

OFFICE OF THE VICE-CHANCELLOR



**CHAIRPERSON'S SPEECH DELIVERED AT THE POLICY DIALOGUE AND ROUND
TABLE DISCUSSION ON THE AFFIRMATIVE ACTION (GENDER EQUITY) ACT
2024**

ADDRESS BY:

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**THURSDAY, JULY 31, 2025
ISSER CONFERENCE HALL
UNIVERSITY OF GHANA**

- *Minister of Gender, Children and Social Protection, Honourable
Dr. Agnes Naa Momo Lartey,*
- *Distinguished Guests,*
- *Esteemed Colleagues,*
- *Students,*
- *Members of the Press,*
- *Ladies and Gentlemen,*

Good morning!

It is an honour and a privilege to chair this high-level Policy Dialogue and Round Table Discussion on the Affirmative Action. Today marks an important date, as we convene to commemorate the first anniversary of the passage of the Affirmative Action (Gender Equity) Act 2024 in Ghana. The day is also to commemorate the Pan-African Women's Day of the African Union. The African Women's Day is celebrated annually on July 31, to recognize the vital role of women in achieving political freedom and advancing social and economic status across the continent.

The passage of the Affirmative Action (Gender Equity) Act in 2024 marks a historic and progressive leap in our country's long-standing efforts to correct the deep-rooted structural and systemic gender imbalances that have denied countless women and girls' full participation in national development. This Act is not a favour to women. It is a democratic imperative and a strategic necessity for building a resilient and prosperous Ghana.

Our Constitution, and indeed our collective moral conscience, recognises the equality of all persons. Yet, as the data repeatedly shows, women remain underrepresented in decision-making spaces - in Parliament, in local governance, in corporate boardrooms, and across public and private institutions. The Affirmative Action Act, therefore, seeks to operationalize the principles enshrined in our national and international commitments, including the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), the Sustainable Development Goals especially, Goal 5— Gender Equality and the African Union Agenda 2063.

But legislation alone is not enough. Implementation is the true test of our commitment. That is why this policy dialogue and round table discussion is timely and necessary. We must interrogate the

practical steps, institutional frameworks, and political will required to translate the letter of the law into lived realities for Ghanaian women and girls.

The commemoration of the first anniversary of the Gender Equity Act provides us with an opportunity to reflect on the progress that has been achieved thus far, the obstacles that have arisen since the law's passage, and to evaluate the work that lies ahead of us.

Pretty soon, we shall receive solidarity messages from our partners, after which we will receive a message from the Honourable Minister of Gender, Children and Social Protection. Our panellists for the day will engage in critical discussions and dialogue to identify gaps and challenges in the implementation of the Act, share experiences, and explore strategies to further strengthen this landmark legislation. We should all, therefore, seize this opportunity to renew our dedication and commitment to our mutual goal of ensuring a more equitable and inclusive society for all Ghanaians.

As Chairperson, I invite all of us to engage in open, constructive, and evidence-driven dialogue. Let us examine how we can build consensus around implementation strategies, clarify the roles of key stakeholders, and mobilize the necessary resources—human, financial, and political—to make the Act effective and impactful.

To our policymakers and government leaders present here today, I urge that we see this as more than a legislative victory. It is a chance to shape a governance culture that is truly inclusive and representative. To our development partners and civil society actors, your role in advocacy, monitoring, and capacity building will be vital.

Let us remember that gender equity is not a women's issue—it is a national development issue. When we empower women, we strengthen families, uplift communities, and accelerate economic growth. Ghana cannot move forward while leaving half its population behind.

Together, let us build a society where every girl can dream, every woman can lead, and every citizen has an equal voice in shaping the future.

I anticipate a day of celebration, learning, and meaningful dialogue and wish all women across the continent a HAPPY PAN-AFRICAN WOMEN'S DAY!

Prof. Nana Aba Appiah Amfo

Vice-Chancellor

July 31, 2025