

**PROGRAMME FOR NATIONAL UNION OF GHANA STUDENTS (NUGS)  
NATIONAL COUNCIL FOR SWEDISH YOUTH ORGANIZATION (LSU)  
WORKSHOP OF " PROMOTING EQUALITY IN MEN & WOMEN FOR  
SUSTAINABLE PEOPLE CENTRE DEVELOPMENT IN GHANA.  
Saturday, 9<sup>TH</sup> APRIL, 2005 AT 10:00 A.M. WINDY LODGE  
CONFERENCE HALL, WINNEBA.  
Prof. Grace Yawo Gadagbui (gygadagbui.@uew.edu.gh)**

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The chairman

All protocol observed

Participants

Guests

Ladies and Gentlemen

I understand gender mainstreaming to be bridging the gap in terms of the responsibilities and role of men and women. Gender is not sex or a biological characteristics masculine/feminine. but a concept that identifies the social structures, practices and ideologies which perpetuate or reinforces the unequal position or women and men and the unequal relations between them.

**What is Gender main streaming?**

Joana Opare (2004) a gender activist says, " gender is not sex or biological characteristics of masculinity feminists. It has to do with socially constructed roles. It has to do with how society perceives to be the right and proper places and activities of men and women. It is not about the objectives of balancing statistics or access to programmes but balanced distribution of responsibilities between women and men.

Gender mainstreaming demands the mobilizing of all general policies, legal instruments, financial resources and measures which specifically gear at achieving equality by openly and actively taking into account at the planning stage, possible effects on the respective situation of men

and women. Basically, promoting equality is a question of family structure (ie) the home and its organization, promoting long and lasting changes in parental roles, institutional practices, organization of work and time, personal development and independence, concerns of both men and the whole of society as a way of encouraging progress democracy and pluralism ([http://europu.eu.int/comm/employment\\_social/equ\\_opp/\\_ams\\_en.htm/](http://europu.eu.int/comm/employment_social/equ_opp/_ams_en.htm/))

Policy makers in institutions, homes and families and communities must in their planning stage plan with gender in mind.

In planning, there is the need to think of the effects it will have on women as well as men.

### **My Perspective**

I see gender mainstreaming as a catalyst to bridging the gap. It involves minimization of the traditional or stereotyped roles of girls reproductive and productive roles and boys playing football.

Gender mainstreaming is a catalyst to improving the well being of the poor and a balance between the roles of male and female. It also has to do with the identification of the concerns of males and females and their experiences as an integral dimension of planning, designs implementation monitoring and evaluation of policies and programme.

### **The family Structure and Roles**

The family structure is the primary target since parents have a role to play as to how to tailor their children towards a goal or an achievement.

We all have potential to be tapped for human development and use.

We have wishes and desires.

With determination and strategies, we can get to the top.

**My Personal Experience:** Let me give a practical/ classical example of how traditionally women or an aspiring woman can be marginalized and integrity under rated. There was this instance, where a man was addressed in a written form " Dr. So and so but when a lady, Grace Yawo Gadagbui was to be addressed it was written Grace Gadagbui no title was attached. Where is her title, Miss, Ms, Madam or Professor? This omission of a title is an insult to my ego. (Even though I am getting emotional, I do not mind). I have earned the title, " Professor" I am Professor Grace Yawo Gadagbui.

Participants, I urge you all to have a wish, a desire and be determined. Practise time management; strategize by implementing, monitoring and evaluating progress and achievement.

Above all, be disciplined and do the will of God. All birds fly, which birds do you want to be? I want to be an EAGLE to fly, soar higher and higher and higher.

### **Conclusion**

In my conclusion, I want to leave this with you; Abraham Lincoln said; Always bear in mind that your own resolution to succeed is more important than any other one thing.

Resolve to be successful and you will succeed.

Thank you.