



**ADDRESS TO BE DELIVERED BY THE MINISTER OF EMPLOYMENT
AND LABOUR RELATIONS OF THE REPUBLIC OF GHANA,
HON. IGNATIUS BAFFOUR AWUAH (MP)**

AT

**THE 107TH SESSION OF THE INTERNATIONAL LABOUR
CONFERENCE, ON 6TH JUNE, 2018.**

REPORT OF THE DIRECTOR-GENERAL

THE WOMEN AT WORK INITIATIVE: THE PUSH FOR EQUALITY

Geneva, Switzerland

Mr. President, ladies and gentlemen,

I wish to start by congratulating you, Mr. President and your Vice Chair persons on your election to the Bureau of the 107th Session of the International Labour Conference (ILC), and, also to thank you for the opportunity to address this gathering.

I further wish to commend the Chairperson of the Governing Body, Mr Luc Cortebeeck, (Worker member), of Belgium under whose competent leadership the ILO has been able to address some of the critical governance issues in the world of work over the past year.

I welcome the Director-General's Report entitled "*the Women at Work Initiative: The Push for Equality*", one of the seven Initiatives through which the ILO will mark its centenary and strategise for the future of the World of Work towards the achievement of gender equality. The report has clearly underscored the need to pursue the goal of equality, which admittedly has been slow and uncertain. As a result, there is the need to supplement the policy instruments for the promotion of equality with new and innovative approaches that address the obstacles, and suggest how best they can be tackled in a renewed push towards equality.

I admit that today's world of work is unfair to women and there is no reason to expect that the future will be more benevolent to them, unless we make a conscious decision to halt this hostility. Many complex factors contribute to making the world of work unfair to women in varying circumstances and this needs to be addressed for progress towards equality.

Mr. President,

In Ghana, women constitute over 50% of the 88% workforce in the informal sector. This gives us a reason to support the call for continuous engagement to eliminate the gender inequalities, and Ghana agrees that the formalisation of economic activities which women frequently undertake in conditions of persistent informality and underemployment is paramount. To address this, we are in the process of passing into law, the Domestic Workers Regulation to ensure that domestic work conforms to decent work standards.

Our country agenda to formalise the informal sector is anchored on identification, digitisation and financial inclusion and this is being championed from the high office of the Vice President of the Republic. Under our flagship three-tier contributory pension scheme, the informal sector coverage continues to expand with more women enrolling onto the third tier voluntary pension schemes.

Mr. President,

The ability of women to balance their reproductive roles and economic activities continues to attract Government's attention. Through a shared tripartite consensus on the need to do more to achieve greater involvement of women in economic activities, government's commitment is manifested in efforts to extend maternity leave from 12 to 14 weeks. Similarly, the Bill to address the under-representation of women in decision making, and general political and economic landscape, dubbed the **Affirmative Action Bill**, seeks to ensure 40% women

participation in ministerial and public appointments at all levels. This Bill is also before parliament for passage into law.

Mr. President,

With his appointment as the AU leader for gender and development to implement Africa's comprehensive, transformational 50-year plan (Agenda 2063), H.E. the President, Nana Addo Dankwa Akufo Addo, has already outlined his vision for Ghana, in the Coordinated Economic and Social Development Policies, to develop "an optimistic, self-confident and prosperous nation,..... in which mutual trust and economic opportunities exist for all."

Mr. President

As a champion of promoting socio-economic development of women, girls and gender parity in Africa, there is no doubt that the President, leading Ghana's commitment to support the five (5) building blocks for a new push for gender equality is more urgent now than before. We acknowledge that, failure or neglect would inevitably condemn us to a future of work which remains gender unequal, and for this reason, Ghana supports the efforts being made towards achievement of this task.

I thank you for your attention.