

Achieving Gender Equality and Empowering Women and Girls through Gender Responsive Budgeting in Ghana

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ABSTRACT

Objective – Gender inequality extracts enormous economic and human development costs, shifting fiscal policy to close the gaps and gains across societies. Gender responsive budgeting (GRB) is one of the approaches used by governments, international organizations, and civil society groups to promote and influence gender equality. The United Nations Development Fund for Women (UNIFEM) highlights in its 2020 report, that budgets in most countries are gender biased in their conceptualization, formulation, and implementation. In most African countries, and Ghana is no exception, unpaid care and gender differences in roles and responsibilities in household and the workplace are not considered in policy formulation and implementation. This research intends to answer the following questions; how have MDAs complied with GRB? What are the outcomes of implementing GRB in Ghana and what have been the key challenges to effective implementation?

Methodology – Using the qualitative approach with secondary data obtained from documents in some ministries in the Ghanaian public sector, this research attempted to answer the following questions; how have Ministries, Departments and Agencies (MDAs) complied with gender responsive budgeting (GRB)? What are the outcomes of implementing GRB in Ghana and what have been the key challenges to effective implementation?

Findings – It was observed that Ghana's constitution supported a strong enabling environment, with an explicit commitment to gender equality and women's empowerment. The budget through which important national issues are anchored made specific allocations to address issues of women and girls for the years between 2008 to 2020, in the medium-term expenditure framework.

Novelty – This study contributes to academic literature, specifically on the issue of gender equality in the workplace. This study's results and findings could be used as the reference for other studies and further research on gender equality and women's rights.

Keywords: *Gender Equality; Gender Responsive Budgeting; Women Empowerment*

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I. INTRODUCTION

Human development and the reduction of poverty research has proven that, despite the disparity between rich and poor households, there is a need for an evaluation of how both males and females benefit from individual wellbeing within government initiatives (Ferguson, 2015). Gender responsive budgeting (GRB) is one of the approaches used by governments, international organizations, and civil society groups to promote and influence gender equality. They serve the purpose of providing feedback on performance and provide those outside government, much greater transparency and accountability on government

initiatives for achieving gender equality (Budlender, 2005). The GRB initiatives provide an opportunity to evaluate the nature and extent of the paid and unpaid economy in both the community and in households. The recognition of this interaction enables policymakers to avoid “false economies” and the loss of output (NDI Report, 2012).

GRB has become seemingly appropriate for nations in that it provides a mechanism for ensuring consistency between economic goals and social amenities in a country. Thus, implementing a gender-responsive budget can be a step towards achieving accountability for women’s rights, public transparency and economic efficiency and sustainable development (NDI Report, 2010). Gender inequality extracts enormous economic and human development costs, shifting fiscal policy to close the gaps and gains across societies. The question remains that Ghana still has inequalities among genders in spite of the fact that the nation makes provisions to cater for all genders in its budgets. Using secondary data obtained from annual budgets of three ministries in the Ghanaian public sector, this research will attempt to answer the following questions; how have Ministries, Departments and Agencies (MDAs) complied with GRB? What are the outcomes of implementing GRB to achieve gender equality in Ghana and what have been the key challenges to effective implementation?

This paper is in five sections. The first part, which is the introduction, considers the need for Gender Responsive Budgeting. The second section, which deals with the problem statement, tries to establish the issues in gender equality and Gender Responsive Budgeting, the challenges faced in implementing GRB and the difficulty in achieving this objective by governments. The third part reviews various literature on the subject GRB while the fourth part deals the methodology, and the fifth section deals with the discussion and draws the necessary conclusions.

Problem Statement

The attain the commitments to achieving gender equality and advancing women’s rights, many governments have adopted several initiatives to advance the course of women. These initiatives include the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Platform for Action (BfPA), the 6th Aspiration of the African Union Agenda 2063 and the Millennium Development Goals (MDG) and recently the Sustainable Development Goals (SDG) which includes equality among women and urban ‘slum-dwellers.’ These initiatives in their own way have contributed to the attainment of equality among women yet its effect have been marginal (Saith, 2006; Chant, 2007; Johnsson-Latham, 2007; Budlender, 2006). A high-level forum on Aid Effectiveness and the Accra Agenda for Action held in 2007 made a declaration to the effect that issues on Gender equality faced some challenges and will require efforts in terms of prioritization in planning, budgeting, and implementation processes by countries as well as by development partners. There is the need to focus on the commitment of developing countries and development partners to gender-responsive and performance-based monitoring frameworks with harmonized gender indicators (Almaty Declaration, 2007).

Social inequality affects women in particular and it is given legitimacy in that they are collectively endorsed and entrenched amongst cultures and within institutions that hold power to reproduce that inequality (Major & Schmader 2001). The cultural frames within societies and the workplace that help our understanding of inequalities inform the implementation of policies that either reinforce or challenge existing social inequalities (Cech & Blair-Loy, 2010). Gender roles and inequalities vary across different ethnic groups in many countries and in Africa (Alesina et al., 2013). The commitments by the international development community to advance gender equality have helped in the attainment of improvements; thus, areas such as child marriage and female genital mutilation (FGM) have declined significantly in recent years, and women’s representation in the political arena is has gone up. This notwithstanding, the promise of a world in which every woman and girl enjoys full gender equality, and where all legal, social and economic barriers to their empowerment have been removed, remains a façade (SDG Report, 2020).

Despite the legislation to protect their land rights, women in Ghana have insecure access to land; their rights to land are largely secondary, coming through their relations with men and also the fact that they are largely invisible in decision-making status both at the national and local levels (Gaddis et al., 2018). Traditionally, customary inheritance practices in Ghana leave the women and widows with limited land resources (Ahmad, 2012).

Labor poses a major constraint for women in Ghana, while they are saddled with heavy, time-consuming domestic responsibilities, they are also obliged to work first on their husband's farm. This situation leaves women in Ghana with little time for education, income generation activities, or participation in community decision making on natural resources and other development issues (Ahmad, 2012). The United Nations Development Fund for Women highlights, in its 2020 report, that budgets in most countries are gender biased in their conceptualisation, formulation and implementation (UNIFEM, 2020). In most countries, neither unpaid care nor gender differences in roles and responsibilities in the household or the workplace are considered in policy formulation and implementation (Borei-Dorku, 1992). This makes policy design and implementation either imperfect or ineffective, thus infrastructure and safety net policies mostly do not consider women's domestic workloads and responsibilities for household care. They assume that women who are not in the formal labour force have free time and are therefore available to work in return for benefits, resulting in a decline in women's ability to care for the household or the inability of women to take up the benefits on offer (UNIFEM, 2020). Despite all these initiatives, there seem to be little change in the assertion that portrays women as hewers of wood and drawers of water. Many feminists have questioned how comparatively little seems to have been achieved for women over the years (Cornwall et al., 2007; Longwe, 1995; UNRISD, 2005; WEDO, 2005).

Gender responsive budgeting, despite their name; does not propose separate budgets for women; indeed, it is an exercise that involves a gender-sensitive analysis of government budgets. It does not only imply analysis of budgets but formulation and issues pertaining to gender, it also examines all sectorial allocations of government for their differential impact on women, men, girls and boys (Budlender, 2006).

To heighten Ghana's commitment to attaining the Sustainable Development Goals (SDGs) and also to fulfil international commitments such as CEDAW and BfPA, the country since 2005 has demonstrated its commitment towards removing gender inequities in the provision of and access to essential social and economic services provided by the state. This necessitated the piloting of GRB in some ministries (Ministry of Health, Ministry of Education and the Ministry of Agriculture) with the Ministry of Gender, Children and Social Protection championing it; after parliamentary approval was obtained in 2007. These three ministries were chosen as a result of the role they play in issues concerning women and children in the achievement of SDG 2, 4, and 5. These SDGs are to ensure inclusive and equitable quality education and promote life-long learning opportunities for all; end hunger, achieve food security and improved nutrition, and promote sustainable agriculture; and achieve gender equality and empower all women and girls. The question still remain, why does Ghana still have inequalities among genders. This research intends to answer the following questions; how have MDAs complied with GRB? What are the outcomes of implementing GRB in Ghana and what have been the key challenges to effective implementation?

II. LITERATURE REVIEW

There are several documents and reports on gender responsive budgeting that are useful to this study. This section will review some reports and documents on gender equality, gender-based initiatives, gender responsive budgets and sustainable development goals.

Gender Equality

Gender equality refers to a situation in which women and men enjoy the same opportunities in all walks of life. It also means the presence of a gender perspective in decision making of all kinds and that women's interests are given the same consideration as men's in terms of rights and the allocation of resources (Johnsson-Latham, 2007). A World Bank report on Engendering Development indicates that, gender differences are greatest among the poorest families, and resources are not shared equally within the family but in accordance with the power and influence of the individual (World Bank, 2001). There still remain a gap in the earnings of women in all countries, as the world bank identifies, if women could have the same lifetime earnings as men, global wealth could increase by \$172 trillion, and human capital wealth could increase by about one fifth globally (World Bank, 2021).

World Bank (2001) has reported severally that, Women bear heavier domestic burden than their male counterparts. In Ghana, women and girls bear much heavier domestic task burdens than men, leaving them with little time for education, income generation, or participation in community decision making on natural resources and other development issues. The AFDB report, 2007 shows that in Ghana, women spend an average of 43 hours per week on domestic tasks, while men spend just under 10 hours (AFDB, 2007).

There are certain social norms that impede the attainment of gender equality and this result in the low status of women. For instance, in Ghana illiteracy is higher among women than men, as indicated in the 2008 Millennium Development Goals (MDG) report, the illiteracy rate is 37percent for males and 54 percent for females in Ghana. Women's have insecure access to land despite legislation to protect their land rights. Their rights to land are largely secondary, coming through their relationships to men. The traditional customary inheritance practices also leave many widows with limited land or resources (SDG Report, 2012).

The 2010 MDG report states that opportunities for full and productive employment remain slim particularly for women in Africa, with few of the women in paid or regular employment. Women's participation in political decision making has however improved marginally in many regions with 20 per cent of seats in national parliament held by women in sub-Saharan Africa, one percentage point better than the world average. In Ghana for instance, four years after gaining independence, women's contribution and activism was acknowledged by establishing of the National Council of Women in 1960 with the aim of empowering women (Amoang-Boampong, 2018). The country also signed various regional and international protocols aimed at achieving gender equality. After six decades after independence also after signing the affirmative action bill in 1979, women's representation in parliament is only 13.1% and Ghana is said to lag behind other sub-Saharan African countries such as Namibia and Rwanda according to World Economic Forum's 2017 Global Gender Gap Report (WEF, 2017)

African Union Agenda 2063 took effect in 2015 with the aims of repositioning the African continent to become a dominant global player. Among the seven distinct aspirations developed to achieve this ambition was the 6th aspiration which was focused on an African continent whose development is people driven, one that depends on the potentials of women and youth and caring for children. The first goal of the aspiration, attainment of full gender equality in all spheres of life, implies total gender equity involving strengthening the roles of Africa's women through ensuring gender equity and parity, eliminating all forms of discrimination, bias and violence against women and girls (The African Union Commission, 2018).

Gender-Responsive Budgeting

Gender-responsive budgeting is concerned with ensuring that a nation's government budgets and their policies and programs address the needs and interests of individuals belonging to different social groups. It considers biases that arise as a result of a person being a male or female and at the same time disadvantage due to ethnicity, class, age or poverty status (GRB Report, 2006). Gender Responsive Budgeting (GRB) is a tool that aims at incorporating gender perspectives in the budgeting process. GRB

can be considered as the most influential element of managerial activities related to development of budgets of different levels, which offers essential information to specialists making decisions about allocation of budget funds. Chant (2007) indicates that most research on gender are informed by the belief that all social processes are 'gendered', and that understanding gender relations is a crucial component in any social science research.

A gender responsive budget ensures that the needs and interests of individuals from different social groups (sex, age, race, ethnicity, and location) are addressed in expenditure and revenue policies. The principle of GRB, according to Alami (2009), is to ensure that the priorities of poor women are reflected in budget allocations, expenditures and revenues not just in terms of policies, plans and programmes. Thus budget actors, organizations, systems and processes should reflect the interests of poor women and provide space for women's voice, transparency and accountability to gender commitments.

According to the UN Development Fund for Women (2001), the impact of government budgeting on women and girls, as compared to men and boys has become a global movement on which to build accountability for national policy commitments to women. The justification for GRB initiatives is to help bridge the persistent inequalities between women and men and facilitate development by integrating gender issues into macroeconomic policy and budgets. In general, GRB initiatives have not been successfully applied to mainstream budgets, which comprise over 90 per cent of government expenditure. Instead, they have tended to concentrate on allocations targeting women and girls, which comprise a very small proportion of national budgets (Budlender, 2005; Budlender et al., 2002).

Developing gender-sensitive budgets makes it possible to see how budget revenues and expenditures influence the socioeconomic status and opportunities of women and men as well as the aspects of equality between women and men in a country. GRB analysis as a public finance management tool, allows countries to determine how and to what extent public policy affects diverse groups of men and women as service consumers, infrastructure users, and Taxpayers. The gender-based analysis creates a foundation for implementing principle of equal opportunities for women and men in all spheres and enables sustainable development (SIDA GRB Project, 2013).

A budget is the most comprehensive statement of a government's social and economic plans and priorities. Tracking where monies come from and where it goes helps to know who benefits from public resources. Although budgets are perceived as gender-neutral, in that it comprises of a set of numbers that impartially affect women and men, a careful observation could reveal that, generally, budgets are gender-blind and not gender-neutral (Akalbila et al., 2020). This is so because the process does not involve creating separate budgets for women nor aims at solely boosting the spending on women programs. It rather helps government to understand how to adjust their priorities and reallocate resources thereby sticking to their commitments to achieve gender equality.

III. METHODOLOGY

The research employed the qualitative approach and utilised secondary data collected from specific ministries in the public sector. There was also the use of reports and other literature on gender responsive budgeting form UNDP and other international organisations such as the UNIFEM, Worldbank reports and SDGs. Qualitative research is appropriate for this paper in that secondary data from was collected from national budgets and Researcher tried to make meaning of allocations for gender specific initiatives in three ministries in Ghana. (Creswell, 2009). The study utilised information from World Bank reports on gender responsive budgeting, gender and poverty, United Nations reports on gender issues, research journals and materials on MDG's and SDG's, budget statements in Ghana between 2008 and 2020 and reports on the implementation of GRB in Ghana. The Ministry Finance website provided the forum to assess the budgets for the Ministry of Health, Agriculture and Gender and Social protection. These ministries were chosen as

a result of key roles they play in women issues. The Ministry of Health played a significant role in the provision of health and also for free maternal health care for women and the agriculture ministry was used for its role in the provision of assistance for women in subsistent farming in Ghana. The Ministry of Gender and Social Protection also played a key role in the education and piloting of gender responsive budgeting in Ghana.

IV. RESULTS AND DISCUSSION

Gender Responsive Budgeting in Ghana

This section will be informed by questions such as how have MDAs complied with GRB? What are the outcomes of implementing GRB in Ghana and what have been the key challenges to effective implementation?

Compliance

In 2007, Ghana's cabinet approved GRB and its first pilot was launched in the ministries of health, education, and agriculture in 2009. It was supported by a strong enabling environment, starting with an explicit commitment to gender equality and women's empowerment in the country's 1992 Constitution. Recognizing that inequalities persist within Ghana, Article 17(4) of the Constitution provides for the possibility of affirmative action by stipulating that Parliament can enact laws to provide for the implementation of policies and programmes aimed at redressing social, economic, or educational imbalance in Ghanaian society. Furthermore, under the Directive Principles of State Policy, Article 36(6); the Constitution provides that the state shall afford equality of economic opportunities to all citizens and, in particular, take all necessary steps to ensure the full integration of women into the mainstream of the economic development of the country (Ongile, 2011). What follows shows compliance with the GRB policies in the selected MDA's from budget statements between 2008 and 2020.

The budget process is an important route through which women and children's issues can be well anchored. In 2008, an amount of Gh¢ 2,360,000.00 (USD 189,558.23) , was allocated in the government budget to the Ministry of Women and Children (MOWAC) alone to implement GRB programmes. For the years 2014 to 2016, the medium-term expenditure for MOWAC was projected at GH¢101,701,891.68 (USD 8,168,826.63) to GH¢134,915,490.01(USD 10,836,585.52). The Budget Statement (2012) reported that in 2011, MOWAC established a Gender Responsive Budget Monitoring Unit within its Policy Programmes Monitoring and Evaluation Division (PPMED) to monitor gender responsive budgeting in all MDAs. The Gender Responsive Budgeting (GRB) Technical Working Committee was subsequently revamped and reconstituted to oversee gender mainstreaming in sector policies and budgets (Budget Statement, 2012).

In the 2010, all PPMED and budget staff of selected MDAs and key staff of all MMDAs were trained to have capacity in Gender Responsive Budgeting (GRB) to adequately address gender inequality, and to ensure that the welfare of women and children are taken care of. The African Women Decade (2011- 2020) was launched by MOWAC and as part of the implementation of the programme, a draft Strategic Implementation Plan was developed. ICT equipment were supplied to 25 Vocational and Technical Training institutions and training was provided for the staff in selected MDAs and parliament under the Gender Responsive Skills Community Development Project (Budget Statement, 2012).

The mandate of the Ministry of Health is to ensure the good health for all Ghanaians by providing Promotive, Preventive, Curative and rehabilitative health services. The health sector budget serves as one of the major entry points for promoting the rights of women and children through its programmes on Maternal and Child Health. As part of its commitment to complying with GRB initiative, a gender policy was finalized in 2007 with the policy document highlights focusing on mainstreaming the gender dimension

into all stages of the budget cycle. The approach involves analysis of the differential impacts of public expenditure as well as revenue policy on women and girls, and men and boys, respectively. Gender-responsive budgeting in the sector was to ensure the reprioritization of expenditures and revenues taking into account the different needs and priorities of women and men, girls and boys (Budget Statement, 2012).

The ministry of Finance in the national budget statements from 2017 to 2020 highlights major provisions by government in collaboration with the MOGSP to comply with issues of gender in Ghana. To achieve gender equality and equity to satisfy the SDG goals 3 and 5, the MOGSP was supported to train over 400 'kayayei' and 20 People with Disabilities under the Livelihood and Pre-employment skills training models (Budget Statement, 2017; 2018) To ensure mainstreaming of the National Gender Policy across all sectors and support the UN global agenda to ensure gender equality, equity and empowerment, capacity building workshop was organised for Gender Desk officers from Ministries department and agencies (MDAs) and Metropolitan, Municipal and District Assemblies (MMDAs) on the rights, interests and special needs of women and girls. Awareness creation was carried out to encourage the involvement of men in the promotion of gender equality and empowerment Upper East, Ashanti and Central Regions under the "HeForShe" campaign (Budget Statement, 2018; 2019; 2020). Ghana where each child has the opportunity to graduate from at least a senior secondary school or polytechnic and be equipped with the skills to succeed in the modern workplace (Budget Statement, 2018; 2019).

Implementation and Outcomes

The benefits of implementation of GRB in Ghana have been very encouraging. On implementation of GRB, actors in gender issues seized the opportunity and were supported in a variety of intervention ranging from international-level engagement, and effective work by MOWAC, to advocacy by local civil society organizations. Between the years 2005 and 2008, Ghana was active in international discussions about financing for development and aid effectiveness, including extensive consultations on gender issues, and culminating in the Third High Level Forum on Aid Effectiveness in 2008 (Ongile, 2011).

In the year 2007, Government released a total amount of GH¢14.24 million (USD 1,143,775.10) as payment of Capitation Grant to pupils in all public basic schools and subsidised the conduct of Basic Education Certificate Examination (BECE) to the tune of GH¢3.39 million (USD 272,289.16) (Budget Statement, 2008). The Education Sector Performance Review of 2012 shows that, progress was made towards gender equality in 2012 and 2013. Data from the new population census indicated that, gender parity increased in Kindergarten (KG), with a higher proportion of girls being sent to KG than boys. To bridge the gender gap in access to education, the Ministry of Education (MOE) caused a total of 15,700 girls from Junior High School (JHS) to benefit from scholarships through the Participatory Approach to Students Success. To improve completion and retention especially for girls in deprived areas, 90,000 girls in the three Northern Regions were provided with take home rations. Scholarships were also provided for 800 girls to improve female enrolment in technical education. Science, Technology and Mathematics Education clinics were also organized for 300 girls in 20 Junior High Schools (Budget Statement, 2014).

An evaluation of the free Maternal Health Service initiative has confirmed the national trend of an increasing use of health facilities for deliveries by pregnant women. Over the past 3 years, supervised delivery coverage has increased by 28.2 percent and over the past 5 years by 66.5 percent. Institutional Maternal Mortality (iMMR) dropped significantly from 211 maternal deaths per 100,000 live births in 2011 to 193 in 2012 (Budget Statement, 2014)

Implementation Challenges

The development of a gender responsive budgets take account of the following steps, that is Gender situation analysis; Gender policy analysis leading to formulation of gender-sensitive policies; Activity planning and costing; Gender-responsive budget allocation; Gender-responsive programme implementation

and budget execution; Reporting to show patterns of expenditure allocation; actual expenditures are monitored, and gender audits are performed; an implementation mechanism for tracking should be established (Ongile, 2011).

As Bardach (1977) stated, it is hard enough to design public policies and programmes that look good on paper. It is harder still to formulate them in words and slogans that resonate pleasingly in the ears of political leaders and the constituencies to which they are responsive; and it is excruciatingly hard to implement them in a way that pleases anyone at all, including the supposed beneficiaries or clients. The implementation of GRB in Ghana has been fraught with some challenges such as, capacity constraints, non-availability of sex disaggregated data, limitations on legislative interventions, lack of ownership and understanding of the basic gender concept, lack of a critical mass of technical staff with the knowledge and skill to support the initiative and last but not the least is funding.

Sex disaggregated data means collecting data on both male and female population that enables policy makers to provide a complete understanding of livelihoods in order to develop better policies and programs. It helps to examine the nature of expenditure from publicly provided services to determine the distribution of expenditure between men and women, boys and girls. This analysis can be done for any sector or programme. This seeks to assess the impacts of public expenditure on the various categories of citizens. Without accurate and relevant data, it is not possible to integrate a gender perspective in the budget process. The Food and Agriculture Sector Development Policy (FASDEP II, 2007) emphasizes that lack of harmonized gender-disaggregated statistics and its accessibility, has undermined the achievements of sustainable agricultural development. For instance, dissemination of new and improved technologies through extension services often remains unbalanced between women and men farmers; only 20 percent of services reach women. Moreover, the document explicitly mentions that the lack and its accessibility to all development planners and policy makers, hampers gender-sensitive planning.

The legislature plays a significant role in the budget process in terms of budgetary approval and oversight. In Ghana, the amendments powers of Parliament are limited to cuts and total rejection; since the composition of Parliament is such that it would hardly reject the Executive's budget as the ruling party has the majority in the House. Thus to integrate a gender perspective in a budget requires gender mainstreaming of policies and programmes behind the budget. An active and gender sensitive legislature can use the enactment stage to question budget priorities and call for allocations to promote equality.

The lack of political will and inadequate resources makes the institutionalization of gender budgeting difficult. Gender responsive budgeting promises to be a powerful factor for change in the allocation of resources in developing countries. To be successful and sustainable, there is the need for the generation of a political will within government, and adequate resources made available to support a process of transforming the traditional budget-making and policy processes by removing longstanding, in-built biases which disadvantage women and girls. For instance, many pronouncements have been made by government officials about gender budgeting but there is little progress with gender budgeting, even within MDAs that are piloting it.

GRB is a fairly new concept when in Africa and lack of a critical mass of technical people with the knowledge and skill to support gender budget initiatives is expected. There is therefore the need to build up a mass of people with skills such as advocacy, research techniques, and budget literacy, and analysis. Even though the MOWAC has trained some public budget officers on gender budgeting not much has been done with regards to actually incorporating gender equality issues into national budgets (Budget statement, 2009).

In spite of the above challenges, in implementing GRB in Ghana, the programme is still on going and there are no indications to show that the programme will halt or terminate. This is due to the fact that government programs are rarely terminated despite the negative evaluative findings and even when policymakers themselves are fully aware of fraud, waste, and inefficiency are reported (Dye, 2011). The

reasons given to the continuation of inefficient government programs and policies is that their limited benefits are concentrated in a small, well-organized constituency, while their greater costs are dispersed over a large, unorganized, uninformed public.

V. CONCLUSION

Implementing GRB involves many stakeholders who carry different roles and activities. In Ghana, the gender responsive budgeting programme was spearheaded by the ministry of woman and children affairs with support from the ministry of finance. Some selected ministries that were used for the pilot were selected based on the role they play as far as issues on women are concerned. These are the Ministry of Health, Ministry of Agriculture and the Ministry of Education. These MDAs all contribute to the achievement of specific MDGs. The Budget Statement (2012) reported established compliance with Gender Responsive Budget, as the Policy Planning Monitoring and Evaluation Division (PPMED) of the three MDAs confirms gender responsiveness in their budgets. Despite the successes that GRB had achieved in the country, there are some implementation challenges such as capacity constraints, non-availability of sex disaggregated data, limited legislative interventions, lack of ownership and understanding of the basic gender concept, lack of a critical mass of technical staff with the knowledge and skill to support the initiative and inadequate funding that need to be addressed. However, in spite of challenges being encountered in the implementation of GRB, is not likely to come to a halt because literature confirms that even when bureaucrats face challenges with implementation of government or state programmes, they are still run to conclusion due to benefits that accrues in the long run to both implementers and citizens. It is time to go beyond ensuring equal access to recognizing and elevating women as agents of economic growth, stability, and sustainability, and for men to work with women to accelerate progress toward gender equality.

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