



100 DAYS OF ASSESSING POLICY ACTIONS AND SOCIAL EQUITY IN GHANA'S NEW ADMINISTRATION

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**STAR GHANA
FOUNDATION**

Background

The STAR-Ghana Foundation's 100 Days in Office Report is purposefully crafted to engage a broad spectrum of stakeholders—policymakers, government officials, civil society organizations, development partners, the media, and the public. The report places particular emphasis on ministries and parliamentary committees overseeing education, health, and gender, as well as local government actors who drive policy implementation. Civil society organizations, especially those championing the rights of women, children, and marginalized groups, are instrumental in advancing the report's recommendations, while development partners are engaged to strengthen coordinated support for systemic reforms. By providing clear, objective analysis, the report empowers citizens—especially in rural and underserved communities—to hold leadership accountable.

To ensure the widest possible reach, the STAR-Ghana Foundation employs a comprehensive dissemination strategy. The report is accessible on digital platforms, including the Foundation's website, and are tailored for clarity and relevance to diverse audiences. This ensures that essential insights are available to all stakeholders, fostering informed engagement and action.

Importantly, the report has sparked renewed national dialogue on women's representation in leadership, the effectiveness of social protection programs, and the urgent need for more equitable resource allocation within education and health sectors. Through this strategic approach, the STAR-Ghana Foundation continues to drive meaningful conversations and accountability in Ghana's governance landscape.

Introduction

The first 100 days of any new administration serve as a crucial benchmark for assessing its commitment to fulfilling campaign promises and establishing a governance agenda. This period is often utilized by governments to implement quick-impact policies, address urgent national challenges, and build public trust in their leadership. In Ghana, the inauguration of President John Dramani Mahama has generated heightened expectations, particularly in the areas of education, health, and gender equality—key pillars of his campaign. Citizens, civil society organizations, and development partners have closely monitored the administration's early actions to determine if they align with the promises made prior to taking office.

During this period, the government has initiated various programs and interventions aimed at tackling pressing challenges in these sectors. In education, efforts have focused on improving access, affordability, and resource allocation, especially for secondary and tertiary education. In health, the government has prioritized uninterrupted service delivery, addressed critical resource gaps, and worked to stabilize health institutions. Meanwhile, initial interventions in gender equality have targeted economic relief and justice-related issues, though broader commitments to women's empowerment, inclusion, and protection still require further development.

While the government has made notable strides in addressing some of these challenges, gaps remain in policy implementation, clarity on long-term strategies, and stakeholder engagement.

Some announced initiatives lack clear timelines or detailed execution plans, raising concerns about their sustainability and effectiveness. Additionally, civil society groups and independent analysts have called for greater transparency in tracking progress and ensuring that reforms meet the needs of the most vulnerable populations.

This report provides an objective, non-partisan assessment of the government's performance in education, health, and gender within its first 100 days. It highlights key achievements, ongoing efforts, and areas requiring urgent attention, drawing on publicly available data, government reports, and independent media analyses. The report also offers recommendations to strengthen policy implementation, bridge existing gaps, and ensure that the administration's early actions lead to long-term improvements in these critical sectors. The report draws on a range of comprehensive sources including government reports, media coverage, official statements, independent think tanks, civil society organizations, statistical data, surveys, budgetary documents, evaluation reports, and parliamentary records of the government's first 100 days. This action-oriented approach enable a thorough analysis of policy implementation, public perceptions, resource allocation, legislative priorities, and program effectiveness by synthesizing insights from these diverse sources within the early phase of the government's term.

Gender Representation in Appointments

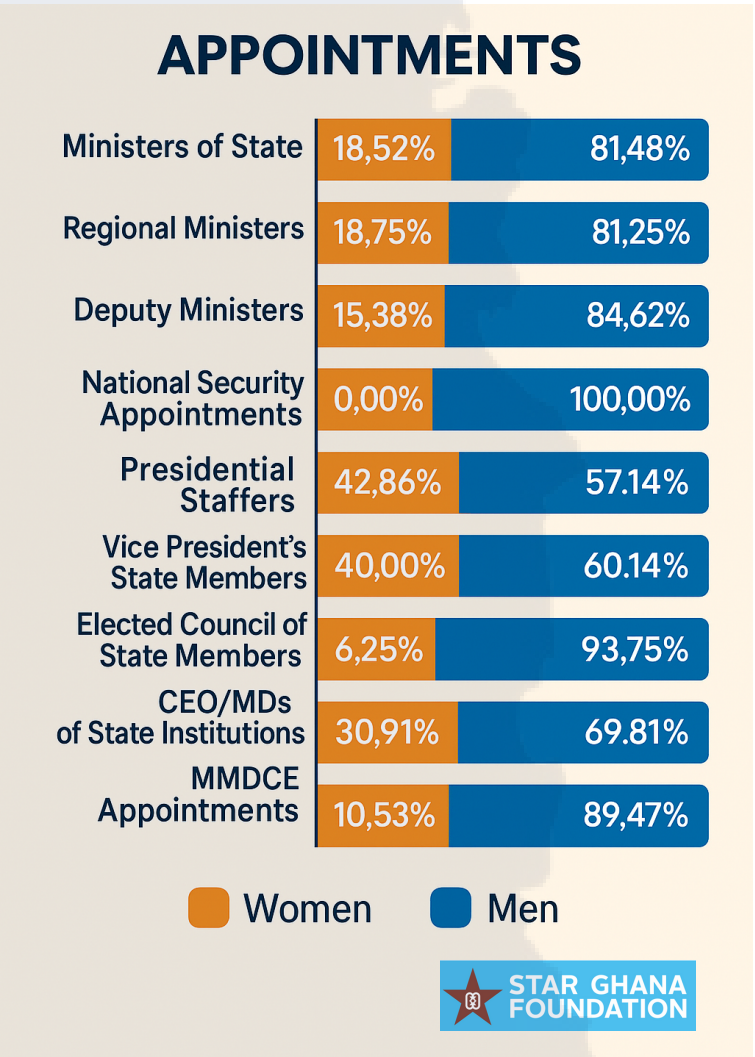
Women's representation in Ghana's ministerial and public leadership appointments remains low across the board. Of the 43 ministers, only 8 are women (18.6%), and just 2 out of 19 Cabinet members are women. Deputy minister appointments show a slightly higher proportion, with 3 out of 13 being women (23%). This disparity is partly due to Article 78(1) of the Constitution, which requires most ministers to be selected from Parliament, where only 39 out of 275 MPs are women. Reforming this provision could help remove significant barriers to women's participation in executive positions.

At the local government level, only 16 out of 152 recent nominations for Municipal, Metropolitan, and District Chief Executives (MMDCEs) are women, representing just 10.52%. Notably, 7 out of the 16 regions have no female nominees, highlighting the serious underrepresentation of women in local governance. On a positive note, gender balance has been achieved in appointments to the President and Vice President's offices, and half of the members of the Council of State are women. However, women remain underrepresented in public institution leadership (28.85%) and are completely excluded from national security appointments.

In parliamentary leadership roles, women occupy only 18 out of 157 positions across 44 committees (11.46%). Only 14 committees have female leaders, and just 4 are chaired by women. Seven committees, including the Health Committee—which directly impacts women's well-being—lack any female representation. This is troubling given Ghana's persistent challenges in maternal and child health.

Addressing structural barriers to executive appointments and supporting women's leadership within parliamentary committees are essential steps toward achieving greater gender equity in governance.

Summary of Gender Representation of Appointments



Women Empowerment and Social Protection Initiatives

The Affirmative Action Law currently faces limitations in enforcement due to the absence of key components necessary for effective implementation. To ensure the law translates into tangible change across workplaces, institutions, and national governance, several measures are essential. These include:

- Introducing a Legislative Instrument (LI) to operationalize the Act.
- Providing targeted support for institutions such as Parliament, the Judiciary, security agencies, political parties, and the private sector to promote gender equality.
- Establishing and adequately funding a Gender Equity Committee to monitor compliance with the law.
- Creating a minimum 30% quota for women in all political appointments.
- These steps are vital for transforming the principles of affirmative action into practical realities across all sectors of society.
- Payments for the 94th and 95th cycles of the Livelihood Empowerment Against Poverty (LEAP) Programme have commenced, with beneficiaries receiving combined payments based on household size: GHS 512.00 for households with one eligible member, GHS 608.00 for two, GHS 704.00 for three, and GHS 848.00 for households with four or more eligible members.

While a reassessment of households is ongoing, creating an opportunity to identify new beneficiaries, it is important to note that the LEAP initiative provides only immediate financial relief.

The government must prioritize establishing long-term financial stability measures to support the sustainable well-being of these vulnerable groups.

The Ghana School Feeding Programme (GSFP), initiated in 2005, aims to enhance food security and reduce hunger in line with the UN Millennium Development Goals (MDGs). While the programme has significantly improved school enrolment, attendance, and retention, and created employment for over 20,000 caterers and cooks nationwide, it has faced persistent challenges. These include delays in payments to caterers, inconsistencies in food supply, and inadequate food portion sizes for pupils. The recent decision to digitalize and automate the GSFP, coupled with a budgetary increase from GH¢1.344 billion to GH¢1.788 billion in 2025 (a 33% increase), is a commendable step toward creating a more transparent and accountable system. However, the success of this initiative will depend on effectively addressing long-standing issues such as delayed payments, supply chain inefficiencies, and inadequate monitoring of food quality at the school level.



Education Sector Initiatives

The two-day National Education Forum led to the development of a National Education Reform Framework, which outlines several key components aimed at enhancing the efficiency and effectiveness of the Free SHS policy. This includes initiatives to improve teacher satisfaction and performance, establish a financial plan for the long-term viability of educational reforms, and develop and upgrade educational facilities to accommodate growing student populations. These components form the foundation for a transformative education reform agenda, ensuring an inclusive and equitable system that benefits all Ghanaians.

The rollout of the “No-Academic-Fee” policy, with an allocation of GH¢499.8 million, aims to ease the financial burden on students entering public universities. This policy is designed to create opportunities for deserving students who might otherwise be unable to afford higher education. Additionally, the 2025 budget allocates GH¢292.4 million for free sanitary pads and GH¢3.5 billion for free secondary education. With the uncapping of the GETFund, GH¢4.1 billion has been made available to support educational initiatives.

A critical challenge in Ghanaian public schools has been the lack of textbooks. The allocation of GH¢564.6 million for the provision of curricula-based textbooks for approximately 2.8 million learners aims to address this persistent gap. This investment not only enhances the quality of instruction but also promotes equity in access to educational resources, particularly for children in rural and underserved areas.

With the Capitation Grant increased to GH¢145.5 million in 2025 (up from GH¢84 million in 2024), this enhanced allocation is expected to improve access to quality basic education, particularly in deprived areas. The increased funding should empower school heads with greater autonomy to manage expenditures and strengthen accountability mechanisms for resource utilization. This boost is anticipated to alleviate some of the economic burden on parents by reducing or eliminating informal levies often passed on due to funding shortfalls.

The gap between rural and urban education persists due to various factors. While government and Civil Society Organizations have made progress in bridging this gap, much more remains to be done. Over 5,000 schools as of 2021 still operate under trees, sheds, or in dilapidated structures. The GH¢13.85 billion allocated under the ‘Big Push’ program is crucial for improving educational access and quality, especially in rural and underserved communities.

Health Sector Initiatives

One of the administration's central promises is comprehensive healthcare reform aimed at ensuring both access to and quality of healthcare for all Ghanaians. Early implementation efforts have established key health sector task forces and inter-ministerial committees to coordinate and oversee planned interventions. A notable task force is responsible for implementing the Ghana Medical Care Trust Fund, designed to ease the financial burden associated with treating chronic diseases.

The plan to complete healthcare facilities initiated under the previous administration through public-private partnerships is commendable and expected to improve access to healthcare. With health and education infrastructure included under the Big Push Infrastructure Program, and an allocation of GH¢13.85 billion earmarked for infrastructure, the government is urged to prioritize highly deprived areas where access to healthcare remains a significant challenge.

The National Health Insurance Scheme (NHIS), while intended to enhance healthcare access, continues to face challenges such as delayed reimbursements to service providers, limited coverage of essential services, inadequate infrastructure, and unequal access—particularly in rural and underserved communities. These challenges undermine the scheme's effectiveness. A total of GH¢9.93 billion has been allocated to support the NHIS, and it is hoped this funding will help address these longstanding issues.

To motivate and retain healthcare professionals in rural areas, the government has proposed an incentive package that includes an additional 20% of their basic salary, faster promotions, scholarships for further training, and GH¢480 million for Nursing Trainee allowances. These measures aim to encourage healthcare professionals to serve in underserved areas.

A critical initiative under the Free and Accessible Primary Healthcare program seeks to make primary healthcare universally accessible and free at CHPS compounds, health centers, clinics, and polyclinics. However, many CHPS compounds are unfinished, in disrepair, or lack basic amenities. Some facilities remain non-operational due to a lack of equipment or qualified personnel. There is also a significant shortage of health workers, particularly Community Health Officers (CHOs) and midwives. Service delivery is often limited to basic care and does not operate 24 hours a day. Additional challenges include frequent shortages of essential medicines and delays in NHIS reimbursements.

To address these issues, a comprehensive audit and mapping of all CHPS compounds is essential to identify functional and non-functional facilities. Targeted investments in infrastructure and staffing, particularly in underserved areas, are necessary. Encouraging public-private partnerships can help bridge resource gaps. Enhancing monitoring and supervision of CHPS zones, alongside capacity-building efforts, will improve service quality and accountability.

HEALTH SECTOR

Recommendations

Review of the Free Senior High School Policy: The government should ensure greater transparency on the specific components under review, including curriculum relevance and quality of teaching. Stakeholders should be meaningfully engaged to ensure that outcomes reflect the diverse needs of students across socio-economic backgrounds.

Health Sector Implementation: There is an urgent need to transition from planning to implementation in the health sector. This includes accelerating the construction and operationalization of facilities under the Agenda 111 project and addressing gaps in health workforce distribution.

Gender-Responsive Initiatives: The government must scale up economic empowerment interventions targeted at women and marginalized groups. Social protection programs should be designed to reach the most vulnerable, ensuring accountability for gender equality outcomes.

Leadership Representation: Clear policies and targets should be adopted to ensure a more equitable distribution of leadership positions, empowering women to contribute meaningfully to national development.

CHPS System Improvement: A comprehensive audit of CHPS compounds is essential to identify functional and non-functional facilities. Targeted investments in infrastructure and staffing are needed, especially in underserved areas.

Equitable Textbook Distribution: The government should prioritize the equitable distribution of textbooks to underserved and rural schools, guided by a data-driven approach that addresses the most significant resource gaps.

By implementing these recommendations, the government can strengthen policy execution and ensure that its early actions lead to sustained improvements in education, health, and gender equality in Ghana.