV/AIDS related stigma and discrimination among health workers and at risk workers in formal and informal sectors, PLWHA and the general population.

These interventions have resulted in the decline of Ghana's national HIV/AIDS prevalence from 3.6% in 2003 to 1.5% in 2010. Prevalence among person 15 – 24 years has equally reduced from 3.5% to 1.5%. Prevalence among commercial sex workers has also dropped significantly from about 80% to about 25%. Persons on anti – retroviral therapy have increased from under 6,000 in 2006 to over 58,000 by March, 2011 as a result of the implementation of a comprehensive anti – retroviral plan.

12.2.5 Prevention of Mother To Child Transmission (PMTCT)

A new five year PMTCT scale up plan together with the new WHO guidelines for PMTCT are being implemented with the aim of reaching 95% coverage of all pregnant women by 2013 towards the attainment of zero transmission of new infections in children. Government will continue with measures to:

- Strengthen women’s economic independence and to protect and promote their human rights and fundamental freedoms to enable them protect themselves from HIV/AIDS infections.
- Intensify efforts to challenge gender stereotypes, stigmatization, discrimination in relation to HIV/AIDS and to
- Encourage the active involvement of men and boys in the fight against HIV/AIDS and in addressing emerging challenges.

12.2.6 Measures taken to address Cancers Common to Women:

To address common cancers in females such as Breast, Cervical, liver and ovarian cancers, National strategy for cancer control in Ghana has been developed and being implemented in areas of awareness creation (that highlights simple lifestyle changes that can reduce cancer such as non-smoking and exercise), preventive, treatment, management and control. With the introduction of vaccines such as, Cervarix (HPV Vaccine) in 2009, 70 clients were vaccinated at Ridge Hospital. The table below shows the percentage of females and males affected by various cancers.

Reported cases of cancers at the Komfo Anokye Teaching Hospital, Oncology Department Kumasi, 2004 – 2006

<i>Period</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
2004	90	372	462
2005	121	309	430
2006	115	378	493
Total	326	1059	1385

Reported Cases of cancer at the Korle-Bu Teaching Hospital, Oncology Department, Accra, 2006 – 2009

<i>Period</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
2006	218	520	738
2007	221	584	805
2008	306	644	950
2009	378	760	1118
Total	1123	2508	3611

The leading cases of cancer identified at Korle-Bu Teaching Hospital, Oncology Department, in the year 2009 were Breast cancer (26%) followed by cervical cancer (18%), neck cancer (14%) and prostate cancer (10%). In children, the leading causes of deaths related to cancer are malignancies of the haematopetic system, followed by brain, kidney, eye, liver and bone tumors.

Summary Statistics of Cancers in Ghana, 2008

<i>Ghana</i>	<i>Male</i>	<i>Female</i>	<i>Both sexes</i>
Population (thousands)	11833	11517	23350
Number of New cancer cases (thousands)	6.7	9.8	16.6
Age – standardized rate per 100,000	93.8	125.5	109.5
Risk of getting cancer before age 75 (%)	10.2%	13.2%	11.7%
Number of cancer deaths (thousands)	5.8	6.9	12.7
Age standardized rate per 100,000	82.1	92.9	87.3
Five most frequent cancers	Liver Prostate Non-Hodgkin Lymphoma Stomach Colorectum	Cervix uteri Breast Liver Ovary Non-Hodgkin lymphoma	Cervix uteri Liver Breast Prostate Non-Hodgkin lymphoma

Source: Globocan 2008 and National Strategy for Cancer Control in Ghana, (April 2011-2015)

Government will accelerate implementation of the National Strategy for Cancer Control in Ghana to enhance early detection, prevention and control of cancers in women.

12.3 Other Legislative measures:

12.3.1 Tobacco use and Control:

Gender issues in tobacco smoking and use are being addressed. A National Tobacco Control Bill will soon be passed into Law. The outcome of a Needs Assessment for implementation of the WHO Framework Convention on Tobacco Control in Ghana carried out in 2010 is being implemented in collaboration with civil society organizations.

12.3.2 Mental Health

A Public Health Bill has been developed and is currently before Parliament to be passed into Law, to enhance mentally- ill patients care, management and service delivery in the hospital as well as other facilities.

The law aims at strengthening mental health systems, community mental health services to integrate family involvement into mental health care and to address stigmatization and neglect of mentally – ill patients. The law when passed will strengthen the protection of mentally ill persons. The Law also takes accounts of spiritual treatment and care.

Challenges

- Human Resources: Disproportionate distribution of available human resources and inadequate numbers and mix of critical staff such as midwives, doctors and other mix of specialized health professionals to underserved areas.

- Inadequate infrastructure and equipment within facilities and between communities for provision of essential and comprehensive emergency obstetric care.

- Equality issues and socio-cultural norms, and negative cultural practices inimical to health of women and girls and gender related issues.
- Limited appreciation of disaggregated data relevance in planning, implementation and evaluation.

Article 13: economic and social rights of women

13.1 Measures Taken

The contributions of women to socio – economic development cannot be overemphasized. However, their contribution to economic growth and development is not adequately represented in national gross domestic products because the majority of their activities are in the informal low – growth – low – return areas and is basically subsistent. It is estimated that some 80% of women in Ghana are engaged in various economic activities and they predominate in the informal micro – small to medium scale agriculture, manufacturing and services sectors of the economy.

Women’s participation in the other industrial sub – sectors has been minimal especially in areas pertaining to electricity, oil and gas, water and mining. Reasons for this are among others the relatively low level of educational attainment for women in Ghana in these specialized sectors which require prolonged period of education.

Most women are automatically cut off from jobs that require higher and specialized education and severe time constraints which may not be ideal for women with families even when they have the requisite level of training. Other concerns which prevent women from participating fully in more specialized sub sectors of industry are:

- Lack of sufficient and affordable credit facilities in view of high interest rate on loans.
- Stiff competition from cheap imports
- Access to information and technology and other productive resources such as land.
- To address these challenges, the focus of government’s medium term priority is to:
 - Improve private sector competitiveness domestically and globally.
 - Develop micro, small and medium enterprises (where women dominate).
 - Ensure rapid industrialization driven by strong linkages to agriculture and other natural resource endowments.
 - Develop tourism as a major industry
 - Develop and strengthen Ghana’s creative acts industry
 - Reduce production and distribution risks/bottlenecks in agriculture and industry.
 - Reduce the cost and risk of doing business and provide modern efficient and competitive infrastructure as well as create the financial sector responsible to the private sector and also make available human resources with relevant skills and competencies.
 - Scaling up support for agricultural producers through the establishment of an Agricultural Development Fund.

- Support the production of adequate quantities of agricultural raw materials focusing on shea nuts, African Locust bean (dawadawa), cotton, vegetables and ornamental plants to feed existing local firms and promote small holder productivity
- Bridge gender gap in access to education and skills training and development.

These policy objectives and strategies when fully implemented will benefit women who operate predominantly in sectors such as agriculture, manufacturing, processing, marketing, distribution and trading sectors of the economy.

13.2 Women's Access to Micro – Credit Facilities

Since the previous reports, efforts have been made by Government to create an enabling environment for the operation of micro – credit facilities to enhance women's access to credit facilities through rural banks and other private micro – credit organizations.

13.2.1 Women's Access to Land

Women's access to land has been enhanced as a result of a Land Administration Programme – Gender issues in land acquisition and use are being addressed through implementation of a gender strategy under the Land Administration Project.

Women are assisted to register land in their own right as lease holder and in their own names under the MIDA land registration exercised in pilot areas. The phase II of the Land Administration Project aims at laying the foundations for a sustainable land administration system that is fair, efficient, cost - effective and ensures land tenure and security.

13.2.2 Women's Access to Family Benefits

Women are entitled to tax relief in accordance to the tax system provided they pay taxes either as employees or self – employed persons.

13.2.3 Beneficiaries under the Social Security Law

The existing pension systems known as SSNIT managed by the Social Security and National Insurance Trust (Cap 30 or Government Scheme) has been replaced by the Pension ACT, 2008, (ACT 766) with a three – tier pension reform scheme since January 2011 to improve the pension of Ghanaians and make it more effective and responsive to the needs of Ghanaians on retirement. The new scheme is an 18.5% contributor. The period under which contributors can access the funds has been reduced from twenty (20) years to fifteen (15) years. Contributors can also use their future lump sum contribution as collateral and for mortgages. The new scheme has taken into account the socio – cultural needs of Ghanaians.

In addition, the scheme has been extended to the informal sectors of the economy where women dominate and are being encouraged to contribute towards their retirement from active service.

13.2.4 Sporting, Recreational and Cultural Activities

Government of Ghana's policy thrust in the area of sports in the medium term is to review and pass the Sports Bill and provide support for the further development of academics, schools and juvenile sports, while ensuring that girls and women enjoy full participation in sports without any form of discrimination.

Since the submission of the last report, there has been some improvement in women and girls participation in sporting activities. Other Civil Society Organizations such as the Women Sports Association and the Women Supporters Union of Ghana have collaborated

with Government in encouraging, promoting, enhancing and supporting sporting events for girls and women in sports in order to develop women's sporting activities. Corporate bodies and the media were called upon to support women sporting activities.

In the 2011/2012 academic year, the University of Ghana began to run a sport credit module as a concession for sports students, to give special consideration to professional sport men and women who travel to participate in sporting activities when the academic calendar is in progress.

There has been some initiative to honour sports professionals especially women who have contributed towards national development through sporting activities:

- Universities have been called upon to use sporting activities to create healthy environment that can lead to the unearthing and development of talents in the field of sports infrastructure in line with international standards to boost the promotion of sports in the country.

- Another initiative is the Volunteer Teaching Sports and Physical Education in Ghana Programme.

- The aim of the initiative is to get children actively engaged in physical activities by calling on people with passion for sports and working with children to assist and engage children in their sporting physical education activities in school.

- Women and girls are being encouraged in particular in view of their vulnerability to diseases to engage in sporting activities to enhance their health status, through “health walks”, keep fit clubs, gym activities and Milo Marathon races.

- Women are also urged to involve themselves in sporting activities in order to take advantage of opportunities that abound in the area.

Challenges

- Lack of sporting equipment and facilities in First and Second Cycle Institutions, communities and in some regions of Ghana are seriously hampering sporting activities in general and that for women and girls, in particular.

- There is the need for intensive efforts at the promotion and development of women sports.

It is hoped that when the Sports Bill is passed into law it will enhance support for further development of academic/schools and juvenile and women's sports.

Article 14: women in rural areas

14.1 Measures taken to promote Women in Rural Areas

The population of women living in rural communities has increased since the 2000 Population and Housing Census. The 2010 Population and Housing Census provisional results indicated an increase in numbers of females in all regions with females outnumbering the male population. According to the 2008 Ghana Demographic and Health Survey (GDHS) report the population of rural women stand at 51.5% (2,532) compared to 48.5% (2,383) women residing in urban areas and more than the population of men (21,91) rural residents and 1,866 male urban residents.

The 2008 GDHS report has shown a decline in total fertility rate (TFR) for rural areas from 5.6 births per women in 2003 to 4.9 births as at 2008, while that of urban women remain

3.1 births per women. The total fertility rate is highest in the Northern Region 6.8 children per women and lowest in the Greater Accra region (2.5 children per woman).

14.1.1 Trends in Contraceptive Use

Women in urban areas are more likely to use contraceptive methods (27%) than 21% women in rural areas. Use of both modern and traditional methods is more common in urban areas than rural areas and increase with level of education and economic status.

14.1.2 Mother and Child Health

There has been some improvement generally in the health status of mothers and children in the rural areas since Ghana's last periodic report. There has been progress in areas of maternal and child health in addressing stunting, wasting and other nutritional problems through a complementary feeding programmes and in training of mothers in infant and young children's nutrition. Training materials were developed in areas of nutritional assessment and counseling support as well as implementation of essential nutrition actions in all the regions. These interventions have resulted in prevention of neonatal deaths and enhancement in health services for children.

Community Health Planning System (CHPS) Zones have also been established and the number of functional CHPS zones increased from 868 to 911 in 2010. The up-scale in National Ambulance Services and the training of Emergency Medical Technicians have contributed towards service delivery in the rural areas to the benefit of rural women.

The National Health Insurance Scheme has also improved rural women's access to healthcare. Data obtained from the 2008 Ghana Demographic and Health Survey (GDHS) report showed that 32% rural women, 36.7% urban women between the ages of 15 – 44 were covered under the National/District Health Insurance Scheme.

14.1.3 Employment Status of Rural Women

The 2008 Ghana Demographic and Health Survey report has indicated that women and men in rural areas were more likely to be employed than those living in urban areas as at that time of the survey.

Employment status of women residing in rural areas compared to those residing in urban areas were 78% (2,533) for rural and 70.5% (2,383) for urban. Only 21% of households in rural areas have television sets compared to 67% urban households.

14.1.4 Educational Status

Ghana Demographic and Health Survey Report 2008, showed a strong urban – rural difference in literacy for both sexes. 50% of rural women were literate, compared with 77% of urban women. Similarly, 67% of rural men were literate, compared with 89% of urban men. Media exposure was higher among younger women between the ages of 15 – 19 than women between the ages of 45 – 49. However, among men, media exposure is lowest with regard to those between the ages of 15 – 19 and highest among those between the ages of 20 – 24. Men and women in urban areas were about four times more exposed to mass media than those in rural areas.

14.1.5 Socio – Economic Status of Rural Women

In most rural communities in Ghana, there are traditional practices which prevent women from taking independent decisions concerning the well – being of the households. Economically, majority of rural women operate in low market demand sectors of the economy and over 70% of rural women have start – up capital less than hundred and fifty

Ghana cedis (GH ₵150.00 equivalent to \$100.00). They have inadequate business skills and so very few of rural enterprises experience growth.

Majority of rural women engage in small scale subsistence family activities and have limited access to husbands or family lands or work as unpaid workers on family lands. The risk of poverty is highest among agricultural workers. About 21% of women are more likely to be unpaid family workers as against 1.7% men. One area however, that has improved the lives of women especially in the northern part of Ghana; one of the most deprived areas of the country, is the processing of shea nuts. The shea tree grows in the wild. Previously, the women picked the nuts and used crude methods to extract the oil for sale. Currently, the demand for shea butter has been boosted in view of external demands. Now the women sell the nuts to the processing companies. This has improved the lives of many women in the northern part of the country. Women's control over their cash earnings was found to be highest among women in the three northern regions of Ghana – Upper East 75%, Northern 73% and Upper West 67% (GDHS – 2008).

Overall very little difference have been found between urban and rural women regarding control over their own cash income, which according to the 2008 Demographic and Health Survey Report are 59% and 58% respectively. However, 8% of rural women are more likely to have their earnings controlled by their husbands as against 4% of urban women.

The 2008 Demographic and Health Survey Report has also shown that one in five currently married, employed women earn at least as much as their husbands. However, very few rural women are likely to earn more than their husbands. 74% of currently employed women in Ghana indicated that they earn less than their husbands (GDHS – 2008). Women in the three northern regions, namely the Northern, Upper East and Upper West regions, whose husbands receive cash earnings, reported that their husbands usually have sole authority over the use of their earnings.

14.1.6 Participation in Decision – making

In the area of decision making, urban women are more likely than rural women to participate in decisions relating to their own healthcare, major household purchases, purchases of daily household needs and visits to their families or relatives as shown in the 2008 Ghana Health Service report. Rural women may therefore be more vulnerable to diseases and maternal complications when they cannot make healthcare choices for themselves and husbands alone take decisions concerning rural wives health and well being.

14.2 Other measures taken to enhance socio – economic status of rural women

14.2.1 Local Enterprise and Skills Development Programme (LESDEP):

Under the Government's Local Enterprise and Skills Development Programme (LESDEP), the youth especially in the rural areas are being empowered through acquisition of skills and supported with equipment and machinery. This initiative will provide opportunities for the critical mass of unemployed young women to acquire skills in specific areas such as mobile phone and laptop repairing, construction, agro-processing and packaging, local foods and catering, local garment and fashion designing, kente weaving, tie and dye, auto mechanic and carpentry among others.

LESDEP is a public – private partnership programme under the auspices of the Ministry of Local Government and Rural Development that creates and facilitates the acquisition of technical and entrepreneurial skills among young women and men in the country. The programme will train and equip twenty – three thousand unemployed youth in the regions

by 2012. The programme has already taken off in the Northern, Western, Central and Eastern Regions of Ghana.

14.2.2 Savannah Accelerated Development Authority (SADA)

SADA was established in 2009 under the SADA Act 805, 2010. Under SADA, women and the youth are targeted for horticulture production to diversify into agriculture as well as Agro-processing. SADA has the potential to curb poverty and development needs of young women and children in the Northern Savannah Belt (Northern, Upper East, Upper West Regions, and the districts in the Northern, Brong Ahafo and Northern Volta Regions.

SADA is another comprehensive long – term development programme to facilitate and accelerate development in the Northern parts of the country. The programme will benefit both rural women and men in Ghana’s most deprived areas.

14.2.3 Water and Sanitation

Rural water and sanitation has increased since the submission of Ghana’s last periodic report. Rural water coverage has increased from 59% in 2008 to 63% by the first quarter of 2011. It is estimated that coverage will reach 85% for the entire country by 2015.

14.3 The National Social Protection Strategy (NSPS)

The NSPS was initiated in 2007 “ help lift the socially excluded and vulnerable form situations of extreme poverty and to build their capacity to claim their rights and entitlements in order to manage their livelihood “ through the Livelihood Empowerment Against Poverty. (LEAP) LEAP assist the poor majority of whom are women in the rural areas to cope with social risks and vulnerability. LEAP targets extremely poor, subsistence farmers and fisher folks, citizens above 65 years, care-givers of orphans particularly children affected by AIDS and children with disabilities, incapacitated, pregnant women, lactating mothers with HIV/AIDS.

Article 15: Equality Before the law

15.1 Measures taken to Enhance Women’s Access to Justice

Governmental institutions such as the Ministry of Women and Children Affairs the Commission on Human Rights and Administrative Justice, and Civil Society Organization have enhanced women’s awareness of their human rights and legal literacy on how to claim their rights. Programmes that disseminate information on rights through regional and district organizations are ongoing.

15.1.1 The e-justice project

To curb the challenges of delays associated with court cases, the administration of justice in the country is being expedited through an e-justice project. The internet infrastructure of the Judicial Service is being upgraded to enhance the justice system. The e – justice system will deploy electronic communication technologies to facilitate the sharing of data and other pieces of information among stakeholders in the administration of justice and enable citizens in particular, women to access information on the adjudication of cases on their mobile phones. The Legal Aid Board, under, under the Legal Aid Scheme A CT, 1997, Act 542, provides free legal aid those who cannot afford legal aid services especially women.

15.2 Expansion of Domestic Violence and Victim Support Centres

Other measures in place to enhance women's access to the justice system have been through expansion of Domestic Violence and Victim Support Centres and streamlined gender-sensitive services. Offices of Domestic Violence and Victim Support Unit (DOVVSU) of the Ghana Police Service are located in all ten regional capitals and in 87 out of the country's 138 districts. There are a total of 662 police stations and posts in Ghana.

The four highest number of cases reported to the Unit are non-maintenance, followed by assault, defilement (sex with a female below 16 years) and threatening behavior.

Below is a table of the extracted top four cases from DOVVSU's National Data, 2008 – 2010.

Nature of cases	2008		2009		2010	
	M	F	M	F	M	F
Non-Maintenance	219	1595	1010	5818	419	4680
Assault	98	848	425	3809	515	3294
Defilement	0	302	25	1185	5	1076
Threatening Behaviour	28	204	178	803	208	760

Source: DOVVSU, 2011

There is an increase of between 100 to 400 percent in reporting in these top four categories between 2008 and 2010, indicative of awareness, the willingness to report and to access the services offered by DOVVSU. This is also borne out by the fact that compulsion of marriage (forced marriage) which accounted for no more than 10 cases between 2005 and 2009 suddenly shot up to 416 cases in 2010, with 318 females being the victims.

However, between 30 to 60 percent of the cases remain under investigation, a maximum of 10 percent in court, with no more than a five percent conviction rate. Overall, the total number of cases received by DOVVSU between 2005 and 2006 was around 13,500 with a spike to 17,315 in 2007 a drop to 3,876 in 2008, a rise to 17,167 in 2009, and another drop to 13,809 in 2010.

15.2.1 Other measures

Part of the Commission for Human Rights and Administrative Justice's (CHRAJ) mandate is to receive and investigate complaints of fundamental rights abuses for remedial action. The state party collaborates with CHRAJ in this initiative through referrals and joint programmes. CHRAJ outreaches and trainings include a focus on women's right. They have involved Domestic Violence, Women's Reproductive Health rights, Marriage Laws, Inheritance and the Wills Act. Specific areas researched and monitored have involved the practice of female religious bondage (Trokosi), widowhood rights and "witches" and prayer camps. The passage of the Mental Health Bill will be instrumental in providing standards and sanctions for the operation of camps in which women are held. The Bill has innovative provisions which address spiritual and traditional dimensions and abuse during treatment of mental conditions.

Over the period 2006 – 2009 (CHRAJ) received complaints listed below in respect of women's access to justice. A comparison of the complaints received at CHRAJ reveals a trend similar to the DOVVSU statistics with maintenance, assault and sexual offences ranking highest in the categories of complaints received.

Statistics on Women's Access to Justice: CHRAJ

<i>Nature of Case</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>	<i>2009</i>
Spousal rights (maintenance)	1361	1518	1047	1213
Custody	583	541	530	614
Refusing responsibility [for] pregnancy				265
Paternity	419	559	265	250
Domestic Violence (Spousal battery)	68	66	145	162
Forced marriage	225	224	141	129
Defilement	35	51	41	16
Discrimination bases on sex	100	72	8	10
Sexual harassment			49	57
Witchcraft accusation				5
Incest	2	0	4	3

Source: CHRAJ

15.2.2 Measures to address Physical and Cultural Barriers to women's access to Justice

The state party has also identified and addressed additional barriers to access to justice. Physical and cultural barriers that stigmatize women who pursue their rights and pressurize them into withdrawing reported cases; frustrations occasioned by administrative delays, a lack of knowledge about the court systems all contribute to impeding to access to justice. To address the cultural barriers around reporting, the Whistle Blowers Act 2006, Act 720 should be more widely publicized to assist reporting of rights violations since it protects disclosures made in good faith and reasonable belief to a wide range of persons.

15.2.3 Human Rights and family Courts

To address the institutional and procedural barriers, Ghana's Chief Justice has set up a dedicated Human Rights Courts, and family Courts, to try family and Gender-based and Sexual Offences Court on a pilot basis in the capital. Replication in the ten regions is anticipated. A Human Rights Court of High Court status has been established to try human rights violations' cases.

15.2.4 Victim Safety/shelters

Ghana has recognized the importance of victim safety and protection as a crucial element in the pursuit of rights. Thus, Ministry of Women and Children Affairs has accepted an offer of premises from the Christian Council of Ghana for use as a shelter for victims and survivors of domestic violence. The Ministry has engaged in negotiations for land to be developed into shelters with the Ga East and Ga South Municipal Assemblies and in all ten regions.

15.3 Challenges

Challenges to accessing justice still exist in terms of knowledge of rights, access to courts. Cultural attitudes, administrative and medical costs, and time-poverty should continue to be

addressed by providing increased support to the constitutionally mandated bodies – CHRAJ, National Commission for Civic Education (NCCE), the Legal Aid Scheme established under the Legal Aid Scheme Act 1997, Act 542, and the Public Service Broadcaster to enable them play their access-to-justice and public education roles. Logistical and human resource constraints continue to hamper the ability of these bodies to deliver optimum services.

Concerns raised by the CEDAW Committee with regards to discriminatory nature of article 7(6) of the 1992 Constitution and section 10(7) of the Citizenship Act, 2000 (Act 591), which make it more difficult for foreign spouses of Ghanaian women to acquire Ghanaian citizenship than it is for foreign spouses of Ghanaian men to acquire citizenship are being addressed through the Constitutional Review. As reported in the core report a Memorandum had been submitted to the Constitutional Review Commission by the state party and civil society in respect of those provisions.

Article 16: equality in marriage and family

16.0 Measures to Eliminate Discrimination against Women in all Matters Relating to Marriage and Family

As indicated in the previous reports, different rules apply in relation to the various forms of marriages. Representation has been made to government for a comprehensive law on Moslem marriages.

16.1 Legal measures

Two out of the three forms of marriage in Ghana are now consolidated under the Marriages Act, 1884-5, CAP 127: they are

- i. Marriage of Mohammedan's , Ordinance (CAP 129)
- ii. Christian and other Marriages Marriage under the Ordinance (CAPS 127)

The third,

- iii. Marriage under Customary Law continues to governed mainly by customary law and usages of the respective communities, though sections of the Matrimonial Clauses Act 1971, Act are applicable and the .

Women are however, generally disadvantaged irrespective of which of the marriage forms they engaged in as a result of socio-cultural norms, values and perceptions relating to gender roles and relations. Though marriage under the Ordinance seemed to be the most preferred type of marriage because of its monogamous nature, there are still challenges.

The incidence of men married under the Marriage Ordinance engaging in other forms of marriages is becoming a worrying trend. Women who find themselves in bigamous relationships are often reluctant in seeking redress in spite of the legal provisions under the law. As indicated in the previous reports, polygamy still remains a big challenge. The Demographic and Health Survey Report of 2008 has indicated an increase in percentage of women in polygamous unions from 7% among women aged 15 – 19 to 30% among women aged 45 – 49. 18% of currently married women are in polygamous unions. Rural women are more likely to be in polygamous unions than their urban counterparts and polygamy is found to be more common among women with no education and those in the lowest wealth quintile. Percentage distribution of currently married men 15 - 49 by number of wives, according to background characteristics showed that 9% currently married men are in polygamous unions. The proportion of married men who reported having two or more

wives is higher among older men, men in rural areas, those with no education and those in the lowest wealth quintile.

The various forms of marriages has implications for women's property rights under the law especially women in polygamous marriages. Polygamy is an entrenched socio-cultural and religious practice that remains a challenge to legislators and policy makers. It is made more complex by the multi-religious, multi-ethnic nature of the country and the fact that polygamy is endorsed by Islam and traditional religions. To ban one segment of the society from practicing polygamy and allow others to practice it by virtue of their religion may prove difficult.

There are educational, sensitization programmes to educate them on the various forms of marriages, their legal implications to enable them make informed choices.

16.1.2 The Matrimonial Causes Act 1971 (Act 369)

The Existing legislation Matrimonial Causes Act 1971 (Act 367) applies to monogamous marriage but extends to others. It does not however guarantee women's property rights. This is often left to the discretion of judges. Other laws which seek to protect women's property rights are laws on intestacy, registration of customary marriage.

16.1.3 Review of the Intestate Succession Law and the Property Rights of Spouses Bill

To address the challenges associated with the Interstate Succession Law, 1991, PNDC- 111 and its Amendment Law 1991, PNDCL, 264, and ensure uniformity of property rights across marriages types, clarity for implementation and to recognize wives' contribution to property acquired jointly during marriage, a new Bill, the Property Rights of Spouses has been laid before Parliament. The new Bill provides definable proportions for spouses in property acquired during marriage. The Bill is in the process of being promulgated into Law. It contains several innovative provisions such as recognition of co-habitation in specific circumstances to address the injustices caused by incomplete customary marriages and marital property agreements. It also addresses polygamy by providing an equitable formula for allocation of property in polygamous marriages. The property Rights of Spouses Bill is to ensure:

– Uniformity in across marriage types, clarity for implementation, recognition of cohabitation, and incomplete marriages and recognition of contributions of non-working spouse and the need to avoid injustice.

Another Bill, the Intestate Succession Bill seeks to improve upon the current Intestate Succession Law 1985, P.N.D.C. Law 111. Novel provisions concern an increases spouses' and children's share of the deceased's property, clear directions on the devolution of joint property, and allocating to the surviving spouse a definite interest in the matrimonial home and the first option of a buy-out.

CONCLUSION

1.0 Domestication of the CEDAW:

It is evident that over the period under review, a lot of legal measures have been put in place to support earlier efforts at domesticating the CEDAW. Some of these include the DV Law.

Other initiatives put in place that are worth mentioning are the creation of Gender based Human Rights courts, the e-justice project.

2.0 Obligation of state party to eliminate discrimination

There has been considerable improvement in the status of women under all the 16 articles of CEDAW since the submission of the previous reports. Government will continue to accelerate efforts at addressing remaining challenges, towards the elimination of all forms of discrimination against women in all spheres of life.

3.0 Remaining obstacles to women's equality:

With only about 8% of women in parliament, Ghana hopes to have an Affirmative Action Law in place by end of 2012 so that appropriate legal measures could be put in place to address the big gap.

Low literacy rates among women, especially at the rural level, creates daunting challenges towards the realization of a lot of the Millennium Development Goals which are in sync with the tenets of CEDAW.

High maternal mortality rates continue to pose a great challenge to Women's Health issues in Ghana especially in the rural areas.

4.0 Way forward

Though a lot of progress has been made over the period under review, Ghana will continue to harness all possible resources to promote Gender Equality and the Rights of Women in all spheres of life

ANNEXES

Annex i: Work-plan for the preparation on the 6th and 7th CEDAW Country Periodic Report

<i>Serial No.</i>	<i>Activity</i>	<i>Date</i>
1	Consultative Meeting with Ministries, Departments and Agencies (MDAs) and Civil Society Organizations (CSOs).	28 October 2010
2	Constitution of Drafters Committee to prepare the draft combined 6th and 7th CEDAW Report.	7 December 2010
3	Request made to Human Rights Institutions and Judicial Service for updated information for the preparation of the 6th and 7th CEDAW Report.	19 January 2011
4	Engagement of lead consultant to compile Ghana's combined 6th and 7th CEDAW Report.	10 June 2011
5	Validation Workshop to enable the Ministry in collaboration with MDA's and CSO's and Development Partners, extensively discuss the draft 6th and 7th Report and finalize it.	31 October 2011

Annex ii: References

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Annex iii: List of NGOs:

1. ABANTU for Development
2. ActionAid Ghana
3. Center for Gender Studies and Advocacy (CENGNSA)
4. Women, Media & Change (WOMECA)
5. Network for Women's Right (NETRIGHT)
6. Foundation for Female Photo Journalists (FFP)
7. International Federation of Women Lawyers (FIDA)
8. Ark Foundation
9. Women's Assistance & Business Agency (WABA)
10. African Women Lawyers Association (AWLA)
11. Leadership in Advocacy of Women in Africa (LAWA)
12. Forum for Women Educationalists (FAWE)
13. Gender Studies and Human Rights Documentation Centre
14. Women in Law and Development for Africa (WiLDAF)
15. Alliance for Reproductive Health Rights
16. Women Initiative for Self Empowerment (WISE)