



**UKGCC**  
UK - GHANA CHAMBER *of* COMMERCE

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## **POSITION PAPER**

# *UKGCC Legal Sector Committee Townhall on the Affirmative Action Act and Its Implications for the Private Sector*

*May 2025*

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## BACKGROUND

- In alignment with the UKGCC's commitment to diversity, equity, and inclusion, and as part of Gender Month celebrations in March 2025, the UKGCC, in partnership with the British High Commission, Accra, hosted an International Women's Day brunch under the subtheme: *"Increasing Women's Leadership and Representation in Decision-Making Across Industries."*
- This event reaffirmed the importance of engaging both women and men as allies in promoting gender equality.
- One of the key issues that emerged from that event was the need for deeper engagement on the recently passed **Affirmative Action (Gender Equity) Act, 2024 (Act 1121)** — a critical legislative milestone that aims to promote gender equity by ensuring no less than 30% representation of women in decision-making roles across all sectors.
- Given the need to contextualize its implications for the private sector, the **UKGCC Legal Services Sector** convened a townhall to explore legal, regulatory, and practical considerations for compliance and advocacy.

## **KEY THEMES AND INSIGHTS FROM THE TOWNHALL**

### **1. Legal Framework and Policy Intent**

The Affirmative Action Law Coalition, together with JLD & MB Legal Consultancy, provided a comprehensive overview of the Act. The law seeks to redress historic gender imbalances by mandating female representation in employment and governance. The overarching objective is not merely a quota system but a strategic correction to foster inclusive growth and leadership.

### **2. Gender Mainstreaming in Male-Dominated Industries**

Progress has been noted in sectors such as mining and energy, where outdated labour restrictions have been repealed, enabling more women to take on technical and leadership roles. Businesses shared experiences on inclusive recruitment and gender-sensitive training.

### **3. Implementation Structures and Anticipated Regulatory Developments**

- A Gender Equity Committee (GEC) is expected to be established under the Ministry of Gender, Children and Social Protection (MoGCSP), tasked with issuing reporting guidelines and ensuring sector-wide compliance.
- The development of a Legislative Instrument (LI) will clarify implementation procedures.
- Employers will be expected to adopt internal gender equity policies, submit annual reports, and align with the **National Gender Policy**.

#### **4. Compliance and Incentives**

- In sectors like mining, compliance with gender parity initiatives already forms part of local content requirements. Compliant companies receive certifications that may translate into tax relief and reputational benefits — creating a strong case for replication in other sectors.

#### **5. Cultural and Operational Challenges**

- Members expressed concerns about practical difficulties, particularly in industries with historically male-dominated workforces (e.g., logistics, construction). The need for targeted skilling of women and merit-based, inclusive recruitment strategies was emphasized. There was consensus that affirmative action must be framed as enabling equity, not diminishing competence.

### **RECOMMENDATIONS**

#### **1. Immediate Sensitisation and Capacity Building**

- The UKGCC recommends intensified outreach to educate the private sector on the implications and benefits of the Affirmative Action (Gender Equity) Act, 2024 (Act 1121).

## **2. Support for Policy Development**

- The UKGCC will continue to monitor the establishment and development of the LI and GEC which will provide technical guidance for developing company-specific gender equity policies as well as developing annual reports.

## **3. Engagement with Regulators**

- Continued dialogue with the MoGCSP and the GEC (once operational) to represent the voice of the private sector and shape feasible reporting mechanisms.

## **4. Cross-Sector Collaboration**

- Promote collaboration across industries to exchange best practices and foster peer learning on inclusive employment strategies.

## **CONCLUSION**

- The passage of the Affirmative Action (Gender Equity) Act, 2024 (Act 1121) is a transformative step towards inclusive governance and private sector leadership in Ghana. For the legal and corporate community, it presents both an obligation and an opportunity — to pioneer equitable systems that harness the full potential of Ghana's human capital. The UKGCC stands ready to support its members in this transition through advocacy, policy support, and practical engagement.

## ABOUT THE UK – GHANA CHAMBER OF COMMERCE

- The UK-Ghana Chamber of Commerce (UKGCC) was established in 2016 to promote trade between the UK and Ghana. It is the leading private sector organisation proffering trade and commerce support for UK and Ghana businesses.
- The UKGCC provides exceptional support for its members through the sharing of knowledge and ideas, creating platforms for building stronger networks and providing linkages with the Government and its agencies.
- One of its key foci is to see Ghana become a significant economic partner for the UK as an export market, import source, investment destination and vice versa. It exists to further the business interests of its members across both countries and create more business opportunities.
- The UKGCC is backed by the British and Ghana Governments through the UK-Ghana Business Council and the British Chambers of Commerce in the UK and is an Africa Scotland Business Network Strategic Partner. The UKGCC is a *two-time* [British Chambers of Commerce](#) (BCC) International Chamber of the Year finalist and 2023 BCC International Chamber of the Year.

## **THE UKGCC LEGAL SERVICES SECTOR**

- The UKGCC Legal Services Sector is an integral part of the UKGCC, bringing together professionals and organizations committed to advancing legal practice, regulatory compliance, and advocacy within the business community.
- The Legal Services Sector is instrumental in advising on complex issues such as regulatory compliance, gender equity, labour laws, and corporate governance.
- Through continuous advocacy, policy engagement, and knowledge-sharing, the sector plays a pivotal role in shaping the business landscape and ensuring that members stay ahead of evolving legal requirements.

## **SECTOR MEMBERS INCLUDE:**

- WTS Nobisfields
- Equality Law
- JLD & MB
- Koranteng and Koranteng Legal Advisors
- Minkah-Premo, Osei-Bonsu, Bruce-CathLine & Partners





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