
Embracing the shift: Why Ghana needs to move from gender equality to gender equity

By George Essien



AS the world evolves, so do our approaches to addressing social issues. Ghana, a country renowned for its commitment to progress, must acknowledge this shift and adapt its policies accordingly.

The time has come to transition from a focus on gender equality to gender equity and, by extension, social inclusion.

Gender equality, once the gold standard, aimed to provide equal opportunities and treatment for all,

regardless of gender. However, this approach has proven to be limited, as it assumes a one-size-fits-all solution. In reality, individuals have unique needs, and a more tailored approach is required.

Gender equity, on the other hand, seeks to address the specific needs of both men and women, recognising that equality does not always mean same treatment. This approach acknowledges the historical and systemic disparities faced by marginalised groups and strives to provide tailored support to bridge the gap.

The Ghana Education Reform

Agenda has already embraced this shift, prioritising equity alongside Improved Learning Outcomes and Enhanced Accountability. This forward-thinking approach recognises that true progress can only be achieved by addressing the diverse needs of all students.

It is time for Ghana to apply this same logic to other areas, such as:

Social Inclusion: moving beyond equal access to addressing the unique barriers faced by marginalised communities, especially deprived areas in Ghana.

Economic Empowerment: providing targeted support for women and minority-owned

businesses such as access to capital by Small and Medium Enterprises (SMEs), affordable housing among others.

Health care: acknowledging the distinct health needs of different populations including addressing challenges in the National Health Insurance Scheme (NHIS) and beefing up health infrastructure at deprived areas.

By embracing Gender Equity and Social Inclusion, Ghana can foster a more inclusive society, where everyone has the opportunity to thrive; address the root causes of disparities, rather than just treating the symptoms.

The country can also position itself as a leader in progressive policy-making, attracting international recognition and support.

Let us join the global movement towards a more equitable future. It is time for Ghana to shift its focus from Gender Equality to Gender Equity, ensuring that our policies and initiatives meet the diverse needs of our population. Together, we can build a brighter, more inclusive tomorrow.

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