

Public Procurement Authority
Improving Efficiency and Transparency in Public Procurement

PPA E-BULLETIN

March-April 2024 Edition

In This Edition

Women in Procurement:
Interview with Procurement Professional
Interview with Supplier

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 Public Procurement Authority, Ghana

Theme: Women in Procurement

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WOMEN IN PROCUREMENT: INTERVIEW WITH A PROCUREMENT PROFESSIONAL



For this edition of the e-Bulletin, the Editorial Team spoke with Women in Public Procurement to learn more about the experiences and limitations faced by women working in the field of public procurement.

Here is an interview with Maame Aba Odebia Abbey the Chief Procurement and Supply Chain Manager at the Ministry of Finance:

Question: What is the story behind Maame Odebia Abbey and what is her role?

I am Maame Aba Odeiba Abbey, also known as Diana Abbey: a name synonymous with integrity, diligence and a formidable professional presence. Behind this name lies a tale of strength and resilience which I am excited to share as we journey through my humble beginnings culminating in my role as the Chief Procurement and Supply Chain Manager at the Ministry of Finance (MoF).

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PROCUREMENT PLAN SUBMISSION FOR 2024 ON GHANEPS AS AT 9TH APRIL, 2024

1	Ablekuma Central Municipal Assembly	51	Bechem Government Hospital
2	Ablekuma North Municipal Assembly	52	Bekwai Municipal Hospital
3	Abuakwa South Municipal Assembly	53	Berekum East Municipal Assembly
4	Accra College Of Education	54	Bia East District Assembly
5	Accra Psychiatric Hospital	55	Biakoye District Assembly
6	Ada West District Assembly	56	Bibiani Anhwiaso Bekwai Municipal Assembly
7	Adaklu District Assembly	57	Bibiani College Of Health Sciences
8	Adansi South District Assembly	58	Bibiani Municipal Hospital
9	Adentan Municipal Assembly	59	Birim Central Municipal Assembly
10	Afadzato South District Assembly	60	Bolgatanga Midwifery Training College
11	Agona West Municipal Assembly	61	Bolgatanga Municipal Assembly
12	Agortime-Ziope District Assembly	62	Bolgatanga Technical University
13	Ahafo Ano-North Municipal Assembly	63	Bomaa Government Hospital
14	Ahafo Regional Coordinating Council	64	Bongo District Hospital
15	Ahanta West Municipal Assembly	65	Bono Regional Health Directorate
16	Aircraft Accident And Incident Investigation And Prevention Bureau	66	Bosome Freho District Assembly
17	Ajumako Enyan Essiam District Assembly	67	Bosomtwe District Assembly
18	Akatsi College Of Education	68	Builsa North Municipal Assembly
19	Akatsi North District Assembly	69	Bureau Of Ghana Languages
20	Akenten Appiah-Menka University Of Skills Training And Entrepreneurial Development	70	C. K. Tedam University Of Technology And Applied Sciences
21	Akuapem North Municipal Assembly	71	Cape Coast Metropolitan Assembly
22	Akuse Government Hospital	72	Cape Coast Technical University
23	Al-Faruq College Of Education-Wenchi	73	Central Regional Co-Ordinating Council
24	Allied Health Professions Council	74	Central Regional Health Directorate
25	Amansie Central District Assembly	75	Central Tongu District Assembly
26	Amansie South District Assembly	76	Centre For Plant Medicine Research
27	Anloga District Assembly	77	Civil Service Training Centre
28	Asamankese Government Hospital	78	Coastal Development Authority
29	Asante Akim South Municipal Assembly	79	College Of Health And Wellbeing-Kintampo
30	Asesewa Government Hospital	80	College Of Health Sciences Yendi
31	Asikuma Odoben Brakwa District Assembly	81	College Of Health Yamfo
32	Asokwa Municipal Assembly	82	College Of Nursing And Midwifery Nalerigu
33	Asonomanso Government Hospital	83	College Of Nursing And Midwifery Tanoso
34	Assin Foso Municipal Assembly	84	Commission For Technical And Vocational Education And Training
35	Assin South District Assembly	85	Commission On Human Rights And Administrative Justice
36	Assinman Nursing And Midwifery Training College	86	Community Health Nurses Training College - Tamale
37	Asunafo North Municipal Assembly	87	Community Water And Sanitation Agency
38	Asunafo South District Assembly	88	Controller And Accountant General Department
39	Asunafo South District Hospital	89	Council For Scientific And Industrial Research
40	Asutifi South District Assembly	90	Daffiama-Bussie-Issa District Assembly
41	Atebubu-Amantin Municipal Assembly	91	Dambai College Of Education
42	Atua Government Hospital	92	Department Of Social Welfare
43	Audit Service	93	Dormaa Central Municipal Assembly
44	Awutu Senya East Municipal Assembly	94	Dr. Hilla Limann Technical University Wa
45	Axim Government Hospital	95	E.P College Of Education Amedzofe
46	Ayawaso Central Municipal Assembly	96	E.P. College Of Education Bimbilla
47	Ayawaso West Municipal Assembly	97	East Gonja Municipal Assembly
48	Bank Of Ghana	98	Eastern Regional Health Directorate
49	Bawku Municipal Assembly	99	Effia-Kwesimintsim Municipal Assembly
50	Bawku West District Hospital	100	Ejisu Municipal Assembly

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101	Electoral Commission Of Ghana	150	Graphic Communications Group Ltd
102	Elmina Polyclinic	151	Greater Accra Regional Co-Ordinating Council
103	Enchi College Of Education	152	Greater Accra Regional Hospital
104	Enchi Government Hospital	153	Guan District Assembly
105	Energy Commission	154	Gushiegu Municipal Hospital
106	Environmental Protection Agency	155	Ho Municipal Assembly
107	Essam Government Hospital	156	Ho Polyclinic
108	Fair Wages And Salaries Commission	157	Ho Teaching Hospital
109	Financial Intelligence Centre	158	Ho Technical University
110	Food And Drugs Authority	159	Holy Family Nursing And Midwifery Training College Berekum
111	Ga East Municipal Assembly	160	Information Services Department
112	Ga North Municipal Assembly	161	Institute Of Film And Television
113	Gambaga College Of Education	162	Institute Of Journalism
114	Gaming Commission Of Ghana	163	Institute Of Languages
115	Garu District Assembly	164	Institute Of Local Government Studies
116	Gbewaa College Of Education	165	Internal Audit Agency
117	Ghana Aids Commission	166	Jaman North District Assembly
118	Ghana Book Development Council	167	Jasikan College Of Education
119	Ghana Broadcasting Corporation	168	Jasikan District Hospital
120	Ghana Civil Aviation Authority	169	Jasikan Municipal Assembly
121	Ghana College Of Pharmacists	170	Juaben Municipal Assembly
122	Ghana Commodity Exchange	171	Kadjebi District Assembly
123	Ghana Communication Technology University	172	Kasoa Polyclinic
124	Ghana Cylinder Manufacturing Company	173	Kenyasi Government Hospital
125	Ghana Deposit Protection Corporation	174	Keta Municipal Hospital
126	Ghana Education Service (Hq)	175	Ketu North Municipal Assembly
127	Ghana Enterprise Agency	176	Ketu South Municipal Hospital
128	Ghana Geological Survey Authority	177	Kibi Government Hospital
129	Ghana Health Service - Hq	178	Koforidua Technical University
130	Ghana Institute Of Management And Public Administration	179	Koforidua Training Centre
131	Ghana Integrated Aluminium Development Corporation	180	Komenda Edina Eguafu Abrem Municipal Assembly
132	Ghana Investment Promotion Centre	181	Konongo Odumase Government Hospital
133	Ghana Library Authority	182	Korle Klotey Municipal Assembly
134	Ghana Meteorological Agency	183	Korle-Bu Teaching Hospital
135	Ghana National Gas Company Limited	184	Kpando Municipal Assembly
136	Ghana National Service Scheme	185	Kpone Katamanso Municipal Assembly
137	Ghana Prisons Service	186	Krachi East Municipal Assembly
138	Ghana Reinsurance Plc	187	Krachi West Municipal Hospital
139	Ghana Revenue Authority	188	Kumasi Metropolitan Assembly
140	Ghana Scholarships Secretariat	189	Kumasi Technical University
141	Ghana Standards Authority	190	Kwabre East Municipal Assembly
142	Ghana Tertiary Education Commission	191	Kwadaso Municipal Assembly
143	Ghana Tourism Authority	192	Kwahu Afram Plains North District Assembly
144	Ghana Tvet Service	193	Kwahu East District Assembly
145	Goaso Municipal Hospital	194	Kwame Nkrumah University Of Science And Technology
146	Gomoa East District Assembly	195	La Dade Kotopon Municipal Assembly
147	Gomoa West District Assembly	196	Lambussie Polyclinic
148	Government Secretarial School	197	Lands Commission
149	Grains And Legumes Development Board	198	Law Reform Commission

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199	Ledzokuku Municipal Assembly Hospital	248	National Sports Authority
200	Lower Manya Krobo Municipal Assembly	249	National Teaching Council
201	Mampong Government Hospital	250	National Theatre Of Ghana
202	Management Development And Productivity Institute	251	New Abirem Government Hospital
203	Management Services Department	252	New Edubiase Government Hospital
204	Maternal And Child Health Hospital	253	North Dayi District Assembly
205	Mccooy College Of Education	254	North Tongu District Assembly
206	Methodist College Of Education	255	Northern Electricity Distribution Company Limited
207	Mfantseman Municipal Assembly	256	Nsawam Adoagyiri Municipal Assembly
208	Microfinance And Small Loans Centre	257	Nsawam Government Hospital
209	Minerals Commission	258	Nuclear Regulatory Authority
210	Minerals Income Investment Fund	259	Nurses And Midwives Training College - Tamale
211	Ministry Of Chieftaincy And Religious Affairs	260	Nurses Training College - Ho
212	Ministry Of Communications And Digitalisation	261	Nurses Training College Damongo
213	Ministry Of Defence	262	Nursing And Midwifery Council Of Ghana
214	Ministry Of Education	263	Nursing And Midwifery Training College Asankrangwa
215	Ministry Of Employment And Labour Relations	264	Nursing And Midwifery Training College Bole
216	Ministry Of Energy	265	Nursing And Midwifery Training College Dunkwa-On-Offin
217	Ministry Of Environment Science Technology And Innovation	266	Nursing And Midwifery Training College Fomena
218	Ministry Of Finance	267	Nursing And Midwifery Training College Hohoe
219	Ministry Of Fisheries And Aquaculture Development	268	Nursing And Midwifery Training College Kete-Krachi
220	Ministry Of Food And Agriculture	269	Nursing And Midwifery Training College Koforidua
221	Ministry Of Foreign Affairs And Regional Integration	270	Nursing And Midwifery Training College Korle Bu
222	Ministry Of Gender Children And Social Protection	271	Nursing And Midwifery Training College Kpembe
223	Ministry Of Health Headquarters	272	Nursing And Midwifery Training College Teshie
224	Ministry Of Local Government Decentralization And Rural Development	273	Nursing And Midwifery Training College Twifo Praso
225	Ministry Of Parliamentary Affairs	274	Nursing And Midwifery Training College Zuarungu
226	Ministry Of Railways Development	275	Nursing And Midwifery Training School-Goaso
227	Ministry Of The Interior	276	Nursing Training College Sampa
228	Ministry Of Tourism Arts And Culture	277	Obuasi Municipal Assembly
229	Ministry Of Trade And Industry	278	Oda Government Hospital
230	Ministry Of Transport	279	Office Of The Administration Of Stool Lands
231	Ministry Of Works And Housing	280	Office Of The Administrator-General
232	Ministry Of Youth And Sports	281	Office Of The Attorney-General And Ministry Of Justice
233	Mion District Assembly	282	Office Of The Head Of Civil Service
234	Mount Mary College Of Education	283	Office Of The Registrar Of Companies
235	Nanumba North Municipal Assembly	284	Offinso College Of Education
236	Narcotics Control Commission	285	Okere District Assembly
237	National Commission For Civic Education	286	Oti Regional Health Directorate
238	National Communications Authority	287	Peki College Of Education
239	National Council For Curriculum And Assessment	288	Peki Government Hospital
240	National Development Planning Commission	289	Petroleum Commission
241	National Identification Authority	290	Pharmacy Council
242	National Insurance Commission	291	Presby Women College Of Education- Aburi
243	National Labour Commission	292	Presbyterian College Of Education- Akropong
244	National Peace Council	293	Presbyterian Nursing And Midwifery Training College Bawku
245	National Pensions Regulatory Authority	294	Presbyterian Nursing And Midwifery Training College-Agogo
246	National Petroleum Authority	295	Princess Marie Louise Hospital
247	National Schools Inspectorate Authority	296	Pru East District Assembly

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297	PSC Tema Shipyard Limited	346	Tafo Government Hospital
298	Psychiatric Nurses Training College Ankaful	347	Tain District Assembly
299	Public Finance Management For Service Delivery Program	348	Tain District Hospital
300	Public Health Nurses' School	349	Takoradi Technical University
301	Public Interest And Accountability Committee	350	Tamale Technical University
302	Public Procurement Authority	351	Tano South Municipal Assembly
303	Public Records And Archives Administration Department	352	Tdc Development Company Limited
304	Public Sector Reform Sec	353	Techiman Municipal Assembly
305	Public Utilities Regulatory Commission	354	Tema Metropolitan Assembly
306	Public Works Department Hq	355	Tema West Municipal Assembly
307	Quality Control Company Limited	356	Tetteh Quarshie Memorial Hospital
308	Regional Health Directorate Tamale	357	Tolon District Hospital
309	Regional Hospital Bolgatanga	358	Trauma And Specialist Hospital
310	Rent Control Department	359	Tree Crop Development Authority
311	Right To Information Commission	360	University For Development Studies
312	Sagnarigu Municipal Assembly	361	University Of Cape Coast
313	Savannah Regional Coordinating Council	362	University Of Environment And Sustainable Development
314	Savelugu Municipal Hospital	363	University Of Ghana
315	School Of Anaesthesia And Critical Care Ridge	364	University Of Ghana - College Of Education
316	SDA College Of Education-Asokore Koforidua	365	University Of Ghana - College Of Humanities
317	SDA Nursing And Midwifery Training College	366	University Of Media Arts And Communication
318	Securities And Exchange Commission	367	University Of Professional Studies Accra
319	Sefwi Wiawso Municipal Assembly	368	Upper Denkyira East Municipal Assembly
320	Sekondi-Takoradi Metropolitan Assembly	369	Upper Denkyira West District Assembly
321	Sekyerere East District Assembly	370	Upper East Regional Health Directorate-Bolgatanga
322	Sekyerere South District Assembly	371	Upper Manya Krobo District Assembly
323	Sene East District Assembly	372	Upper West Akim District Assembly
324	Shai-Osudoku District Hospital	373	Volta Regional Coordinating Council
325	Shama District Assembly	374	Volta Regional Health Directorate
326	Sic Life Company Limited	375	Volta River Authority
327	Sissala East Municipal Assembly	376	Wa Municipal Assembly
328	Social Security And National Insurance Trust	377	Wesley College Of Education
329	South Dayi District Assembly	378	West Akim Municipal Assembly
330	South Tongu District Assembly	379	West Gonja District Assembly
331	St Annes Hospital Damongo	380	Winneba Municipal Hospital
332	St. Francis College Of Education	381	Worawora Government Hospital
333	St. Joseph Hospital Jirapa	382	Yendi Municipal Assembly
334	St. Monica's College Of Education		
335	St. Patrick's Nursing And Midwifery Training School		
336	St. Teresa's College Of Education		
337	St. Theresa's Hospital-Nandom		
338	St. Vincent Colleg Of Education		
339	State Interests And Governance Authority		
340	Suaman District Assembly		
341	Suame Municipal Assembly		
342	Suhum Municipal Assembly		
343	Sunyani Municipal Assembly		
344	Sunyani Technical University		
345	Sunyani West Municipal Assembly		



Hello lovely Readers, welcome to the March-April 2024 Edition. The theme for this edition is "*Women in Procurement*". Yes! There is no special period to feature this edition than the Month of March where women are recognized globally. International Women's Day is celebrated on March 8. It is a day to honor, uplift and recognize the social, economic, cultural, and political achievements of women all over the world. The day also marks a call to action for educating, raising awareness, and lobbying for accelerated gender parity.

While substantially the field of procurement has been dominated by men, it is now undergoing a notable transformation, with women emerging as influential leaders in the industry. The procurement domain, which encompasses strategic sourcing, negotiation, contract management and relationship management, is critical to the success of every organization. Despite historical obstacles, women in procurement are making significant progress, reshaping this critical business function.

In recent decades, there has been a noticeable change in procurement team composition, with more women taking up leadership roles and making substantial contributions at all levels. This trend is influenced by various factors which includes (but not limited to):

- **Diverse Skills:** Women bring a range of skills to procurement. Women's attention to detail and ability to multitask make them well-suited for this profession. They are adept at finding cost-effective solutions without compromising on quality or ethics.

WOMEN IN PROCUREMENT - EDITORIAL

- **Strong Communication and Collaboration Capabilities:** Procurement is now seen as a strategic partner collaboration with stakeholders throughout the organization, rather than a siloed function. Women excel in effective communication, promoting collaboration, bridging departmental gaps, and aligning procurement objectives with broader business goals.
- **Networking Acumen:** women are perceptive enough to grasp a situation quickly and clever enough to apply that ability. Powerful networks equal powerful position and access to business opportunities. It is therefore not surprising to see women emerging as influential leaders in the procurement profession.
- **Critical Thinking:** Research has shown that women seem to be more aware of their thinking process than men. Women naturally question, analyze, interpret, evaluate, and make a judgement about what they read, hear, say, or write. Critical thinking skills are a critical and essential part of the (many) competencies that are necessary to become a true procurement professional. Critical thinking is essential in managing supply chain disruptions because it enables professionals to assess complex situations, identify root causes, and develop effective strategies.

Limitations and Opportunities of Women in Procurement:

Despite progress, women in procurement encounter limitations such as gender bias, Flexibility, Stereotypes. Overcoming these hurdles requires joint efforts from organizations and individuals.

- **Gender bias:** Gender bias refers to the systematic prejudice or discrimination that women encounter based on their gender within the procurement field. Women face limited access to leadership roles, career advancement opportunities, or high-profile projects compared to their male counterparts, despite having similar qualifications and experience.
- **Flexibility:** Flexibility work arrangements, such as remote work options or flexible hours, can support better work-life balance for women.
- **Stereotypes:** Stereotypes about gender roles and capabilities can impact how women in procurement are perceived and treated in the workplace. Overcoming these stereotypes often requires extra effort and advocacy.

WOMEN IN PROCUREMENT - EDITORIAL

In summary, women in procurement are agents of change, leading transformations and delivering strategic value to organizations. As the procurement profession now showcases a promising trend toward gender balance and leadership diversity, it is apparent that the rise of women in procurement worldwide will yield even greater innovation and excellence in this critical profession.

Written by

Harriet Mensa - Tutuani - Operations Officer/Due Diligence Analyst

Sarah A. Amoako - National Service Personnel

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WOMEN IN PROCUREMENT: INTERVIEW WITH A PROCUREMENT PROFESSIONAL

Starts from Pg. 2

Question: How long have you been in the procurement space and public procurement space?

First of all, I would like to express my gratitude to God for the privilege of serving my country Ghana, and its people. I also extend my appreciation to Dr. Affotey Walters for recognizing my potential and inviting me to contribute to the development of Ghana. His leadership and support have been instrumental in advancing procurement practices within the Ghana Civil Service. With over twenty-two years of experience in Supply Chain Management, I have navigated diverse roles that have shaped my expertise. Beginning at Ghana Airways Company as an In-flight Services Agent, I provided ground handling support and attended to passenger needs. Here, I gained valuable experience in warehouse and store operations, particularly in managing food and supplies for airline servicing. This exposure provided me with a solid understanding of warehouse management and inventory control. Transitioning to Ghana Aviation Handling Company, I managed in-flight service stock and handled ticketing, reservations, and lounge services at the Akwaaba Lounge. These experiences expanded my expertise beyond stores management, allowing me to develop a comprehensive skill set in aviation operations and customer service within airport environments. At Aviance Ghana Limited, I supervised handling agents for multiple airlines and handled administrative duties efficiently.

My career trajectory took an international turn with roles at the United Nations Mission in Central Africa and Chad in 2009, where I managed procurement, distribution, and stock tracking. This experience expanded further during my tenure at the United Nations Stabilization Mission in DR Congo, where I focused on creating efficient store designs, implementing stock coding techniques, and managing field supply operations. These roles have equipped me with a comprehensive understanding of logistics and supply chain management, blending operational expertise with strategic planning and international experience.

In the last twelve years, I have played several key roles in procurement management. I joined the Ghana Civil Service in November 2014. Initially, I was stationed at the Office of the Head of Civil Service due to departmental relocations. Subsequently, I served at the Employment Ministry where I provided strategic leadership in procurement and contract management. I have also played a pivotal role in stakeholder collaboration, contract performance monitoring, and enhancing procurement processes through the development of Key Performance Indicators and Standard Operating Procedures.

WOMEN IN PROCUREMENT: INTERVIEW WITH A PROCUREMENT PROFESSIONAL

Transitioning to my current role as the Chief Procurement and Supply Chain Manager at the Ministry of Finance since May 2021, I continue to lead procurement initiatives with a focus on aligning acquisition strategies with legislative guidelines and the ministry's strategic vision. I provide advisory and technical support on procurement and contract cycles, collaborate with stakeholders to develop appropriate procurement strategies and ensure adherence to regulatory frameworks and ethical standards.



Question: Can you share with us some of your experiences as a woman in this profession?

Achievements: Being a female professional in this industry, I have encountered a range of experiences that have influenced my career path and contributed to my accomplishments. One notable aspect is the importance of broadening one's scope beyond procurement alone. My background and experiences have allowed me to connect different aspects of the profession, enabling me

to address challenges effectively. For instance, in 2013, under the guidance of Dr. Affotey Walters, we were tasked with developing Standard Operating Procedures, Key Performance Indicators, Service Charters, and other administrative frameworks during the transition from Stores Management to Procurement and Supply Chain Management. Being among the pioneers in establishing these essential functions in the civil service, I actively contributed to shaping policies and procedures, including Standard Operating Procedures, Service Charters, and Key Performance Indicators. In terms of leadership and mentorship, I believe in providing opportunities and delegating responsibilities to groom upcoming professionals, particularly women, in this field. I am dedicated to mentoring and supporting women to navigate personal and professional challenges, ensuring they have greater opportunities for growth and success. I maintain an open-door policy where my female staff especially feel comfortable coming to my office to discuss both personal and professional challenges. I take pride in guiding them through these challenges, and fostering a supportive environment for growth and development. This approach is reflected in my leadership style, where I prioritize the development and empowerment of women professionals,

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leaving a positive impact and fostering a supportive environment for their advancement.

Question: Can you share with us some of the limitations you face in executing your role and responsibilities?

When considering the limitations faced in executing my role and responsibilities, it is important to note that I view challenges as opportunities for growth rather than obstacles. This perspective is not unique to myself but resonates with many women in procurement roles. One notable limitation is the general lack of attention given to procurement professionals by Management. Procurement requires a high level of detail and expertise, akin to a pharmacist interpreting a doctor's handwriting. Unfortunately, in Ghana, there is a misconception that procurement is straightforward due to its focus on compliance, leading many to believe they can easily perform a procurement professional's duties. Compounding this issue is the lack of recognition and representation of procurement as a reputable profession within recognized professional bodies in Ghana.

Specifically, for women in procurement, there are additional challenges. Gender biases often lead to women being sidelined or underestimated in their roles. This bias is evident in situations where women are not included in key decision-making processes or face difficulties in negotiations due to perceived weaknesses in bargaining skills. Despite efforts to create space and assertiveness, it is still common for men to dominate such situations. Moreover, power dynamics can create further challenges, particularly when women encounter competition or need to navigate complex political landscapes to advance their careers effectively.

Question: Recommendation for PPA - What can the Authority do to enhance women participation in Public Procurement?

To enhance women's participation in public procurement, the Public Procurement Authority (PPA) can take several proactive steps. Firstly, it's crucial to actively seek out and value the opinions of women in procurement. This includes encouraging open dialogue for women to voice their suggestions and ideas without fear of them being dismissed or ignored. Inclusivity in decision-making processes can greatly enhance their participation and contributions to public procurement. I will urge the PPA to establish a gender desk to provide a dedicated means for addressing issues related to women's participation in procurement, including advocacy, policy development, and support initiatives. Given that the Public Procurement Act, 2003

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(Act 663) as Amended currently lacks provisions to favour women in procurement, establishing a gender desk becomes even more crucial to actively champion the causes of women.

It may even interest you to note that PPA trainings including the roll-out of the Ghana Electronic Procurement System (GHANEPS) training team currently lacks female representation. Including women as part of this team would significantly contribute to fostering a more skilled and empowered procurement workforce. Thus, we encourage the PPA to actively involve women in facilitating training programmes, thereby promoting gender diversity and expertise in procurement training initiatives.

Retreats and fora specifically tailored to women in the procurement profession can create opportunities for networking, skill-building, and sharing experiences while promoting a sense of community and empowerment among these professionals.

Women should be urged to take on leadership roles within procurement organizations to help break barriers and promote gender diversity in decision-making processes, leading to more inclusive and effective procurement practices.

PPA should conduct practical training sessions tailored to women to enhance their knowledge, skills, and confidence in navigating procurement processes, thereby equipping them to excel in their roles and contribute meaningfully to the industry's development.

Question: Any advice for women in procurement?

Certainly, I would advise women within this field to actively seize opportunities as they arise and to connect with fellow women in similar professions. Collaboration and support among women can lead to collective success and a brighter spotlight on achievements within the procurement space. It is important to focus on personal growth and self-improvement rather than engaging in negative behaviours such as pettiness or putting others down. Building confidence and enhancing soft skills are key aspects that can help women in procurement navigate challenges and contribute meaningfully to their roles.

Additionally, they should recognize the value of their unique traits and perspectives, such as empathy and understanding, which are highly beneficial in Procurement and Supply Chain Management. By embracing these qualities and supporting one another, women can create a more inclusive and empowering environment within the profession.

WOMEN IN PROCUREMENT: INTERVIEW WITH MINISTRY OF FINANCE (MOF)

Question: Any concluding remarks? I extend my gratitude to the PPA for this valuable opportunity. On behalf of women within the Public Procurement space in Ghana, I eagerly anticipate the establishment of the Gender desk and the organization of Women in Procurement Fora, among other empowering activities which I believe will be initiated by the PPA. Thank you!

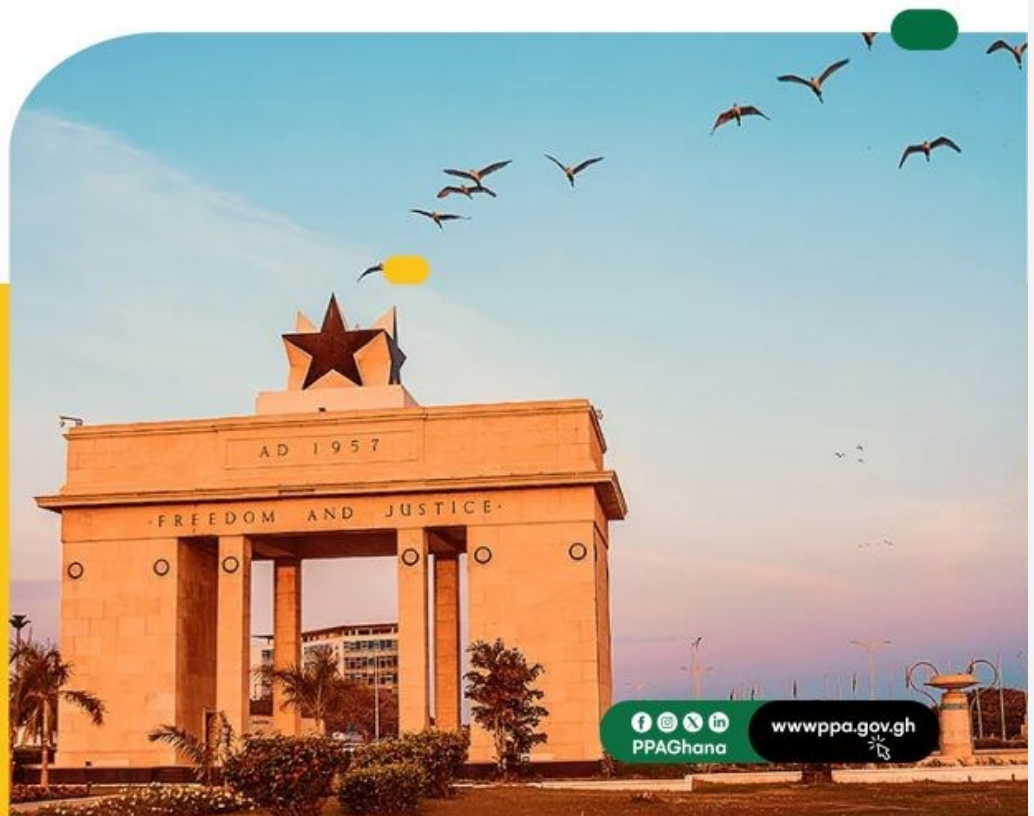
Written by Marian Abena Oteng - Corporate Affairs Officer



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GHANA ELECTRONIC PROCUREMENT SYSTEM

HAPPY 67TH INDEPENDENCE DAY



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WOMEN IN PROCUREMENT: INTERVIEW WITH SUPPLIER



For this edition of the e-Bulletin, the Editorial Team spoke with Women in Public Procurement to learn more about the experiences and limitations faced by women working in the field of public procurement.

Here is an interview with Rosemary Asamoah of Rozy Edition Ventures

Question: What is your company name and principal activity?

The name of my company is **ROZY EDITION VENTURES** and we supply general goods, clothing, uniforms, office supplies, small and medium scale civil works and provide cleaning services

Question: How long has the business has been in existence?

We have been in operation for eight (8) years now.

Question: How long have you been in the procurement space and public procurement space?

We have been in public procurement for almost four (4) years as **ROZY EDITION VENTURES** supplying general goods, clothing, uniforms, office supplies, providing small and medium scale civil works and providing cleaning services.

WOMEN IN PROCUREMENT: INTERVIEW WITH SUPPLIER

Question: What was your experience the first time in public procurement?

My first experience in public procurement was challenging, especially since I was unfamiliar with many of the required documentations. However, I saw it as an opportunity to learn and grow professionally. I quickly realized the importance of being organized and detail-oriented in this field. With determination and the support of my friends and networks built over the years, I was able to overcome my initial fears and eventually navigated my way through the processes of public procurement. I must say that this experience taught me valuable lessons in adaptability and resilience.

Question: As a woman in this sector, what are some limitations you have experienced?

As a female entrepreneur in public procurement, some of the limitations I have personally faced includes:

1. Gender bias: I have encountered several biases or stereotypes. This has impacted how my business is also perceived and the opportunities available to me. Some contracts/supplies are considered “masculine”. I really still struggle to understand why this perception exists. Whether this stereotype is right or not, the fact remains that, it can affect the financial health and sustainability of female owned businesses.
2. Access to networks: As a women I sometimes get limited access to the same professional networks as my male counterparts. This hinders opportunities for collaboration and business growth.
3. Balancing work and family responsibilities: Of course, as a wife and mother, juggling the demands of running a business with family responsibilities can be especially challenging and can affect how you thrive in public procurement. Meeting times can clash with school pick-up times, etc.

Question: Advice for women in Public Procurement and women who want to come in as Government suppliers?

I would advise women in public procurement and those seeking to become government suppliers to focus on building strong relationships, staying informed about procurement regulations and practices, and continually improving their skills and expertise in their respective fields. Networking with other professionals in the industry is the key in this sector. Keeping up with more experienced individuals can be very beneficial.

WOMEN IN PROCUREMENT: INTERVIEW WITH SUPPLIER

Additionally, it's important to demonstrate competence, professionalism, and integrity in all interactions and transactions.

Question: Recommendations for Public Procurement Authority. What can the Authority do to enhance women Participation in Public Procurement?

To enhance women participation in public procurement I believe the Authority is currently doing well in streamlining and simplifying the processes in accessing procurement procedures. However, I believe there is always room for improvement. I would therefore suggest a few ways that come to mind to support us the women:

1. The Authority can implement gender-responsive procurement policies. For instance, introduce policies that promote and support the participation of a specific percentage of women-owned businesses in public procurement processes across government institutions, etc.
2. The Authority can also provide capacity-building and training programs for specifically designed for women entrepreneurs to enhance their skills in navigating procurement processes and contracts.
3. Also, an avenue can be created to facilitate networking events or platforms where women entrepreneurs can connect with potential partners, mentors, and government procurement officials.

Written by Marian Abena Oteng - Corporate Affairs Officer



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