

# Inside This Edition WOMEN IN PROCUREMENT



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Public Procurement Authority, Ghana



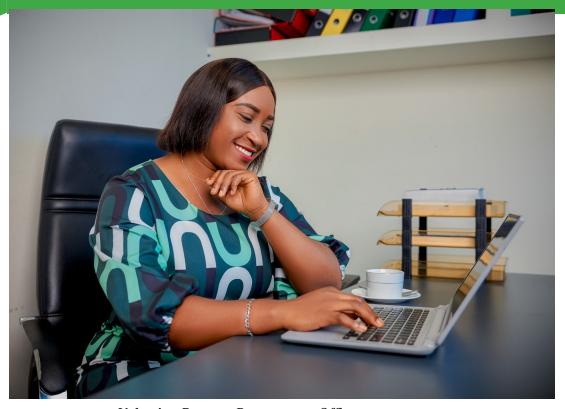
# e-Bulletin

THEME: WOMEN IN PROCUREMENT

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#### Women need more room to rise in procurement



Valentina Browne, Procurement Officer

Though procurement is dominated by men, quite a good number of women have taken to the profession and their number keeps growing.

One reason for the gradual increase in women in procurement may be that they are frequently viewed as drivers of ethical standards. This positive perception has proved to be a significant boost to the opportunities for women in procurement. It has increased the desire to include them in procurement leadership roles. This has in turn motivated women to demonstrate their skills in strategic thinking, negotiation, and the implementation of innovative ideas that benefit their organizations.

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### **Procurement Entities Post 2025 Procurement Plans**

Three hundred and fourteen (314) procurement entities have complied with the public procurement law by posting their 2025 procurement plans on the Public Procurement Authority Website.

Section 21 (3) of the Public Procurement Act 2003,(Act 663) as amended requires procurement entities to mandatorily post their procurement plans for the following year on the Authority's website.

The section says, "A procurement entity shall submit to its entity tender committee not later than one month to the end of the financial year the procurement plan for the following year for approval and shall post the procurement plan on the website of the Authority."

The list below shows the procurement entities which have complied by the time the e-Bulletin went to press.

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1	ABLEKUMA CENTRAL MUNICIPAL ASSEMBLY
2	ABLEKUMA NORTH MUNICIPAL ASSEMBLY
3	ABUAKWA NORTH MUNICIPAL ASSEMBLY
4	ABUAKWA SOUTH MUNICIPAL ASSEMBLY
5	ACCRA COLLEGE OF EDUCATION
6	ACCRA PSYCHIATRIC HOSPITAL
7	ACCRA TECHNICAL UNIVERSITY
8	ADA COLLEGE OF EDUCATION
9	ADENTAN MUNICIPAL ASSEMBLY
10	AFADZATO SOUTH DISTRICT ASSEMBLY
11	AGONA WEST MUNICIPAL ASSEMBLY
12	AHAFO ANO SOUTH EAST DISTRICT ASSEMBLY
13	AHAFO ANO-NORTH MUNICIPAL ASSEMBLY
14	AJUMAKO DISTRICT HOSPITAL
15	AKATSI NORTH DISTRICT ASSEMBLY
16	AKENTEN APPIAH-MENKA UNIVERSITY OF SKILLS TRAINING AND
	ENTREPRENEURIAL DEVELOPMENT
17	AKUAPEM NORTH MUNICIPAL ASSEMBLY
18	AKUAPEM SOUTH MUNICIPAL ASSEMBLY
19	AMANSIE CENTRAL DISTRICT ASSEMBLY
20	AMANSIE SOUTH DISTRICT ASSEMBLY
21	ANLOGA DISTRICT ASSEMBLY
22	ARCHITECTS REGISTRATION COUNCIL
23	ASAMANKESE GOVERNMENT HOSPITAL
24	ASANTE AKIM CENTRAL MUNICIPAL ASSEMBLY
25	ASANTE AKIM NORTH MUNICIPAL ASSEMBLY
26	ASUNAFO NORTH MUNICIPAL ASSEMBLY
27	ASUNAFO SOUTH DISTRICT HOSPITAL
28	ASUOGYAMAN DISTRICT ASSEMBLY
29	ASUTIFI NORTH DISTRICT ASSEMBLY
30	ASUTIFI SOUTH DISTRICT ASSEMBLY
31	ATEBUBU-AMANTIN MUNICIPAL ASSEMBLY
32	ATIWA EAST DISTRICT ASSEMBLY
33	ATUA GOVERNMENT HOSPITAL
34	AUDIT SERVICE
35	AWUTU SENYA EAST MUNICIPAL ASSEMBLY
36	AXIM GOVERNMENT HOSPITAL
37	AYAWASO CENTRAL MUNICIPAL ASSEMBLY
38	AYAWASO NORTH MUNICIPAL ASSEMBLY
39	BAWKU WEST DISTRICT ASSEMBLY
40	BAWKU WEST DISTRICT HOSPITAL
41	BECHEM GOVERNMENT HOSPITAL
42	BEKWAI MUNICIPAL HOSPITAL

43	BEREKUM COLLEGE OF EDUCATION
44	BEREKUM EAST MUNICIPAL ASSEMBLY
45	BIA EAST DISTRICT ASSEMBLY
46	BIBIANI ANHWIASO BEKWAI MUNICIPAL ASSEMBLY
47	BIBIANI COLLEGE OF HEALTH SCIENCES
48	BIRIM CENTRAL MUNICIPAL ASSEMBLY
49	BIRIM SOUTH DISTRICT ASSEMBLY
50	BIRIWA POLYCLINIC
51	BOLGATANGA TECHNICAL UNIVERSITY
52	BOMAA GOVERNMENT HOSPITAL
53	BONO REGIONAL HEALTH DIRECTORATE
54	BOSOME FREHO DISTRICT ASSEMBLY
55	BUI POWER AUTHORITY
56	BUILSA SOUTH DISTRICT ASSEMBLY
57	BULK OIL STORAGE AND TRANSPORTATION COMPANY LIMITED
58	C. K. TEDAM UNIVERSITY OF TECHNOLOGY AND APPLIED SCIENCES
59	CENTRAL REGIONAL CO-ORDINATING COUNCIL
60	CENTRAL REGIONAL HEALTH DIRECTORATE
61	CENTRE FOR PLANT MEDICINE RESEARCH
62	CIVIL SERVICE TRAINING CENTRE
63	COLLEGE OF COMMUNITY HEALTH NURSING WINNEBA
64	COLLEGE OF HEALTH AND WELLBEING-KINTAMPO
65	COLLEGE OF HEALTH SCIENCES YENDI
66	COLLEGE OF HEALTH SEFWI ASAFO
67	COLLEGE OF HEALTH YAMFO
68	COMMISSION ON HUMAN RIGHTS AND ADMINISTRATIVE JUSTICE
69	COMMUNITY HEALTH NURSES TRAINING COLLEGE - TAMALE
70	COMMUNITY HEALTH NURSING TRAINING SCHOOL AKIM ODA
71	CONTROLLER AND ACCOUNTANT GENERAL DEPARTMENT
72	COUNCIL FOR SCIENTIFIC AND INDUSTRIAL RESEARCH
73	DAMBAI COLLEGE OF EDUCATION
74	DENKYEMBOUR DISTRICT ASSEMBLY
75	DR. HILLA LIMANN TECHNICAL UNIVERSITY WA
76	E.P COLLEGE OF EDUCATION AMEDZOFE
77	EFFIA-KWESIMINTSIM MUNICIPAL ASSEMBLY
78	EFFUTU MUNICIPAL ASSEMBLY
79	EJISU MUNICIPAL ASSEMBLY
80	EJURA GOVERNMENT HOSPITAL
81	ELECTORAL COMMISSION OF GHANA
82	ELMINA POLYCLINIC
83	ENCHI COLLEGE OF EDUCATION
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## **314 Procurement Entities Post 2025 Procurement Plans**

208	NORTH TONGU DISTRICT ASSEMBLY	262	SHAMA DISTRICT ASSEMBLY
209	NORTHEAST REGIONAL HEALTH DIRECTORATE	263	SISSALA EAST MUNICIPAL ASSEMBLY
210	NORTHERN ELECTRICITY DISTRIBUTION COMPANY LIMITED	264	SOGAKOPE HOSPITAL
211	NUCLEAR REGULATORY AUTHORITY	265	SOUTH DAYI DISTRICT ASSEMBLY
212	NURSES AND MIDWIFERY TRAINING COLLEGE - KETA	266	SOUTH TONGU DISTRICT ASSEMBLY
213	NURSES AND MIDWIVES TRAINING COLLEGE - TAMALE	267	ST. FRANCIS COLLEGE OF EDUCATION
214	NURSES TRAINING COLLEGE - HO	268	ST. MONICA'S COLLEGE OF EDUCATION
215	NURSES TRAINING COLLEGE (PANTANG)	269	ST. PATRICK'S NURSING AND MIDWIFERY TRAINING SCHOOL
216	NURSES TRAINING COLLEGE DAMONGO	270	ST. TERESA'S COLLEGE OF EDUCATION
217	NURSING AND MIDWIFERY COUNCIL OF GHANA	271	ST. THERESA'S HOSPITAL-NANDOM
218	NURSING AND MIDWIFERY TRAINING COLLEGE ASANKRANGWA	272	STATE INTERESTS AND GOVERNANCE AUTHORITHY
219	NURSING AND MIDWIFERY TRAINING COLLEGE BOLE	273	SUHUM MUNICIPAL ASSEMBLY
220	NURSING AND MIDWIFERY TRAINING COLLEGE CAPE COAST	274	SUNYANI MUNICIPAL ASSEMBLY
221	NURSING AND MIDWIFERY TRAINING COLLEGE DUNKWA-ON-OFFIN	275	SUNYANI TECHNICAL UNIVERSITY
222	NURSING AND MIDWIFERY TRAINING COLLEGE FOMENA	276	SWEDRU MUNICIPAL HOSPITAL
223	NURSING AND MIDWIFERY TRAINING COLLEGE KOFORIDUA	277	TAFO GOVERNMENT HOSPITAL
224	NURSING AND MIDWIFERY TRAINING COLLEGE KPEMBE	278	TAIN DISTRICT HOSPITAL
225	NURSING AND MIDWIFERY TRAINING COLLEGE MAMPONG - ASHANTI	279	TAKORADI TECHNICAL UNIVERSITY
226	NURSING AND MIDWIFERY TRAINING COLLEGE- TARKWA	280	TAMALE CENTRAL HOSPITAL
227	NURSING AND MIDWIFERY TRAINING COLLEGE TESHIE	281	TAMALE TECHNICAL UNIVERSITY
228	NURSING AND MIDWIFERY TRAINING COLLEGE ZUARUNGU	282	TANO NORTH MUNICIPAL ASSEMBLY
229	NURSING AND MIDWIFERY TRAINING SCHOOL-GOASO	283	TANO SOUTH MUNICIPAL ASSEMBLY
230	NURSING TRAINING COLLEGE SEFWI WIAWSO	284	TARKWA NSUAEM MUNICIPAL ASSEMBLY
231	NURSING TRAINING COLLEGE WA	285	TDC DEVELOPMENT COMPANY LIMITED
232	NUSRAT JAHAN AHMADIYYA COLLEGE OF EDUCATION	286	TEMA WEST MUNICIPAL ASSEMBLY
233	OFFICE OF THE ATTORNEY-GENERAL AND MINISTRY OF JUSTICE	287	TETTEH QUARSHIE MEMORIAL HOSPITAL
234	OFFICE OF THE HEAD OF CIVIL SERVICE	288	TRAUMA AND SPECIALIST HOSPITAL
235	OFFICE OF THE HEAD OF THE LOCAL GOVERNMENT SERVICES	289	UNIVERSITY FOR DEVELOPMENT STUDIES
236	OFFICE OF THE KASSENA - NANKANA WEST DISTRICT ASSEMBLY	290	UNIVERSITY OF CAPE COAST
237	OFFICE OF THE REGISTRAR OF COMPANIES	291	UNIVERSITY OF ENVIRONMENT AND SUSTAINABLE DEVELOPMENT
238	OFFINSO COLLEGE OF EDUCATION	292	UNIVERSITY OF GHANA
239	OFORIKROM MUNICIPAL ASSEMBLY	293	UNIVERSITY OF GHANA - COLLEGE OF EDUCATION
240	OKERE DISTRICT ASSMEBLY	294	UNIVERSITY OF HEALTH AND ALLIED SCIENCES
241	OLA COLLEGE OF EDUCATION	295	UNIVERSITY OF MEDIA ARTS AND COMMUNICATION
242	OTI REGIONAL HEALTH DIRECTORATE	296	UNIVERSITY OF PROFESSIONAL STUDIES ACCRA
243	PANTANG HOSPITAL	297	UPPER EAST REGIONAL HEALTH DIRECTORATE-BOLGATANGA
244	PETROLEUM COMMISSION	298	UPPER WEST AKIM DISTRICT ASSEMBLY
245	PRESBY WOMEN COLLEGE OF EDUCATION- ABURI	299	UPPER WEST REGIONAL COORDINATING COUNCIL
246	PRESBYTERIAN COLLEGE OF EDUCATION- AKROPONG	300	VOLTA REGIONAL COORDINATING COUNCIL
247	PRU EAST DISTRICT ASSEMBLY	301	VOLTA REGIONAL HEALTH DIRECTORATE
248	PRU WEST DISTRICT ASSEMBLY	302	VOLTA RIVER AUTHORITY
249	PSYCHIATRIC NURSES TRAINING COLLEGE ANKAFUL	303	WASSA AMENFI CENTRAL DISTRICT ASSEMBLY
250	PUSIGA DISTRICT ASSEMBLY	304	WATER RESOURCES COMMISSION
251	QUALITY CONTROL COMPANY LIMITED	305	WEIJA-GBAWE MUNICIPAL ASSEMBLY
252	REGIONAL HEALTH DIRECTORATE GHANA HEALTH SERVICE	306	WESLEY COLLEGE OF EDUCATION
253	REGIONAL HOSPITAL BOLGATANGA	307	WEST AFRICAN CENTRE FOR CELL BIOLOGY OF INFECTIOUS PATHOGENS
254	SALTPOND MUNICIPAL HOSPITAL	308	WEST AKIM MUNICIPAL ASSEMBLY
255	SAVANNAH REGIONAL COORDINATING COUNCIL	309	WEST GONJA DISTRICT ASSEMBLY
256	SAVELUGU MUNICIPAL HOSPITAL	310	WESTERN REGIONAL COORDINATING COUNCIL
257	SCHOOL OF ANAESTHESIA AND CRITICAL CARE RIDGE	311	WINNEBA MUNICIPAL HOSPITAL
258	SDA COLLEGE OF EDUCATION-ASOKORE KOFORIDUA	312	WORAWORA GOVERNMENT HOSPITAL
259	SDA NURSING AND MIDWIFERY TRAINING COLLEGE-AGONA	313	YENDI MUNICIPAL HOSPITAL
233	ASAMANG	314	YILO KROBO MUNICIPAL ASSEMBLY
260	SEFWI AKONTOMBRA DISTRICT ASSEMBLY	314	THE MICHOLINE POSETION
261	SHAI-OSUDOKU DISTRICT HOSPITAL		

The Public Procurement Authority encourages all procurement entities to post their plans on GHANEPS as failure is a breach of the procurement law, which is an offence.



What men can do, women can do

The world had been thought to be a man's world. Women were mostly denied the chance to partake in the opportunities to realise their potential. Therefore, men dominated every sphere of life.

War was thought to be an act for men because they are bold and fearless. Women had to stay home during war and only tend children and cry for the safety of their husbands.

Previously, certain professions and trades were thought to be too dangerous and, in fact, masculine for a woman to practise. One such area is underground mining.

Similarly, women were thought to be too timorous to leave human lives in a moving vehicle in their care. Therefore, even driving a car was put beyond their rich, much less flying an aeroplane.

Only men were thought wise enough to be leaders – chiefs and presidents.

This deprivation was ostensibly to protect women.

Thank God, women are liberated now. They have gradually but steadily made inroads into every sphere of human endeavour and are excelling too. Now men can no longer claim this is their world.

Today, women have proved that they are equally capable of running nations as president. From underground mining to controlling a vehicle in the air, women have shown exceptional abilities.

**EDITORIAL** 

Even in areas thought to be dangerous, women have shown mettle that belies the previous excuse to keep them

away from such opportunities. For example, on the war front, women have demonstrated their bravery and tactical

abilities to outwit the enemy while their husbands cringe at the booming sound of the gun. While many men

cannot take even the weakest blow, women are displaying grit in the boxing ring to the admiration of boxing fans.

This boom in women participation in professions previously thought to be for men only has not skipped the

procurement profession. It is estimated that globally, 38 per cent of procurement professionals are women. Out of

this, 25 per cent are in leadership positions.

While the "Public Procurement Bulletin (PPB)" could not lay hands on local statistics, we can fairly claim that

women's participation in procurement in Ghana has also increased appreciably.

Here at the Public Procurement Authority (PPA), there are a good number of women in leadership as procurement

professionals or in other professions whose technical know-how is critical to the regulation of public procurement

practice in Ghana.

As this edition has coincided with marking the International Women's Day, the PPB has devoted it to celebrating

women. Therefore, we will share our conversation with a woman who runs a pharmaceutical manufacturing

company.

We will also introduce to readers the women leaders in PPA who are doing so well in ensuring that public

procurement turns out professionally.

We believe that this edition will be refreshing to all who are interested in the rise of women in all the endeavours

of life.

Please, enjoy.

Written By Emmanuel Agyei Arthur

Head - Corporate Affairs

## Women need more room to rise in procurement

#### Continued from Pg. 2

However, where there are opportunities, there are also limitations, and as a woman practicing procurement, I have encountered some limitations in my sphere of work.

The rigorous nature of procurement, with its tight timelines, can be difficult for women, especially those of us who have caregiving duties.

We also recognize that social demands of caregiving might disproportionately impact women. Women are expected to contribute fully to duties at home and at work. This can often hinder their capacity to excel in employment since they are forced to choose between their families and how far they can advance in their careers.

However, it is not a hopeless situation. Deliberate steps can be taken to include more women in procurement. Organizations should be deliberate about increasing the number of women in procurement roles at the workplace. In this regard, I believe that the Public Procurement Authority (PPA), as the regulatory body, can play a key role. The authority should use its influence across the procurement space to persuade organizations it regulates (procurement entities) to create opportunities and incentives to attract more women into public procurement.

organizations may come up with incentives such as bonuses, pay raise, or even recognition, promotions, or opportunities for personal growth based on training programs deliberately targeted at women to encourage their participation in in the procurement career.

Again, organizations may also develop HR programs for mentorship of young female procurement graduate professionals who join their organization with the aim of growing them into leadership positions. That means there must be a clear path of advancement for them to rise to senior leadership.

It is my view that more women will go into procurement if the limitations are removed.

By Rebecca Senam Kpodo

Deputy Director, Head Procurement



promote women in procurement in particular and women's progress in general in this edition, the Public Procurement Bulletin (PPB) had an insightful conversation with Lady Pharmacist Lucia Addae (LA), the Executive Secretary of the Pharmaceutical Manufacturers Association of Ghana (PMAG), on what it is for a woman to run a manufacturing concern. We present you excerpts of the conversation.

Lucia Addae, Executive Secretary of the Pharmaceutical Manufacturers Association of Ghana

PPB: How long have you been in the pharmaceutical manufacturing industry?

LA: Approximately nine years

PPB: You certainly have been out of the university for more than nine years. What were you doing before getting into manufacturing?

LA: Prior to entering the manufacturing industry, I worked as a pharmacist for 15 years. I spent some time working at the hospital before that. Although it wasn't bad, I believe I was seeking something a little more challenging at the time, so I switched to running a retail pharmacy. That wasn't too bad either, but I wanted something more challenging and that led to my move to the manufacturing industry. I also spent

considerable time working for multinational corporations.

PPB: How would you describe the industry for women? Is it challenging for them?

LA: In my opinion, doing business in Ghana or other parts of Africa is difficult compared to doing business elsewhere in general, and this is also true for the manufacturing industry. It is rather challenging because you must manage a large number of people, or human resources, in addition to costly equipment and assets, like land or property, which you can purchase twice or three times in Ghana. It can be hectic for anyone to deal with so many regulators such as the Food and Drugs Authority (FDA), Environmental Protection and the Pharmacy Council and so I can assume that with women and all the challenges that we go through, you know, because of nature, it can be very challenging.

Continued on Pg 10

PPB: What inspired you to get into the manufacturing industry in the first place?

LA: It was my father. A few decades ago, we owned a pharmacy in Kumasi. My father had several children, and everyone had to pick a career. When it came to my turn, my father said I had to pick a health-related field because at that time, none of my siblings had studied any health-related profession. I was offered the choice between pharmacy and medicine. Knowing that I disliked routine things, I conducted some research and found that there is a little more flexibility with pharmacy. In order to transfer from one side or sector to another, I made the decision to pursue a career in pharmacy. Regarding the manufacturing sector, I would say that it might have happened by accident because as I progressed through the ranks, switching from company to company, I believe I reached a stage where I was looking beyond, say, something for myself. I wanted more impact. Then as a woman, I was fired from my work because I was pregnant. The manufacturing industry had been knocking at my door for some time at that point, so I made the decision to seize the chance.

PPB: What is Pharmaceutical Manufacturers Association of Ghana and what is your role as an Executive Secretary?

**LA:** I am the Executive Secretary for the Pharmaceutical Manufacturers Association of Ghana. Currently, there are 51 companies that are members of the association. We have joined forces to establish a secretariat in order to promote the pharmaceutical industry and ensure that there are policies that benefit or promote the industry. Members of the association produce medicine – syrup, suspension, tablets, capsules, large volume fusion, and a few of the small volume of fusion.

PPB: Your association is big. How influential is it?

**LA**: Our industry is thriving and has significant influence. For instance, it creates a lot of jobs tackling the issue of unemployment in Ghana. This industry makes a lot of impact because you see it healing people and that's very fulfilling.

PPB: Given that the industry is male dominated. Would you say you have made enough room for the women to come in and then operate as well?

LA: I am the only woman on the Executive Council. In terms of companies, currently we have two companies headed or co-led by women. There was a point where we did not have any women at all. The association is trying to encourage women to come into the space. It is just that the manufacturing industry is a very difficult space to be. Manufacturing is expensive and hectic, and you need to work with so many things. Most women would just want to operate a pharmacy instead because it's easier. I think that if we start to get policies that support women, a lot of women will come into the manufacturing industry. For instance, if we

have more finance assistance that is women targeted or tenders that favour women, then we can see more women showing up.

But as it is now, it is rugged for women and usually women don't like rugged [business environment].

#### PPB: Why do you think having women in the pharmaceutical industry is important?

LA: Having women in the pharmaceutical manufacturing industry is extremely important. Both men and women, in my opinion, have strengths and weaknesses. There will be more care in the industry when there are more—women present. By care, I mean care for workers in the industry and everything that occurs in it. Employees will be more comfortable and cared for by women. Women are also detail-oriented, which is critical in this field. On a lighter note, more women in the industry would mean in a little more colour. At the moment, there is only blue, green, red, white; however, if there were more women, there would be more pink and more purple. There will be some aesthetics in marketing and branding of pharmaceutical products made in Ghana. Also, women, in my—opinion, would bring in a different perspective.

PPB: Do a lot of women in the pharmaceutical manufacturing industry participate in public procurement in Ghana and what are some factors that have prevented or deterred women from being involved in public procurement?

LA: Public procurement, in my opinion, can be tedious sometimes. It is very hard and demanding running a factory. In addition to that, the procurement process in Ghana is a laborious one – moving from one place to another making sure you tick all the boxes to do business with the government. Looking at the work you have to do, which doesn't guarantee that you win the contract, it discourages many people from taking part in procurement. Additionally, there is a chance that your payment will be delayed. As I mentioned before, women are a little more cautious when it comes to commercial dealings. Public procurement in this country does not guarantee prompt payment – just the prospect of having your money delayed and having to follow up on it constantly is a challenge. These are but a few reasons why women dislike conducting business with the government.

PPB: Can you suggest any reforms or initiatives that will enhance participation of women in Public Procurement in Ghana?

LA: I think that there needs to be opportunities created for women. There needs to be a conscious effort of dragging seats for women on the table. I have a son and daughter, and I am careful because I do not want to create too many opportunities for my daughter to the detriment of my son. I still would say that it is important that we create opportunities for women to ensure more participation of women public procurement. I am hoping that things would be made a bit more easier and payments become faster and we ensure that women get some allocation; there is some sort of

Continued on Pg 12



financial support from the banks for women. Also, that there is not only financial support, but technical support or assistance for women.

PPB: How do we overcome the challenges faced by women-owned businesses in the pharmaceutical industry in Ghana?

LA: There needs to be the creation of an enabling environment in the sense of an efficient system in place. Here in Ghana, setting up a business and

running it means that you have to go to several agencies to be able to do one thing. We [need to] set up a more efficient system, a single window that automatically carries you along, and make everything easier. So that if you want to set up a company, just go to one person. Or there's a portal that guides you as to what to do and I think that will help. In order to overcome these challenges, we need to be intentional about advocacy and awareness. Let us promote businesses led by women. I say this because of the creation of awareness on the Girl Child Education when I was growing up. When I was growing up, I used to hear people saying that well, you don't have to educate a girl, she just ends up in the kitchen being married with kids. That story changed because of that advocacy and awareness. We had more and more girls going to school and becoming the kind of women that we see around these days. 15 years ago, when I finished pharmacy school, you could see about 20 percent of the class being girls. These days you could get about 50 percent girls studying pharmacy. We have about 7,000 plus pharmacists and about 3000 are lady pharmacists, so I think that awareness, education or advocacy is important.

PPB: Any advice for women looking to be part of the association or part of the pharmacy industry?

**LA:** I want to encourage women to establish companies and factories and to create employment. Your gender should not limit you. The discussion of a woman leading or participating is no longer a topic for discussion in a nation where women make up over 50 percent of the population. It is an economic discussion for women to also lead and bring in some income, taking care of the people in the household. It is very important.

Interview by Marian Abena Oteng Senior Officer, Corporate Affairs



Women have taken competitive roles in procurement in Ghana, from leadership in procurement practice to public procurement regulation. At the Public Procurement Authority (PPA), women hold leadership positions and are playing important roles to ensure compliance with the public procurement law, Act 663 as amended.



Hilda A. Agyemang, Deputy Director, (Head, Human Resource)

Hilda is the Head of HR Department of the PPA. She coordinates and supervises all Human Resource (HR) activities of the Authority. As a regulatory body, the PPA requires top notch professionals to ensure that the regulatory function is executed to the minutest detail of the regulatory framework – Act 663 as amended. It falls to her, therefore, to recruit such professionals for the Authority as well as plan the training and strategy to retain them through motivation.



Faustina A. Okuadjo, Deputy Director, Compliance
Monitoring & Evaluation

A professional procurement practitioner, Faustina is a Deputy Director at the Compliance, Monitoring and Evaluation Division of PPA, where she takes part in executing strategy to ensure compliance by procurement entities. She leads the conduct of monitoring of Public Entities for non-compliance of procurement processes and assist in regulating compliance.



Rebecca Senam Kpodo, Deputy Director,

Head, Procurement



Sheila Darkey, Deputy Director,
Compliance Monitoring & Evaluation

Rebecca heads the Procurement Unit and leads the effort of the PPA to be an example by complying with the procurement law, Act 663 as amended. She oversees procurement planning and development of specifications. She also ensures the efficient management of procurement contracts and supplier database of the Authority. Rebecca is a procurement professional.

Sheila is a Deputy Director at the Compliance, Monitoring and Evaluation Division. Her role is critical to ensuring compliance with the procurement law, Act 663 as amended. She is a Lead for the Annual Procurement Assessment programme to check whether or not Procurement Entities are acting according to the law. Sheila is a procurement professional.



Sefakor Attah , Deputy Director/ Executive Assistant



Edwina Judith Safee-Boafo , Deputy Director, Capacity Development

Sefakor is a Deputy Director (Executives Assistant) in the Chief Executive's Department with the responsibility for managing the CEO's Office and the Department, and a liaison between the CEO and the Board, Staff and Clientele. Her roles include assessing applications for single source and restricted tendering procurement in compliance with the Public Procurement Act (663) as amended for the attention and action of the Chief Executive and Board.

Edwina is a Deputy Director at the Development Division of the PPA. She plays an important role in creating strategies for the professionalisation of procurement in the public sector. In that role, she helps set professional standards, agree on performance indicators, ethics and competencies needed in the public sector. She is an integral part of planning and implementation of the training needs of procurement professionals in the public sector and is also a resource person for training and capacity building programmes.







Joana Sakyi Asiedu, Deputy Administrative Director

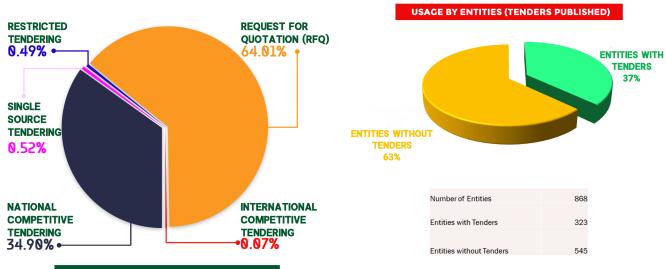
Yaa is a Deputy Director and part of the Compliance, Joana is the Deputy Administrative Director attached to Monitoring and Evaluation Division of the PPA. She the plays an important role in monitoring procurement includes handling making it possible for the Authority to pick signals essential. and close the gaps.

Chief Executive's Secretariat. Her role routine administrative tasks, entities to ensure that they comply with the improving communication, managing documents and procurement law. In that role, she contributes to the supporting process efficiency. Given the mandate of the efforts to strengthen public procurement practice by PPA, her role in keeping accurate documentation is very



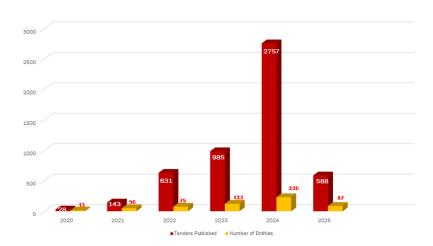
# N WOMEN'S **MARCH 8, 2025** GHANA ELECTRONIC PROCUREMENT SYSTEM PPAGhana

### **GHANEPS STATISTICS**



#### TOTAL TENDER PUBLICATIONS BY METHOD





YEARLY TENDER PUBLICATION AND ENTITIES

#### **PPA e-BULLETIN**

## Please submit your

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