



COMMISSION ON
HUMAN RIGHTS AND
ADMINISTRATIVE
JUSTICE

**PRESS RELEASE BY THE COMMISSION ON HUMAN RIGHTS AND
ADMINISTRATIVE JUSTICE (CHRAJ) ON:**

INTERNATIONAL WOMEN'S DAY- MARCH 8, 2017

On the occasion of International Women's Day, today, March 8, the Commission on Human Rights and Administrative Justice (CHRAJ) joins stakeholders around the world to call for committed leadership and sustained effort in creating an all-inclusive environment for all, especially women and girls, to thrive in the field of work.

This year's theme; **'Women in the Changing World of Work: Planet 50-50 by 2030,'** underscores the need to accelerate the 2030 Agenda by building momentum for the implementation of the Sustainable Development Goals (SDGs), particularly Goal 5: which seeks to achieve gender equality and empower all women and girls; and Goal 4: ensure inclusive and quality education for all and to promote lifelong learning.

There is no gainsaying the fact that Ghanaian women continue to face a myriad of challenges which hold them back from reaching their full potential including opportunities in the world of work. Challenges such as obnoxious cultural practices, including Female Genital Mutilation; Child, Early and forced Marriage; discriminatory practices and sexual harassment at the work place which regrettably continue to be practiced in some of our communities and work places even though our Constitution prohibits discrimination on grounds of gender as well as harmful traditional practices whiles the Criminal and other Offences Act, 1960 Act 29 and the Children's Act have both criminalized genital mutilation and child marriage.

It is regrettable that the Affirmative Action Bill, intended to rectify discrimination on the basis of sex or gender by redressing social, economic and educational gender imbalances- was not passed into law by the previous Parliament. CHRAJ, therefore, urges the current Government to liaise with Parliament to get the Bill passed as quickly as possible to address the intended mischief that law seeks to rectify. Additionally,

there should be a Legislative Instrument to set out the modalities for implementation, so that the law does not become dysfunctional.

The Commission is also urging Government to implement the National Gender Policy in order to mainstream gender equality into national development processes and ensure improvement in the political, economic and socio-cultural conditions of the vulnerable, including women, girls, children and persons with disability.

Progress across the globe will not be possible if women continue to be denied their full human rights and opportunities. CHRAJ, therefore, calls on all stakeholders to work together to ensure women and girls enjoy equal access to quality education, economic resources and political participation, as well as equal opportunities for employment, leadership and decision-making at all levels.



Joseph Whittal
Commissioner