GHANA

PATHWAYS TO GENDER-INCLUSIVE ECONOMIC DEVELOPMENT IN SUB-SAHARAN AFRICA: A SECTORAL ANALYSIS **STAKEHOLDER MAPPING: MANUFACTURING SECTOR**

STEERING COMMITTEE









Angola Botswana South Africa

SOUTHERN AFRICA

SUB-SAHARAN AFRICAN COUNTRIES COVERED BY THE PATHWAYS STUDY



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The stakeholder listing simply reflects information that was gathered through secondary research and interviews for the Pathways study, and the inclusion of any stakeholders does not signify any opinion or endorsement by the organisations listed above. The information contained in this document is provided without any warranties or representations about accuracy or completeness. Any reliance on this material is made at users' own risk.

Ghana's manufacturing sector stakeholders are mainly private companies with a base/presence in the Greater Accra region



| Region | | Stakeholo | der Type | | |
|-----------------|--------------------|--------------------------------------|------------------------|----------------|-------|
| | 88 | የ 6 | ♀ 3 | 9 5 | |
| | Private Company | Associations , Collective, Org | Govt agen cies/dept | NGO | TOTAL |
| National* | 13 | 4 | 3 | 3 | 23 |
| Upper West | - | 1 | - | - | 1 |
| Upper East | 1 | - | - | - | 1 |
| Northern | 3 | _ | - | - | 3 |
| Brong Ahafo | 3 | - | - | - | 3 |
| Eastern | 1 | - | - | - | 1 |
| Greater Accra | 69 | 2 | - | 2 | 73 |
| Other regions** | - | - | - | - | - |

• National stakeholder tally includes global stakeholders, who are assumed to operate at a national scale

** Other regions include Central, Western, Volta and Ashanti.



| Technical assistance/ operational support | Manufacturing, supplying, Capacity buildi education, trai | | | | | Financial/Non-financial support, funding | | | | men-centric vision(s)/operation(s) |
|--|---|--------------|--------------|--------------|---|--|----------|--------------|---|---------------------------------------|
| Stakeholder | Brief description | | e activ | | | | | | Key relationships and strengths | Website |
| | | | | | | | A | Q | | |
| Olam | Global private company in food and agribusiness, supplying food ingredients, feed and fibre to thousands of customers worldwide, ranging from MNCs to small businesses | \checkmark | \checkmark | \checkmark | | | | \checkmark | Olam has a gender and inclusion strategy, but it is not so transient in their community projects | www.olamgroup.com |
| Blow Group of Companies | Global private group providing customized flexible packaging to a wide variety of industries | \checkmark | \checkmark | \checkmark | | | | \checkmark | Involved in consumer food production (water & beverages) Created jobs for significant number of women retailers | www.blowgroup.com |
| Ghandour Cosmetics Ltd. | Private company specialized in cosmetics manufacturing and cosmetics distribution across Africa | \checkmark | \checkmark | \checkmark | | | | \checkmark | Employs women staff and women comprise majority of their retailers | www.ghandourcosmetic s.com |
| National Entrepreneurship and Innovation Programme (NEIP) | Government body providing an integrated national support for start-ups and small businesses, and strengthening of the entrepreneurship ecosystem for a thriving enabling business environment | \checkmark | ~ | ~ | | | | V | Entrepreneurship training programmes provided for women Presidential Women empowerment programme, Young Women Entrepreneurship Initiative, and Presidential Empowerment for Women Entrepreneurs with Disability are programmes covered in their training Associated with Government ministries and agencies | www.neip.gov.gh |
| ITC SheTrades | Global professional organisation helping women-owned businesses, organisations, companies and ITC SheTrades partner institutions to connect with diverse businesses and build a strong network | \checkmark | | \checkmark | ~ | | | \checkmark | Allows women in networking for business expansion Provides entrepreneurship training to women Partnered with UPS Foundation, MAERSK and VISA Offers the platform to sell products and services, and source from women-owned businesses | www.shetrades.com/en |
| Twellium Industrial Company | Global private company manufacturing consumer foods (water & beverages) while working with disadvantaged groups | \checkmark | \checkmark | 7 | | | | \checkmark | Job creation for retailers who are mostly women Partnered with Monarch Beverages | www.twellium.com |
| Kasapreko Company Limited | Private multinational drinks manufacturing company | \checkmark | \checkmark | | | | | \checkmark | Created jobs for women who are involved in the sale of drinks | www.kasaprekogh.com |

| Technical assistance/ operational support | ing, ining | | | ncial/No ort, fur | | ncial | | | nen-centric ision(s)/operation(s) | |
|--|--|--------------|--------------|----------------------|--------------|--------------|----------|--------------|---|----------------------------|
| Stakeholder | Brief description | Соі | re acti | vities | | | | | Key relationships and strengths | Website |
| | | | | | | | A | Q | | |
| HealthiLife Beverages | Private company manufacturing food and beverages in Ghana for retail in regions pan-Sub Sahara | \checkmark | \checkmark | | | | | \checkmark | Created jobs for several women who are in retail of F&B Partnered with Coca-Cola Bottling Company | www.healthilife.com |
| Ghana Investment Promotion Centre | Government body aiming to be the official and most accurate information hub for investors in Ghana | \checkmark | | | V | | | ~ | Provided women with business opportunities and access to new markets 2 women out of the 10 board members. The management team has 4 women out of 6 members Partnered with Ministry of Trade and Industry, Ministry of Finance, Ghana Free Zones Board, Ghana Chamber of Commerce | |
| Rural Enterprises Programme (REP) | Government body aiming to improve the livelihoods and incomes of rural poor, micro and small entrepreneurs, and increase the number of successful rural SMEs | \checkmark | ~ | \checkmark | ~ | | | ~ | Has a special focus on women, youth and the disabled who are rural entrepreneurs Associated with the Ministry of Trade and Industry Supports a wide range of agribusinesses, agricultural production initiatives and farming | www.rep.org.gh |
| Association of Ghana Industries (AGI) | Mother trade association of manufacturing in Ghana, supporting industry's growth and development | \checkmark | | \checkmark | ~ | | | | The management team of 7 has no female Provides employment, general training and services for all members, not gender-specific in nature Associated with the Government, Ghana Employers' Association, Private Enterprise Federation | www.agighana.org |
| Maxim cosmetics | Private company providing beauty solutions using environmentally friendly technology | \checkmark | \checkmark | \checkmark | | | | \checkmark | Several women staff; majority of the retailers are women | www.maximcosmetics.c om |
| Food and Beverage Association of Ghana | Trade association representing food and beverage manufacturers, importers, wholesalers, retailers in Ghana | \checkmark | | \checkmark | | \checkmark | ~ | \checkmark | 1 of 6 of management team is female Educates members on technological advances, consumer trends, key food safety regulations Related to the government and other industry stakeholders | www.fabag.org |
| Premium African Textiles Limited | Private company developing, producing and selling African prints, textile and clothing | \checkmark | \checkmark | \checkmark | \checkmark | | | \checkmark | Women form a significant percentage of their workers' base Partnered with Viisco Group | www.gtpfashion.com |

| Technical assistance/ operational support Manufacturing, supplying, capacity building trade activities clucation, training | | | | | ncial/N ort, fur | ncial | | | men-centric vision(s)/operation(s) |
|--|---|--------------|--------------|--------------|---------------------|-------|--------------|---|---------------------------------------|
| Stakeholder | Brief description | Cor | e acti | vities | | | | Key relationships and strengths | Website |
| | | | | | 00 | æ, | Q | | |
| Tex Styles Ghana Limited (TSG) | Private company developing, manufacturing and selling African printed textiles and clothing apparels | \checkmark | \checkmark | \checkmark | \checkmark | | \checkmark | Created jobs for many women as models, brand ambassadors, wholesale & retailers in Ghana Partnered with the Viisco Group | www.gtpfashion.com |
| Global Garment & Textiles | Private family-run apparel manufacturing company, aiming to empower women by providing jobs and training in the textile and clothing manufacturing sector of Ghana | \checkmark | \checkmark | \checkmark | \checkmark | | \checkmark | Co-founded by a woman About 90% of the workers are female | www.globalgarmenttexti les.com |
| Akosombo Industrial Company Limited | Private textile manufacturer serving Ghana and West Africa with fashionable real wax and fancy African prints in textile and clothing segment | \checkmark | \checkmark | \checkmark | | | \checkmark | Distribution chain is dominated by women At full capacity, they employ 3500 although percentage of women is unstated No deliberate gender policy, but its operations benefit many women across Ghana and West Africa | www.akosombotextiles. com |
| Coca-Cola Bottling Company of Ghana Limited | Private international brand company, manufacturing a wide variety of drinks and beverages for consumption | \checkmark | \checkmark | \checkmark | | | ~ | The membership of women in their global executive leadership is 14:25; local level ratio unknown Created employment for women staff and retailers | www.coca-cola.com.gh |
| Stanbic Bank Incubator | Private Bank's initiative aiming to improve the economic state of Ghana through job creation, access to market and providing an enabling growth environment for SMEs and start-ups within the nation | \checkmark | | ~ | \checkmark | | \checkmark | Provides training for women and youth entrepreneurs Special Purpose Programme designed for women entrepreneurs, with significant number of beneficiaries Partnered with Lionesses of Africa, BusyInternet, Oracle, Innohub, and the Government of Ghana | www.sbincubatorgh.org |
| Ghana Nuts Company Limited | Private company manufacturing and exporting a wide range of edible oils, in the shea and soya value chains as well as animal feed meals | \checkmark | \checkmark | \checkmark | \checkmark | | \checkmark | Women make up 24% of the managerial team Women make up about 32% of their working team | www.ghananuts.org |
| Dignity DTRT Apparel | Private clothing company offering apparel design, manufacturing of fabrics and export services for brands | \checkmark | \checkmark | \checkmark | | | \checkmark | Founded by a woman Created employment for a significant number of women Partnered with Sleek Garments | www.dtrtapparel.com |

| Technical assistance/ operational support | ng, ning | | | ncial/N ort, fui | on-fina nding | ncial | | | men-centric vision(s)/operation(s) | |
|--|--|--------------|--------------|---------------------|------------------|-------|--------------|--------------|--|--|
| Stakeholder | Brief description | Cor | e activ | vities | | | | | Key relationships and strengths | Website |
| | | ¢ | | | | | W | Q | | |
| Sleek Garments Export Ltd | Private company manufacturing all types of garments in woven and knit fabrics such as pants, blouses, shirts, uniforms, jackets, etc. | \checkmark | \checkmark | \checkmark | | | | \checkmark | Founded by a woman Women form a greater percentage of their workers; highly skilled workforce in the company Partnered with DTRT Apparel | www.sleekgarments.co m |
| Association of Ghana Apparel Manufacturers (AGAM) | Industry association with membership from the apparel, garments and related manufacturers, aiming to promote apparel business interest | ~ | | | \checkmark | | \checkmark | \checkmark | Women membership in the management is 4:1 Women form a greater percentage of their workers Provides markets for all members Partnered with the Ministry of Trade and Industry | www.accrachamber.org/ directory/association-of- ghana-apparel- manufacturers-agam |
| Everpure Ghana Limited | Private manufacturers providing branded purified water with the use of high technology in water purification | \checkmark | \checkmark | \checkmark | | | | \checkmark | Employs female staff and retailers for sale of products | www.everpureghana.co m |
| Special Ice Company Limited | Private manufacturers of natural mineral water in Ghana, also producing carbonated drinks | \checkmark | \checkmark | \checkmark | | | | \checkmark | Employment for women staff and female retailers | www.specialicelimited.c om |
| Voltic Ghana Limited | Private company in Ghana producing natural purified mineral and bottled water | \checkmark | \checkmark | \checkmark | | | | \checkmark | Employs women staff and retailers for sale of products Associated with Coca-Cola Beverages Africa (CCBA) | www.volticghana.com |
| Olam Ghana | Private company in Ghana involved in manufacturing and marketing of biscuits in the nation | \checkmark | V | \checkmark | | | | \checkmark | Employs women in the company and value chain directly and indirectly Partnered with Nutrifoods Ghana Ltd. | www.olamgroup.com/lo cations/west-and- central- africa/ghana/biscuits-in- ghana.html |
| Piccadilly Biscuits Ltd | Private company baking and delivering oven fresh biscuits in Ghana | \checkmark | \checkmark | \checkmark | | | | \checkmark | Created jobs for several women in the value chain | www.piccadillybiscuits.c om |

| Technical assistance/ operational support Manufacturing, supplying, Dapacity build trade activities Capacity build | | | | | ncial/No oort, fur | ncial | | | nen-centric vision(s)/operation(s) |
|--|--|--------------|--------------|--------------|-----------------------|----------|--------------|---|---|
| Stakeholder | Brief description | Cor | e acti | vities | | | | Key relationships and strengths | Website |
| | | | | | 00 | W | Q | | |
| ACCRA BREWERY LIMITED | Private company brewing refreshing beverages and drinks in Ghana | \checkmark | \checkmark | \checkmark | | | \checkmark | Created employment for several women labourers Member of the Anheuser-Busch (AB) InBev Recipient of several awards related to products manufactured | www.accrabrewery.com. gh |
| Fanmilk West Africa | Private food production company in Ghana, manufacturing and distributing healthy food (mainly ice- cream) in the West Africa region | \checkmark | \checkmark | \checkmark | | | \checkmark | Created jobs for many Ghanaian women Currently operating in Ghana, Nigeria, Côte d'Ivoire, Togo, and Burkina Faso in West Africa | www.fanmilk.com |
| Guinness Ghana Breweries PLC | Private company manufacturing a wide range of beverages, also listed in the Ghana Stock Exchange | \checkmark | \checkmark | \checkmark | | | \checkmark | Created employment for several women in Ghana Closely associated with Diageo | www.diageo.com |
| Promasidor Ghana | Private company producing and distributing food and beverage products across Africa | \checkmark | \checkmark | \checkmark | | | \checkmark | Created direct and indirect jobs for women in Ghana Has pan-Africa operations | www.promasidor.com.g h |
| Cocoa Processing Company Limited (CPC) | Private company processing raw cocoa into semi-finished products and producing a wide range of confectionaries, for local consumption and export | \checkmark | \checkmark | \checkmark | | | \checkmark | 1 female management member in total 13 members Created several jobs for Ghanaian women Partnered with COCOBOD | www.oldentreeghana.co m |
| Nutrifoods Ghana Ltd | Private company manufacturing different types of biscuits for local consumption | \checkmark | \checkmark | \checkmark | | | \checkmark | Created employment for several Ghanaian women in the value chain Closely associated with Olam | www.nutrifoods-ghana- ltd.business.site/#details |
| Conserveria Africana Ghana Ltd | Private company producing tomato paste as its main product | \checkmark | \checkmark | \checkmark | | | \checkmark | Created employment for several women in wholesale and retail Closely associated with GB Foods | www.thegbfoods.com |
| Wilmar Africa Limited | Private company, wholly-owned subsidiary of Wilmar International, involved in the refining, packing and distribution of edible oils | \checkmark | \checkmark | \checkmark | | | \checkmark | Created direct and indirect jobs for Ghanaian women in their value chain Closely associated with Wilmar International Exports to Niger, Burkina Faso, Senegal, Togo and Benin | www.wilmar- international.com |

| Technical assistance/ operational support | Manufacturing, supplying, Capacity buildi education, trai | | | | ncial/No ort, fur | | ncial | | | nen-centric ision(s)/operation(s) |
|--|---|-----------------|--------------|--------------|----------------------|--|----------|--------------|--|--------------------------------------|
| Stakeholder | Brief description | Core activities | | | | | | | Key relationships and strengths | Website |
| | | • | | | | | A | Q | | |
| AVNASH INDUSTRIES GH. LTD.(AVIL) | Private Ghanaian company involved in agribusinesses such as edible oil refining, soap and personal care manufacturing, and rice milling | \checkmark | \checkmark | \checkmark | | | | \checkmark | Created several direct and indirect jobs for women in the value chains involved Associated with SONA Group Export markets in Burkina Faso, Niger, Mali, Benin, Senegal, and Nigeria | www.avnash.com |
| Unilever Ghana | Private multinational consumer goods company, making and selling around 400 brands in 190 countries | \checkmark | \checkmark | \checkmark | | | | \checkmark | Involved in direct and indirect job creation for women, enhanced livelihoods and health of many people Associated with Limuru Tea Plc. | www.unileverghana.com |
| Global Shea Alliance | Global NPO industry association promoting industry sustainability, quality practices and standards, and demand for shea in food and cosmetics | \checkmark | ~ | ~ | | | | \checkmark | Female to male ratio in their executive committee is 5:6 560 members from 35 countries including 39 women's groups Provides women with training and access to larger markets Primary focus is to empower African women one at a time PPP agreement with USAID and Shea Radiance GSA's program is being implemented in 7 West African countries (Ghana, Burkina Faso, Nigeria, Mali, Benin, Côte d'Ivoire, and Togo) | www.globalshea.com |
| Minga Foods | Private company assisting farmers in Ghana to improve their livelihoods and nutrition levels through cultivating the moringa tree | \checkmark | \checkmark | \checkmark | \checkmark | | | | Provides employment, business opportunities and improved income to all farmers; not gender-specific Partnered with Ghana Investment Promotion Centre | www.mingafoods.com |
| Frutelli Ghana Limited | Private company involved in the production of fruit juice and distributing to Ghana, West and Central Africa | \checkmark | \checkmark | \checkmark | | | | \checkmark | Created significant number of jobs for women Brand covers 10 countries including Togo, Cote D'Ivore, Nigeria and Burkina Faso | www.frutelli.com |
| Shea Radiance | Global NGO involved in the shea cosmetics manufacturing value chain with a strong emphasis on women empowerment in shea production | \checkmark | ~ | V | | | | V | Raw materials are sourced from women coop farmers in Ghana and West Africa, with an aim to empower them earn and educate their children and provide for their families The cofounder is a woman Provides skill training, jobs and access to market for women Partnered with the Global Shea Alliance | www.shearadiance.com |

| Technical assistance/ operational support | ing, ining | | | ncial/N ort, fur | on-fina nding | ncial | | | men-centric vision(s)/operation(s) | |
|--|--|-----------------|--------------|---------------------|------------------|-------|--------------|--------------|--|------------------------------|
| Stakeholder | Brief description | Core activities | | | | | | | Key relationships and strengths | Website |
| | | • | | | 00 | | A | Q | | |
| GIHOC Distilleries Company Limited | Private company producing and marketing alcoholic and non-alcoholic beverages in Ghana | \checkmark | \checkmark | \checkmark | | | | | 2 female members in the board Created indirect jobs for several Ghanaian women | www.gihocdistil.com |
| Glow Shea Butter | Global private company manufacturing skincare products using organic ingredients, primarily shea butter | \checkmark | \checkmark | | \checkmark | | | ~ | Founded by a woman Raw materials for production are sourced from women producer groups of shea in Ghana Provides women jobs and access to market Products positioned as 100% natural and organic | www.glowsheabutter.co m |
| Akoma | Global private company of the UK, manufacturing all- natural skincare and spa products working with cooperatives in Ghana that process and produce the products under their brand | \checkmark | ✓ | | | | | | The Akoma Cooperative Multipurpose Society in Ghana employs women in the local community and is an important source of income for them Partnered with Africa Fairtrade, Soil Association Produces in Africa and markets the products worldwide | www.akomaskincare.co. uk |
| Natural Luxuries | Global private company of the UK, producing handmade shea butter products from raw, unrefined shea seeds sourced from the northern regions of Ghana | ~ | ~ | | | | | \checkmark | Founder and CEO is a woman; fully managed by women Raw materials are sourced from women producer groups of shea in Ghana Partnered with Global Shea Alliance (GSA) | www.natural- luxuries.com |
| Ghana National Chamber of Commerce & industry | National NGO promoting trade and industry, also representing the opinion of the business community in Ghana on matters affecting trade and industry | | | \checkmark | \checkmark | ~ | \checkmark | \checkmark | The chamber has a women's wing with substantial membership base Provides training, access to financial support and markets to women members Partnered with the Government of Ghana | www.ghanachamber.org |
| SeKaf Ghana Ltd. | Private Ghanaian owned and operated company that produces unrefined organic shea butter and shea-based bath and beauty products | \checkmark | \checkmark | V | ~ | | | \checkmark | Supported 5675 women through training, VSLA and market access Women are their core beneficiaries and at the heart of the business Partnered with Ghana's Foods and Drugs Authority, Ghana Standards Authority, ECOCERT and USDA | www.tamacosmetics.co m |

| Technical assistance/ operational support Manufacturing, supplying, Capacity built trade activities clubacturing, supplying, education, trade | | | | Financial/Non-fi | | | | | | men-centric vision(s)/operation(s) |
|---|---|-----------------|--------------|--|--------------|--|----------|--------------|---|---------------------------------------|
| Stakeholder | Brief description | Core activities | | | | | | | Key relationships and strengths | Website |
| | | ¢ | | | 00 | | A | Q | | |
| Sylvie Jones Enterprise | Private company producing sachet and bottled purified drinking water in Ghana | \checkmark | \checkmark | \checkmark | | | | \checkmark | Created employment for women staff and retailers Associated with Kingdom Group | |
| Alfie Designs | Private company manufacturing elegant clothing designs using African printed fabrics, also training underprivileged girls in fashion design | \checkmark | | ~ | \checkmark | | | V | Founded by a woman Ratio of women in the management position is 4:1 Offers fashion design training for underprivileged women Partnered with Ethical Apparel Africa, The Accra Polo Club, Country Kitchen, FMC Technologies and Charter House | www.alfie.design |
| Equator Foods Ghana Ltd | Private company manufacturing a wide range of branded biscuits and confectionery/candies | \checkmark | \checkmark | \checkmark | | | | \checkmark | Created jobs for thousands of women | |
| Kad Manufacturing | Private company manufacturing apparel and pet products through skills development, empowerment and employment provided to women artisans | \checkmark | \checkmark | \checkmark | | | | ~ | The ratio of women to men in the management team is 3:2 Women form a majority of their staff and trainees Headed by a woman and employs several women Partnered with Cadling Fashions, International Community School, Anglogold Ashanti | www.kadmanufacturing. com |
| PBC Shea Limited | Private manufacturer of shea butter and cocoa in Ghana, subsidiary of PBC Limited | \checkmark | \checkmark | \checkmark | | | | \checkmark | Created jobs for many women in the shea butter value and supply chain | www.pbcsheaghana.com |
| Shea Network Ghana | National NGO with members at all levels of the shea value chain in Ghana, seeking to influence policy and provide solutions to industry-wide challenges | \checkmark | \checkmark | \checkmark | | | | V | They resource and empower women in the shea and cocoa value chains 1 female board member and 2 female officers Provides women with access to ready markets Advocates for the inclusion of marginalized women in long-term decision making on shea parkland management Partnered with EU, DANIDA and UKAID through Christian Aid | www.sheanetworkghana .com |
| Cob-A Industries Ltd | Private company manufacturing standard drinking water with a water treatment plant to feeds its sachet and bottling plant | \checkmark | \checkmark | | | | | \checkmark | Created employment for women staff and retailers | |

| Technical assistance/ operational support | Manufacturing, supplying, Capacity buildi trade activities | | R | | ncial/No ort, fur | ncial | | Loop Jing, Barganing, | nen-centric ision(s)/operation(s) |
|---|--|--------------|--------------|--------------|----------------------|----------|--------------|--|---------------------------------------|
| Stakeholder | Brief description | Cor | e activ | vities | | | | Key relationships and strengths | Website |
| | | | | | 00 | W | Q | | |
| Magvlyn Industries Ltd | Private multinational company manufactures Vaettel Water (bottled and sachet water for consumption) and provides services to water suppliers | \checkmark | \checkmark | | | | \checkmark | Created many indirect and direct jobs for women in the value chain Supplies to Cardbury Ghana Limited, Guinness Ghana Limited, Promasidor Ghana Limited | www.myvaettelwater.co m |
| Ghana Textile Manufacturing Company | Private company in Ghana manufacturing textiles and clothing apparel | \checkmark | \checkmark | \checkmark | \checkmark | | \checkmark | Created jobs for women as models, brand ambassadors, wholesale & retailers in Ghana | |
| Els Catering Services | Private company involved in bakery products such as biscuits and other related food production | \checkmark | \checkmark | \checkmark | | | \checkmark | Founded by a woman; employs several women | |
| Mansuki Ghana Limited | Private company in Ghana manufacturing, packaging and trading natural cosmetics for hair and body care | \checkmark | \checkmark | \checkmark | | | \checkmark | Founded by a woman Created many indirect and direct jobs for women in the value chain | www.mgInaturals.com |
| Ephis Shea – Butter Production Company Ltd | Private company in Ghana manufacturing natural shea butter and other products for local and global consumption | \checkmark | \checkmark | \checkmark | | | \checkmark | Founded by a woman Provides employment to many women in northern Ghana | www.ephissheabutterpr oduction.com |
| Agyapa Naturals | Private manufacturer of hair oils from organic and natural African herbs and ingredients | \checkmark | \checkmark | | | | \checkmark | Created direct and indirect employment for women in the value chain and production | |
| 57 Chocolate | Private manufacturer of artisanal chocolates made from bean to bar | \checkmark | \checkmark | | | | \checkmark | Founded by two Ghanaian women who are sisters Created many direct and indirect jobs for women Partnered with Solidaridad | www.57chocolategh.co m |
| Fugu Plus | Private manufacturer of fashion apparel and accessories using handwoven fabric (Fugu) made in the Northern region of Ghana | \checkmark | \checkmark | | | | \checkmark | Founder is a woman Created employment for many women | www.fuguplus.com |

| Technical assistance/ operational support Manufacturing, supplying, trade activities Capacity building, education, training | | | | | ncial/No oort, fur | | ncial | | | nen-centric vision(s)/operation(s) |
|--|---|--------------|--------------|--------------|-----------------------|--------------|---------------------------------|--------------|---|---------------------------------------|
| Stakeholder | e acti | vities | | | | | Key relationships and strengths | Website | | |
| | | | | | 00 | | W | Q | | |
| Wear Ghana | Private company in Ghana manufacturing clothing for African and Ghanaian communities, by creating opportunities for the marginalised through developing the fashion sector | \checkmark | \checkmark | | | | | \checkmark | Founder is a woman Created direct and indirect jobs for women and the marginalised communities of Ghana Partnered with Food For All Africa | www.wearghana.com |
| Shea Butter Central | Private Ghanaian company producing shea-based raw ingredients, and bath and beauty products through an environmentally friendly and ethical supply chain | \checkmark | \checkmark | | | | | \checkmark | Raw materials for production are sourced from women coop groups and farmers Provides several women with employment and access to market through their business | www.sheabuttercentral. com |
| Ghana Textiles Manufacturing Company (GTMC) | | | ~ | | | | | | Low data availability | |
| Association of Ghana Industries (AGI) | Business association of over 1,200 manufacturing companies of various kinds that supports Ghana's manufacturing sector | | | \checkmark | | \checkmark | \checkmark | | Provides its member companies with a network of contacts nationally and internationally | https://www.agighana.o rg/ |
| Global Garments & Textiles Limited | | | \checkmark | | | | | | Low data availability | |



| Technical assistance/ operational support | Manufacturing, supplying, Capacity buildi trade activities | | R | | ncial/N ort, fur | on-fina nding | ncial | | | men-centric vision(s)/operation(s) |
|--|---|--------------|--------------|--------------|---------------------|------------------|----------|--------------|--|--|
| Stakeholder | Brief description | Cor | e activ | vities | | | | | Key relationships and strengths | Website |
| | | | | | 00 | | A | Q | | |
| Printex Limited | Private company involved in manufacturing textiles and clothing apparels in partnership with local textile designers and fashion creatives | \checkmark | ~ | \checkmark | \checkmark | | | \checkmark | Created jobs for many women as models, brand ambassadors, wholesale & retailers in Ghana Fabrics are also exported to Nigeria, Cote D'Ivoire, Mali, Benin, Togo, Burkina Faso, Gambia, Niger, Angola, South Africa and Zambia | www.printexghana.com |
| Sima brew Fashion Business Faculty | Private company involved in manufacturing custom-made garments, dresses and accessories for women and training fashion designers with diverse backgrounds | \checkmark | \checkmark | \checkmark | | | | \checkmark | Founded by a woman Offers women support in training and employment | www.simabrew.com |
| FC Cosmetics Industries Ltd | Private manufacturing wing of FC Beauty Group, manufacturing skin care, hair care, spa and other cosmetics products in a fully automated facility | \checkmark | \checkmark | \checkmark | \checkmark | | | \checkmark | Women comprise majority of their students and workers Provides employment, training and enhanced livelihood for women | www.fcbeautygroup.co m/fc-cosmetics.php |
| Winglow Fashion Academy | Private fashion academy providing vocational skills training aiming to develop entrepreneurship | \checkmark | | \checkmark | \checkmark | | | \checkmark | Provides women with employable skills training and jobs Has been awarded nationally and internationally several times | www.winglow.com |
| Niche Cocoa Industry Ltd | Private manufacturer of semi-finished cocoa products, chocolate and confectionery for supply to industries worldwide | ~ | \checkmark | \checkmark | | | | ~ | Produces and distributes healthy food, adding value to Ghana's cocoa value chain Provides employment support to women in Ghana Fully integrated cocoa processor in Ghana | www.nichecocoa.com |
| Moringa Connect | Private company supporting farmers to plant moringa and provide competitive market for their produce, manufacturing food supplements made of moringa | \checkmark | \checkmark | ~ | \checkmark | | | | Provides training, technical support and ready market to many farmers Support services are gender-neutral Provides local and global markets for sale of moringa products | www.moringaconnect.co m |
| Skin Gourmet | Private company manufacturing raw, handmade skin care sourced from the Wilds of Ghana | \checkmark | \checkmark | | | | | \checkmark | Founder and CEO is a woman; company is managed by women Provides employment to many women Produces natural products that are preservative-free | www.skingourmetgh.co m |

| Technical assistance/ operational support | ing, Financial/Non-financial support, funding | | | | | | | Lobbying/Bargaining/ Syndication Policy, Advocacy, Research Policy, Advocacy, Research provision(s)/operation(s) | | |
|--|---|--------------|--------------|--------------|--------------|--|----------|---|---|---|
| Stakeholder | Brief description | Cor | re acti | vities | | | | | Key relationships and strengths | Website |
| | | • | | | 0 | | A | Q | | |
| Savannah Gold | Private manufacturer of natural shea butter, groundnut paste and dawadawa | \checkmark | \checkmark | \checkmark | \checkmark | | | \checkmark | Provides employment to women Certain percentage of sales is donated to support women and children empowerment programmes Positioned products to be 100% natural | www.savannahgoldgh.wi xsite.com/savannahgold |
| Earth gold skin care | Private producer of shea butter body cream, black soap, black soap shower gel and other cosmetics | ~ | ~ | ~ | ~ | | | ~ | Founder is a woman Provides women with direct and indirect employment and financial support Charity partner is Afi Antonio Foundation | www.earthgoldbeautypr oducts.com |
| Nokware Skincare | Private producer of natural skincare products with organic materials sourced from farms in West Africa, sustainability-oriented | \checkmark | \checkmark | \checkmark | \checkmark | | | \checkmark | Female-owned business with an all-female factory population Provides financial assistance for young daughters of factory women and for women from whom raw materials are sourced | www.nokwareskincare.c om |
| Abova Water Ghana | Private manufacturer of bottled alkaline performance water for regular consumption | \checkmark | \checkmark | \checkmark | | | | \checkmark | Uses high-end technology and science for manufacturing Provides employment to many women | www.drinkabovawater.n et |
| aQuafill | Private company manufacturing and distributing bottled water positioned as a health drink, available in various formats | \checkmark | \checkmark | \checkmark | | | | \checkmark | Provides employment opportunities for many women | www.aquafillghana.com |
| PISTIS GH | Private manufacturer and fashion house of custom-made gowns and dresses for women | \checkmark | \checkmark | \checkmark | | | | \checkmark | The two founders are women Provides employment opportunities for many women | www.pistisghana.com |

| Technical assistance/ operational support Manufacturing, supplying, trade activities Capacity building education, traing | | | | | ncial/No ort, fun | | ncial | | Lobbying/Bargaining/ Syndication Policy, Advocacy, Research Women-centric provision(s)/operation(s) | | |
|---|---|--------------|---------------|--------------|----------------------|--|----------|--------------|---|---|--|
| Stakeholder | Brief description | Cor | re activities | | | | | | Key relationships and strengths | Website | |
| | | | | | | | (| Q | | | |
| Palmco Enterprise | Private cosmetics manufacturer, producing liquid bathing soap, liquid detergents, hair products and shea butter products for skincare and also into souvenir production | \checkmark | \checkmark | \checkmark | | | | \checkmark | The founder is a woman Created a number of jobs for women who sell their products | www.ghanayello.com/co mpany/34583/PALMCO_ Enterprise | |
| Bliss Edge Creations | Private company producing soap and other cosmetic products, also providing training in soap-making, cosmetics and hair-products manufacturing | \checkmark | \checkmark | \checkmark | | | | \checkmark | Provides employment to numerous women along with training | www.becgh.com | |
| FlocareBeauty | Private company also a premium natural and organic personal care brand, producing skincare and haircare cosmetic solutions for families and individuals | ~ | ~ | \checkmark | | | | ~ | The founder is a woman Created many direct and indirect jobs for women Positioned as 100% natural premium cosmetics products that work | www.flocarebeauty.com | |
| Blessed Child Foods | Private company producing hygienic and assorted foods such as Tom Browns, sugars, sauces and instant beverages | \checkmark | \checkmark | \checkmark | | | | \checkmark | The founder is a woman Created indirect and direct jobs for many women Positioned as quick foods that save time for busy people | www.blessedchildfoods. com | |
| Juberands Foods and Milling services | Private company processing cereals, drinks, juices and spices, also providing training in food processing | ~ | \checkmark | \checkmark | | | | \checkmark | Founded and fully managed by women Provides employment and business opportunities to women Partnered with women wholesalers and retailers Close proximity to a major market centre | www.juberandsfoods.co m | |
| Karess Foods | Private manufacturer of natural sugars for consumption | \checkmark | \checkmark | | | | | \checkmark | Created employment for women in sales of the product Partnered with Melcom | | |
| Tumte essentials Limited | Private company manufacturing natural locally-made hand creams in Ghana | \checkmark | \checkmark | | | | | \checkmark | Founder is a woman Created several direct and indirect jobs for women Partnered with SheTrades Commonwealth | www.ghanayello.com/co mpany/49191/Tumte_es sentials_Limited | |

| Technical assistance/ operational support | ling, aining | Ű | Financial/Non-financial support, funding | | | | | | nen-centric vision(s)/operation(s) | |
|--|---|--------------|--|----------|--|--|----------|--------------|---|---|
| Stakeholder | Brief description | Co | re ac | tivities | | | | | Key relationships and strengths | Website |
| | | ¢ | | 1 2/- | | | A | Q | | |
| Nock Afriq | Private company manufacturing dresses, jackets, bikinis, trousers, hats and other garments specifically from northern woven fabric (Fugu) | \checkmark | ~ | | | | | ~ | The founder is a woman; works with many women in production of the garments Created employment for several women | www.nock-afriq-vogue- smocks.business.site |
| Mo Tribe | Private company manufacturing hand-made northern smock (Fugu), bridal gowns, bags, boubou, kimono, slippers and other accessories | \checkmark | ~ | | | | | ~ | The founder is a woman Created jobs for several women in the production | www.northernpridegh.c om |
| C'Eliore Naturelle | Private company manufacturing natural and organic skincare and beauty products, based on ancient African healing rituals and traditions | \checkmark | ~ | | | | | ~ | The founder is a woman Created indirect and direct jobs for several women | |
| Zoharous | Private company producing African-inspired high-end garments for women, with raw materials sourced locally | \checkmark | \checkmark | | | | | \checkmark | The founder is a woman Created jobs for women, indirectly and directly | www.zoharous.com |
| Yayo Foods | Private company involved in the processing and packaging of variety of mixed cereals | \checkmark | \checkmark | | | | | \checkmark | The founder is a woman Created several jobs for women, directly and indirectly | www.yayofoodsgh.com |
| Soap Farmer Enterprise | Private company producing skincare products such as essential oils, shea butter creams and soaps using natural ingredients | \checkmark | \checkmark | | | | | \checkmark | The founder is a woman All raw materials are sourced from women producers Provides employment, and access to market for women | |
| SHEA JO' | Private company manufacturing skincare products such as shea butter creams, essential oils, soaps and other cosmetics using natural ingredients sourced locally | ~ | \checkmark | | | | | \checkmark | The founder is a woman Raw materials are sourced from women farmers Provides employment to many women and access to market | www.web.facebook.com /sheabyjo |

| Technical assistance/ operational support | Manufacturing, supplying, Capacity buildi education, trai | 0, | Q | | ancial/Non-financial oport, funding | | | nen-centric rision(s)/operation(s) |
|--|---|-----------------|--------------|----------|--|--------------|---|--|
| Stakeholder | Brief description | Core activities | | | | | Key relationships and strengths | Website |
| | | | | <u>-</u> |] 😂 🌧 🍭 | Q | | |
| Dudu Osun Ghana | Private company producing skincare cosmetics such as essential oils, shea butter creams and soaps using natural ingredients sourced locally | \checkmark | \checkmark | | | \checkmark | The founder is a woman Raw materials for production are sourced from female farmers Provides employment to women in production and access to market to female farmers | www.duduosunghana.co m |
| Duffys Organics | Private company manufacturing beauty and health supply products that are wholly organic | \checkmark | \checkmark | | | \checkmark | Company is owned and run by women | |
| Midas Bella | Private company producing custom-made garments, ready-to-wear and bridal wear for women | \checkmark | \checkmark | | | | Founded by a woman | www.instagram.com/mi dasbella/?hl=en |
| Natural Treats Industries | Private cosmetics manufacturing company that produces skincare and hair care cosmetic products with African natural oils and butter base, mainly shea and cocoa butter | \checkmark | \checkmark | | | | Created jobs for some women | www.ghanayello.com/co mpany/44998/Natural_T reats_Industries |



Manufacturing Sector Regional level stakeholders in Bono, Brong-Ahafo, Upper East, Upper West, Northern & Eastern

| Technical assistance/ operational support Manufacturing, supplying, trade activities Capacity building, education, trainin | | | | | ncial/N ort, fu | lon-fina nding | ncial | | Lobbying/Bargaining/ Syndication Policy, Advocacy, Research Policy, Advocacy, provision(s)/operation(s) | | |
|---|--|--------------|--------------|--------------|--------------------|-------------------|--------------|--------------|--|------------------------------|--|
| Stakeholder | Brief description | Cor | re acti | vities | | | | | Key relationships and strengths | Website | |
| | | • | | | | | æ, | Q | | | |
| Sumbo-Posh Women Empowerment Organization | Regional NGO in the Upper West, seeking to empower women through job creation and skills development for their basic income needs | \checkmark | | \checkmark | \checkmark | | \checkmark | \checkmark | Members are mainly women Provides women with training, access to financial support and market Supports women in shea butter manufacturing, smock weaving, making of beads products, producing maize, soybeans, cowpea, millet, and sorghum | | |
| Wellam's Shea Investment | Regional NGO in the Upper East empowering women especially through the shea value chain through the production of shea butter and cosmetics | ~ | ~ | ~ | ~ | | | ~ | Founder is a woman Employs 150 women in the company Provides women with training, financial support and markets Mandated to empower women in the shea value chain | www.wellamshea.com | |
| Farmers Matter-Shea (FM Shea) Group | Farmers Union/Producer Association in the Upper West region, using community base resources, knowledge and smart agricultural for sustainable development. They produce and promote chemical free Shea-products through well-trained women and equip women cooperatives for sustainable development | \checkmark | ~ | ~ | | | | \checkmark | 2 out of 3 team members are women Works with over 150 women Provides women with training, job creation, access to resources and markets Partnered with SheTrade Commonwealth, Global Shea Alliance | www.fmshea.com | |
| Paridox Cosmetics | Private company in the Eastern region delivering beauty and hair care needs | \checkmark | \checkmark | \checkmark | | | | \checkmark | Founder and CEO is a woman The company is fully run by women Provides job creation for women Partnered with Tiwajo Industries Limited | www.paridoxcosmetics.c om | |

CAVEAT: Stakeholder listing is based on secondary research and interviews, So, all stakeholders (especially those with highly localised and/or offline operations) may not have not been captured in the listing. All maps & tables present best-available information as at the time of research.

19

Manufacturing Sector Regional level stakeholders in Bono, Brong-Ahafo, Upper East, Upper West, Northern & Eastern

| Technical assistance/ operational support | ing, Financial/Non-financial support, funding | | | | | | | Lobbying/Bargaining/ Syndication Policy, Advocacy, Research Policy, Advocacy, provision(s)/operation(s) | | |
|--|--|--------------|--------------|--------------|--|--|--|--|--|--------------------------------------|
| Stakeholder | Brief description | Cor | re acti | vities | | | | | Key relationships and strengths | Website |
| | | • | | - | | | ~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~ | Q | | |
| Savana Essence | Private company in the Upper East, producing organic oils, shea butter and powders obtained from plant extracts | \checkmark | \checkmark | \checkmark | | | | \checkmark | Supports rural women by providing employment in the northern parts of Ghana, providing sustainable source of income and access to ready markets | www.savanaessence.co m |
| Right Shea | Private company in the Northern region, producing handmade shea butter, with extensive expertise in shea butter production and sales industry within Ghana | \checkmark | ~ | | | | | ~ | Founded by a woman, managed fully by women Provides employment to women and access to markets Raw materials are sourced from women Partnered with Global Shea Alliance (GSA) and the Shea Network Ghana (SNG) Produces handmade shea butter for domestic and industrial purposes | www.en.gravatar.com/t herightshea |
| INTERNATIONAL OILS & FATS LIMITED | Private company in the Brong-Ahafo region, creating the preferred supply base for Refined Shea Stearin and Shea Olein through the fractionation of shea butter with superior technology | \checkmark | ~ | | | | | \checkmark | Raw materials for production are sourced entirely from women producers in Ghana Employs women and provides them access to market Partnered with the Global Shea Alliance | www.iofltd.com |
| Yedent Agro Group of Companies | Private company in the Bono region specialized in food manufacturing with a vision to become a premiere multinational fortified food manufacturer that brings nutrition and affordability | \checkmark | \checkmark | | | | | \checkmark | Raw materials for production are sourced from smallholder farmers and aggregators, including women farmers Provides employment and guaranteed market to women and other farmers Provides direct and indirect job opportunities to women Partnered with Ghana Health Service | www.yedentghana.com |

