



# LOCAL GOVERNMENT SERVICE NEWSLETTER



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## ENHANCED SCHEME OF SERVICE TRAINING PROGRAMME FOR STAFF OF LGS LAUNCHED



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## EDITORIAL

# SANITATION AND ITS IMPACT ON POVERTY AND PUBLIC HEALTH

**T**he issue of sanitation has taken a centre-stage to address poverty and public health especially if it is juxtaposed with the Sustainable Development Goal Six (6). Good sanitation invariably affects public health in terms of the provision of good drinking water. The availability of water for agriculture to addresses poverty, which appears to be endemic. Again, clean environment will minimise the outbreak of number of diseases like Cholera, COVID-19 and dysentery among others.

It is against this background, that the Newsletter associates itself with the article highlighting the role of Metropolitan, Municipal and District Assemblies (MMDAs) in addressing this challenge. To put it differently, MMDAs should play a pivotal role in ensuring good sanitation across the country. This is vital because it has direct bearing on public health and the general well-being of the citizenry. To this end, the MMDAs have the herculean task in providing clean water, managing waste, provision of sewage disposal facilities and undertaking of public education and awareness campaigns. The enormity of the task as previously mentioned calls for a broad based consultation and collaboration with other key stakeholders to ensure delivery.

For this reason, new approach should be devised by involving the traditional authorities/rulers, opinion leaders, religious leaders and the private sector players among others should all be part of the solution to this challenge or to be called to action. Again, the re-introduction of the “Samasama” concept where sanitation offenders were instantaneously sanctioned could be a step in the right direction. The concept in the past created some degree of fear and sense of responsibility among the citizenry to keep good sanitary environment.

The MMDAs should therefore, be seen to be investing heavily in modern technologies in addressing the multifaceted sanitation challenges. The attempt to solve the above challenges would impact positively on the reduction poverty, unemployment and food insecurity among others. The above is also contingent upon the availability of water all-year-round. Again, the availability of water will invariably address the SDGs (6) with associated benefits as previously mentioned.

In conclusion, all and sundry should be part of an evidence-based decision-making in tackling this sanitation menace for people to live decent life.

# HEAD OF SERVICE END OF YEAR MESSAGE



**Ing. Dr. Nana Ato Arthur, Head of Service**

**I**t is my pleasure as the Head of Local Government Service to witness with you the dawning of the Year of 2023. Additionally, I am optimistic that the year has a lots of pleasant or goods things embedded for the Service as we collectively cruise on.

The Year 2022, was particularly a difficult one in the socio-economic sense especially getting to the close of the last Quarter. However, your Trade Unions patiently negotiated with the Government to avert any labour unrest that would have aggravated the situation. To this end, I commend the Government for the Thirty (30) per cent increment in the salary of the Public Sector workers and your acceptance which has exhibited your sense of maturity and patriotism. Hence, accept my hefty salute. Having saluted you I hope the increment would positively impact on our productivity.

As a Service, many enviable milestones were chopped within the year and few of them would be highlighted.

## **Indicators of the District Agricultural Governance Index (DAGI)**

Stakeholders made up of selected District Agricultural Directors across the country, United States Agency for International Development (USAID), CARE International Team and Management of the Office of the Head of Local Government Service (OHLGS) discussed several indicators in respect of DAGI. The discussion ended with four (4) measurable and smart indicators. I will therefore, encourage all the Assemblies with special reference to the Agricultural department to work assiduously towards the achievement of the agreed indicators.

Furthermore, kindly, allow me to appreciate the kind gesture shown by USAID and CARE in enhancing food security nationwide.

## **Health Insurance for LGS Staff by Nationwide Medical Insurance Company**

Ensuring high productivity is contingent upon the Service having a healthy staff. For this reason, Management of the Service agreed to engage the above Insurance Company to provide insurance cover for the entire Service after a broad consensus was reached with staff. The consensus reached through series of sensitization engagements with the leadership organized by the Insurance Company. The engagement involved the three (3) levels of the Service i.e. OHLGS, the Regional Coordinating Councils (RCCs) and Metropolitan, Municipal and District Assemblies (MMDAs). The purpose was for the leadership to understand and appreciate the insurance package. The last but not the least in the series was the engagement with

Civil and Local Government Staff Association of Ghana (CLOSAG) to get the buying in of the main workers' Union.

After the broad consensus was reached a Five (5) year contract has been signed between Nationwide Medical Insurance and OHLGS, subject to yearly renewal based on their performance and the quality of service they will provide. From the above, I will entreat all and sundry to embrace this laudable initiative without any hesitation.

### **Advert to fill Vacancies of Regional Coordinating Directors (RCDs)**

An internal advert was caused by the Service to fill vacancies at the Regional Coordinating Director's level between November 1, 2022 and 30<sup>th</sup> November, for qualified and interested Directors to apply. This is part of our routine task of replacing exited staff.

### **OHLGS-JICA Project on Records Management**

The Records Management has become crucial in public administration or management. To this end, Records Management Scheme of Service (SoS) has been validated and is now operational. The above necessitated

Records Management Workshops for MMDCEs and MMDCDs and Trainer of Trainers (ToT) workshops for eleven (11) selected Regional Officers. The remaining the five (5) regions of the Northern sector scheduled to take place in January 2023. I am hopeful that this would bring finality to the unscientific or haphazard way we keep our official records. In this regard, kindly permit me to thank the Japanese International Co-operation Agency (JICA) for the technical and financial support for the project.

### **Office Complex**

Again, I have the pleasure to announce that the operations at the HEAD Office has been moved from the old premise to the new Office Complex. Hence staff from the regions coming to Accra for any official transaction(s) should be mindful of the movement. The official commissioning is yet to take place. The Office Complex could not have come into existence without the unspecified support of the Government and others benefactors. For this reason, I will crave your indulgence to use this platform to thank the Government and other benefactors for the kind gesture to deepen the Administrative decentralization process.

### **Training on Health and Safety for selected LGS Staff**

The work place safety is very paramount in every organization. For this reason, a generic capacity building on health and safety was organized by OHLGS. The funding was provided by the District Performance Assessment Tool (DPAT), Secretariat. In all Five hundred and fifty-four (554) beneficiaries selected across the country took part in September, 2022. I am equally grateful to the DPAT Secretariat.

### **Promotion Interviews at the Public Services Commission (PSC).**

The Service follows her promotion schedule of staff rigidly. Because it serves as motivation for staff to assume higher responsibility in their career paths. In line with the above, Two Hundred and Forty (240) Deputy Directors and analogues grades appeared before the Public Services Commission for promotion interview. The recommendation of the Commission has since been endorsed by the Presidency and appointment or promotion letters issued.

*...Cont'd on Page 7*

## LOCAL GOVERNMENT SERVICE RECEIVES BIRTHS AND DEATHS REGISTRY STAFF



The Local Government Service (LGS) has received Five Hundred and Forty-Two (542) staff of the Birth and Death Registry from the Civil Service.

In a short ceremony at the conference room of the Accra Metropolitan Assembly (AMA) on Wednesday, December 14, 2022 the 542 staff were officially integrated into the administrative and management processes of the LGS.

The Head of the Office of the Local Government Service (OHLGS), Ing. Dr. Nana Ato Arthur welcomed the staff into the LGS and assured them that the Local Government Service is committed to re-orient the affected staff for deeper

understanding of the Service. He said the management of the Service will provide the best working conditions for the affected staff.

Again, he admonished the staff to increase productivity and improve service delivery in order to represent a new face of the registry. Dr. Arthur charged the management of the Births and

Deaths Registry to work towards changing the negative perception held by a cross section of the public about the Registry.

The Head of the Civil Service, Nana Kwasi Agyekum Dwamena, expressed appreciation to all stakeholders for their contribution towards the smooth transition of the affected staff into the LGS. He called on the management of the LGS to ensure the needed working resources are provided for the affected staff in order for them to perform meticulously for effective service delivery.

Speaking on behalf of the Minister of Local Government, Decentralisation and Rural Development, Hon. Osei Bonsu Amoah, said the Registry is responsible for the collection



and collation of vital statistics needed to inform government's decision on national planning and development. He therefore, entreated the affected staff to contribute effectively to the

government's agenda towards the full achievement of the decentralization process.

Present at the ceremony were the Mayor of the Accra

Metropolitan Assembly, Mad. Elizabeth Naa Tawiah Sackey, the Registrar of the Births and Deaths Registry, Mrs. Henrietta Lamptey and some staff of the Births and deaths registry.

...Cont'd from Page 5

## Head of Service End of Year Message

### Electronic Clocking System

As a Service our punctuality to work should be looked at critically. I have used various platforms to register my displeasure regarding punctuality to work. It is lamentable to note that most District Co-ordinating Directors are either part of this negative organisational culture because some of them live outside the District Capitals or just turn a blind eye to such behaviour of their subordinates. As Head of Service, I need to crack the whip in order to sensitize the entire system.

For this reason, all Co-ordinating Directors both Regional and District who have not install the facial biometric clocking system despite the numerous reminders would be called to account in no distant future. RCCs and MMDAs who have install such devise should do the clocking analysis and make a copy available to my Office periodically for me to make an informed decision in this regard.

### New Chief Director

I am happy to inform you that Mr. James Oppong-Mensah, who worked assiduously as Chief Director has exited. In his place is Mrs. Felicia Dapaah, who until then was the Greater Accra Regional Co-ordinating Director (Chief Director). Please, permit

me once again to use this platform to welcome her to the Head Office. Whilst, I wish the former Chief Director the best of luck in all his future endeavours.

### Conclusion

By way of conclusion, I am still proud of you despite some of the pitfalls we are all familiar with i.e. lateness to work, delays in submission of statutory reports and data among others. As a Head I can confidently, say the Service is among the few that has staff throughout the country where the conditions are sometimes very challenging to say the least.

For instance, I know some of you have even sacrificed both your family and social lives for the administrative machinery to move for the good of the entire citizenry. For this reason, I can say AYEKOO with a deep sense of pride. Finally, the year has both carrots and stick embedded within however, with God on our side we will all enjoy more of the carrots than stick.

**LONG LIVE THE LOCAL GOVERNMENT SERVICE**

**LONG LIVE GHANA.**

# HEAD OF SERVICE COMMENDS UNICEF FOR INTRODUCING DLT



**T**he Head of Local Government Service, Ing. Dr. Nana Ato Arthur has commended the United Nations Children's Fund (UNICEF) for the introduction of the District League Table (DLT).

He made the remark on Wednesday, November 9, when he delivered the keynote address during the launch of the DLT held at the Accra Metropolitan Assembly (AMA).

He said DLT which introduced by the UNICEF and in partnership with the Centre for Democratic Development (CDD) in 2014. DLT is to serve as a tool for tracking the national development of Districts and also helping in the appropriate generation of district-level data. The data has augmented the National Development Planning Commission's (NDPC) role especially, in the monitoring and evaluation of development across Metropolitan, Municipal District Assemblies (MMDAs).

According to the Head of Service (HoS), the Seventeen (17) assessed indicators under the five (5) selected sectors; Education, Health, Information Technology (IT), Governance, Water and Sanitation have

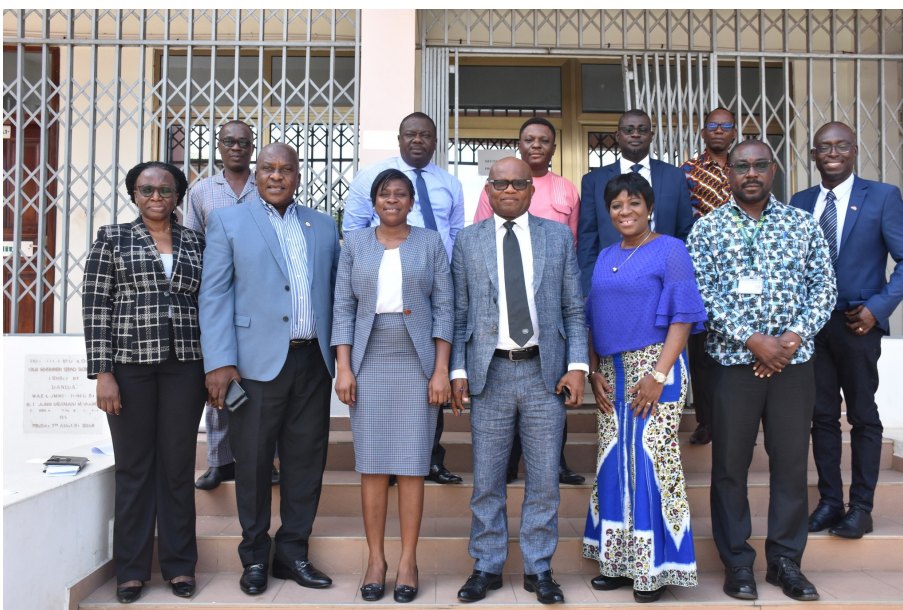
placed emphasis on building a good foundation for the survival and development of children.

He said that the 2020 DLT report revealed some disparities existing across all the two hundred and sixty-one (261) MMDAs. He therefore, called on



all the District Chief Executives (DCEs) and Coordinating Directors (CDs) to learn from successful MMDAs and devise innovative measures to address them for improved service delivery at the sub-national level.

He also urged MMDAs to use digitalisation as a tool to improve some of these disparities, particularly in the mobilisation of revenue to complement government resources in carrying out their activities.



# OHLGS TAKES A HOLISTIC VIEW OF THE CLIENT SERVICE UNIT

The Office of the Head of the Local Government Service (OHLGS) organised a technical review session for selected officers of Metropolitan, Municipal District Assemblies (MMDAs) on the operationalisation of functional Client Service Units (CSUs) in the Service.

The first steps toward the establishment of the CSUs under the Ghana Secondary Cities Support Programme (GSCSP) are the development of a Scheme of Service for the Client Service Class and an operational manual for officers across the Service.

The workshop which took place in Peduase on the Thursday,

29th September, 2022 session gave selected officers the platform to make recommendations for capacity-building activities that can strengthen client service delivery and enhance their general administrative functions in the LGS.

In a brief remark, the Chief Director of the OHLGS, Mr. James Oppong Mensah urged the team to be thoughtful with the long-term vision of the Service in mind to ensure the development of a document that would stand the test of time. He assured them of the readiness of management to provide the needed support for the successful establishment of the



CSUs in the Service.

Present at the technical session were Directors of Budget, Administration, Management and Technical Services Directorate (MTSD), Human Resource Management, (HRM) Policy, Planning Monitoring and Evaluation (PPME), and other Senior Staff of the OHLGS.



## HEAD OF LOCAL GOVERNMENT SERVICE URGES MMDAs TO FULLY EMBRACE THE NATIONAL DIGITISATION AGENDA IN THE ERA OF COVID-19



**T**he Head of the Local Government Service, Ing. Dr. Nana Ato Arthur has urged Metropolitan, Municipal and District Assemblies (MMDAs) to fully embrace the National Digitisation Agenda and invest in order to reap the needed dividends. According to him, digitization has proven to be a major intervention in ensuring

cities and rural communities become more inclusive, safe, resilient, and sustainable through national and local governments.

Dr. Arthur made this known at a panel discussion at this year's New Year School and Conference organised by the School of Continuing and Distance Education, College of Education of the University of Ghana, on

the topic: "National and Local Government leading the way to Sustainable Communities in the era of COVID-19 Pandemic".

In his submission, Dr. Arthur commended Government for its efforts in ensuring the country fully adopted digitization, especially the use of Information Communication Technology (ICT) for effective and efficient service delivery.



strategies aimed at charting new paths in the performance of their duties.

He, therefore, expressed the importance of MMDAs to fully adopt and explore other approaches to drive the digitisation process.

The 73rd edition of the 2022 New Year School and Conference was on the theme: “COVID-19 and Socioeconomic dynamics in Ghana”.

Participants included representatives from academia, private sector, state agencies, and youth groups.

He indicated that the LGS leveraged the COVID-19 pandemic to implement digitization processes with the focus to support both national and local governments in its quest to lead the way for sustainable communities.

introduction of online application of development permits the automation of processes for the collection, utilization, and reporting on internally generated funds at the MMDAs.

Pertinent among the interventions highlighted included; digitization of records at the decentralised level, digitization of internally generated revenue process at the MMDAs, and the use of virtual meetings and conferences.

He commended MMDAs for adopting ICT- interventions and

Stressing on the digitization of records efforts, Dr. Arthur said, the Service implemented digitisation and improvement in building permit acquisition;



## ENHANCED SCHEME OF SERVICE TRAINING PROGRAMME FOR STAFF OF LGS LAUNCHED

The Local Government Service and the Institute of Local Government Studies on Wednesday, February 2, 2022 jointly organized a ceremony at the Auditorium of the Institute of Local Government Studies (ILGS) to officially launch the long awaited Enhanced Scheme of Service Training (SoST) programme for staff of the various job classes within the Local Government Service. Attendance to the programme by the staff of the Service is deemed mandatory for progression from one grade to another within the Service. The training is structured to equip and sharpen the professional knowledge, skills, and attitudes of staff for improved job performance and organizational effectiveness.

The ceremony was co-chaired by the Chairpersons of the Local Government Service and the Institute of Local Government Studies Councils; Dr. Wellington Essaw and Professor Kwasi Adarkwa respectively. Prof. Darkwa entreated Metropolitan, Municipal, Chief Executive (MMDCEs) and Metropolitan, Municipal and District Coordinating Directors (MMDCDs) in the various District



Assemblies to encourage and support their staff to enroll in the training programme to facilitate their career progression in the Service.

The Director of the Institute of Local Government Studies (ILGS), Dr. Nicholas Awortwi, expressed appreciation to the leadership of the LGS for the laudable joint initiative. He said the programme when fully operational would ensure that the challenges of local level service delivery are brought to the classroom for analysis and the fashioning of plausible solutions for implementation. He disclosed that they are structured into four (4) key areas and these includes courses for leadership of the MMDAs (MMDCEs); professional staff; the political leadership at the

community level (Assembly members); and Chiefs and Traditional Authorities.

The Head of Service, Ing. Dr. Nana Ato Arthur commended the joint Councils of the LGS and ILGS for the commitment to strengthening the collaboration between the two institutions. He praised the efforts of their predecessors as experiences from their attempts in the past have provided the guiding light for the progress made so far.

Dr. Arthur indicated that the ever-increasing expectation and demand for the delivery of improved services by the citizenry confers on local government actors the responsibility to strengthen local governance structures, deploy time tested systems, procedures,

and processes as well as to develop capacity to support improved service delivery at the sub-national levels. He was optimistic that the successful implementation of the programme would significantly impact on the professionalism, productivity of staff, management performance in the discharge of the responsibilities of District Assemblies.

He called on the joint Councils of LGS and ILGS to pull their efforts together to secure sustained funding to ensure the continuous rollout of the programmes. He called on staff to take keen interest in the programme; and charged the Regional Coordinating Directors and District co-coordinating Directors to capture the cost of training of staff in their annual budgets.

Hon. O. B. Amoah, a deputy minister for Local Government, Decentralisation and Rural Development also commended the LGS and ILGS for the collaborative effort in the operationalization of the continuous professional development training programme for staff of LGS. He indicated that local government performance and improvement in service delivery, local economic transformation, and development could be institutionalized if

professionalism of staff of the LGS is enhanced through the competency-based training.

To ensure efficient performance of the Institute, he disclosed that his Ministry has committed to retooling ILGS to lead the provision of structured training to all categories of local government functionaries and staff. He intimated that the completion of ongoing infrastructural expansion works at both Accra and Tamale Campuses of the Institute by his Ministry would facilitate the delivery of academic programme (s) and other planned training within the local government sector.

The Registrar of the Institute, Mr. David Osei-Wusu gave an overview of the enhanced SoST programme. His presentation highlighted the structure of the courses and learning models, prospectus, beneficiaries as well as cost of enrollments and

tuition. He indicated that the study programmes are in five (5) categories, targeting career beginners, middle-level professional, senior management staff and senior professional executives and are designed to ensure that staff are not only able to perform their current job effectively but also master new tasks and solve emerging problems as they assume higher responsibilities in the workplace.

The launch was attended by the Chief Directors and HR managers of the sixteen (16) Regional Coordinating Councils; Coordinating Directors and HR Managers of MMDA in the Greater Accra Region; Directors and senior officers at the OHLGS; Directors and staff of the ILGS; Representatives of the Development Partners Community; Representative of the Head of the Civil Service; and partners from the Media.





# **PHOTO G**

## **ENHANCE OF SERVICE PROGRAM STAFF LAUN**



# **GALLERY:** **D SCHEME** **E TRAINING** **MME FOR** **OF LGS** **CHED**



# THE ROLE OF LOCAL GOVERNMENT SERVICE IN THE PROMOTION OF SANITATION

## Introduction

Sanitation is an essential aspect of public health that plays a vital role in the prevention of diseases and the promotion of the general well-being of the citizenry. One sector among others in charge of sanitation in the country is the Metropolitan, Municipal and District Assemblies (MMDAs) under the Local Government Service (LGS).

## Role of MMDAs in Promoting Sanitation

The article, will casually discuss the role of MMDAs in the promotion of sanitation. They have the primary responsibility to ensure that all households and businesses have access to clean water, proper waste management, adequate sanitation facilities, education/awareness creation, regulating sanction practices, collaborating with key stakeholders, monitoring and evaluation as well as responding to health emergencies among others.

The above prongs for proper sanitation would be addressed as follows: Provision of safe water, sanitation and hygiene is the most basic human needs for good health and well-being. Hence the pre-occupation of the Assemblies is to ensure that the above is budgeted for as the welfare of the people is of prime importance to Assemblies as it is part of their mandate. In other words, the provision of clean water will ensure good sanitation and hygienic practices, which will consequently prevent the spread of diseases. To this end, ensuring constant supply of clean water devoid of contamination is extremely important and also helps to end or reduce open defecation.

Furthermore, managing our water sources in a

sustainable manner will also help in the production of foodstuffs, energy, contribute to decent work and economic growth. This is in line with the government's policy of "One Village One Dam". The policy is to ensure the availability of water to promote all- year-round agriculture or faming. This is something the MMDAs should be mindful of if frontal attack is to be launched against poverty and its related menace.

## The Side Effects Unsafe Water

Conversely, unsafe water causes water-borne illnesses such as diarrhoea and cholera to mention but a few. The outbreak of such diseases usually has a huge impact on the MMDAs' finances. Hence, supporting water, sanitation, and hygiene (WASH) by the MMDAs would be a step in the right direction.

## Waste Management/ Environmental Health

Another critical aspect of sanitation is waste management, which both Metropolitan and Municipal Assemblies are by law supposed to have a full-fledged departments of Waste Management and Environmental Health. The two departments should be well-resourced to perform their mandated functions satisfactorily. This is in reference to the huge volumes of trash generated both in households and commercial levels in terms of collection and final disposal.

For this reason, waste collection services should be paramount in the avowed determination of MMDAs to improve sanitation. The improvement could again be enhanced if waste bins for

collection are provided at vantage points and also investing in modern recycling ventures. Such ventures could turn waste to other re-usable consumables i.e. agricultural fertilizer, plastic containers and bags among others. This could be done easily if waste is separated into organic waste, plastics waste, electronic waste and paper waste. To this end, waste collectors should also be educated to follow the right disposal methods as per the above categories for the obvious reason(s).

### **Provision of Amenities**

To curb open defecation MMDAs should continue the policy of assisting households to construct home-toilets, provide public restrooms and sufficient sewage disposal facilities. Additionally, MMDAs should encourage people to continuously use the Veronica Bucket to guarantee hand-washing and good hygienic practices for the obvious reason(s).

### **Public Education**

Addressing the issue of sanitation MMDAs should again take on board public education and awareness creation for people to understand and appreciate the value of clean water and waste management, and the dangers of improper sanitation. The adherence of the above could promote behavioural change which is lacking thereby making such social problem(s) more intractable.

### **By-laws and Sanctions Regime**

Furthermore, MMDAs should begin to come out with more stringent by-laws to even impose hefty fines or penalties for littering or illegal/ indiscriminate dumping of waste, to ensure that food vendors comply with health regulations, and

conduct regular inspections to ensure public areas are clean and well-maintained.

### **Expanding Sanitation Collaboration**

Another avenue by which sanitation could be improved is for MMDAs to collaborate with other stakeholders such as Traditional Authorities, Community-based Organizations (CBOs), Non-governmental Organizations (NGOs) and private sector players like Zoomlion to assist promoting sanitation. Such collaboration facilitates the development of a more sustainable solution (s) to sanitation that would be tailored to the specific needs of various communities.

### **Monitoring and Evaluation**

Monitoring and evaluation is an important prong, which is simply to know the effectiveness of the sanitation services MMDAs provide. This can be done through regular inspections of sanitation facilities and assessing the sanitation programmes on the community's wellbeing. Again, monitoring and evaluation can help MMDAs to identify the gaps that need to be addressed in the provision of sanitation services.

### **Leveraging on ISSD**

Finally, MMDAs can leverage on the Integrated Social Service delivery (ISSD). ISSD hinges on an inter-sectoral framework where more departments come together to address social issues holistically. The ISSD route could be used by MMDAs to respond to public health emergencies related to sanitation, such as outbreaks of waterborne and other diseases as previously mentioned. A coordinated response based on the ISS model could bring public health authorities, healthcare providers, emergency services providers and

MMDAs to work together. This will minimize the negative impact on the affected population especially children and women regarding an outbreak of any communicable disease(s).

### The Way Forward

From the aforementioned discussions it has become abundantly clear that MMDAs play or can play a vital role in the promotion of good

sanitation. It is therefore, essential that MMDAs capture sanitation issues in both the Medium Term Development Plan (MTDP) and Annual Action Plan (AAP) to ensure the prioritization and sustainability of sanitation and its related programmes. MMDAs should be exhorted to work closely with communities to ensure that all residents have access to good sanitation services, which will in turn guarantee their good health and productive lives.

## LOCAL GOVERNMENT SERVICE VALIDATES SCHEME OF SERVICE FOR ITS CLIENT SERVICE UNIT

The Office of The Head of Local Government Service (OHLGS) has validated the draft Scheme of Service (SoS) for Client Service Units (CSU) across the Local Government Service (LGS).

In a one-day workshop held in Accra on Friday, 11th November 2022, participants perused the draft document and validated the Scheme of Service.

In a brief remark, the Head of Service, Ing. Dr. Nana Ato Arthur assured that the Local Government Service (LGS) will continue to train the entire staff in the various classes in the Service with new trends and knowledge to enable the Service

to deliver on its mandate. This he believes will lead to the realisation of significant developments in the Service.

Dr. Arthur entreated stakeholders and the public to respect the Client Service (CS) concepts and embrace the Unit as a class in the LGS. He bemoaned the situation where every client who visits various institutions prefer to always deal directly with the head of the institutions even if it is just to deliver a letter. He urged current and prospective Client Service Officers (CSOs) to keep themselves abreast with the in-depth knowledge and the rudiments of CS. This will enhance their delivery quality service to the public.

The Chief Director of the OHLGS, Mr. James Oppong Mensah, assured participants that the validated SoS for the Units will

come into operation after it has been approved by the Local Government Service Council (LGSC).

The Director for Administrative Justice of the Commission on Human Rights and Administrative Justice (CHRAJ), Ms. Elizabeth Kuffuor commended LGS for coming up with the Scheme of Service for the CS. She further noted that this demonstrated the commitment of the Service to institutionalise the Client Service.



## HEAD OF LOCAL GOVERNMENT SERVICE PARTICIPATES IN THE URBAN THINKERS CAMPUS OF THE CITY OF MANNHEIM-GERMANY



The Head of the Local Government Service, Ing. Dr. Nana Ato Arthur was among dignitaries who participated and addressed the Urban Thinkers Campus of the city of Mannheim in Germany. The Urban Thinkers Campus is an initiative of the World Urban Campaign (WUC) of the United Nations Human Settlements Programme (UN-Habitat). It serves as a platform for innovative exchanges between urban actors, local and international experts; and provides important input for the further development of society on the global level.

Speaking on the topic; Gender Equality and Women's Empowerment in the Global Development Agenda 2030, Ing. Dr. Nana Ato Arthur pledged the Local Government Service's (LGS) commitment to support both national and international efforts to ensure increased women participation in local governance administration and the creation of equal opportunities for all. He noted that the LGS has initiated a process to review the gender policy of the Service to ensure inclusivity and indicated that the Service is open to

partners, interested individuals and organizations in this regard.

His presentation further outlined strategies to ensure a gender-responsive society. These include; the need for an overall political will and commitment; and modelling best practices & setting targets for women in leadership through collaborations with stakeholder organizations to build a culture of respect and fairness. Others include supporting local government to devise comprehensive Scheme and Conditions of Service that are gender sensitive; continuous capacity development programmes on gender equality for staff to consolidate gender equality across the Service; integration of gender-sensitive activities in the programmes and interventions of local government authorities.

The Head of Service is a regular panelist at the annual Urban Thinkers Campus forum.



# OHLGS TRAINS SELECTED STAFF ON WORKPLACE HEALTH AND SAFETY

**T**he Office of the Head of the Local Government Service organised a training workshop for some selected staff of the Local Government Service (LGS) on Workplace Health and Safety.

The one-week-long training was held at Ejisu in the Ashanti Region to identify and discuss the possible measures to address the many health challenges that affect the well-being and productivity of staff at all levels of the Service. The selected officers who participated in the training included Coordinating Directors (CDs) and Human Resource Managers (HRMs) from some Regional Coordinating Councils (RCCs) and Metropolitan, Municipal and District Assemblies (MMDAs). The training was opened by the Head of Service, Ing. Dr. Nana Ato Arthur who in a brief remarks said a healthy workforce increases productivity and contributes immensely to economic growth. According to him, it is in recognition of this that the training has been organised to ensure a safe workplace which is a precursor for improved service delivery.

The workshop treated topics such as Understanding Workplace Health and Safety; Critical Issues in

Workplace Health and Safety; Occupational Hazards; Risk Assessment; Workplace Safety Programmes; and Performance Management within the Local Government Service. The above will give which gave staff the leverage to discuss their workplace health challenges for possible counseling. The officers were advised to disseminate the knowledge gained from the training to their respective RCCs and MMDAs and ensure staff work at their optimum capacity.

The facilitators for the training were experts from the field of practice and academia.



## HEAD OF SERVICE VISITS SELECTED MMDAs IN THE WESTERN REGION

The Head of the Local Government Service, Ing. Dr. Nana Ato Arthur paid working visits to six (6) Assemblies in the Western Region namely, Nzema East Municipal, and Ahanta West, Elembele, Jomoro, Mpohor, and Shama District Assemblies. The visit was to provide the Head of Service with first-hand information on the performance of work by staff in these Assemblies.

Dr. Arthur commenced the visit with a courtesy call on the Hon. Regional Minister of the Western Region Dr. Okyere Darko Mensah, and later to the Metropolitan Chief Executive for the Sekondi-Takoradi Metropolitan Assembly, Mr. Abdul Mumin Issah.

The mode of engagement of staff at the various MMDAs commenced with an address by the Head of Service, followed by an open forum during which nagging questions of staff were addressed. Among the issues raised by the HoS include the need for staff to eschew active participation in partisan politics in accordance with the ruling on political neutrality of staff of the Local Government Service (LGS). Member of staff who overtly participate in partisan politics risk being sanctioned. The Head of Service applauded the Assemblies visited for their performance in the 2021 Performance Contract Assessment and urged them to improve upon their standings for the current cycle. He advised them to ensure professionalism in the conduct of work.

He cautioned against the creeping culture of indiscipline among staff and directed for the reintroduction of the biometric clocking system to curb some of these challenges and noted that



Coordinating Directors must be gatekeepers.

Issues raised during the open forum revealed gaps in working conditions of staff; understaffing of some departments; non-mechanisation of Internally Generated Funds (IGF) staff; inadequate working logistics and, lack of capacity-building programmes for staff. The Head of Service noted that management will expedite action to address them.

Present during these engagements were the Chief Director of the OHLGS, Mr. James Oppong Mensah, the Regional Coordinating Director of the Western Region Mr. Frederick Agyemang, some Senior Staff of the OHLGS, as well as the Chief Executives, Coordinating Directors, and some Presiding Members of the Assemblies visited.



# RECORDS OF GHANA'S HEALTHCARE DELIVERY IN 2022



## HEALTH SERVICE

Ghana, like many other African countries, has been working to improve its healthcare system over the past few decades. In 2022, Ghana has made significant progress in primary healthcare delivery with several new initiatives and policies designed to improve healthcare delivery and outcomes. According to the World Health Organization, Ghana's healthcare system is among the best in sub-Saharan Africa, with significant improvements in healthcare infrastructure, access to essential medicines, and the availability of healthcare professionals although challenges still exist.

Access to healthcare in Ghana remains a challenge, particularly for people living in rural areas. According to the Ghana Health Service, it takes an average of two hours to access healthcare in urban areas, while it takes up to six hours or more in rural areas. Additionally, there is a significant shortage of healthcare professionals in rural areas, with only 21% of doctors and 32% of nurses practicing in rural areas.

Maternal mortality rates in Ghana have seen a steady decline in recent years, from 310 deaths per 100,000 live births in 2010 to 308 deaths per 100,000 live births in 2022. However, Ghana still has one of the highest maternal mortality rates in sub-Saharan Africa. To address this issue, the

Ghana Health Service has implemented several programs, including the "Safe Motherhood" initiative, which provides pregnant women with essential healthcare services.



## STEADY DECLINE OF MORTALITY RATE OVER THE YEARS

Child mortality rates have also seen improvement in recent years, with a decline from 49 deaths per 1,000 live births in 2010 to 37 deaths per 1,000 live births in 2022. This is due in part to Ghana's expanded immunization program, which provides vaccines to prevent childhood diseases.

Ghana has also made progress in the fight against communicable diseases, including HIV/AIDS, malaria, and tuberculosis. The country has implemented several programs to increase access to testing and treatment for these diseases, and as a result, the number of new HIV infections has declined by 7% since 2010. Additionally, Ghana has made significant progress in reducing malaria-related deaths, with a decline from 10,411 deaths in 2010 to 4,673 deaths in 2022.

Despite these improvements, Ghana's healthcare system still faces several challenges. One major issue is the inadequate financing of healthcare, with only 1.2% of the country's GDP allocated to healthcare in 2021. This has led to a shortage of

essential medical supplies, as well as a lack of investment in healthcare infrastructure.

Another challenge is the shortage of healthcare professionals, particularly in rural areas. To address this issue, the Ghanaian government has implemented several initiatives, including the establishment of the University of Health and Allied Sciences in the Volta Region, which aims to produce more healthcare professionals.

One of the most notable developments in Ghana's healthcare system in 2022 was the launch of the National Health Insurance Scheme (NHIS) expansion program. This programme aims to improve access to healthcare services for all Ghanaians, especially those living in rural areas. The NHIS expansion programmes will make healthcare services more affordable and accessible to Ghanaians by increasing the number of healthcare facilities and healthcare professionals across the country.

**THE EXPANSION OF THE NHIS FOR ACCESS TO HEALTHCARE DELIVERY**

Another key development in Ghana's healthcare system in 2022 was the rollout of the Ghana Primary Health Care (PHC) revitalization program. This program focuses on strengthening the country's primary healthcare system, which is often the first point of contact for patients seeking medical care. The PHC revitalization program includes measures such as the recruitment of additional healthcare workers, the upgrading of healthcare facilities, and the introduction of new

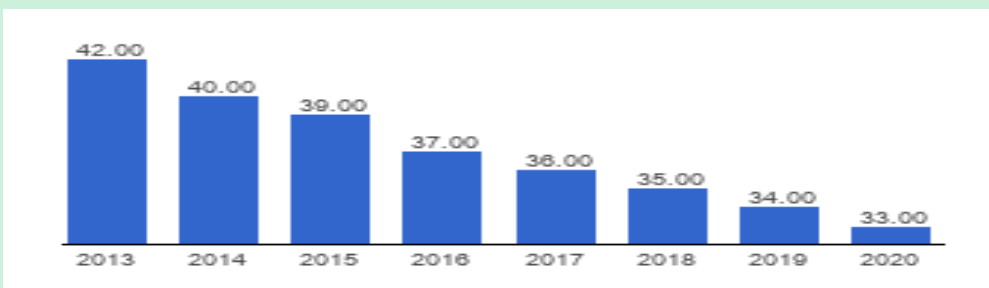
technologies to improve healthcare delivery.

In addition to these national programs, there were several other initiatives and policies implemented in 2022 to improve healthcare delivery in Ghana. For example, the government launched a new telemedicine service, which allows patients to access medical consultations and advice remotely. This service has been particularly beneficial for people living in remote areas who previously had limited access to healthcare services.

Another important development in Ghana's healthcare system in 2022 was the introduction of a new drug procurement policy. Under this policy, the government will procure all drugs and medical supplies centrally, which will help to reduce the cost of healthcare services and improve the quality of care provided to patients.

The government should allocate more funding to healthcare, particularly in rural areas, to improve access to essential medical supplies and invest in healthcare infrastructure. Additionally, efforts should be made to increase the number of healthcare professionals in the country, particularly in the rural areas.

In conclusion, Ghana has made significant progress in improving its healthcare system with the launch of several new programs and initiatives aimed at improving healthcare delivery and outcomes. While there is still much work to be done to ensure that all Ghanaians have access to high-quality healthcare services, the developments of 2022 suggest that the country is moving in the right direction.



# MEASURES TO BRIDGE THE GENDER DISPARITY DISCOURSE

## What is Gender?

The word Gender was first coined in 1955, by a Sexologist called **John Money**. To him the term “gender” is to describe human characteristic. Currently, issues bordering gender attract lots of different interpretations accompanied by various emotional attractions especially from females. The reason is that in most traditional societies in Ghana gender issues are situated in the context that one gender being the female is subservient to the male (gender). This notion usually attracts negative emotions from the former demanding equality with the latter as previously mentioned.

But before I proceed further there is the need for us to get some sense of what gender means in addition to the above. Gender has nothing to do with biological make up of both males and females but has more to do with social construction. Again, gender refers to the economic, social, political, and cultural attributes and opportunities associated with either one being a male or female.

## SOME TRIGGERS OF GENDER DISPARITIES:

### Patriarchy

The concept of patriarchy is greatly responsible for the unbalanced gender relations. The concept acknowledges the headship of males in all facet of social life especially within the traditional society. In short, the concept makes females as the junior partners of the family or societal coalition. Where coalition influences access to rights and opportunities for women as determined mostly by men in privilege positions. The junior partner’s position of women and many other factors are fuelling the women’s demand or advocacy for gender equality. The equality will create the avenue where access to rights and opportunities could be for both men and women without any discrimination.

## Cultural Socialization

Cultural socialization is an aged-long imperceptible process through which the traditional society apportions roles and responsibilities to both boys (men) and girls (women). In other worlds, culturally acceptable norms and values are internalized or inculcated into boys and girls. For instance, girls are made to belief in traditional adages that says “the woman’s place is the kitchen”, “women should trade in vegetable but not firearms or gun powder.

Whilst men are seen as the “rare ones” (*Barima enna*) and others. The above goes a long way to impact on the gender relations. The adherence of such norms and values will either project a male or female as a well-cultured individual or considered as culturally deviant. However, the cultural socialization or social construction of gender roles is not static but rather dynamic. To this end, every society can re-visit some of its own norms and values and accordingly amend those considered as obsolete. The amendment is usually done by the Traditional Authority or anyone who wield “*Moral Authority*” within society.

## Economic Consideration

In societies where poverty abound the limited family resources are share based on the priorities as determined by the head. Until recently, the family’s resources are mostly spent on boys’ education than girls. Because, girls are supposed to be trained as future wives and mothers. Again, in the traditional societies most women do light work on the farm

like small vegetables farming. Such farming natural brings them meagre income hence they appear to be economically disempowered.

Conversely, men do engage in tree crop farming like cocoa, cashew and coconut among others which are more lucrative. Therefore, the income differences between men and women also account for the disparity.

## METHODOLOGIES TO BRIDGE THE GENDER DISPARITY

The main legal provision driving the abatement of gender disparity is captured in the Article 17(1) and (2) of the 1992 Constitution. This Article guarantees gender equality and freedom of women and men, girls and boys from discrimination on the basis of social or economic status among others.

To this end, many governments have since introduced various policies to address the gender disparities or to bring to its barest minimum.

Most of such policies aim at the socio-economic and political empowerment of women. In other words, to empower women is to make them and the entire family self-sufficient which will eventually reduce if not totally eradicate male’s dominance. This is important because the family decision-making is based on the contribution of each member to the family’s budget. The economic muscle of men gives them the final arbiter’s role in the family decision-making process.

## Financial Contribution

Furthermore, the final arbiter role of men is heightened if they are the sole bread-winner for the entire family. However, this role could be mitigated if it is a dual-bread winner system where both the man and woman contribute meaningfully to the family's budget. The above fits into the comparative resource contribution theory which posits that "the power distribution within the family structure is based on how much each member contributes". But there is body of evidence to support the argument that other members of the family especially children and in-laws could wield power within the family structure based on education, societal position or gainful employment thereby reducing the powers of the male head of the family.

The above is more visible in terms of gender relations with the career women or elites and the market mummies who control a sizable portion of the merchandized trade among others. The socio-economic empowerment of women as previously mentioned is greatly impacting on the men's position of pre-eminence in the family power regime.

## Legal Consideration

To bridge the gender disparity number of policies have been initiated both locally and internationally to address the problem.

## Local Laws and Policies

A number of laws and policies are in place to address both strategic and practical needs of women. The prominent among them are The 1992 Constitution of Ghana (Article 17) as previously mentioned; Domestic Violence Act, 2007 (Act 732); Human Trafficking Act, 2006 (Act 694); The Intestate Succession Law of 1985 amend in 1991; The Labour Act, 2003 (Act 651) among others. Additionally, various Policies and Frameworks have also been developed to mitigate this disparity. Examples are Ghana National Gender Policy, 2015; Affirmative Action Policy of 1998; Manifestos of Political Parties, Ghana National Social Protection Policy, 2015 and Child and Family Welfare Policy, 2015 among others.

## International Law

Ghana as a sovereign nation is a signatory to many International instruments and frameworks to protect her citizens with special reference to women. These are The Universal Declaration of Human Rights, 1948; The Convention on the Elimination of all forms of Discrimination against Women (CEDAW), 1979; The Vienna Declaration on Human Rights, 1993; The African Charter on Human and People's Rights, 1982, to mention but a few.

## Development Paradigm

To further ameliorate the gender disparity number of development paradigms have been introduced with the aim of empowering women. Though such

paradigms are many however, few of them would be discussed.

### **Gender and Development (GAD) Approach**

GAD as approach though has gender perspective however, in principle it has no element of addressing women's needs in particular. In other words, the approach made no specific concerns or needs of women's socio-economic empowerment. In short, GAD was predicated on the usual social construction of gender roles which reinforced the dominance of men.

The above seems to be the case because projects designed from a GAD perspective should have addressed the traditional views of gender roles and responsibilities, which are skewed towards male's dominance and not gender equity. This was followed by Women and Development

### **Women and Development (WAD).**

The seemingly weakness of **GAD** brought in **WAD**. This approach seems to portray that women have always been part of every development process. This notion sits with the modernization theory. The theory in its simplistic term has an element of transforming a person to a new and acceptable status in line with the Western perceptions. In this regard, women's development should conform to certain trend determined by others not necessarily women themselves. WAD approach did not appeal to the radical advocates of

women's empowerment or transformation hence Women in Development (WID).

### **Women in Development (WID)**

WID was introduced to hasten the socio-economic and political empowerment or transformation of women. The approach calls for a proper and cogent approach to women's needs to facilitate their total development or emancipation from men's dominance. In other words, the WID approach is drumming home the view that women should be seen as the fulcrum or pivot for their own development. This will negate the assumption that women are passive recipients of development as perceived by men to facilitate their needs. However, differences between both WID and WAD approaches are not very sharp hence women still struggle to bridge the gender disparity.

### **Conclusion**

The above attempts to transform the gender relations to be more equitable have not been totally achieved. However, if one looks back about three decades ago one would then understand and appreciate the fact that some meaningful strides have made. Having said this, I will strongly advocate for a more sustained or concerted efforts by all and sundry to move gender parity to a higher level. Such a level will enhance women's visibility or inclusiveness in all facets of human endeavor.



## VISION

A World-Class Decentralised and Client-Oriented Service.

## MISSION

To support Local Government to deliver value for money services through the mobilisation, harmonisation and utilisation of quality human capacity and material resources to promote local and national development.

## OUR CORE VALUES

Accountability, Anonymity, Impartiality, Client-Oriented, Creativity, Diligence, Discipline, Equity, Integrity, Innovativeness, Timeliness and Transparency.

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