

**MINISTRY OF EMPLOYMENT
AND LABOUR RELATIONS**



2018

**STATISTICAL
REPORT**

**PREPARED BY:
RSIM DIRECTORATE**



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PREFACE

Over the years, there have been very high demand for employment and labour-related data/statistics by stakeholders of the Ministry to track issues related to employment & labour, safety and security of future income/pensions of public and private employees, as well as private employers. The relevance of this data/statistics is to ensure that workable public policies that are geared towards promoting employment, peaceful industrial relations, decent working conditions and green environment are developed.

As a Ministry responsible for the formulation of employment and labour-related policies, our programmes and activities are monitored using evidence from data/statistics, especially those generated from administrative sources by the Ministry's Departments/Agencies. This has enabled the Ministry to keep track of and evaluate the performance and achievements of its Departments/Agencies to improve upon the Sector's performance.

The Ministry has been collecting, collating, analyzing and publishing data/statistics on activities and performance of its Departments/Agencies to inform policy and decisions. The 2018 Statistical Report is an upgrade of the preceding editions. The current edition, takes into account the comments, views, ideas, suggestions, recommendations and contributions from relevant stakeholders of the Ministry.

It is pertinent to note that the data/statistics generated by this Report takes into cognizance the need to consider government policy on mainstreaming gender into data production, particularly from administrative sources. Therefore, the Report further incorporates details on the activities of the Sector and disaggregate the data/statistics on gender basis where applicable.

The 2018 Annual Statistical Report is envisaged to assist in addressing some of the pressing issues identified within the Sector and to improve upon the quality of service delivery by the Sector Ministry in line with its policy objectives of providing timely, reliable and disaggregated labour market data for effective planning and programming.



HON. IGNATIUS BAFFOUR AWUAH (MP)
MINISTER, MELR



ACKNOWLEDGEMENTS

The Ministry of Employment and Labour Relations (MELR) wishes to express its profound gratitude to its Departments and Agencies for their contribution towards the development of the 2018 Annual Statistical Report.

The MELR appreciates the hard work and cooperation of the Sector Departments and Agencies to ensure the successful development and validation of this Report.

The Ministry also wishes to acknowledge the continuous support of the sector Minister and the Chief Director for their guidance and invaluable contributions that has helped to enrich the 2018 MELR Statistical Report.

The 2018 Statistical Report is envisaged to be of great benefit to all stakeholders and will aid in the improvement of the activities of the Ministry, its Departments and Agencies towards the achievements of the goals of the country.



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LIST OF ABBREVIATIONS

BfbW	-	Bread for the World
DFI	-	Department of Factories Inspectorate
DOC	-	Department of Co-operatives
FWSC	-	Fair Wages and Salaries Commission
GCCo	-	Ghana Co-operatives College
GCC	-	Ghana Co-operatives Council
GSDP	-	Ghana Statistics Development Project
GSS	-	Ghana Statistical Service
ICCES	-	Integrated Community Centres for Employable Skills
ILO	-	International Labour Organisation
LD	-	Labour Department
LFS	-	Labour Force Survey
MCP	-	Master Crafts Person
MDAs	-	Ministries, Departments and Agencies
MDPI	-	Management Development and Productivity Institute
MELR	-	Ministry of Employment and Labour Relations
NDMW	-	National Daily Minimum Wage
NLC	-	National Labour Commission
NPRA	-	National Pensions Regulatory Authority
NTC	-	National Tripartite Committee
NVTI	-	National Vocational Training Institute
OIC, G	-	Opportunities Industrialisation Centre, Ghana
OSH	-	Occupational Safety and Health
PEAs	-	Private Employment Agencies
PECs	-	Public Employment Centres
RSIM	-	Research, Statistics and Information Management
SDGs	-	Sustainable Development Goals
SSNIT	-	Social Security and National Insurance Trust
SSSS	-	Single Spine Salary Structure
TPFA	-	Temporary Pensions Fund Accounts
YEA	-	Youth Employment Agency
YIEDIE	-	Youth Inclusive Entrepreneurial Development Initiative for Employment



EXECUTIVE SUMMARY

The Ministry of Employment and Labour Relations (MELR) is mandated to formulate policies, programmes and activities that would ensure the availability of comprehensive employment and labour data/statistics from its Department and Agencies to inform policy development; and to help determine programmes and interventions for dealing with matters pertaining to unemployment, job creation, career and professional development.

The Ministry develops statistical report annually providing details of statistical activities conducted by Departments/Agencies covering January to December. The 2018 edition is the fifth statistical report put together by the Ministry, its Departments and Agencies following maiden publication in 2015.

The Statistical report has been of enormous benefit to the sector. It has helped to improve data collection and analyses and also contributed to the standardization of data collection and reporting formats. These Reports in no doubt has helped in planning, decision making, and performance monitoring as well as evaluating the performance of the sector.

The MELR is committed to developing standard and reliable statistical report that will meet the expectations of its various stakeholders. As a result, it has taken notice and considered the suggestions, comments and recommendations of interested parties in the buildup of the 2018 statistical report. The performance indicators of the various Departments/Agencies have in addition been grouped into essential variables at the National and regional levels as well as been disaggregated by sex. The MELR statistical Report intends to augment the administrative data required for reporting on Ghana's achievement on the Sustainable Development Goals (SDGs) in the foreseeable future.

The National Daily Minimum Wage (NDMW) in 2018 was increased by GHp 0.88 over 2017 representing a 10% increment. The base pay also experienced an upward adjustment of 11% bringing to GHC 8.27 in 2018 above that of the previous year. Generally, both the base pay and the NDMW have been increasing steadily over the years.

As of the end of the review year, the Fair Wages and Salaries Commission (FWSC) had migrated a total of 480,385 Public Servants from 139 institutions into the Single Spine Salary structure (SSSS) since its implementation in 2011. The last batch of Public Sector Employees were enrolled onto the SSSS in 2013. The estimated number of Public Service employees on the SSSS by levels as at December 2018 amounted to 557,598 with 229,939 (41.24%) being females and 327,659 (58.76%) being males.

The Labour Department has its activities centered on Labour Inspections and Employment Registration; Employment Services by Public Employment Centres (PECs) and Registration of Private Employment Agencies (PEAs) in 2018. The Labour Department conducted a total 284 labour inspections which forms the lowest since 2016. The Department registered a total number of 18,475 Job Seekers composed of 10,552 males and 7,923 females. Out of this,



2,485 (1,836 males and 649 females) were placed in jobs, with the remaining 11,842 (5,773 males and 6,069 females) on the Live Register of the Department. Eighty-one (81) Private Employment Agencies were registered from five (5) out of the ten (10) regions across the country.

In 2018, the Department of Factories Inspectorates (DFI) registered 566 new premises. The DFI registered more new premises across the country in 2018 as compared to the previous years. Nationally, DFI undertook 2,147 routine inspection of registered workplaces. There was an improvement in the 2018 routine inspection by 1.5% and 25.2% over 2017 and 2016 respectively. During the year under review, the Department recorded a total of 36 occupational accidents, 5 (13.9%) of which were fatal and 31 (86.1%) non-fatal. In terms of talks and training, DFI organized 48 Occupational Health and Safety (OHS) talks and training nationwide.

The Department of Co-operatives registered a total of 21,031 cooperatives across the Ten (10) regions of Ghana, out of which 6,317 cooperatives are active and operational. The newly registered cooperatives in the year 2018 was 536 out of the cumulative 21,031 registered cooperatives. The Department conducted a total of 1,252 inspections/auditing of Cooperative Societies. Membership of cooperatives recorded 26,860 new members nationwide. The DOC employed 7289 people across the country. Cumulatively 3521 groups were organised into cooperatives with 729 new cooperative society groups brought on board. Out of the aggregate figure, the Western and Central Regions respectively recorded the highest of 130 (17.8%) and 121 (16.6%) while the Upper West Region recorded the lowest of 42 (5.8%). There was appreciable increase in the number of bookkeeping training organised by the Department for cooperatives societies. The year 2018 recorded 533 new bookkeeping trainings representing 23.7% rise over the previous years. Cooperatives societies nationwide raised new Capital Base amounting to Gh¢ 2,340,500.00 in 2018. This increased the cumulative Capital Base marginally by 0.43% from Gh¢547,913,195.00 in 2017 to Gh¢ 550,253,695.00 in 2018.

The Co-operative Council Ghana (CCG) comprises four Co-operative groups, thus, Financial Cooperative being the largest with a membership of 263,833 making it the largest of the four types that exist. The Department registered 9,057 new members nationwide. This is followed by Agricultural Cooperative as the second highest with a membership of 90,803. The Service co-operative is society with the third largest membership nationally. In all, the Service Cooperative recorded a total membership of 58,748 across the ten regions of Ghana. The cooperative with the least membership (57,694) was the Industrial Cooperative. It recorded no new membership with the year under review. Cumulatively, the Ghana cooperative council provided jobs for about 11,989 people nationwide. Nationally 740 training programmes were conducted in 2018 representing 18.9% raise over the 2017 figure.

The National Vocational Training Institute offers programmes covering hairdressing, motor vehicle mechanics, dressmaking/tailoring, cookery and carpentry. Four thousand four hundred (4400) Master Craft Persons (MCP) were registered across the country by the National Vocational Institute. The number registered in 2018 dropped almost 13.0% relative



to 2017 and increased by 4.1% compared to 2016. The Institute organised Proficiency and Trade Test and Secretarial Examination for 32,293 candidates across the various trades in the year under review. Out of the total number registered, proficiency recorded the highest number of candidates of 65.07% while Trade Test Certificate II recorded the least of 5.6%. Overall 24,600(76.2%) passed the examination organized by the institute. The total number of training provided generally fell by 5.7% though some individual trades saw an increase in enrollment. Three Hundred and Twelve (312) persons enrolled in six different short courses with Defense driving recording the highest enrollment rate of 35.3% whilst transport management the least rate of 0.9%. The NVTI registered a total of 6,840 apprentices in 2018 representing a decline of 21.3% relative to 2017. The staff strength of the instructional staff including the Generics in 2018 stood at 308 comprising 209 Males and 99 Females. The staff strength has consistently declined since 2014.

The Integrated Community Centres for Employable Skills (ICCES) enrolled 1592 trainees in 2018 increasing the total trainee population to 3541. Ninety three (93) persons had Post training employment by industry, out of which 56 were males and 37 were females. In 2018, a total of 1390 trainees enrolled in various Short Courses at the Centre. Out of the 1390 trainees, 24 of the total trainee population dropped out of the programme while 1366 graduated at the end of the programme. The total number of trainees that were sent out on attachment in 2018 increased by 28.92% relative to 2017. Out the total trainings on attachment 144 were monitored. The actual staff strength of ICCES has reduced from 368 in 2017 to 307 in 2018 representing 16.8% decrease.

The Opportunities Industrialization Centre, Ghana (OIC, G) enrolled 1,209 students nationwide in 2018 compared to 1,024 in 2017 representing 18.07% increase. From the total trainees enrolled, 47.7% of the total student population graduated nationwide in 2018 with 2.93% dropouts within the review year. Overall, 306 students were admitted into the BfbW project in 2018 with only 85 who graduated successfully. The YIEDIE Project admitted 4,453 students in 2018 increasing the student population from 4,033 in 2017 to 4,662 in 2018. At the end of the training, less than half of the students admitted, 42.9% were able to graduate successfully. The gap between the existing and ideal staff dropped by 13.0% in 2018.

Management Development and Productivity Institute mounted 76 programmes/courses in the year under review attracting participants from different countries such as Ghana, Gambia, Liberia and Sierra Leone. In total, the number of participants in both regular and implant courses have decline from 31 in 2017 to 608 in 2018. The number of participants from Gambia in the Inplant Courses increased from 59 in 2017 to 84 in 2018 while the number of participants from Ghana in both Courses has steadily dropped since 2016.

The National Pensions Regulation Authority is mandated supervise and regulate pension schemes in the country. At the end of the review year, NPRA had a total of 261 Private Pension Schemes in operation most of which were employer sponsored type of scheme. Out of the total, 137 (52.5%) belonged to Tier 2 whiles the remaining 47.5% belonged to the Tier 3 scheme. The number of privately managed schemes (Tiers 2&3) fell from 125 in 2017 in



2017 to 124 in 2018. Private Pension Funds grew by 53.9% (4,559,725,947.21) in 2018 relative to 2017 raising the total amount in 2018 to 13,013,606,576.29

The National Labour Commission (NLC) in 2018 received 844 Complaints/Petitions covering Summary Dismissal, Unfair Termination, Retirement/End of Service Benefits, Unpaid Salaries, Workmen's Compensation, Redundancy /Lay-off/Severance Pay, others (Maternity Protection, Poor Condition of Service etc). Out of the total complaints/petitions received in 2018, 412 (48.8%) were resolved of which 51 were enforced with 432 (51.2%) outstanding and no Referrals. 42 days was used to settle each case on the average. The number of cases mediated increased by 33 in 2018 while cases arbitrated declined marginally by One (1).



1.0 INTRODUCTION

In recent years, reliable statistics/data has become very critical to national development. They help to identify needs, set goals, and monitor progress of government projects, programmes and initiatives. Without high-quality data providing the right information on the right things at the right time; designing, monitoring and evaluating effective policies become almost impossible. The importance and availability of timely and reliable statistics can therefore not be over-emphasized. The use of sound and transparent data/statistics in public policy decisions making has increasingly gained recognition by both national and international communities alike. Data/statistics have become the lifeblood of decision-making and the raw material for accountability.

Strengthening evidence-based policymaking through data/statistics has become more crucial due to the urgent need to track progress towards achieving the Sustainable Development Goals (SDGs), and supply of reliable and timely information or data for policy decisions. Therefore, data/statistics has become the evidence on which policies are based.

It is against this background that the 2018 Statistical Report, has sought to present the labour market situation in Ghana and also make labour statistics available to government, the private sector and the general public for making decisions with the view to improving the employment situation of Ghanaians. The collated and verified data/statistics are administrative in nature and were gathered from the Ministry of Employment and Labour Relations (MELR), its Departments and Agencies from January to December 2018. The 2018 edition is the fifth in succession since the publication of the 2015 edition.

The Statistical Reports over the years have helped the Ministry to monitor the progress and performance of its sector. Recognizing that data/statistics must be both reliable and relevant, this Report has been compiled following standard practices and methodology. The Report has also taken into cognizance the needs of the end users as well as answering the questions posed by end users following from the previous editions. The entire process of data collection, analysis and dissemination is demonstrably of high quality and integrity. In order to strengthen the quality of the data, data collection templates have been standardized in line with the mandate of various Departments and Agencies under the Ministry.

The 2018 Statistical Report presents outcome of various activities conducted by the respective Departments/Agencies under the Ministry while mainstreaming gender into the data analysis where applicable. This broadly includes data on labour inspection; occupational safety and health; job canvassing and placement; labour administration; employment; labour skill sets available; co-operatives formation; pensions regulations; and salary administration. The Report disaggregates these facts into geographical, age, sex and other relevant formats.

The 2018 edition of the Statistical Report, like the previous editions, is expected to augment the periodic surveys conducted by the Ghana Statistical Service. The Report will also serve



as a reference material for government, labour actors, private and organized labour in the monitoring of the performance of most Ghana labour market indicators.

2.0 BACKGROUND

The MELR and its Departments/Agencies has as one of its core mandates, the production of labour and employment related data/statistics to inform policy planning and implementation. In line with achieving this mandate, the Ministry and its Departments/Agencies undertake collection, collation and management of administrative data/statistics on employment and labour related issues. The essence of these activities is to aid in showcasing performance, institutional planning and realignment, efficient resource management and policy/projects/programmes design and implementation.

These processes are spearheaded by the Research, Statistics and Information Management (RSIM) Directorate of the Ministry. The RSIM Directorate compiles the administrative data generated by the Ministry and its Departments/Agencies into a comprehensive Statistical Report for circulation to all stakeholders for their information and use as needed.

Some of the data collected by the MELR and its Departments/Agencies include:

Table 1: Functions and Type of Data Collected by the Sector

No.	Department/ Agency	Functions	Type of Data Collected
1.	Ministry of Employment and Labour Relations	<ul style="list-style-type: none"> i. Initiate, formulate and coordinate sector policies and programmes, as well as schemes to ensure sustainable accelerated employment generation and human capital development; ii. Develop strategies and mechanisms to ensure and promote industrial peace and harmony; iii. Develop and periodically review all legal and policy instruments for the Sector; iv. Ensure the development and review of appropriate information management systems to facilitate the availability of timely, relevant and accurate employment and labour statistics; v. Coordinate all national employment initiatives with the collaboration of relevant stakeholders of the economy; vi. Ensure the monitoring and evaluation of sector policies, programmes and projects in relation to gainful employment-generation and the promotion of industrial harmony; vii. Promote best modern management practices, systems and procedures in all sectors of the economy to enhance labour productivity; viii. Ensure fair and equitable wages and salaries for employees in all sectors of the economy; ix. Ensure the provision of employable skills and apprenticeship particularly to the youth through 	Data on NDMW, performance of policies and implementation of Sector budget; data on jobs created by government



No.	Department/ Agency	Functions	Type of Data Collected
		vocational and technical training at all levels, to promote decent and sustainable jobs; x. Ensure occupational safety and health for all workers in both the formal and informal sectors; xi. Ensure all work places conform to labour laws through labour inspection; and xii. Facilitate the development of vibrant co-operatives, medium and small-scale enterprises for employment generation and poverty reduction.	
2.	Labour Department	i. To provide advice on labour policy and all matters relating to labour; ii. To administer labour legislation; iii. To enforce labour laws and working conditions through inspection of workplaces; iv. To promote effective tripartism through co-operation with employers and workers' organizations. v. To investigate, find and facilitate payment of workmen's compensation claims; vi. To implement employment policies, through the labour market, and sound management of employment services; vii. To provide career/vocational guidance and counseling. viii. To co-ordinate, check and promote self-employment generation in the informal sector for sustainable full employment, economic and social progress; ix. Child Labour sensitization, training and law enforcement; co-ordination and monitoring of all child labour elimination programmes; x. To license and monitor operations of Private Employment Agencies; xi. Registration and Certification of Trade Unions and Employers' Organizations; xii. To provide labour market information/statistics in collaboration with other government agencies for human resource planning, development, and use; and xiii. To ensure Government's continued relationship with and membership of the International Labour Organization (ILO) and other labour organizations throughout the world.	Labour/employment data, including inspections; processing and determination of workmen's compensation claims; registration of Private Employment Agencies; issuance of Collective Bargaining Certificates to Unions, vocational guidance and counseling, registration of Trade Unions and Associations, issuance of labour clearance certificates, data on labour migration
3.	Department of Factories Inspectorate	i. To register factories, shops and work premises; ii. To renew certificates of registration of factories, shops and premises; iii. To develop and disseminate guidelines relating to the cleanliness of factories, shops and work premises; iv. To register and investigate accidents and cases of occupational disease occurring in the factories, shops and work premises; v. To facilitate the prosecution of occupational safety	Data on Occupational Safety and Health (OSH), accidents and diseases, registration of new factories, inspection of



No.	Department/ Agency	Functions	Type of Data Collected
		<p>and health offenders;</p> <p>vi. To conduct occupational safety and health inspections and hygiene surveys;</p> <p>vii. To collaborate with all stakeholders for the promotion of occupational safety and health standards in all sectors of the economy; and</p> <p>viii. To develop and monitor enterprise level occupational safety and health management systems.</p>	existing factories
4.	Department of Co-operatives	<p>i. To register co-operatives (any group of persons) that have as their objective the promotion of their economic interest as a co-operatives with limited liability;</p> <p>ii. To audit and inspect the accounts of all registered co-operatives at least once every year;</p> <p>iii. To settle disputes that touch the business of a co-operative. The Registrar may do this on his/her own or through an arbitrator;</p> <p>iv. Group formation: To sensitize potential groups of people on the benefits of co-operatives and their preparation (involving nurturing for a period of time) for registration;</p> <p>v. To attend meetings on invitation to offer advice on questions of law and principles of co-operativism;</p> <p>vi. Hands-on training in proper keeping of records of operations;</p> <p>vii. To educate members of co-operatives on their rights and their responsibilities as members and their roles in the success of the group enterprise; and</p> <p>viii. To train executives and managers of co-operatives in business management and financial appreciation.</p>	Data on functional co-operative societies; number of societies registered and audited; number of societies that convene Annual General Meetings; number of members trained; liquidations conducted.
5.	Ghana Co-operatives Council	<p>i. To represent Ghanaian co-operatives nationally and internationally;</p> <p>ii. To create and encourage economic development of co-operative enterprises and other self-help entities;</p> <p>iii. To provide information, data and statistical services for co-operatives and other self-help enterprises including research, collection and dissemination of information and publicity;</p> <p>iv. To promote micro-finance operations as an added value to non-financial co-operatives; and</p> <p>v. To promote and create an enabling environment for co-operative development in the country.</p>	Data on Co-operatives and their membership
6	National Vocational Training Institute	<p>i. To organize apprenticeship, in-plant training and training programmes for industrial and clerical workers and train Instructors and Training Officers required for the purpose;</p> <p>ii. To provide for vocational guidance and career</p>	Data on trained and tested graduates and on-the-job training (industrial



No.	Department/ Agency	Functions	Type of Data Collected
		<p>development in industry;</p> <p>iii. To develop training standards, and evolve effective trade testing and certification policies and programmes;</p> <p>iv. To initiate a continuing study of the country's manpower requirements at the skilled worker level; and</p> <p>v. To establish and maintain technical and cultural relations with international organizations and other foreign institutions engaged in activities connected with vocational training.</p>	<p>attachment)</p> <p>placement, accredited PVTIs, registered MCPs; workshops; apprenticeships</p>
7.	Opportunities Industrialisation Centre, Ghana	<p>i. To provide vocational/technical, business skills training, counselling and follow-up services to junior and senior high school dropouts and graduates;</p> <p>ii. To provide business advisory services to OIC, G graduates who are self-employed; and</p> <p>iii. To monitor and evaluate the performance of OIC, G programmes;</p>	Data on trained graduates (formal and informal) and their placement in jobs
8.	Integrated Community Centres for Employable Skills	<p>i. To provide competency-based technical and vocational training and retraining for young persons – illiterates, semi-literates and out of school youth;</p> <p>ii. To provide counseling interventions for trainees and prospective trainees;</p> <p>iii. To facilitate trainee mobilization for the establishment of micro and small-scale enterprises in collaboration with the cooperative council;</p> <p>iv. To promote community involvement in the provision of technical / vocational and viable handicraft training;</p> <p>v. To support communities- especially rural communities in mobilizing resources within and outside their communities for the establishment and running of community based ICCES and production unit;</p> <p>vi. To liaise with District Assemblies and other stake holders to support the various Centres;</p> <p>vii. To conduct research and develop plans for the sustenance and expansion of community based vocational training concept in Ghana.</p>	Data on trained graduates and their placement in jobs
9.	Management Development and Productivity Institute	<p>i. To organise management training programmes, conferences, workshops and seminars for personnel from all sectors of industry and commerce in various fields – including General Management, Financial Management, Industrial Engineering, Project Management, Marketing Management, Transport Management, Agricultural Management and Construction Business Management;</p> <p>ii. To provide advisory and consultancy services to all sectors of industry and commerce on solutions of</p>	Data on manpower development, productivity indices and institution building



No.	Department/ Agency	Functions	Type of Data Collected
		<p>problems with a view to raising the level of efficiency and productivity;</p> <p>iii. To carry out studies, enquiries and research in the fields of management development and productivity in collaboration with industry, commerce and organisations with related interest;</p> <p>iv. To promote the publication of information collected and the results of studies, enquiries and research in the form of books, periodicals, bulletins, and bibliographies; and</p> <p>v. To serve as a center for collecting information on most modern developments in management and organisation and making such information readily and constantly available to those responsible for the running of the national economy.</p>	
10.	Ghana Co-operatives College	<p>i. To provide competency-based skills training for staff of the Department of Co-operatives; and</p> <p>ii. To provide education and training programmes for co-operative societies in all sectors of the economy in accordance with modern trends.</p>	Data on training of Co-operative Societies
11.	National Pensions Regulatory Authority	<p>i. To ensure compliance with the Pensions Act, 2008 (Act 766);</p> <p>ii. To register occupational pension schemes, provident funds and personal pension schemes;</p> <p>iii. To issue guidelines for the investment of pension funds;</p> <p>iv. To approve, regulate and monitor trustees, pension fund managers, custodians and other institutions that deal with pensions as appropriate;</p> <p>v. To establish standards, rules and guidelines for the management of pension funds under the Pensions Act;</p> <p>vi. To regulate the affairs and activities of approved trustees and ensure that the trustees administer the registered schemes;</p> <p>vii. To regulate and monitor the implementation of the Basic National Social Security Scheme;</p> <p>viii. To carry-out research and ensure the maintenance of a national data bank on pension matters;</p> <p>ix. To sensitise the public on matters related to the various pension schemes;</p> <p>x. To receive and investigate complaints of impropriety in respect of the management of pension schemes;</p> <p>xi. To promote and encourage the development of the pension scheme industry in the country;</p> <p>xii. To receive, and investigate grievances from pensioners and provide for their redress;</p> <p>xiii. To advise government on the general welfare of pensioners; and</p>	Data on pensions registration and licensing of Pension Schemes and Service Providers, inspection of Service Providers, enrollment of members and establishments onto Schemes, as well as pension funds



No.	Department/ Agency	Functions	Type of Data Collected
		xiv. To advise government on the overall policy on pensions in the country.	
12.	Youth Employment Agency	<ul style="list-style-type: none"> i. To facilitate the employment of the youth through collaborative efforts with public and private sectors of the economy; i. To provide Training and Entrepreneurial skills development for the youth in Ghana; ii. To serve as a One-Stop-Shop for the employment of the youth and entrepreneurial development of the youth taking into consideration Gender and Persons with Disability; iii. To conduct research and data analysis of youth unemployment, under-employment and employment in Ghana; and iv. To advise on matters that relate to the employment and development of the youth. 	Data on youth recruited, trained and employed by the YEA
13	Fair Wages and Salaries Commission	<ul style="list-style-type: none"> i. To implement public service pay policy, except the determination of emoluments under Article 71 of the Constitution; ii. To develop and monitor allowances and benefits of public servants and the consolidation of salaries of public servants; iii. To undertake job analysis and job evaluations; iv. To develop and ensure a consistent review of standard job evaluation methodology; v. To develop and ensure implementation of grading and classification structures; vi. To review requests for the re-grading of positions; vii. To co-ordinate, manage and monitor collective bargaining processes in which Government is the direct or indirect employer; viii. To develop salary structures for the public service; ix. To ensure that the balance of internal consistency, external competitiveness and employee performance are fully reflected in the public service pay system; x. To advise on performance management processes and indicators; xi. To develop a mechanism within the public service salary system to attract and retain critical skill; xii. To undertake research on salaries, benefits and allowances; xiii. To review and propose changes to salary related components in enactments; and xiv. Perform other functions related to the objects of the Commission. 	Data on Base Pay and Pay Point relativity negotiation on the Single Spine Salary Structure (SSSS), number of Public Service employees migrated onto the SSSS, Public Service Pay Administration.
14.	National Labour Commission	<ul style="list-style-type: none"> i. To facilitate the settlement of industrial disputes; ii. To settle industrial disputes; iii. To investigate labour related complaints, in particular unfair labour practices and take such steps as appropriate to prevent labour disputes; iv. To maintain a data base of qualified persons to serve 	Data on labour disputes resolution; strike actions and lockouts; training for mediators,



No.	Department/ Agency	Functions	Type of Data Collected
		as mediators and arbitrators; v. To promote effective labour co-operation between labour and management; and vi. To perform any other function conferred on the Commission under the Labour Act, 2003 (Act 651) or any other enactment.	arbitrators, Unions and Employers.

The above-mentioned data/statistics generated periodically by the MELR and its Departments/Agencies in performing their respective functions serve as the basis for the development of the yearly Sector Statistical Reports.

The 2018 MELR Statistical Report, just as the preceding editions, will help the Ministry measure how employment problems are being addressed through planning, policy formulation, implementation and decision-making.

3.0 OBJECTIVE

The objective of the 2018 MELR Statistical Report is to disseminate to the main stakeholders of the Ministry, data/statistics generated by the Ministry and its Departments/Agencies on all Sector activities and programmes, to inform policy decision-making.

4.0 SCOPE OF WORK

The Report summarises and presents the data/statistics generated by the Ministry; and its Departments and Agencies for the period January to December 2018. The information is presented in broad categories of the Tripartite, Salary Migration, Labour Registrations and Inspections, Occupational Safety and Health, Employment Creation, Skills Training and Development, Pension Regulations and Labour Disputes Resolution.

5.0 METHODOLOGY

To ensure that accurate and reliable time series data are collected, collated and presented to stakeholders, the RSIM Directorate organised a preparatory meeting for the update and validation of the customised data collection templates designed for the 2018 MELR Statistical Report. The revised template takes into consideration comments, suggestions, feedback and recommendations of all stakeholders, especially the data generators themselves, *i.e.* the Departments/Agencies. The templates were then forwarded to the respective Departments and Agencies to populate and re-submit. The data was compiled, analyzed and used to develop a draft of the 2018 MELR Statistical Report. Subsequently, the draft Report was reviewed at a Stakeholders' Validation meeting. The validated document was then disseminated (both in soft and hard copies).



6.0 PRESENTATION OF DATA

The details of the data collated and analyzed are discussed below:

6.1 National Daily Minimum Wage, Base Pay and Migration onto the Single Spine Salary Structure

National Tripartite Committee

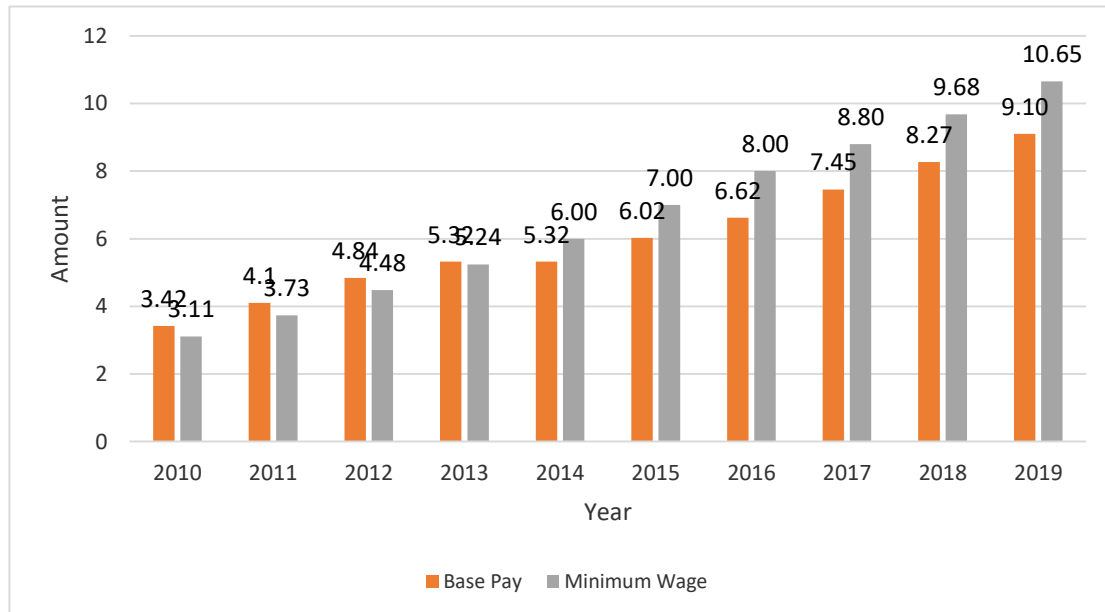


Figure 1: Pay Negotiation (GHC) 2010-2019

The NDMW for 2018 was pegged at Ghc9.68, which is 10% increment over the 2017. The 10% increment resulted in Ghc0.88 increment of the 2017. Compared to five years ago, 2014, the NDMW had increased by 1.61 times and relative 2010 it had increased by 3.11 times. The base pay on the other hand was pegged at 8.27 (Ghp0.82 increase) in 2018 indicating 11.0% increment over the previous year. Generally, both the base pay and the NDMW have been increasing steadily over the years. The details are presented in Figure 1.

(See Appendix 1).

Fair Wages and Salaries Commission (FWSC)

No new institutions have been migrated onto the Single Spine Salary Structure (SSSS) since 2013, when the last batch of 1,866 Public Service employees were migrated. This brings the total number of employees of the 139 institutions migrated onto the SSSS to 480,385. (See figure 2)

Relatedly, the estimated number of Public Service employees on the SSSS by levels as at December 2017 amounted to 557,598 with 229,939 (41.24%) being females and 327,659 (58.76%) being males.



One Hundred and Forty-Three (143) Public Service Institutions were expected to be migrated onto the SSSS but 139 Institutions have been actually migrated. Four (4) Institutions are yet to be migrated. Whereas the migration of the Ghana Audit Service, the Ghana Revenue Authority and the Parliamentary Services are on hold, that of the Fair Wages and Salaries Commission is in progress.

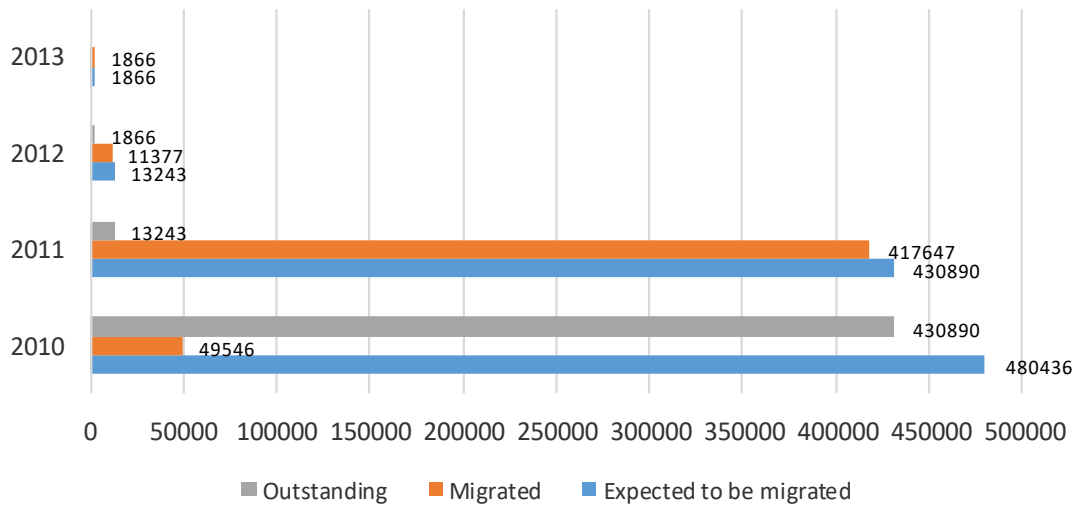


Figure 2: Migration of Institution onto the SSSS (2010 to date)

A total of 582,093 Public Service employees have been migrated unto the SSSS as at December 2018. Of the total migrated, 341,770 were males and 240,323 females representing 58.7% and 41.3% respectively. About 53,922 (71.5% males and 28.5% females) representing 9.26% of the total officers migrated are from the various state Security Agencies. Relative to 2017, the number of officers migrated increased by 24,495 (4.39%) 14,111 (57.6%) of which are males and 10,384 (42.4%) females. Figure 3 presents the details.

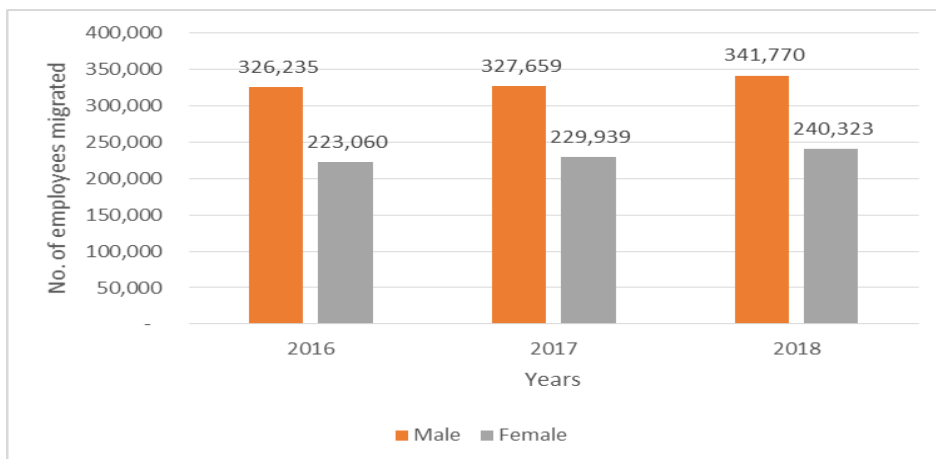


Figure 3: Estimated number of Public Service employees on the SSSS as at December 2018



6.2 Labour Inspections and Employment Registration

Labour Department (LD)

Labour Inspections

The Labour Department organised a total of 284 Labour Inspections in 2018 relative to 305 and 351 in 2016 and 2017 respectively. The year 2018 recorded the lowest number of inspections since 2016. Western Region had the highest number of labour inspections (73) representing 25.70% followed by Greater Accra (71) with a percentage of 25.00%. Volta Region (10) and Upper West Region (20) recorded the lowest number of inspection of 3.52% and 7.04% respectively. There were no inspections in the Central and Ashanti regions.

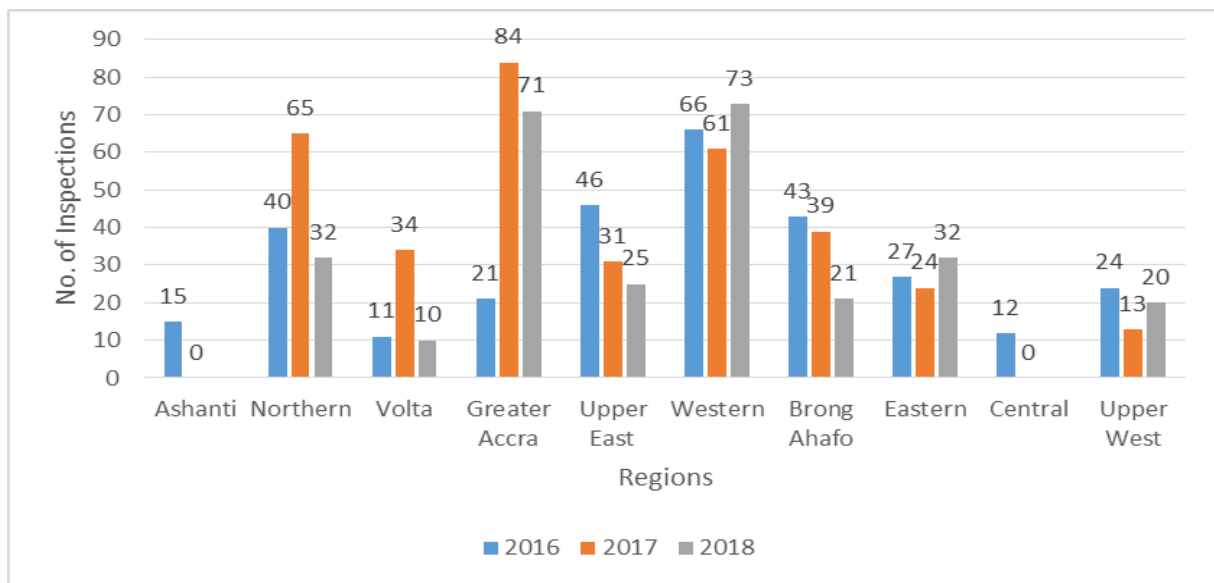


Figure 4: Labour Inspections by Regions

At the Industry level, 284 inspections were undertaken, representing a decrease of 41 (13%) compared to 2017. Out of this number, "Wholesale and Retail Trades, Restaurants and Hotels" received the highest number of Inspections (121) while construction had the lowest number of inspections (6). Agriculture, Hunting, & Forestry, Mining & Quarry and Transport & Communication recorded no inspections in the review year.

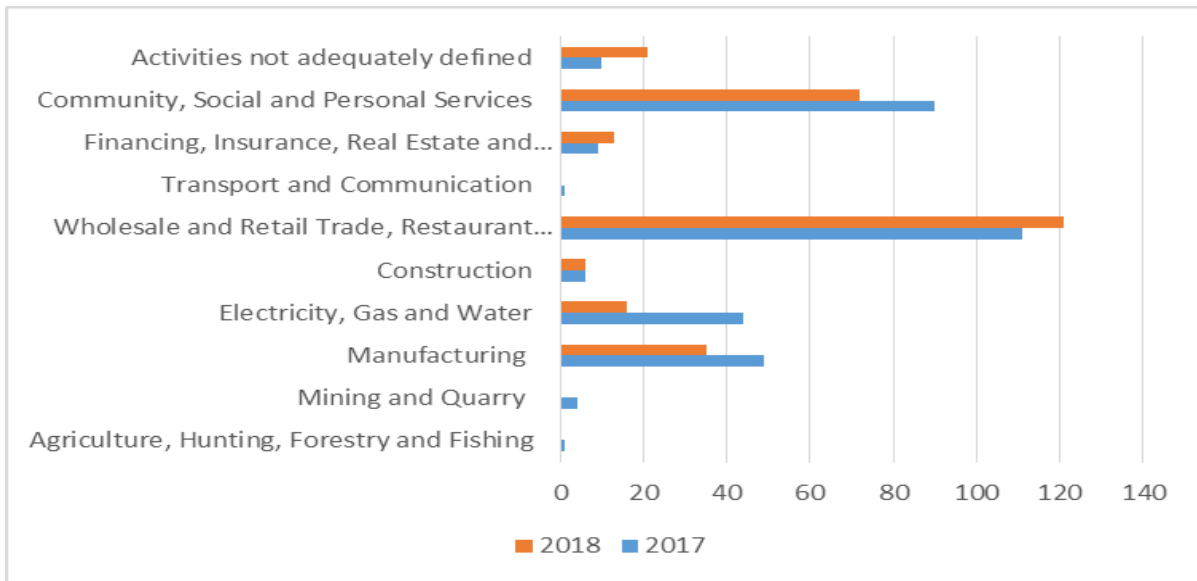


Figure 5: Labour Inspection by Industry

Employment Services by Public Employment Centres (PECs)

Employment Data

In the year under review, the Labour Department registered a total number of 18,475 Job Seekers composed of 10,552 Males and 7,923 Females. Out of this number, 2,485 (1,836 males and 649 females) representing 13.45% were placed in jobs, with the remaining 11,842 (5,773 males and 6,069 females) on the Live Register of the Department. The available data shows that the number of people placed in jobs were always less than half of those who registered for the jobs. Meanwhile, the number of jobseekers registered keeps oscillating from 23,571 in 2015 to 16,219 in 2016 and to 20,374 in 2017 and 18,475 in 2018. The Brong Ahafo region recorded the highest number of jobseekers, 6,621 (3,363 males and 3,258 females) representing 35.8% while the Upper East Region recorded the least of 129 (111 males and 18 females), representing 0.7% of the total. In all, 2,485 (13.5%), made up of 1,836 males and 649 females of the Registered Job Seekers were placed in jobs. While the number of males placed in jobs decreased by 5.9% relative to 2017, the number of females increased by 14.87%.

The Brong Ahafo Region has consistently registered the highest number of Job Seekers since 2015 while Upper East has equally recorded the lowest since 2015. The Eastern Region has also had the highest number of Job Placements within the same period. In 2018, Eastern Region placed 953 (690 males and 263 females) out of the 3,507 Registered Job Seekers representing a 27.2% total number placed in jobs. Upper East Region however did not place any of the registered job seekers in jobs.



Table 2: Registration, Placements and Live Register (Unemployed)

Region	Registration of Jobseekers								Job Placements								Live Register (unemployed)			
	Male				Female				Male				Female				Male			
	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018
Greater Accra	538	320	733	650	326	212	328	305	71	81	142	138	22	49	61	89	467	239	320	241
Eastern	3381	1371	2038	1489	1535	2774	2042	2018	1540	247	826	690	586	956	195	263	1841	1124	1135	722
Central	1107	847	1086	1005	1193	954	996	1031	44	55	123	183	20	35	52	88	1063	792	705	564
Western	775	1305	1693	1305	256	522	726	477	48	286	192	61	65	63	65	30	727	1019	983	726
Ashanti	5014	1648	2028	1731	794	434	525	526	84	217	265	221	34	25	40	19	4930	1431	1402	1149
Brong Ahafo	6176	2228	3668	3363	1929	2714	3391	3258	310	187	356	478	171	77	149	152	5866	2041	1968	1541
Northern	0	171	198	204	0	119	121	124	0	2	14	4	0	1	0	0	0	169	167	183
Upper East	60	77	109	111	0	1	17	18	0	0	2	0	0	0	1	0	60	77	90	94
Upper West	188	137	216	375	126	102	129	140	9	0	0	45	3	0	0	8	179	137	193	307
Volta	164	247	299	319	9	36	31	26	4	29	32	16	2	11	2	0	160	218	210	246
Total	17403	8351	12068	10552	6168	7868	8306	7923	2110	1104	1952	1836	903	1217	565	649	15293	7247	7173	5773



Vacancy Notifications by Region and Industry

Nationally, there were 2,818 job vacancies notified by the various industries to the PECs across the country. The number of vacancies notified increased by 14.27% relative to 2017 and declined by 14.42% compared to 2016. Out of the total vacancies notified, 30.8% (868) came from the Agriculture, Hunting, Forestry and Fishing industry, followed by the Community, Social and Personal Services industry, recording 22.6% (638) of the total. Industries such as Electricity, Gas and Water; Transport, Storage and Communication; and Finance, Insurance, Real Estate and Business Services, reported few vacancies representing 0.71% (20), 0.96% (27) and 1.21% (34) respectively. Other industries not adequately defined equally accounted for 0.32% of the vacancies notified.

At the regional level, the data shows that the Eastern region accounted for more than half of the total vacancy notifications, recording 55.29%. The Brong Ahafo as well as the Central and the Greater Accra regions followed the Eastern region in terms of the number of vacancy notifications recording 11.89%, 9.83% and 9.33% respectively (*See Appendix 2*)

Vacancy Notifications by Employment Sector

During the review year PECs received 2,818 job notifications from the Private, Public, Central and Local Authority employers. Compared to the previous year, 2017, the number of notifications increased by 12% but compared to 2016 and 2015, the number rather declined by 14.42% and 6.47% respectively. The PECs received no job notification from the Local Authority employers during the year under review.

However, notifications from the Private sector, as has always been the case contributed the highest of 71.65% even though declined by 15.59% compared to the previous year. The Public Corporations on the other hand contributed 28.14% to the vacancies notified to the PECs. The number reported by the Public Corporations increased by almost 14 times the number reported in 2017. On the contrary, the figure reported by the Central government in the previous year was 11 times more than the number reported in 2018. Meanwhile it contributed 0.21% to the total job notifications from the various sectors under consideration. (*See table 4*)

Regional Distribution of Live Register (Unemployment) by Age groups

The Brong Ahafo region has consistently recorded the highest number of persons on the Live Register (registered unemployed). Even though the number declined by 12.19% relative to 2017, it accounted for 34.23% of the total unemployed on the national Live Register. The Eastern (20.69%), Ashanti (13.35%) and the Central (12.27%) regions equally contributed reasonably to the national Live Register (unemployed). The rest of the remaining six regions together contributed 19.46%.

The review year recorded a total of 11,842 unemployed persons on the Live Register out of the males were dominated with 58.18% and the remaining 41.8% were females. It is important to note that the number of unemployed recorded in 2018 declined by 13.62%



compared to 2017. Also, across all age groups, the percentage of males far outnumbered that of the females. The data showed that about 61.2% of the unemployed were aged 25-44 years while those aged 20-24 constituted 32.55 of the total. Only 0.01% were above 60 years. The rest were aged 15-19 years (3.7%), 45-54 years (2.3%) and 55-59 years (0.24%). (See Appendix 3)



Table 3: Regional Distribution of Vacancies notified by Industry

Region	Agriculture, Hunting, Forestry and Fishing				Mining and Quarrying				Manufacturing				Electricity, Gas and Water				Construction			
	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018
Greater Accra	0	2	3	0	0	0	1	2	17	17	50	138	0	0	0	2	24	4	47	0
Eastern	987	846	15	768	33	17	77	149	131	18	151	132	0	7	25	3	52	26	449	282
Central	0	0	7	7	1	0	35	0	0	0	0	0	0	0	0	0	23	45	56	1
Western	0	0	15	0	0	304	128	50	0	0	4	23	33	0	0	0	48	0	17	0
Ashanti	8	7	6	0	4	11	14	16	3	0	103	4	3	0	5	3	0	151	75	9
Brong Ahafo	9	64	149	77	0	0	0	17	0	0	0	0	0	0	5	10	157	88	155	62
Northern	0	2	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0
Upper East	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Upper West	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11	0	0	0
Volta	6	0	6	12	0	0	0	0	0	1	0	0	0	0	0	2	0	4	11	13
Total	1010	921	201	868	38	332	255	234	151	36	308	297	36	7	35	20	315	318	812	367



Cont'd

Region	Wholesale and Retail Trade, Restaurants and Hotels				Transport, Storage and Communication				Finance, Insurance, Real Estate and Business Services				Community, Social and Personal Services				Activities NOT Adequately Defined			
	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018
Greater Accra	13	27	21	72	16	0	1	2	2	8	13	3	21	72	67	44	0	0	0	0
Eastern	4	1	145	145	0	17	28	20	24	12	7	7	895	1218	123	51	0	0	1	1
Central	16	9	24	2	6	0	21	0	2	10	10	11	16	30	22	256	0	0	0	0
Western	26	16	25	0	0	14	13	0	4	0	1	0	2	24	19	16	0	0	1	0
Ashanti	57	24	66	21	0	0	25	4	18	7	4	7	25	42	7	179	0	0	0	0
Brong Ahafo	212	46	76	76	0	0	2	0	1	11	34	5	102	55	49	80	0	0	18	8
Northern	0	1	11	5	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
Upper East	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0
Upper West	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Volta	0	2	5	3	0	0	2	1	0	20	0	0	0	11	10	12	0	2	0	0
Total	328	126	373	324	22	31	92	27	51	68	70	34	1062	1452	300	638	0	2	20	9



Table 4: Vacancies notified by Industry and classified by Sector

Industry	Private Employer				Public Corporations				Central government				Local Authority			
	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018
Agriculture, Hunting, Forestry and Fishing	911	90	187	114	99	830	6	754	0	1	0	0	0	0	0	0
Mining and Quarrying	38	332	222	222	0	0	32	10	0	0	1	2	0	0	0	0
Manufacturing	145	36	230	294	6	0	2	3	0	0	0	0	0	0	0	0
Electricity, Gas and Water	36	6	33	15	0	0	0	1	0	1	0	4	0	0	0	0
Construction	315	318	844	366	0	0	9	1	0	0	66	0	0	0	0	0
Wholesale and Retail Trade, Restaurants and Hotels	324	126	312	323	4	0	1	1	0	0	0	0	0	0	0	0
Transport, Storage and Communication	22	25	31	24	0	6	1	3	0	0	0	0	0	0	0	0
Finance, Insurance, Real Estate and Business Services	51	68	89	34	0	0	0	0	0	0	0	0	0	0	0	0
Community, Social and Personal Services	1052	239	432	625	6	1194	0	13	0	19	0	0	4	0	0	0
Activities NOT Adequately Defined	0	2	12	2	0	0	7	7	0	0	0	0	0	0	0	0
Total	2894	1242	2392	2019	115	2030	58	793	0	21	67	6	4	0	0	0



Registered Private Employment Agencies (PEA) by Region

In 2018, a total of 81 Private Employment Agencies (PEAs) were registered within five out of the ten regions that exist in the country. The number recorded in 2018 increased more than doubled relative to that of 2017. Compared to 2015 and 2016, the number increased by 52.83% and 58.82% respectively. The highest number of PEAs were registered in the Greater Accra region accounting for 84.0% of the total. The Western region (11.11%) on the other hand recorded the second highest in terms of registered PEAs. The Eastern, Ashanti and Northern regions recorded 2.47%, 1.23% and 1.23% respectively.

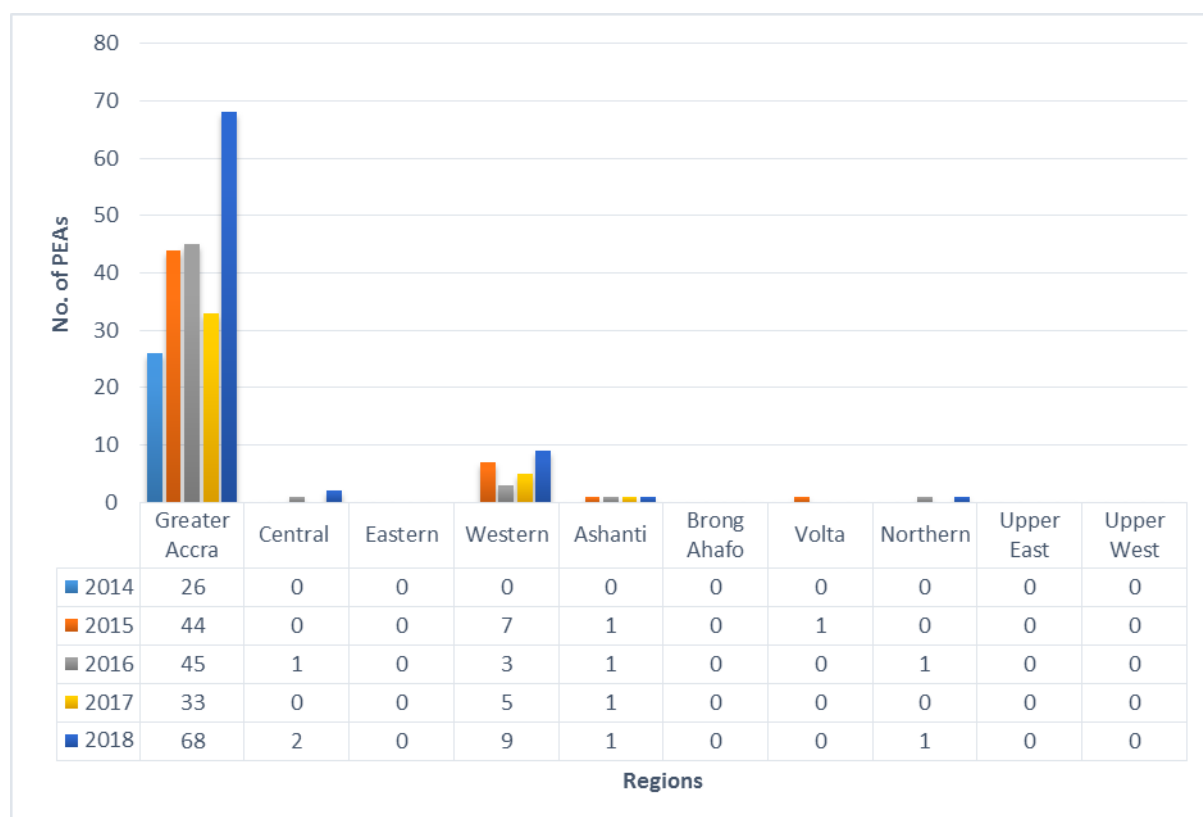


Figure 6: Registered Private Employment Agencies (PEA) by Region

6.3 Occupational Safety and Health (OSH)

Department of Factories Inspectorate (DFI)

Registration of New Premises by Region

The year 2018 saw the Department of Factories Inspectorate registering more new premises than all the previous years. The year recorded a total of 566 new premises registered nationwide. Thus, an increment of 23.6% over 2017 and 59.0% over 2016. Relative to 2014 and 2015, the year 2018 recorded an increment of 55.1% and 21.7% respectively. The Greater Accra region (143) as has always been the case recorded the highest number of newly



registered premises, followed by the Ashanti region (102) with the Central/Western recording the least of 50.

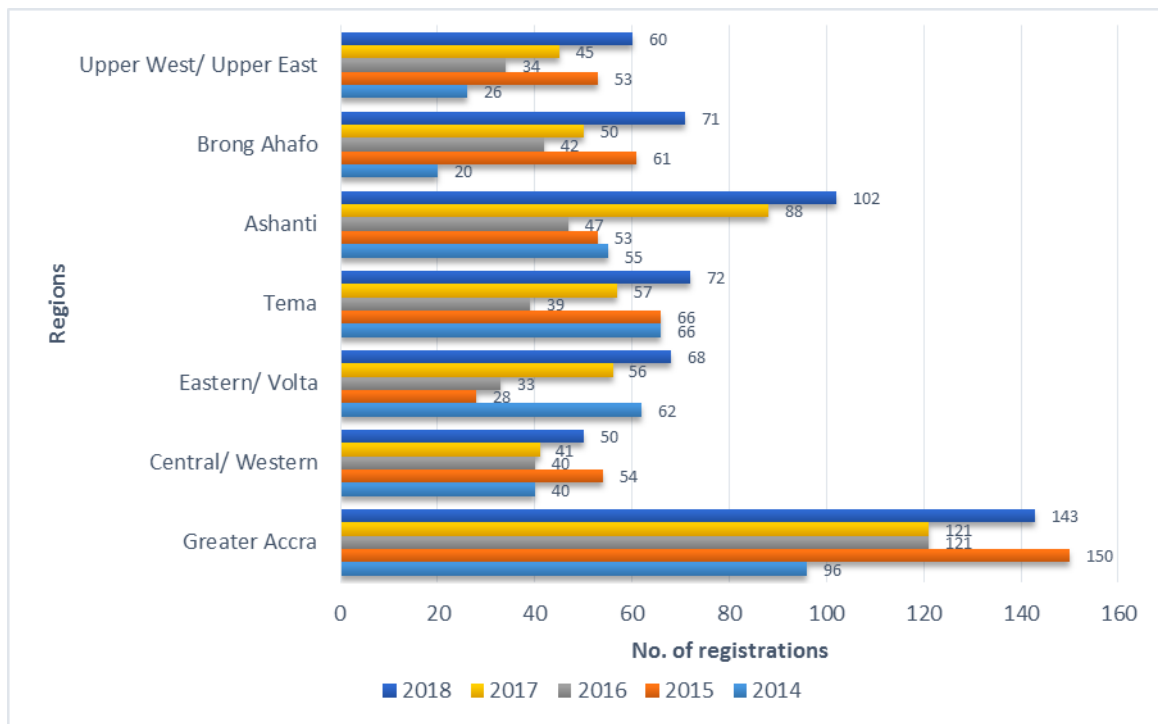


Figure 7: Registration of New Premises by Location

Registration of New Premises by Industry

Comparing across the industries, the data revealed that the Oil & Gas industry recorded the highest of 566 out of the total. This represents 73.3% of the total figure registered nationally. The data further shows that across the industries, the Oil & Gas has consistently topped the number of registered new premises. Relative to 2017, the Oil & Gas industry registered about 36% and 94% more compared to 2016. Offices/shops (26) recorded the least in 2017 but the second highest in 2018 accounting for almost 9 times the number recorded in 2017. On the other hand, the Food Manufacturing and Mineral/sachet water industries which significantly recorded one of the highest in 2017 recorded a 45.5% and 30% decline respectively in 2018. Industries such as the Ports & Docks, Textiles, and Flour & other Milling which has never recorded any new premises since 2014 recorded 1 each in 2018. (See Appendix 4 for details)

Routine Inspection of Registered Workplaces

A total of 2,147 premises were visited nationally for inspection during the year under review. This shows that the Department visited 31 (1.5%) more premises in 2018 than in 2017 and 432 (25.2%) more than 2016. Out of the 2,147 inspections conducted in 2018, the greater percentage were within the Greater Accra region, 21.2%, with the Eastern/Volta region constituting the least of 9.7%. Again, the records show that the number of premises inspection has been increasing consistently in the Greater Accra region from the year 2015.



Relative to 2017, the Greater Accra recorded the highest increment, 8.1% in terms of the number of inspections conducted while the Ashanti region recorded the highest decline of 6.8%. (See Appendix 5 for details).

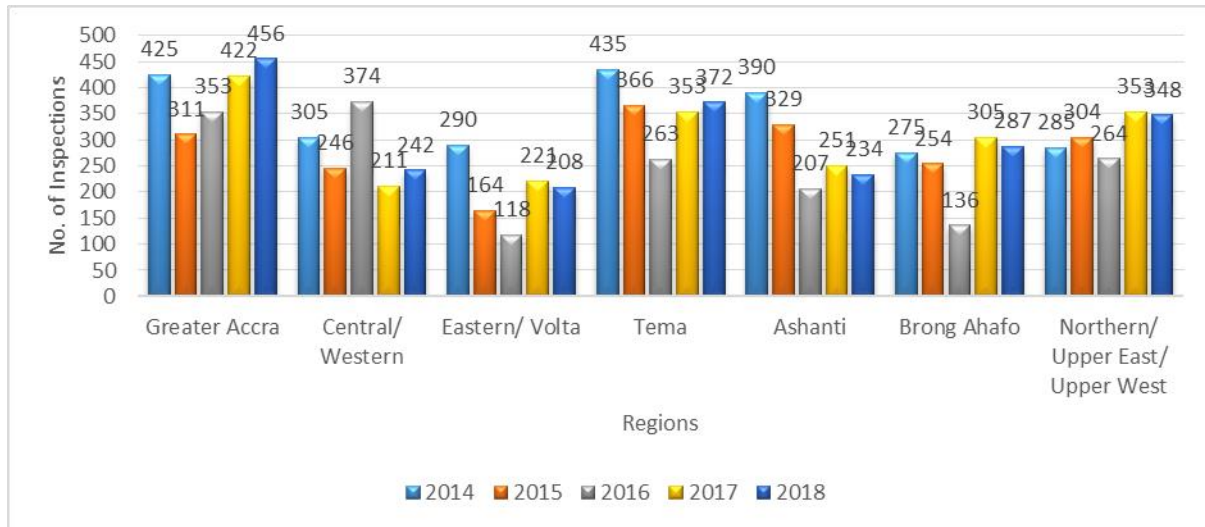


Figure 8: Routine Inspection of Registered Workplaces by Region

Routine Inspection by Industry

Out of the 2,147 inspections conducted in the year under review, the Oil & Gas industry received the highest of 782 representing 36.4%. The Mineral/Sachet Water Production industry received the second highest number of inspections, 182 (8.5%), followed by the Food/Fruit processing industry, 117 (5.5%), of the total number.

Compared to 2017, the table shows that the Telecommunication/Elect. Eng. Industry recorded the highest increment, 33.3% in terms of inspections whereas the highest decline happened within the Meat products industry, 45.5%.

Severity of Reported Occupational Accidents

During the year under review, the Department recorded a total of 36 occupational accidents, 5 (13.9%) of which were fatal and 31 (86.1%) non-fatal. Relative to 2017 and 2016, the number of cases recorded reduced by 25% and 57.1% respectively. In the case of fatal accidents, the number of cases recorded in 2018 declined by 58.3% in comparison to 2017. Among those who experience various degrees of injuries and deaths, 30.6% were aged 25-34 years. Those aged 35-44 and 45-54 years recorded 27.8% each. Majority of the people involved in the fatal accidents were within the age range of 25 - 34, thus 60% of the total fatal cases reported. Also, one person each within the age ranges 15-24 and 35-44 years respectively were found to have been involved in an accident. Compared to 2017, the figure declined by 13.9%.

In the case of the non-fatal accidents, the records revealed that the number of reported cases have consistently been reducing with the review year recording the least. The number of reported cases declined by 5 (13.9%) and 39 (55.7%) compared to 2017 and 2016



respectively. About 32.3% of the victims of the non-fatal accidents were between the ages of 45 - 54 years, with only 1 person aged 55 years and above. Between the ages of 25-34 and 35-44, the Department recorded 8 and 9 non-fatal cases respectively.

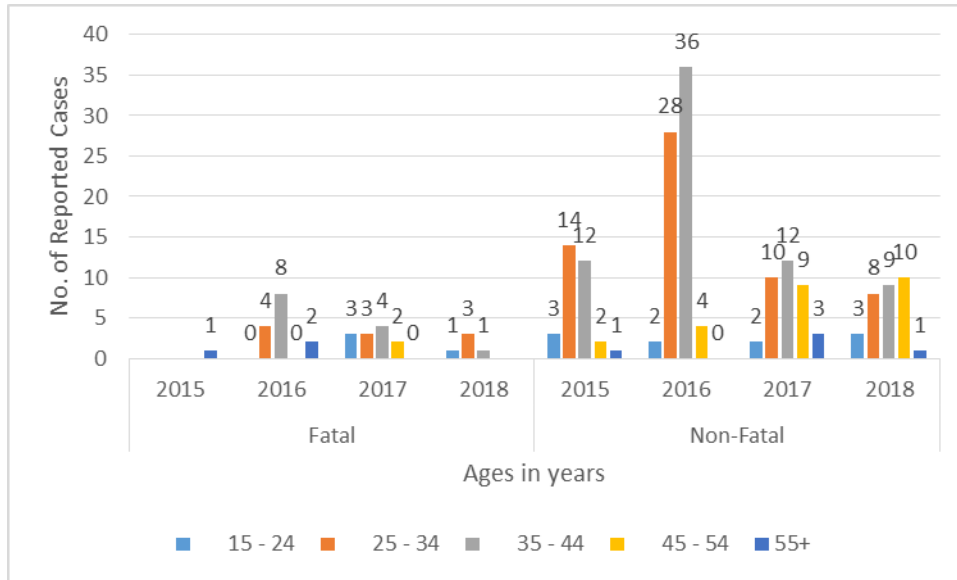


Figure 9: Severity of Reported Occupational Accidents by Age Group

Reported Occupational Accidents by Sex

Out of the 36 accident cases recorded in 2018, there were 25 (69.4%) Males and 11 (30.5%) Females involved. The year 2018 recorded 23 (47.9%) males less than the number recorded in 2017 and 45 (64.3%) less than in 2016. It is interesting to note that, the year under review has so far recorded the least number of males involved in accidents than all other years. Most, of the males (40%) involved in the accidents fell within the age range 25-34 followed by those within the age brackets of 15-24. Only 2 (8%) of the accident victims were 55 years and above. Most, 45.5% (5) of the females involved in the accidents were 15-24 years of age.

Table 5: Reported Occupational Accidents by Sex

Age in Years	Male					Female				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
15 – 24	7	0	2	4	8	0	0	0	0	5
25 – 34	13	13	26	13	10	0	1	6	0	2
35 – 44	14	11	38	14	4	0	0	6	0	3
45 - 54	8	4	4	11	3	0	0	0	0	1
55+	2	4	0	6	2	0	0	2	0	0
TOTAL	44	32	70	48	25	0	1	14	0	11



Industry Classification of Reported Occupational Accidents

Table 6 presents different types of industries where most of the accidents, both fatal and non-fatal occurred in the review year. Among the non-fatal cases, most of the accidents occurred within the packaging industry, 32.3%, followed by the Iron, Steel and Other Metal Rolling companies, 19.4%. Few cases however occurred in the Oil & Gas (6.4%) and the Flour & Other Milling industries (6.5%). Other miscellaneous industries also accounted for 25.8% of the non-fatal accidents. Regarding fatal accidents, most of them happened in the Oil & Gas industry, 60.0%. One case each occurred in the Iron, steel and other Metal rolling industry and the other miscellaneous industries.

Table 6: Industry Classification of Reported Occupational Accidents

TYPE OF INDUSTRY	Severity of Accidents									
	Non-Fatal					Fatal				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Cotton	0	0	0	0	0	0	0	0	0	0
Clay, Stone, Lime and Cement	2	0	0	2	1	0	0	1	0	0
Iron, Steel and other Metal Rolling	8	16	5	3	6	0	0	0	1	1
Motor Vehicles(Motor Cycles, Cars)	2	0	0	0	0	0	0	0	0	0
Sawmills, joinery and general woodworking	2	0	0	2	1	0	0	0	0	0
Textiles printing, Bleaching and Dyeing	0	1	0	2	0	0	1	0	0	0
Rubber trades	0	0	0	3	0	0	0	0	0	0
Flour & other milling	0	0	0	4	2	0	0	0	1	0
Tobacco and Matches	0	0	0	0	0	0	0	0	0	0
Alcoholic drink	0	0	0	0	0	0	0	0	0	0
Soap, Starch, Candles	0	0	0	0	0	0	0	0	0	0
Docks	8	2	0	0	1	0	0	0	0	0
Building Operations	2	0	1	0	0	0	0	0	0	0
Construction	2	0	1	5	0	0	0	0	1	0
Packaging	4	0	15	3	10	0	0	0	0	0
Oil/Gas	0	0	45	0	2	0	0	13	0	3
Other miscellaneous industries	14	13	3	12	8	0	0	0	9	1
Total	44	32	70	36	31	0	1	14	12	5

Causes of Reported Occupational Accidents

Out of the 31 non-fatal accidents recorded most of them were caused by Machinery and Struck by a falling body representing 12.9% each. Lifting Machinery on the other hand accounted for 9.6% of the causes. Meanwhile, Explosions, Persons Falling, and Other Power Driven together contributed 19.4% of the total causes. Most fatal accidents that occurred during the review year were caused by Explosions accounting for 60% (3) of the total cases



recorded. Other causes included Other Driven Power (20%) and other Miscellaneous (20%) causes. (See Appendix 7 for details)

Investigation of Reported Occupational Accidents

Out of the 36 accident cases that occurred during the review year, the investigations revealed that Wounds (cuts) accounted for the majority, 22.2%. Burns and Crush injury of finger accounted for 11.1% each, with Lacerated Arm also contributing 8.3% to the total recorded cases. Laceration of Left Arm which topped the number of cases recorded in 2017 but reduced by 75% in 2018. Laceration of finger, Explosion, Fire Outbreak, and Trapping & Severing of Left Arm each accounted for 5.6% to the cases recorded.

Table 7: Investigation of Occupational Reported Accidents

Type of Accidents	2014	2015	2016	2017	2018
Trapping & Severing of Left arm	1	2	0	8	2
Burns	6	3	58	6	4
Laceration of arm	2	0	0	2	3
Laceration of top of head & jaw	2	0	0	0	1
Crushed tool	1	1	1	0	0
Sprain on thigh, hip borne & pelvis	1	1	0	2	1
Crush injury of finger	3	1	8	3	4
Laceration of lips	1	0	0	0	1
Laceration of finger				3	2
Wound (cut)	16	8	1	4	8
Contusion	1	2	0	0	0
Fractured	5	8	0	1	0
Amputation/severing	1	2	0	0	0
Dislocation	1	0	0	1	1
Explosion				3	2
Fire Outbreak	1	0	1	0	2
Electrocuting	1	0	0	0	0
Others	0	1	0	12	5
Total	43	29	69	45	36

Reported Occupational Accidents Investigated

Out of the 36 accident cases that occurred during the review year, the investigations revealed that Wounds (cuts) accounted for the majority, 22.2%. Burns and Crush injury of finger accounted for 11.1% each with Lacerated Arm also contributing 8.3% to the total recorded cases. Laceration of Left Arm which topped the number of cases recorded in 2017 but reduced by 75% in 2018. Laceration of finger, Explosion, Fire Outbreak, and Trapping & Severing of Left Arm each accounted for 5.6% to the cases recorded.

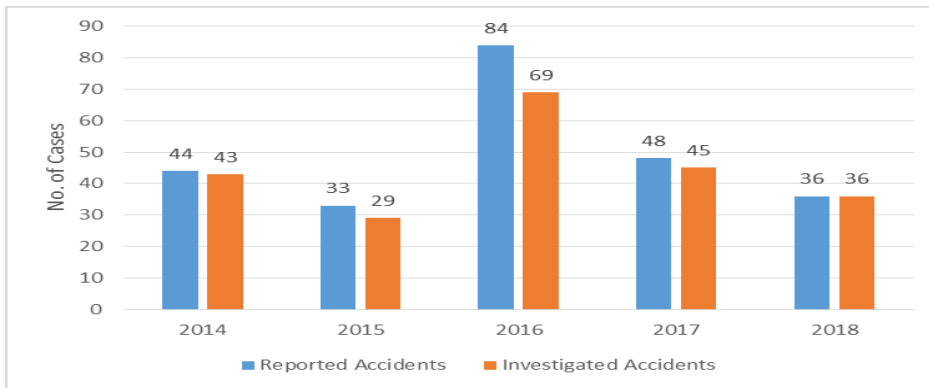


Figure 10: Investigated and Reported Accidents

OSH Talks and Training

The Department organised 48 OSH talks nationwide. This was an improvement over the 2017 (84.6%) and 2016 (33.3%). However, compared to 2014 and 2015, the figure declined by 54.3% and 73.0% respectively. The number of OSH talks conducted in the Tema region (14) alone by far exceeds the number of talks conducted in the Ashanti (5), Brong Ahafo (3) and Northern/ Upper East/ Upper West (2) all put together. Out of the total talks organised during the year under review, about 29.2% (14) and 20.8% occurred in the Tema and the Greater Accra regions respectively while only 2 representing 4.2% were conducted in the Northern/ Upper East/ Upper West.

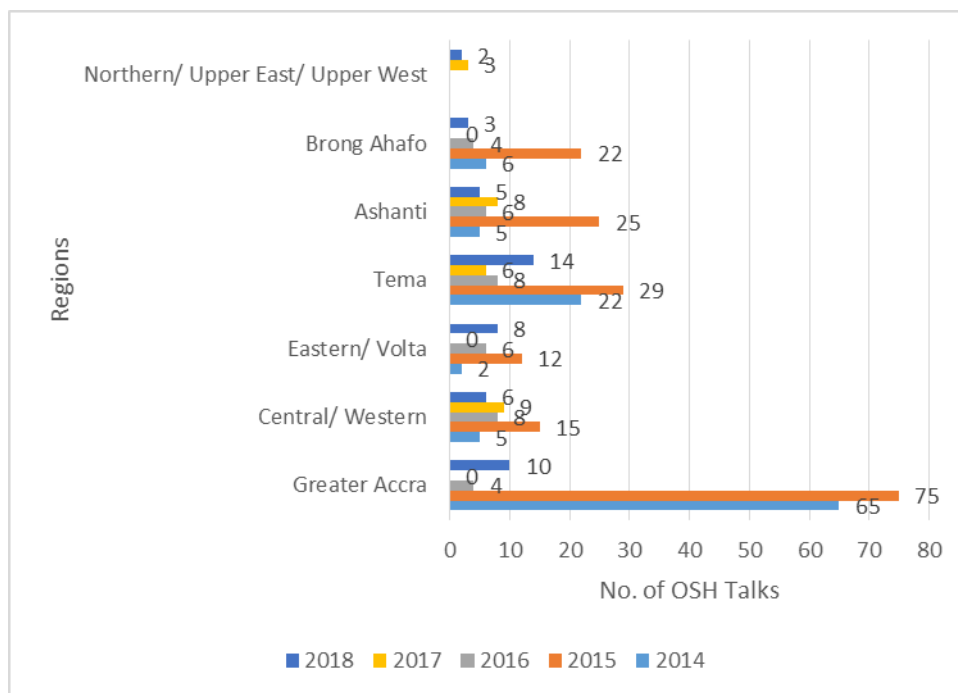


Figure 11: OSH Talks and Training by Region



OSH Talks and Training by Industry

The Oil & Gas industry received the highest of 18 out of the 48 OSH talks organised in 2018, representing 37.5% of the total. Since 2014, the Oil & Gas industry has consistently received the highest number of talks relative to all other industries reported. Compared to 2017, certain industries that did not receive any talk on OSH received either 1 or more in 2018 amounting to an overall increase in the 2018 OSH talks by 22.

Table 8: OSH Talks and Training by Industry

Industry	2014	2015	2016	2017	2018
Oil & Gas	70	60	9	10	18
Plastics/Rubber	20	30	4	2	6
Steel	3	5	2	0	2
Food Processing	2	10	8	2	6
Water	0	30	7	4	1
Auto/Transport	0	10	0	0	1
Sawmills	10	25	1	0	4
Energy	0	0	0	4	1
Others	0	8	5	4	9
Total	105	178	36	26	48

6.4 Employment Creation

Department of Co-Operatives (DOC)

Registered Co-operatives

Cumulatively, the Department of Cooperatives has registered a total of 12,031 Cooperatives as of 2018. Out of the 12,031 Cooperatives registered, only 6,317 representing 52.5% are still active and operational. The Agricultural Cooperatives have the largest membership of 7,464 (62% of the total members), with 3,926 (52.6%) being active. The Service Cooperatives have the least membership of 799 (6.6% of the total members) with 592 (74.1%) being active. Even though, the Service Cooperatives has the least membership, thus, comprising only 6.64% of the total membership, it is the sector with the highest number of active membership (74.09% of its registered membership). (*Refer to fig. 12*)

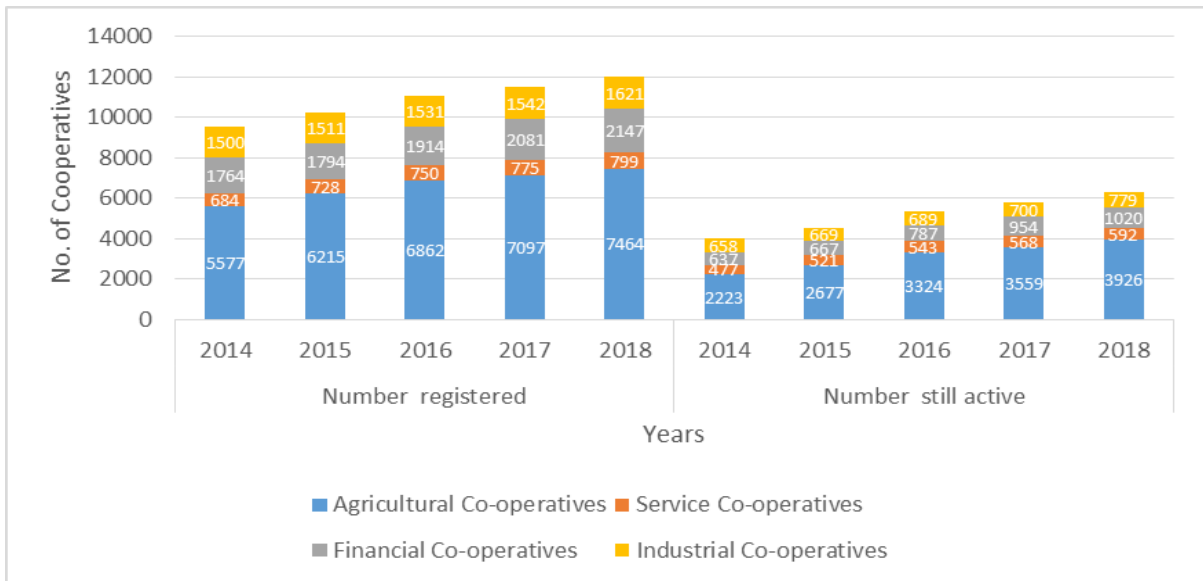


Figure 12: Cumulative Number of Registered and Active Co-operatives by Sector

Newly Registered Cooperatives

Nationally, the DOC registered a total of 536 new cooperatives in 2018 showing a percentage increase of 22.4% over the 2017. Financial Cooperatives and Service Cooperatives however decreased by 60.48% and 4.00% respectively compared to 2017. While Agricultural Cooperatives had the highest number of newly registered cooperatives (68.47% of the total), the number of new Industrial Cooperatives registered in 2018 were about 7 times more than the number recorded in 2017. Service Cooperatives had the lowest number with 24 (4.48%). (Refer to fig. 13)

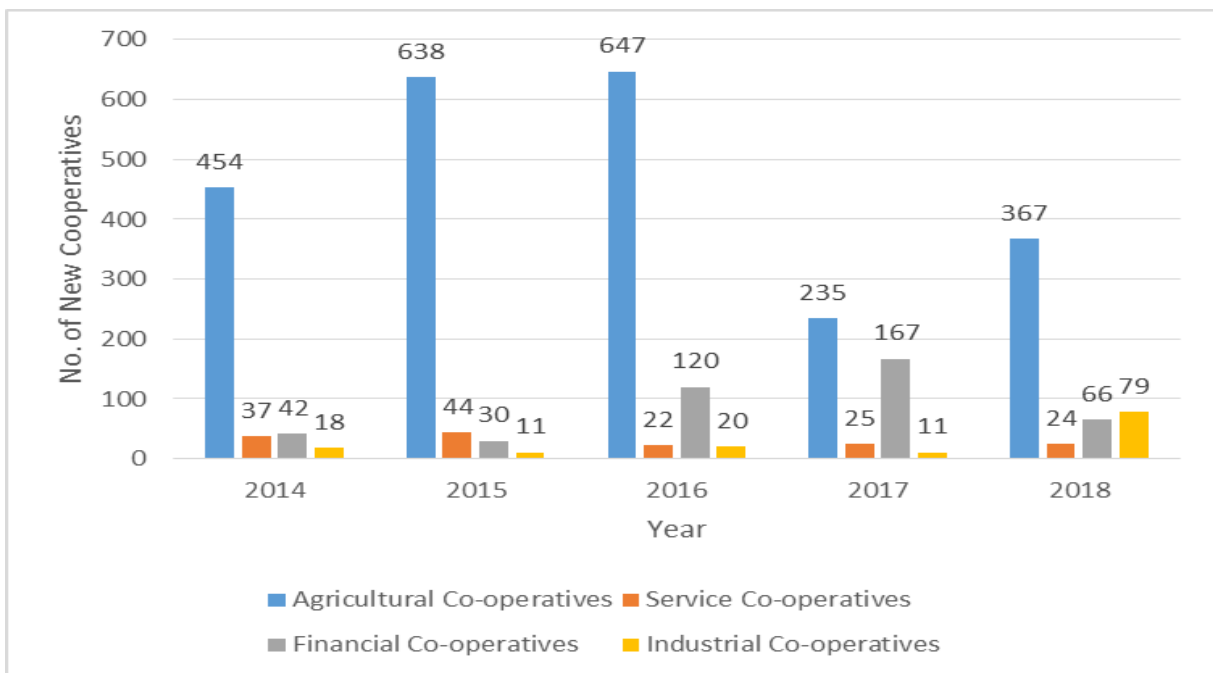


Figure 13: Newly Registered Cooperatives by Sector



Registered Co-operatives by Region

By the end of 2018 there were 2,341 Agricultural Cooperatives registered indicating an average annual growth rate of 66.41% since 2014. Central Region recorded the highest percentage increase of 71% in 2018 compared to the membership strength in 2017. Even though Northern Region had the highest total number of registered cooperatives (611), they had the lowest percentage growth (5.9%) compared to 2017. See table 9 for breakdown of registered Co-operatives by Region and Sector.

As of 2018, the cumulative number of Service Cooperatives nationwide was 152. Out of this number, Greater Accra Region had the largest proportion with 73 Registered Cooperatives representing 48.0% of the data. Western and Upper East Region both have the least number of cooperatives (3) constituting 2.0% of the data each.

Financial Cooperatives have the second highest number (445) of registered cooperatives cumulatively, out of the four. Out of the 445 registered cooperatives, the Ashanti (98) and Eastern Regions (80) have the highest number representing 22.0% and 18.0% respectively. Upper East (14) and Upper West (9) Region have the lowest number of cooperatives representing 3.1% and 2.0% of the data respectively. Ashanti Region recorded a 38.0% increase in the number of cooperatives between in 2017 and 2018, representing the highest change while Eastern Region recorded the lowest with a 1.3% increase. Upper East Region recorded no change in the number of cooperatives between 2017 and 2018.

Industrial Cooperatives in the review year numbered 139 nationwide, increasing by 131.7% as compared to 2017. Western Region recorded the most in terms of Industrial Cooperatives with 65 constituting 46.8% of the total. On the other hand Greater Accra, Upper West and Brong Ahafo Regions had the least Industrial Cooperatives, numbering 3, 2 and 1 respectively; each maintaining their numbers from 2017.

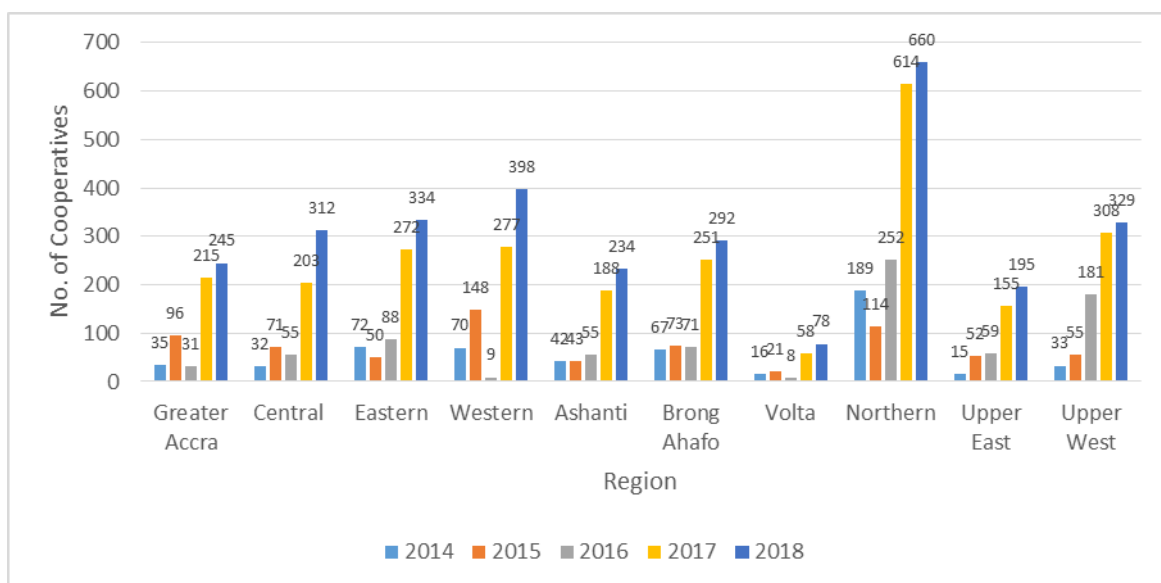


Figure 14: Registered Co-operatives (Cumulative) by Region



Table 9: Registered Co-operatives by Region and Sector, 2014-2018

Registered Co-operatives (Cumulative)

Region	Agricultural Co-operatives					Service Co-operatives					Financial Co-operatives					Industrial Co-operatives				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Greater Accra	6	68	3	89	94	20	24	10	60	73	8	4	17	63	75	1	0	1	3	3
Central	23	60	25	131	224	2	3	5	13	16	4	4	20	46	51	3	4	5	13	21
Eastern	39	48	52	169	230	3	1	2	10	10	24	1	28	79	80	6	0	6	14	14
Western	67	148	2	254	312	0	0	0	2	3	1	0	6	17	18	2	0	1	4	65
Ashanti	21	24	35	94	108	3	4	5	14	18	16	14	10	71	98	2	1	5	9	10
Brong Ahafo	61	70	42	200	227	0	1	0	2	4	6	2	29	48	60	0	0	0	1	1
Volta	10	15	2	30	48	5	5	0	12	12	1	1	5	14	15	0	0	1	2	3
Northern	180	106	250	577	611	4	1	0	8	8	1	2	2	19	25	4	5	0	10	16
Upper East	14	49	56	137	174	0	1	0	2	3	1	2	2	14	14	0	0	1	2	4
Upper West	33	50	180	293	313	0	4	0	5	5	0	0	1	8	9	0	1	0	2	2
Total	454	638	647	1974	2341	37	44	22	128	152	62	30	120	379	445	18	11	20	60	139



Financial Cooperatives and Service Cooperatives however decreased by 60.48% and 4.00% respectively relative to 2017. While Agricultural Cooperatives had the highest number of newly registered cooperatives (367), Industrial Cooperatives had the highest percentage increase (618.18%). Service Cooperatives had the lowest number with 24. Western and Central Regions recorded the highest number of newly registered cooperatives with 121 and 109 respectively. Volta and Upper West Region, on the other hand, had the least with 20 and 21 respectively. (See figure 15 below)

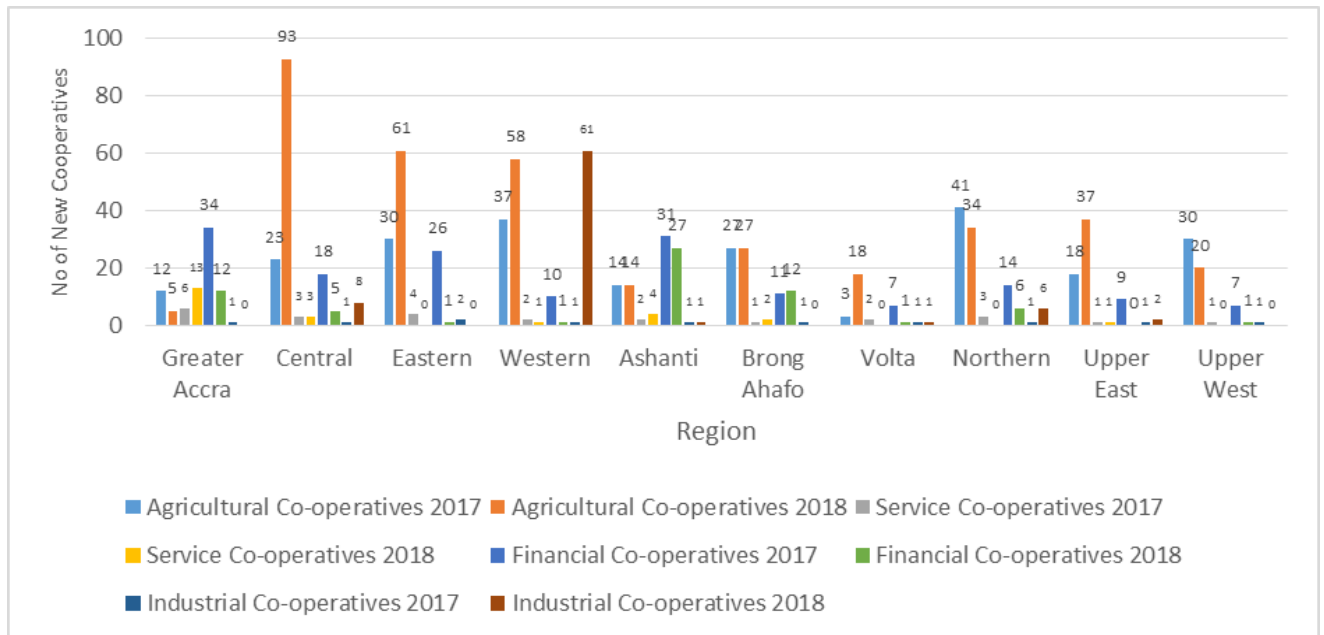


Figure 15: Newly Registered Co-operatives by Region and Sector, 2017 and 2018

Inspection/Auditing of Co-operative Societies

During the review year, the Department conducted a total of 1252 inspections/auditing of Cooperative Societies. Out of the number inspected/audited, the Financial Cooperative (468) comprised the majority, followed by the Agricultural cooperative (323) and then Industrial (252) with Service cooperative (209) recording the least, representing 37.4%, 25.8%, 20.1% and 16.7% respectively. Relative to 2017 the number of inspection/auditing conducted increased by 135.3%. Between 2014 and 2015 the number increased by 15.1% and started declining until 2017 where it rose again. Whereas the Northern region (15.8) recorded the highest number of auditing/inspection in the Agricultural cooperative, the Greater Accra accounted for the highest of 23.4% among the Service cooperative. Within the Financial and the Industrial cooperative the Ashanti (13.2%) and the Eastern regions constituted the majority respectively.



Table 10: Inspection/Auditing of Co-operative Societies by Sector

	Agricultural Co-operatives					Service Co-operatives					Financial Co-operatives					Industrial Co-operatives				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Greater Accra	5	4	5	11	21	12	10	10	37	49	92	97	87	49	72	5	4	3	2	11
Central	7	10	2	18	39	4	7	1	9	25	22	23	16	25	54	9	12	2	8	40
Eastern	89	70	100	22	41	2	2	3	7	21	17	20	68	28	60	2	6	2	11	52
Western	17	9	12	28	43	8	15	2	2	15	20	17	85	11	45	4	7	3	2	21
Ashanti	32	36	5	15	35	13	9	0	6	19	65	68	30	30	62	10	12	0	5	29
Brong Ahafo	75	61	49	23	28	0	0	0	2	14	24	24	15	22	50	5	73	21	1	27
Volta	2	3	4	10	12	1	1	0	6	18	21	23	13	12	36	0	0	0	2	26
Northern	70	100	0	35	51	4	1	0	5	17	1	3	6	15	41	4	5	0	5	21
Upper East	2	4	1	14	20	7	12	0	2	15	22	25	5	12	28	5	7	3	1	15
Upper West	3	3	0	27	33	2	4	0	4	16	18	21	10	7	20	2	1	0	1	10
Total	302	300	178	203	323	53	61	16	80	209	302	321	335	211	468	46	127	34	38	252



Membership of Co-operatives

In the review year, cooperatives registered 26,860 new members nationwide. Approximately 20.0% of their membership are located in the Central Region while about 15.8% are in the Western region. The region with the least number of membership so far is the Volta region (3.8%) followed by the Upper West region (4.1%). The number of new recruits for cooperative societies reduced by 89.2% compared to 2017. While all sectors saw a decline, the rate went higher in the Service (93.1%) and Financial (96.6%) Cooperatives than in the Agricultural (57.1%) and Industrial (76.8%) Cooperatives. Cooperatives in the Central Region had 5,370 new members representing the highest number while Volta Region had the lowest number of 1,020 new members.

Table 11: Membership Strength of Co-operative Societies by Region

Region	Agricultural Co-operatives					Service Co-operatives				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Greater Accra	1,510	3,084	13,671	4,201	100	5,036	9,254	12,895	818	260
Central	1,000	1,200	23,583	6,130	4,650	220	342	2,997	727	60
Eastern	4,392	14,851	24,095	4,500	3,050	52	137	2,183	791	-
Western	9,421	20,422	47,753	6,236	2,900	-	-	4,860	642	20
Ashanti	340	392	12,902	5,780	700	36	48	487	988	80
Brong Ahafo	3,660	4,200	16,030	4,970	1,350	-	20	2,350	797	40
Volta	201	300	8,140	3,120	900	218	294	1,820	486	-
Northern	4,800	6,474	10,224	3,712	1,700	100	130	122	668	-
Upper East	3,409	6,227	14,879	2,118	1,850	1,842	2,540	3,610	547	20
Upper West	4,901	1,136	19,284	1,605	1,000	2,745	1,908	1,370	451	-
Total	33,634	58,286	190,561	42,372	18,200	10,249	14,673	32,694	6,915	480

Cont'd

Region	Financial Co-operatives					Industrial Co-operatives				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Greater Accra	2,014	1,542	187,117	37,105	1,200	2,510	-	6,890	681	0
Central	44,784	50,191	72,841	21,777	500	660	850	4,280	792	160
Eastern	9,796	17,596	21,286	20,989	100	169	473	6,355	703	0
Western	1,813	-	32,563	19,666	100	1,579	-	6,785	699	1220
Ashanti										20



	622	550	214,998	30,170	2,700	29	32	7,225	944	
Brong Ahafo	3,000	1,100	127,450	23,151	1,200	-	-	6,750	679	0
Volta	29,396	35,146	3,500	14,820	100	522	589	5,460	682	20
Northern	1,000	1,162	29,517	9,110	600	220	230	7,952	588	120
Upper East	1,304	6,734	20,233	7,723	-	2,009	-	2,100	493	40
Upper West	1,208	-	39,370	7,059	100	2,461	1,227	718	547	0
Total	94,937	114,021	748,875	191,570	6,600	10,159	3,401	54,515	6,808	1,580

Cumulatively, the membership strength of all cooperative societies in Ghana as of December 2018 was 1,639,942. Financial Cooperatives had the highest membership strength comprising 70.5% of the total followed by Agricultural Cooperatives (20.9%), Industrial Cooperatives (4.6%) and Service Cooperatives (4.0%) respectively. In terms of regions, Greater Accra Region had the highest number of Cooperatives while Upper East Region had the lowest.

Table 12: Membership Strength (Cumulative) as at 2018

Region	Agricultural Co-operatives		Service Co-operatives		Financial Co-operatives		Industrial Co-operatives	
	2017	2018	2017	2018	2017	2018	2017	2018
Greater Accra	22466	22566	28003	28263	227778	228978	10081	10081
Central	31913	36563	4286	4346	189593	190093	6582	6742
Eastern	47838	50888	3163	3163	69667	69767	7700	7700
Western	83832	86732	5502	5522	54042	54142	9063	10283
Ashanti	19414	20114	1559	1639	246340	249040	8230	8250
Brong Ahafo	28860	30210	3167	3207	154701	155901	7429	7429
Volta	11761	12661	2818	2818	82862	82962	7253	7273
Northern	25210	26910	1020	1020	40789	41389	8402	8522
Upper East	26633	28483	8539	8559	35994	35994	4602	4642
Upper West	26926	27926	6474	6474	47637	47737	4953	4953
Total	324853	343053	64531	65011	1149403	1156003	74295	75875



Number of People Employed by Co-operatives

The co-operatives societies all together employed 7,389 people nationwide. The Financial co-operatives employed the highest of 5350 in Financial constituting approximately 72.4% of the total. The Agricultural societies on the other hand employed the second highest of 1484 comprising 20.1% of the total while the Industrial and Service societies accounted 362 (4.9%) and 193 (2.6%) respectively. Relative to 2017, the total number of people employed in 2018 increased by 20.77%. Agricultural Cooperatives recorded a 97.9% increase representing the highest increase while Financial Cooperatives recorded 6.6% increase of employees relative to 2017, representing the lowest. Cooperative societies in the Ashanti Region employed the highest number in 2018 accounting for 1240 (16.8%) while Upper East Region (227) had the least representing 3.1% respectively.



Table 13: Number of People Employed by Co-operative Societies

Region	Agricultural Co-operatives				Service Co-operatives				Financial Co-operatives				Industrial Co-operatives			
	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018
Greater Accra	22	25	31	41	14	16	18	44	297	789	855	916	32	35	37	37
Central	83	85	92	278	45	49	50	56	384	649	701	726	69	74	76	92
Eastern	14	16	20	142	3	5	6	6	103	199	259	264	18	25	27	27
Western	12	13	22	138	7	10	11	13	110	494	551	556	7	9	11	133
Ashanti	19	22	31	59	20	24	26	34	60	924	994	1129	10	13	16	18
Brong Ahafo	136	140	148	202	1	2	4	8	85	592	655	715	0	4	6	6
Volta	25	27	32	68	10	11	12	12	366	539	586	591	0	5	7	9
Northern	286	301	308	376	3	6	8	8	25	138	156	186	9	11	13	25
Upper East	26	29	37	111	3	4	5	7	25	87	100	100	3	4	5	9
Upper West	22	23	29	69	4	4	5	5	25	151	162	167	4	5	6	6
Total	645	681	750	1484	110	131	145	193	1480	4562	5019	5350	152	185	204	362



Groups Organised into Co-operatives

The cooperative societies altogether managed to organise 729 new cooperative societies during 2018 increasing the total cumulative figure to 3521. Out of this, the Western and Central Regions respectively recorded the highest of 130 (17.8%) and 121 (16.6%) while the Upper West Region recorded the lowest of 42 (5.8%). Only the Central and Western regions recorded an increase relative to 2017. The rest of the other Eight (8) regions registered significant decline in the number of co-operatives organised in 2018. Compared to 2017, the number recorded in 2018 declined by 14.7%.

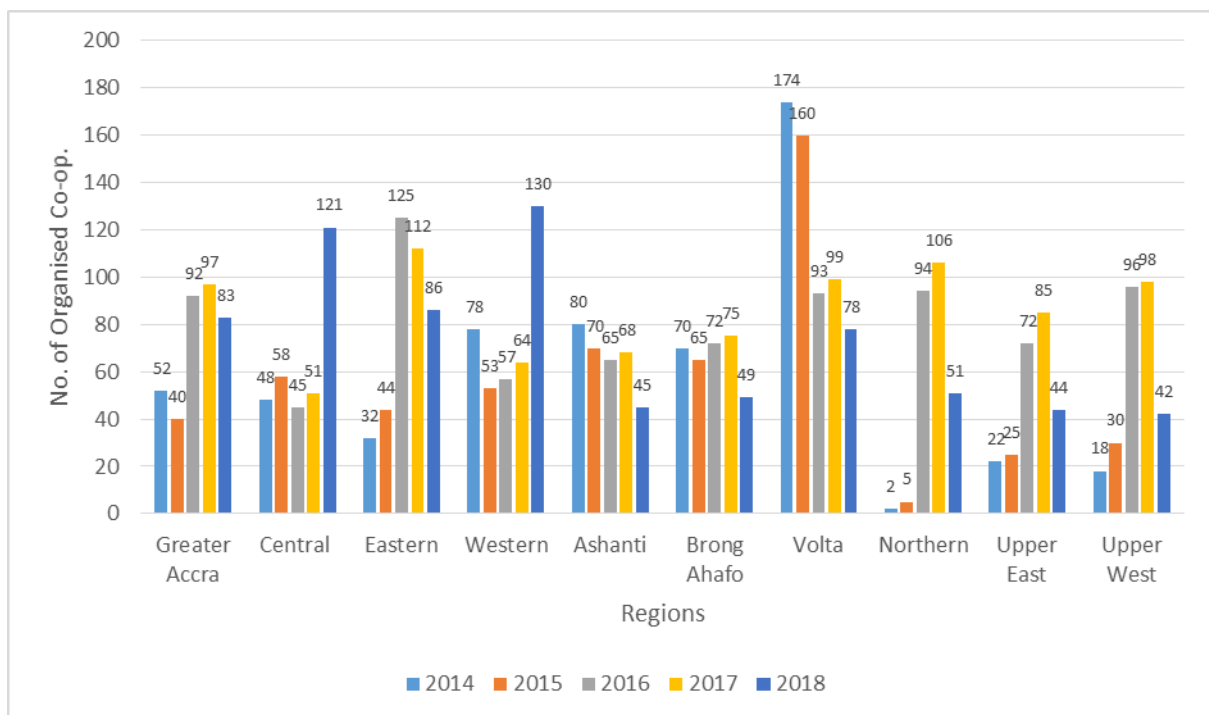


Figure 16: Number of Groups organised into Co-operatives

As of December 2018, the Volta region had recorded the highest cumulative figure of groups organised into co-operatives accounting for 604 of the total while the Eastern and Western Regions recorded the second highest of 399 and 382 of the total respectively. Upper East and Northern Regions recorded the lowest of 248 and 258 respectively in 2018.

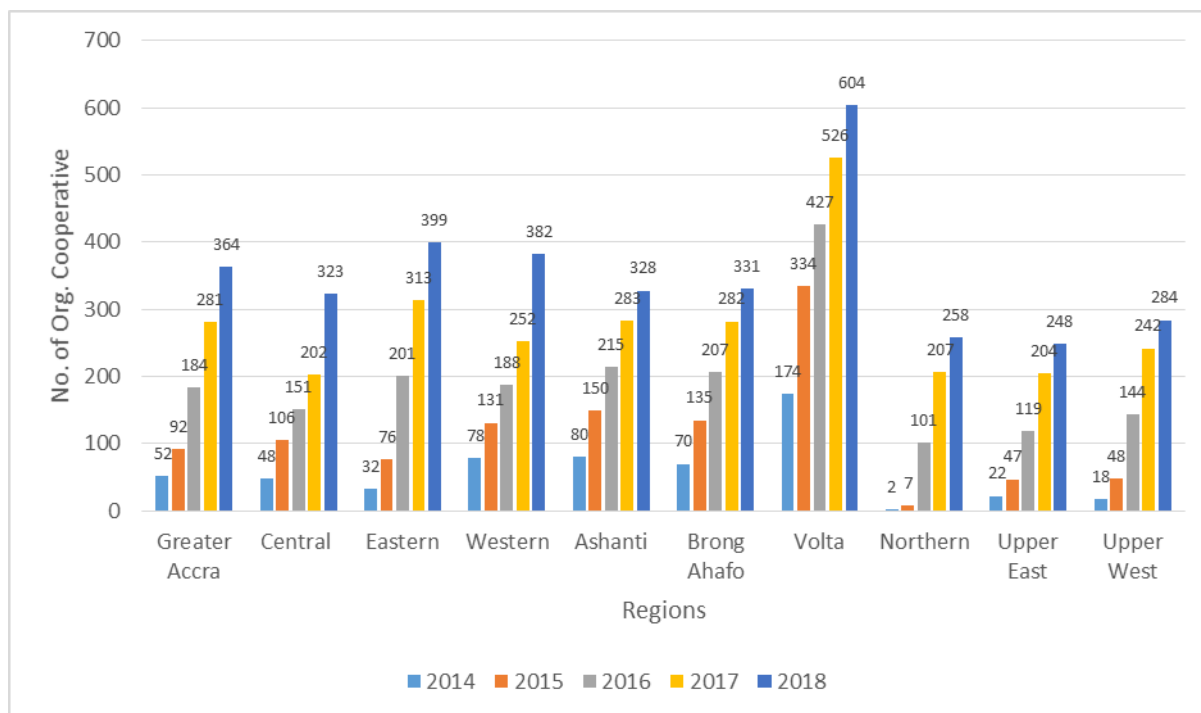


Figure 17: Organised Groups into Co-operatives (Cumulatively)

Organised Training in Bookkeeping

With the exception of the Western, Brong Ahafo and Volta regions which recorded marginal decline in the number of bookkeeping training programmes organised in 2018, the rest of the regions recorded significant increase. The number of training organized by Department of Cooperatives in bookkeeping nationwide has consistently increased from 223 in 2015 to 553 in 2018. Thus, the cumulative number of training organised as at 2018 stood at 1,831.

Relative to 2017, the number of new training organised increased from 431 to 533 in 2018 representing a 23.7% rise. The Western Region Cooperatives department organised the highest number of new training programmes of 127 whereas Volta Region had the lowest of 20. Cumulatively, Western and Ashanti Region have consistently had the highest number of trainings since 2014 with 467 and 252 respectively. Volta and Upper East Region have had the least number of trainings cumulatively with 61 and 109 respectively.

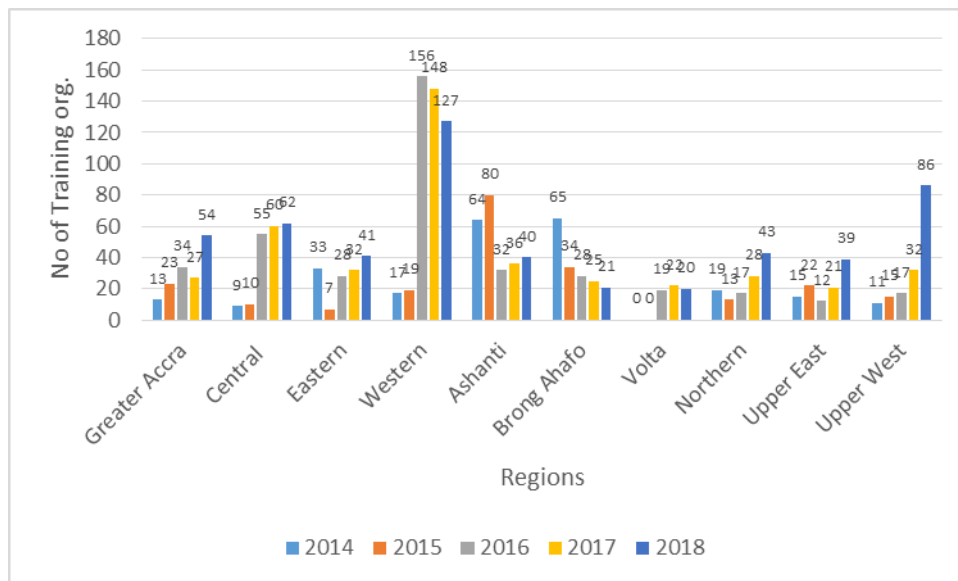


Figure 18: Training in Bookkeeping by Region

Capital Base of Co-operative Societies

Cooperatives nationwide raised new Capital Base amounting to Gh¢ 2,340,500.00 in 2018. This increased the cumulative Capital Base marginally by 0.43% from Gh¢ 547,913,195.00 in 2017 to Gh¢ 550,253,695.00 in 2018. Financial Cooperatives alone accounted for 56% of the new capital base representing the highest, while Service Cooperatives accounted for only 1.0% representing the lowest. For the cumulative capital base, Financial Cooperatives had the highest capital base representing 98.4% of the total. Service Cooperatives, on the other hand, had the lowest capital base representing 0.14% of the total.

Table 14: Capital Base of Co-operative Societies by Sector

Type	Amount									
	2014	2014 (%)	2015	2015 (%)	2016	2016 (%)	2017	2017 (%)	2018	2018 (%)
Agricultural Co-operatives	997323.00	0.01	1137356.00	0.01	1195024.00	0.01	665940.00	0.01	917500.00	39.20
Service Co-operatives	304521.00	0.00	183490.00	0.00	202269.00	0.00	69535.00	0.00	24000.00	0.01
Financial Co-operatives	83477240.00	0.98	134978998.00	0.98	197113444.00	0.99	124670904.00	0.99	1320000.00	0.56
Industrial Co-operatives	761455.00	0.01	892690.00	0.01	996506.00	0.01	266500.00	0.00	79000.00	0.03
Total Gh¢	85540539.00	1.00	137192534.00	1.00	199507243.00	1.00	125672879.00	1.00	2340500.00	1.00



Ghana Co-operatives Council (GCC)

Membership of Co-operative Groups

Agriculture Co-operative: The Agriculture Co-operative is the second largest (in terms of membership) among the four different types of co-operative societies that exist in the country. Nationally, the Department has so far registered a total of 90,802. Relative to 2017, the figure shows that no new Agric. co-operative was registered during the year under review. Out of the 90,802 that exist, the Ashanti region registered the highest, 30.6% with the Central region recording the least, 1.6%.

Service Co-operative: The Service co-operative is society with the third largest membership nationally. In all, the Service Cooperative has a total membership of 58,748 across the ten regions of Ghana. With reference to 2017, the data shows that the department registered 3,936 new members in 2018, thus, 6.7% of the total. The Ashanti region registered 66.1% (2,603) of the newly registered service co-operatives in 2018. However, the three northern regions recorded no new registration during the review year. The Greater Accra region has so far recorded the highest number accounting for 18.5% of the total. The two upper regions (East and West) have a total membership of less than 1000 each with Upper East recording the least, 699 (1.2%). The number of Service co-operatives in the Volta region reduced by 849 in 2018.

Financial Co-operative: The financial co-operative has a total membership of 263,833 making it the largest of the four types that exist. The figure indicates that relative to 2017, the department registered 9,057 new members nationwide. Thus, an increase of 3.5% over the previous year. Out of the 9,057 newly registered financial co-operatives in 2018, the Western region recording 42.2% of the total, making it the highest. Meanwhile, the Upper East region did not record any new registration during the review year. The Brong Ahafo region also recorded 1.2% decline in membership strength in 2018. Over all, the Central region is leading among the 10 regions in terms of the number of financial co-operatives constituting 19.9% of the total Financial co-operatives nationally. The Ashanti region (18.7%) is the next region with the second largest financial co-operatives whiles the Upper West region is the region with the least number of financial co-operatives representing just 3.2%.

Industrial Co-operative: The Industrial Co-operative has a total membership of 57,694 and it is the co-operative with the least membership. The rate of increment in membership is marginal compared to the other types of co-operatives. The department recorded no new industrial co-operatives during the 2018. (*See table 15*)



Table 15: Membership Strength by Region

Region	Agricultural Co-operatives				Service Co-operatives				Financial Co-operatives				Industrial Co-operatives		Co-	
	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018
Greater Accra	3,084	3,195	3,445	3,445	9,254	9,545	9,695	10,865	1,542	2,095	35,295	36,542	-	-	6,535	6,535
Central	1,200	1,245	1,495	1,495	342	305	6,749	7,051	50,190	51,195	51,395	52,413	850	890	5,890	5,890
Eastern	14,851	14,965	15,215	15,215	137	250	9,287	9,784	17,596	18,698	18,895	18,997	473	485	9,485	9,485
Western	20,422	21,422	21,672	21,672	-	-	8,765	8,894	-	-	4,867	8,687	-	54	2,454	2,454
Ashanti	392	495	27,745	27,745	48	90	1,984	4,587	550	650	48,538	49,234	32	54	8,548	8,548
Brong Ahafo	4,200	4,350	4,350	4,350	20	50	9,170	9,254	1,100	1,200	31,894	31,525	-	-	15,880	15,880
Volta	201	301	3,401	3,401	294	305	4,494	3,645	35,146	36,156	36,356	36,541	589	680	6,688	6,688
Northern	4,800	4,900	4,970	4,970	130	230	2,982	2,982	1,162	1,178	11,278	11,687	230	350	535	535
Upper East	3,409	3,509	3,509	3,509	2,540	2,840	699	699	6,734	8,734	9,750	9,750	-	-	980	980
Upper West	4,901	5,000	5,000	5,000	1,908	1,995	987	987	-	-	6,508	8,457	1,227	1,527	699	699
Total	57,460	59,382	90,802	90,802	14,673	15,610	54,812	58,748	114,020	119,906	254,776	263,833	3,401	4,040	57,694	57,694



Number of People Employed

The Co-operative societies altogether have provided jobs for 11,898 Ghanaians. Out of this 83 were in the Agricultural Co-operative; 2,659 in the Service Co-operative; 6,402 in the Financial Co-operative; and 2,754 in the Industrial Co-operative sectors. Out of the 83 people for which the Agricultural co-operatives provided jobs, most of them were in the Northern region (30.1%). The number of people employed in 2018 did not vary from that of 2017. The Service Co-operative on the other hand has employed a total of 2,659 persons across the ten regions. The number of employees in the Service Co-operative has increased more than 45 times relative to 2017 with the Greater Accra region employing the majority, 142 (5.3%) and the Western region, 34 (1.3%) being the minority. This was followed by the Ashanti region, 103 (3.9%).

The Western region has so far recorded the least number of people employed within the Service Co-operative. Out of the four different kinds of co-operatives, the Financial co-operatives has the highest number of employees, 6,402. The Ashanti region has the highest number of employees in the Financial Co-operative sector accounting for 15.7% of the total. The Eastern Region on the other hand recorded the least number of employees in the Financial Co-operative sector constituting just 2.5% of the total. Nationally, the Industrial Co-operative has also provided jobs for 2,754 persons. Whereas the Greater Accra region has recorded the highest number of employees within the industrial sector, the Upper West region employed the least.

Table 16: Number of People Employed by Sector

Region	Agricultural Co-operatives 2017	Service Co-operatives 2017	Financial Co-operatives 2017	Industrial Co-operatives 2017	Agricultural Co-operatives 2018	Service Co-operatives 2018	Financial Co-operatives 2018	Industrial Co-operatives 2018
Greater Accra	10	8	520	6	10	142	620	204
Central	8	6	315	8	8	35	354	76
Eastern	6	4	105	9	6	72	162	81
Western	5	7	405	5	5	34	495	32
Ashanti	7	8	900	6	7	103	1008	131
Brong Ahafo	6	5	605	7	6	68	668	88
Volta	5	4	205	8	5	53	296	42
Northern	25	5	175	6	25	48	311	39
Upper East	6	7	103	4	6	45	206	24
Upper West	5	4	186	4	5	41	264	19
Total	83	58	3519	63	83	2659	6402	2754



Training of Co-operative Members

The number of training programmes conducted in 2018 fell from 740 to 600 representing a decline of 18.9%. Out of the 740 trainings organised, most of them, 56.8% were conducted for those in the Service co-operatives sector while the remaining 43.2% were conducted for those in the Agricultural co-operatives group. More males, 493 representing 66.6% participated in the trainings than females, 247 (33.3%). Among the males category, farmers constituted the majority, 214 (43.4%). Most of the females trained were unemployed youth & final year students of ICCES (50.2%). This was followed by Farmers (42.9%), and then Artisans (6.9%). It is important to point out that nobody was trained in Financial Management in Co-operatives Society.

Table 17: Training Sessions by Region

Group	2016		2017		2018	
	Male	Female	Male	Female	Male	Female
Farmers	150	50	167	83	214	106
Hairdressers & Beautician Association	0	400	0	50	0	0
Artisans	600	0	97	3	103	17
Unemployed youth & final year students of ICCES					176	124
Financial Management in Co-operatives Society	0	0	84	116	0	0
Total	750	450	348	252	493	247

More people were trained in 2018 (740) than in 2017 (600) across the various sectors. Out of the total training conducted in 2018, about 420 (56.8%) were in the Service Co-operative sector with the remaining 320 (43.2%) conducted in the Agriculture sector. There were no trainings for those in the Industry and Finance Co-operative sectors.

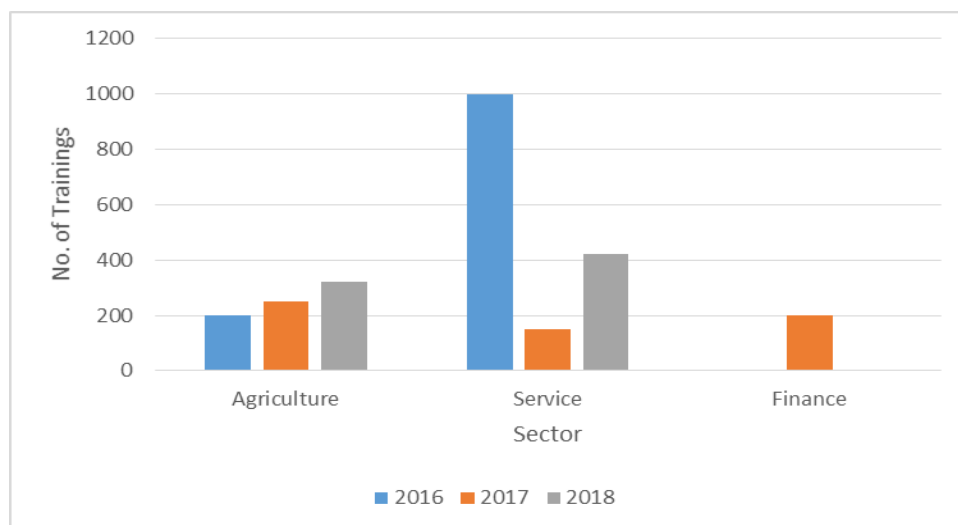


Figure 19: Training organised by Sector



6.5 Skills Training and Development

National Vocational Training Institute (NVTI)

Master Craft Persons

The NVTI registered a total number of 4,400 Master Craft Persons (MCPs) across the country. The number registered in 2018 fell almost 13.0% relative to 2017 and increased by 4.1% compared to 2016. Hairdressers accounted for 15.9% of the total registered MCPs with Motor Vehicle Mechanic, Cookery and Carpentry accounting for 13.5%, 11.5% and 2.7% respectively. Out of the total MCPs registered, the Institute organised proficiency test for 2,152 across the various trades. The number mobilized for Proficiency test has been oscillating increasing from 2,173 in 2016 to 2,500 in 2017 and fell to 2,152 in 2018. Among the artisans organised for the Proficiency test, Hairdressers, Dressmaking/Tailors and Motor Vehicle Mechanic were among those who contributed significantly. At the end of the review, 671 artisans had received accreditations from the NVTI for diverse artisanal professions. Highest among them were Hairdressers, 290 representing 43.2% of the total. Monitoring visits were also conducted across the various trades during the review year.

In all, total of 850 workshops were visited, out of which Dressmaking/Tailoring shops constituted the majority, 14.1%. Hairdressers visited also amounted to 109 (12.8%) of the total while Masonry and General Electricals also accounted for 10% and 9.1% respectively. Auto Electricals, Cookery and Draughtmanship accounted for 8.2% each.



Table 18: Master Crafts Persons Registered, Trained, Accredited and Monitored

Trades	Registered			Mobilized for Proficiency Test			Accredited			Monitored		
	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018
Dressmaking/Tailoring	797	550	450	400	441	360	140	102	81	130	140	120
Carpentry	100	320	120	99	85	51	15	46	22	40	70	62
Masonry	390	482	405	140	150	177	142	80	80	74	88	85
Motor Vehicle Mechanic	740	590	595	260	258	254	84	122	56	100	87	82
Gen. Electricals	422	466	430	128	131	115	60	105	34	65	86	77
Auto Electricals	95	400	348	70	99	100	70	50	20	60	75	70
Auto Bodyworks/Welding	78	390	305	30	65	75	58	95	18	75	70	65
ICT	104	366	295	390	405	250	20	70	15	42	36	40
Cookery	124	540	502	126	131	120	40	90	40	58	72	70
Hairdressing	1340	705	700	530	677	600	520	320	290	200	165	109
Draughtmanship	35	247	250	0	58	50	25	60	15	35	66	70
Total	4225	5056	4400	2173	2500	2152	1174	1140	671	879	955	850



Conduct of Test for Candidates (Trade Test Certificate I/II & Proficiency I/II)

The total number of candidates registered to undertake various Proficiency and Trade Test Certificate examinations fell from 21,166 in 2016 to 17,665 (-16.5%) in 2017 but increased to 32,293 (82.8%). Out of the total number registered in 2018, proficiency recorded the highest of 21,012 representing 65.07% with Trade Test Certificate II recording the least of 1,815 (5.6%). Out of the 32,293 candidates registered, 24,600 (76.2%) successfully passed with the remaining 7,693 referred (23.8%). Relative to 2017, the percentage of those who passed in 2018 were less. The figure shows that significant number of those who sat for both Proficiency I and Proficiency II exams passed successfully representing 93.2% and 94.1% respectively. On the other hand, among those who sat for Certificate I and Certificate II exams only 23.2% and 30.6% respectively passed. (See the figure 20 below).

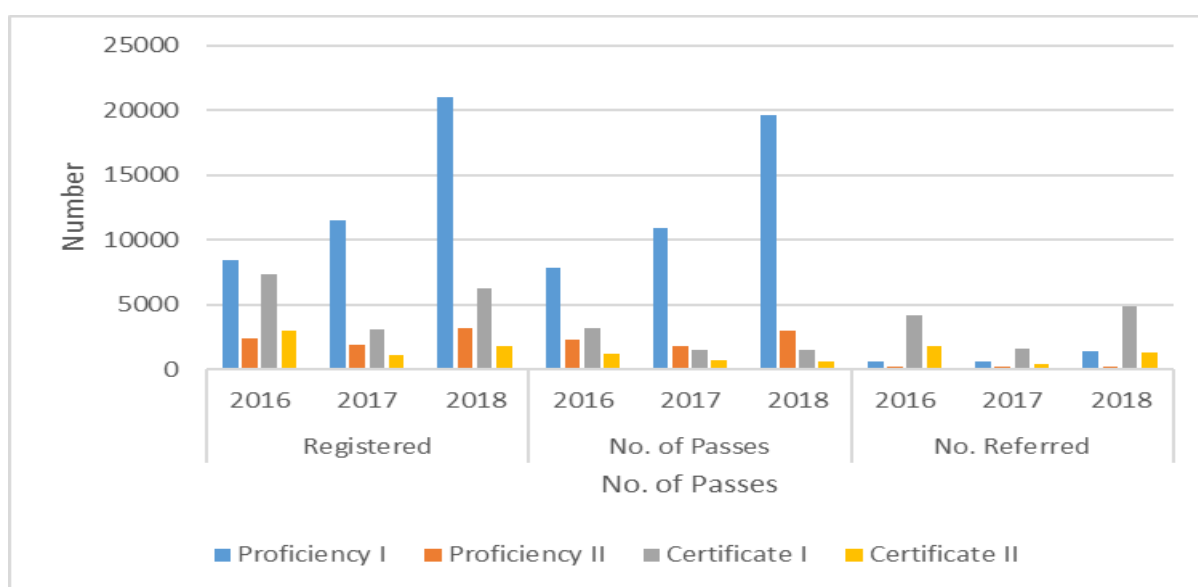


Figure 20: Summary of Examination conducted in March, May/June & September

Training Provided

The total number enrolled in the various trades fell from 3,879 in 2017 to 3,658 in 2018 representing a decline of 5.70 %. Enrolment had consistently been increasing from 2014 until 2018 where the number dropped. Relative to 2016, enrolment fell by 4.0% and increased by 58.6% compared to 2014. The year 2018 found Dressmaking (556), Masonry (412), General Electricals (1,054), Cookery (456), Welding and fabrication (183), as well as Motor Vehicle mechanics (268) recorded high enrolment figures as against trades such as Textile Decoration (6), Heavy Duty Diesel mechanic (9), Motor Vehicle Body Repairs (19), Leather Works (4), which recorded low enrolments. General Agriculture and Hairdressing programmes had no trainees enrolling in 2018. Overall, the total population rose steadily 11,892 in 2018 from 11,100 in 2017 representing an increase of 7.1%. Compared to 2014, the total enrollment had been increasing steadily. Apart from Masonry, ICT, General Agric., Heavy Duty Mechanics, Secretarial, Refrigeration & Air Condition, Hairdressing, Computer



Hardware, Heavy Duty Diesel which experience a decline in 2018, the rest of the Trades recorded an increase in total population of the various trainees in 2018. (See table 19)

Table 19: Trainees in Various Trades

Trades	Enrolment			Total Student Population		
	2016	2017	2018	2016	2017	2018
Dressmaking	539	607	556	1105	1309	1698
Carpentry and Joinery	67	63	60	194	233	234
Masonry	595	546	412	1400	1620	1455
Gen. Electricals	1048	1039	1054	2632	3368	3467
Motor Vehicle Body Repairs	14	19	19	31	38	47
ICT	97	56	56	272	175	164
Cookery	441	475	456	850	1371	1534
Draughtsmanship	37	35	39	112	126	140
Machining	31	11	46	109	30	179
General Agric.	7	0	0	13	13	6
Electronics	49	43	28	122	143	145
General Printing	26	21	20	54	52	64
Heavy Duty Mechanics	84	98	74	203	225	214
Secretarial	140	198	81	124	394	296
Plumbing	68	61	72	169	220	243
Welding & Fabrication	145	131	183	382	412	496
Ref. Air Condition	35	36	21	128	139	114
Motor Vehicle Mechanics	260	263	268	666	734	791
Motor Vehicle Electricals	75	90	81	177	207	232
Leather Works	4	11	4	10	17	20
Textile Weaving	44	29	38	58	70	83
Hairdressing	5	0	0	7	6	1
Computer Hardware		33	24		108	86
Heavy Duty Diesel		11	9		84	28
Block laying, Concreting and Tiling			51			146
Textile Decoration		3	6		6	9
Total	3811	3879	3658	8818	11100	11892

Short Courses

A total of Six (6) short courses were organised for 312 persons during the review year. Relative to 2017 the number dropped by 83 (21.0%) and by 47 (13.1%) compared to 2016. Defensive Driving recorded the highest enrollment representing 35.3% of the total while Transport Management recorded the least of 3 (0.9%). The number of enrollment in Office Management declined significantly from 30 in 2017 to 6 in 2018 representing 80% decline in enrollment. Other trades which recorded sharp decline in enrollment relative to 2017 includes



Transport Management (80%), and MCPs Skills Upgrading (78%). Enrollment in TVET Instructor Training and MCPs Skills Upgrading have been declining steadily from 2014 till the review year. At the end of the various training programs, 272 out of the 312 enrolled were able to graduate representing 87.2%. Whereas Defensive Driving, MCPs Skills Upgrading, and Affiliated Trainee Certified recorded 100% success rate in graduation, Transport Management recorded 0% success rate in graduation. (*See the table 20 for details*).

Table 20: Short Courses

Trades	Enrolment					No. of Graduates				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Defensive Driving	171	123	81	100	110	156	117	74	105	101
Office Management	0	21	7	30	6	0	21	7	28	6
Transport Management	2	16	9	15	3	0	15	8	13	0
Driver Instructor Training	106	131	85	60	62	99	131	76	56	34
TVET Instructor Training	108	109	66	60	26	108	109	66	20	26
MCPs Skills Upgrading	549	1	52	50	11	549	1	52	46	11
Affiliated Trainee Certified	107	148	59	80	94	107	148	59	143	94
Total	1043	549	359	395	312	1019	542	342	411	272

Apprenticeship

The NVTI registered a total of 6,840 apprentices in 2018 representing a decline of 21.3% relative to 2017. The number of apprentices increased steadily from 2014 (5,830) to 2015 (7,702) and to 2017 (8687) until 2018 where it declined. Out of the total registered apprentices in 2018, Hairdressing and Dressmaking recorded the highest of 15.4% (1,050) and 11.8% (805) respectively while Auto Bodyworks and Draughtsmanship recorded the lowest of 5.8% (400) each. However, the number monitored out of the total registered were not reported for the review year. (*See table 21 below for details*)

Table 21: Apprentice Registered and Monitored

Trades	Registered				Monitored		
	2014	2015	2017	2018	2014	2015	2017
Dressmaking	1160	1090	902	805	308	320	140
Carpentry	232	308	650	550	62	64	70
Masonry	580	870	700	685	156	164	88
Motor Vehicle Mechanic	760	1455	810	690	230	240	87
Gen. Electricals	464	616	750	550	124	128	86
Auto Electricals	232	358	720	605	62	64	75
Auto Bodyworks	348	462	750	400	94	72	70
ICT	58	77	700	455	25	16	36
Traditional Caterers	290	358	850	650	78	80	72
Hairdressing	1590	1954	1200	1050	422	500	165
Draughtsmanship	116	154	655	400	32	34	66
Total	5830	7702	8687	6840	1593	1682	955



The instructional staff strength of NVTI in 2018 stood at 308 comprising 183 Males and 91 Females. Relative to the previous years, 2017, 2016, 2015 and 2014 the staff strength had consistently declined by 1.4%, 3.2%, 8.7% and 4.5% respectively. The number of Male instructional staff increased from 201 in 2014 to 211 in 2015. Thereafter, it declined to 189, 187 and 183 in 2016, 2017 and 2018 respectively. Whereas the Male staff strength declined steadily from 2015 to 2018, the Female staff strength increased gradually from 2014 to 2016, and then dropped in 2017 and remained same in 2018. Comparative to 2014, the Female staff strength increased by 5.8% and 2.3% in 2015 and then dropped by 3.2% in 2016 and remained the same in 2017. Maintenance Fitting, Motor Vehicle Body Repairs, Heavy Duty Mechanics and General Agric had One(1) instructor each. General Electricals/Installation (41), Building/ Masonry (41) and Cookery (40) were among the trades with the highest number of instructors. As at the end of 2018 Spraying /Painting and Hairdressing had no instructors. In total, the Generic courses had 34 instructors made up of 26 Males and 8 Females within the review year. (*See table 22 for details*)



Table 22: Current vs. Ideal Instructional Staff Strength of NVTI by Trades

Trades	Staff Strength					Ideal Staff Strength					Variance				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Maintenance Fitting	1	1	1	1	1	2	2	2	2	2	-1	-1	-1	-1	-1
Leather Works	2	2	2	2	2	2	2	2	2	2	0	0	0	0	0
Motor Vehicle Mechanic	18	13	13	13	12	23	23	23	23	23	-5	-10	-10	-10	-11
Motor Vehicle Electricals	2	2	2	2	2	5	5	5	5	5	-3	-3	-3	-3	-3
Motor Vehicle Body Repairs	2	2	2	2	1	5	5	5	5	5	-3	-3	-3	-3	-4
Spraying /Painting	1	0	0	0	0	3	3	3	3	3	-2	-3	-3	-3	-3
Carpentry	30	30	28	28	27	35	35	35	35	35	-5	-5	-7	-7	-8
Dressmaking	42	41	39	37	36	47	47	47	48	48	-5	-6	-8	-11	-12
Garment and Textiles	2	4	3	3	3	4	4	4	4	4	-2	0	-1	-1	-1
Metal Machining	5	5	4	4	4	5	5	5	5	5	0	0	-1	-1	-1
Ref. & Air Conditioning	6	10	7	7	5	10	10	10	10	10	-4	0	-3	-3	-5
Electronic & Radio/TV Repairs	4	7	7	7	7	10	10	10	10	10	-6	-3	-3	-3	-3
Hairdressing	1	1	1	0	0	2	2	2	3	3	-1	-1	-1	-3	-3
Gen. Electricals/Installation	34	42	39	39	41	45	45	45	45	45	-11	-3	-6	-6	-4
Plumbing Work	4	6	6	6	6	6	6	6	6	6	-2	0	0	0	0
Building/Masonry	46	45	43	41	41	52	52	52	54	54	-6	-7	-9	-13	-13
Composing & Printing	4	3	3	3	3	4	4	4	4	4	0	-1	-1	-1	-1
Welding & Fabrication	11	15	9	9	9	11	11	11	11	11	0	4	-2	-2	-2
Heavy Duty Mechanics	1	1	1	1	1	3	3	3	3	3	-2	-2	-2	-2	-2
Cookery	31	31	40	40	40	45	45	45	45	45	-14	-14	-5	-5	-5
Stenographers/Typist	11	13	11	11	11	15	15	15	15	15	-4	-2	-4	-4	-4
Secretarial ICT	13	13	8	8	8	18	20	20	20	20	-5	-7	-12	-12	-12
Computer Hardware	6	6	3	3	3	10	10	10	10	10	-4	-4	-7	-7	-7
Weaving	4	6	6	6	6	8	8	8	8	8	-4	-2	-2	-2	-2
General Agric.	1	0	1	1	1	2	2	2	2	2	-1	-2	-1	-1	-1



Draughtsmanship	5	3	4	4	4	10	10	10	10	10	-5	-7	-6	-6	-6
Total	287	302	283	278	274	382	384	384	388	388	-95	-82	-101	-110	-114
Generic Courses															
Mathematics	0	0	0	15	15	0	0	0	40	40	0	0	0	-25	-25
English	0	0	0	8	8	0	0	0	40	40	0	0	0	-32	-32
Entrepreneurship	0	0	0	7	8	0	0	0	40	39	0	0	0	-33	-31
Science	0	0	0	1	3	0	0	0	40	38	0	0	0	-39	-35
Total	0	0	0	31	34	0	0	0	160	157	0	0	0	-129	-123



Integrated Community Centres for Employable Skills

Trainee Population

In 2018, a total number of 1,592 students were enrolled, increasing the total student population to 3,381 in 2017 to 3,541. Relative to 2017 (1,438), the total number of enrolled students in 2018 increased by 10.71%. Out of the 1,592 students enrolled in 2018, 398 went into Fashion, 311 into Electrical Installation, 279 went into Building Construction and 209 went into Catering, thus, making them the trades with the highest enrolments respectively. The rest of the students were enrolled in Agricultural Studies (22), Auto Mechanics (26), Carpentry (76), Draughtsmanship (74), Electronics Studies & Repairs (4), Hairdressing (19), ICT Studies (31), Textiles (52) and Welding & Fabrication (54). Trades like Beads, Ceramics & Pottery, Detergents Making/Cosmetics and Healthcare Studies had no enrollment in the review year.

While the number of dropouts reduced for Building Construction, Electrical Installation, Fashion, and Hairdressing in the review year, it increased in Agriculture Studies, Auto Mechanics, Carpentry & Joinery, Catering and Secretarial Studies, and remained the same for Textiles. (See table 23 below for details)

Table 23: Trainee Population by Trades

Trades	Enrolment	Total Student Population	No. of Drop-Outs	No. of Graduates	Enrolment	Total Student Population	No. of Drop-Outs	No. of Graduates
	2017	2017	2017	2017	2018	2018	2018	2018
Agriculture Studies	74	80	4	6	22	92	18	22
Auto Mechanics	47	129	2	70	26	83	4	36
Beads, Ceramics & Pottery	0	0	0	0	0	0	0	0
Building Construction (Masonry/Blockwork Concreting)	175	573	7	69	279	776	5	89
Carpentry & Joinery/Alum Fabr.	67	156	6	11	76	215	8	85
Catering (Cookery)	116	380	4	122	209	463	21	196
Detergents Making/Cosmetics:(Soap/Powder)	0	0	0	0	0	0	0	0
Draughtsmanship (Auto Cad)	8	24	0	12	74	86	0	56
Electrical Installation	376	994	16	669	311	620	4	411
Electronics Studies & Repairs	4	4	0	0	4	8	0	4
Fashion: (Dressmaking & Tailoring)	412	809	75	329	398	803	6	521
Hairdressing	38	46	4	10	19	51	3	31
Health Care Studies	0	0	0	0	0	0	0	0
ICT Studies (Hardware & Software)	0	0	0	0	31	31	0	0



Painting & Decoration	0	0	0	0	8	8	0	0
Secretarial Studies	19	28	1	3	29	53	6	21
Textiles: (Batik, Tie/Dye & Weaving)	90	133	8	16	52	161	8	62
Welding & Fabrication	12	25	0	0	54	91	4	13
Total	1438	3381	127	1317	1592	3541	87	1547

Short Courses

In 2018, the Entrepreneurial Skills/ Financial Literacy Course had a great increase from zero in 2017 to 1,251 in 2018. Textiles (Batik, Tie/Dye & Weaving), which had the highest number of enrolment (78) in 2017, dropped to the second highest number of enrolment (89) in 2018. Beads, Ceramics & Pottery (7), Hairdressing (1), ICT Studies (13), Painting & Decoration (14) and Dressmaking (68) which recorded a sizable number of enrolments in 2017 recorded Zero (0) in 2018. Textiles (Batik, Tie/Dye & Weaving) had the highest percentage of dropouts (18%) for the year 2018.

ICCES enrolled a total of 1,390 students into the various short courses out of which 98% (1,366) graduated successfully. The total number of enrolments and graduates in the various trades increased by 1,167 each in 2018. (See table 24 for details).

Table 24: Short Courses by ICCES

Trades	Enrolment	Total Student Population	No. of Drop-Outs	No. of Graduates	Enrolment	Total Student Population	No. of Drop-Outs	No. of Graduates
	2017	2017	2017	2017	2018	2018	2018	2018
Beads, Ceramics & Pottery	7	7	0	6	0	0	0	0
Detergents Making:(Soap/Pomade/Powder)	42	42	5	37	50	50	8	42
Hairdressing	1	1	1	0	0	0	0	0
ICT Studies (Hardware & Software)	13	13	10	3	0	0	0	0
Painting & Decoration	14	14	1	13	0	0	0	0
Entrepreneurial skills/ financial literacy (YIEDIE)	0	0	0	0	1251	1251	0	1251
Textiles: (Batik, Tie/Dye & Weaving)	78	78	3	75	89	89	16	73
Dressmaking	68	68	3	65	0	0	0	0
Total	223	223	23	199	1390	1390	24	1366

Post Training

A total of 93 (56 males and 37 females) persons were engaged in the various categories of industries during the review year. This shows an increase of 42 in Post-Training Employment from the previous year representing a 45.7% increase. Industrial/Manufacturing accounted for



87 of the total employment with the Service sector also employing 5. The Agricultural and Financial sectors employed no graduate from ICCES during the year under review. The Industrial/Manufacturing sector recorded an increase in Male membership in 2018 and a corresponding increase in Female membership, thus 16 and 22 respectively.

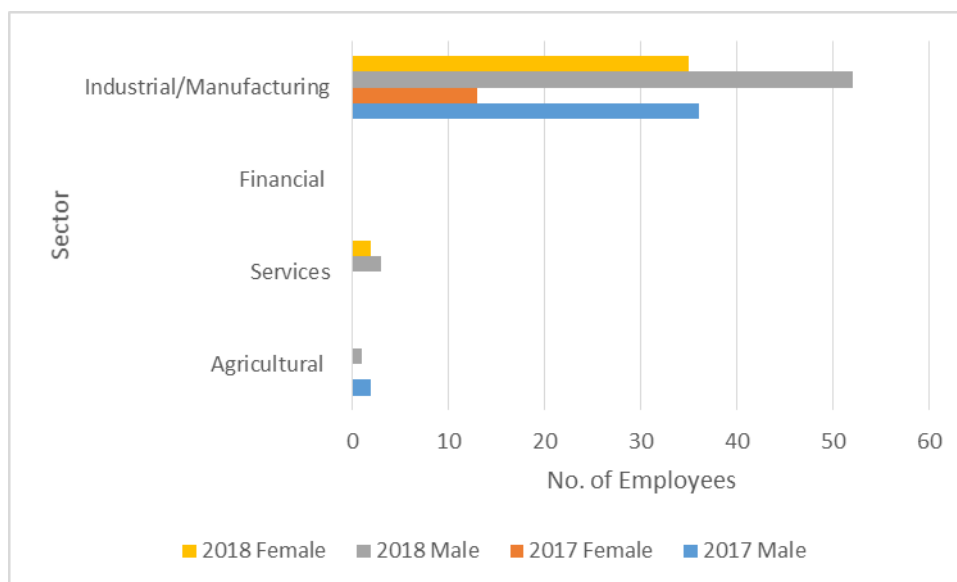


Figure 21: Post trainings employment

Attachments Undertaken by ICCES Trainees

The total number of trainees that were sent out on attachment in 2018 increased by 28.92% relative to 2017. The data shows that out of the 214 trainees sent on attachment for practical experience in 2018, 67.3% (144) were monitored by the ICCES relative to the 42% (81) out of 166 in 2017. Carpentry & Joinery/Aluminium Fabrication, Catering, Welding & Fabrication received 100% monitoring. Electric Installation, Building Construction and Auto Mechanics received 58.2%, 55.2% and 50% monitoring respectively.

Table 25: Attachments Undertaken by ICCES Trainees

Attachments undertaken by ICCES Trainees				
Trades	No. on Attachment 2017	No. Monitored 2017	No. on Attachment 2018	No. Monitored 2018
Agriculture Studies	0	0	0	0
Auto Mechanics	4	7	14	7
Beads, Ceramics & Pottery	0	0	0	0
Building Construction (Masonry)	26	16	67	37
Carpentry & Joiny/Alum Fabr.	6	5	6	6
Catering (Cookery)	34	11	36	36
Detergents Making:(Soap/Pomade/Powder)	0	0	0	0
Draughtsmanship (Auto Cad)	0	0	0	0



Electrical Installation	58	20	79	46
Electronics Studies & Repairs	0	0	0	0
Fashion: (Dressmaking & Tailoring)	27	8	0	0
Hairdressing	3	9	0	0
Health Care Studies	0	0	0	0
ICT Studies (Hardware & Software)	3	0	0	0
Painting & Decoration	0	0	0	0
Secretarial Studies	0	0	0	0
Textiles: (Batik, Tie/Dye & Weaving)	5	5	0	0
Welding & Fabrication	0	0	12	12
Total	166	81	214	144

Instructional Staff

The table 26 shows that, the actual instructional staff strength has reduced from 368 in 2017 to 307 in 2018 representing 16.8% decrease. Meanwhile, the ideal number of staff needed rose from 454 in 2017 to 677 in 2018. The actual staff strength of ICT (Hardware & Software) fell short of 58 staff in 2018. It is interesting to note that though the ideal staff strength for Detergents Making remained the same, the actual staff strength dropped significantly by 96%.

Agriculture Studies and Textiles (Batik, Tie/Dye & Weaving) were not being run in the previous year but met the ideal staff strengths (2 and 24 respectively) required in 2018. Out of the 189 required staff for the Generic Courses, ICCES had only 14 available representing a deficit of 175 staff. Table 32 indicates the staff strength, ideal staff strength and the variance.

Table 26: Instructional Staff of ICCES

Trades	Staff Strength	Ideal Staff Strength	Variance	Staff Strength	Ideal Staff Strength	Variance
	2017	2017	2017	2018	2018	2018
Agriculture Studies	0	0	0	2	2	0
Auto Mechanics	5	6	-1	1	6	-5
Beads, Ceramics & Pottery	0	0	0	0	0	0
Building Construction (Masonry)	60	64	-4	46	64	-20
Carpentry & Joinery/Alum. Fabr.	7	10	-3	26	10	16
Catering (Cookery)	47	64	-17	45	64	-19
Detergents Making:(Soap/Pomade/Powder)	26	26	0	1	26	-25
Draughtsmanship (Auto Cad)	7	10	-3	2	10	-8
Electrical Installation	47	74	-27	37	74	-37
Electronics Studies & Repairs	1	3	-2	1	3	-2
Fashion: (Dressmaking & Tailoring)	92	92	0	81	92	-9



Hairdressing	13	13	0	14	13	1
Health Care Studies	1	2	-1	0	0	0
ICT Studies (Hardware & Software)	9	67	-58	8	66	-58
Painting & Decoration	1	2	-1	0	2	-2
Secretarial Studies	17	22	-5	3	22	-19
Textiles: (Batik, Tie/Dye & Weaving)	0	0	0	24	24	0
Welding & Fabrication	35	0	35	2	10	-8
Generics/core subjects	0	0	0	14	189	-175
TOTAL	368	454	-86	307	677	-370

Opportunities Industrialization Centres, Ghana (OIC, G.)

Training Provided

The Training Centre enrolled 1,209 students nationwide in 2018 compared to 1,024 in 2017 representing 18.07% increase. Enrollment in 2018 increased by 185 (18.1%) and 402 (49.81%) relative to 2017 and 2016 respectively. Thus, total student population rose from 1831 in 2017 to 1,979 in 2018. Catering and Hospitality, Dressmaking and Electrical contributed significantly to the 2018 enrollment representing 20.35%, 17.62% and 13.56% respectively. The data revealed that Textiles Design has had no enrollment since 2016. Out of the 1,979 students recorded in 2018, the Electrical Department constituted the majority representing 23.14% followed by Dressmaking (13.0%) and Catering & Hospitality (12.8%) with Hairdressing (0.5%) constituting the minority. The institute recorded 58 dropouts within the review year most of which belonged to the Dressmaking Department, 36.2%. Relatively, the percentage of student dropouts in 2018 (2.93%) were more than in 2017 (2.4%). Approximately 47.7% of the total student population graduated nationwide in 2018. The percentage graduated in 2018 (47.7%) increased marginally relative to 2017 (47.2%). Catering recorded the highest percentage of graduates, out of their 253 students in 2018, 89.3% graduated. Out of the total admitted students in the Block Laying/Masonry Department, 20.8% graduated constituting the least percentage graduated. (See table 27 for details)



Table 27: Training Provided (Centre Based Training)

Trades	Enrolment				Total Student Population				No. of Drop-Outs				No. of Graduates			
	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018
Block laying/Masonry	64	61	74	105	64	104	135	240	0	0	3	8	21	43	123	50
Plumbing	58	46	65	92	58	92	111	188	0	0	1	4	12	46	45	50
Electrical	258	202	259	164	258	361	461	458	11	1	7	5	88	158	195	290
Office/Computer Skills	75	56	65	40	75	98	121	96	7	2	6	6	26	40	50	45
Catering and Hospitality	204	155	196	246	204	320	351	253	7	3	8	9	32	162	147	226
Auto Mechanic	85	46	49	75	85	99	95	108	1	0	4	0	31	53	42	50
Graphic Arts	65	28	35	56	65	67	63	96	1	0	0	0	25	39	28	37
Fashion Design	58	168	70	99	58	217	238	104	3	1	7	0	6	48	161	10
Stenography	14	11	12	30	14	12	23	45	0	0	0	2	13	1	11	15
Building Draughtmanship	8	4	14	32	8	6	18	52	2	0	0	1	4	2	4	15
Welding & Fabrication	17	20	13	31	17	32	33	50	0	0	1	1	5	12	19	12
Tie/Dye & Soap Making	6	4	3	19	6	7	7	22	0	0	0	0	3	3	4	12
Dressmaking	0	0	166	213	0	0	166	258	0	0	7	21	0	0	30	91
Hairdressing	10	6	3	7	10	9	9	9	3	0	0	0	4	3	6	10
Textiles Design	8	0	0	0	8	3	0	0	1	0	0	0	4	3	0	30
Total	930	807	1024	1209	930	1427	1831	1979	36	7	44	58	274	613	865	944



Short Courses

Overall, 306 students were admitted into the BfbW project in 2018. The number admitted spread across various trades/vocations, with Fashion Design & Dressmaking (137) and Hairdressing (104) having the highest number of enrollment. The number fell short of 113 students compared to 2017. Trades such as Masonry (3), Tiling (2) and Electricals (2) recorded the lowest number of enrollment. At the end of the 2018 project, only 85 out of the 306 were able to graduate successfully. (See table 28 below for details)

Table 28: Short Courses (Outreach Programme-Improved Apprenticeship) BfbW Project

Trades	Enrolment		Total Student Population		No. of Drop-Outs		No. of Graduates	
	2017	2018	2017	2018	2017	2018	2017	2018
Bakery/Cookery	24	16	27	16	0	2	18	6
Hairdressing	133	104	178	104	4	9	26	44
Hair Braiding	13	0	17	0	0	0	15	0
Fashion Design/Dressmaking	185	137	284	137	0	1	76	22
Welding & Fabrication	11	5	14	5	0	0	3	5
Steel Bending	0	0	1	0	0	0	1	0
Tiling	3	2	6	2	2	0	1	1
Masonry	4	3	9	3	0	0	5	2
Batik, Tie & Dye, Soap Making	1	0	1	0	0	0	1	0
Shoe/Sandal Making	1	1	2	1	0	1	1	0
Beading	14	1	14	1	0	0	12	0
Bags & Accessories	8	0	8	0	0	0	8	0
Decoration	17	35	17	35	1	4	1	5
Aluminum Fabrication	3	0	3	0	0	0	0	0
Electricals	2	2	2	2	0	0	0	0
Total	419	306	583	306	7	17	168	85

The YIEDIE Project admitted 4,453 students in 2018 increasing the student population from 4,033 in 2017 to 4,662 in 2018. Compared to 2017, the number admitted increased by 420 students representing a 10.4% increase. Majority of the students admitted enrolled in Electrical, Welding and Interior Decor representing 13.9%, 14.6% and 101.9% respectively. The Machine Operation Department recorded the highest population both in 2017 and 2018 representing 1,264 and 842 respectively. The lowest population was recorded in the POP Design Department (15). Only 46 out of the 4,662 students dropped out of the various courses representing 1.0% of the total. At the end of the training, less than half of the students admitted, 42.9% were able to graduate successfully. A new programme, Entrepreneurial/Soft Skills, introduced by the institute admitted 325 students out of which 253 graduated with only 5 dropping out. (See table 29 below for details)



Table 29: Short Courses (Outreach Programme-Improved Apprenticeship) YIEDIE Project

Trades	Enrolment		Total Student Population		No. of Drop-Outs		No. of Graduates	
	2017	2018	2017	2018	2017	2018	2017	2018
Electricals	606	620	606	651	16	6	414	486
Masonry	224	328	224	344	8	3	127	257
Tiling	120	272	120	287	0	0	110	51
Plumbing	66	167	66	175	4	2	75	36
Aluminium Fabrication	386	393	386	463	12	5	222	110
Welding	440	649	440	681	8	3	338	172
POP Design	14	14	14	15	0	0	3	1
Interior Décor	584	595	584	648	38	12	975	488
Draughtmanship	22	37	22	39	1	0	29	14
Carpentry	87	89	87	93	4	1	59	29
Steel Bending	60	61	60	64	1	0	45	23
Survey Technician	15	16	15	17	4	2	10	6
Machine Operation	1264	569	1264	842	9	4	1103	56
Spraying	2	16	2	18	0	0	5	3
Painting	143	302	143	302	7	3	34	299
Entrepreneurship/Soft Skills	0	325	0	325	0	5	0	253
Total	4033	4453	4033	4662	112	46	3549	2002

The OIC introduced a new program, Dressmaking, under the GEOP Project in 2018. This project admitted 138 students of which 35 graduated and 2 dropped out.

Instructional Staff

Overall, the gap between the existing number of staff of OICG and the required number keeps widening every year except for 2018. In 2018, the OICG needed an extra 40 instructional staff to augment the current staff strength to make up the ideal staff strength. Though the actual staff strength has continually declined from 41 in 2015 to 30 in 2018, the gap between the existing and ideal staff dropped by 13.0% in 2018 after it had increased steadily between 2015 and 2017. The ideal number of staff required nationwide reduced from 79 in 2017 to 70 in 2018. Trades like Office/Management Skills and Integrated Subjects had the highest number of staff with 4 staff each. Eight other trades had only 1 instructor in the review year. Programs like Hospitality and Fashion Design had no staff nationwide. Only Hairdressing had the ideal number of staff required for optimal performance.



Table 30: Instructional Staff of OIC, G.

Trades	Staff Strength				Ideal Staff Strength				Variance			
	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018
Block Laying/Masonry	2	2	1	2	2	2	2	3	0	0	-1	-1
Carpentry	2	1	1	0	2	1	1	0	0	0	0	0
Plumbing	2	2	2	2	3	3	3	3	-1	-1	-1	-1
Electricals	2	2	2	2	4	6	6	6	-2	-4	-4	-4
Office/Management Skills	6	5	4	4	6	6	6	6	0	-1	-2	-2
ICT/Computer Skills	4	4	3	3	4	4	4	4	0	0	-1	-1
Catering	2	2	1	1	4	6	6	6	-2	-4	-5	-5
Auto Mechanics	2	2	1	1	2	2	3	3	0	0	-2	-2
Graphic Arts	1	1	1	1	2	2	2	2	-1	-1	-1	-1
Hospitality	0	0	0	0	3	3	3	3	-3	-3	-3	-3
Fashion Design	1	0	0	0	4	6	6	6	-3	-6	-6	-6
Stenography	1	1	1	1	3	3	3	3	-2	-2	-2	-2
Building Draughtmanship	1	1	1	1	1	1	1	2	0	0	0	-1
Welding & Fabrication	1	1	1	1	1	1	1	2	0	0	0	-1
Tie/Dye & Soap Making	1	1	1	1	2	1	1	3	-1	0	0	-2
Dressmaking	2	2	2	2	3	3	3	3	-1	-1	-1	-1
Hairdressing	1	1	1	1	1	1	1	1	0	0	0	0
Counselor	5	4	4	3	5	5	5	5	0	-1	-1	-2
Integrated Subject (Sub skills)	5	6	6	4	22	22	22	9	-17	-16	-16	-5
Total	41	38	33	30	74	78	79	70	-33	-40	-46	-40

Management Development and Productivity Institute (MDPI)

Training Provided

The Programs/ Courses offered by the MDPI attracted participants from different countries including Ghana, Gambia, Liberia and Sierra Leone. Together, the number of participants in both the Regular and Inplant Courses have dropped from 189 in 2017 to 157 in 2018 for Regular courses and from 742 in 2017 to 447 in 2018 for Inplant programmes. Nonetheless, the number of participants from Gambia in the Inplant Courses increased from 59 in 2017 to 84 in 2018 while the number of participants from Ghana in both Courses has steadily dropped since 2016. Inplant Courses have not recorded any participants from Sierra Leone since 2014.

In 2018, MDPI offered 76 programs and courses relative to the 67 in 2017. However, the number of participants enrolled in 2018 (157) was less than that of 2017(188) representing a decline of 16.5%. Again 2014, 2015 and 2016 recorded 287, 205, 178 participants respectively which was higher than the number recorded in 2018. Out of the 157 enrolled, 37 (23.6%) were in the Office Management and Administration Program representing the largest proportion of participants. Microsoft PowerPoint, Managing Sales force effectiveness,



Developing a Winning Business Plan, Supply Chain Management, Customer Delight, Microsoft Excel, Executive Maintenance Management and MIS Compact had only one student each. 45 of the 76 courses ran in 2018 did not have any enrollment.

The MDPI mounted 49 different Inplant courses during the year under review. The number of participants that enrolled in these programmes declined by 39.76% compared to 2017. The number of participants enrolled for the various programmes ranged between 1 and 45. Office Management and Administration received the highest enrolment of 45 accounting for 10.1% of the total. However, the number of participants has continued to decline from 1022 in 2016 to 742 in 2017 and then 447 in 2018. Managerial Leadership Skills recorded the second highest enrollment of 39 participants. Programs such as Marketing Alliance and Partnerships, Result- Based Monitoring and Evaluation, Attitudinal Change for Improved Productivity, Project Management, Investigative and Forensic Audit, Introduction to SPSS, and MIS Compact, had only One (1) participant each.

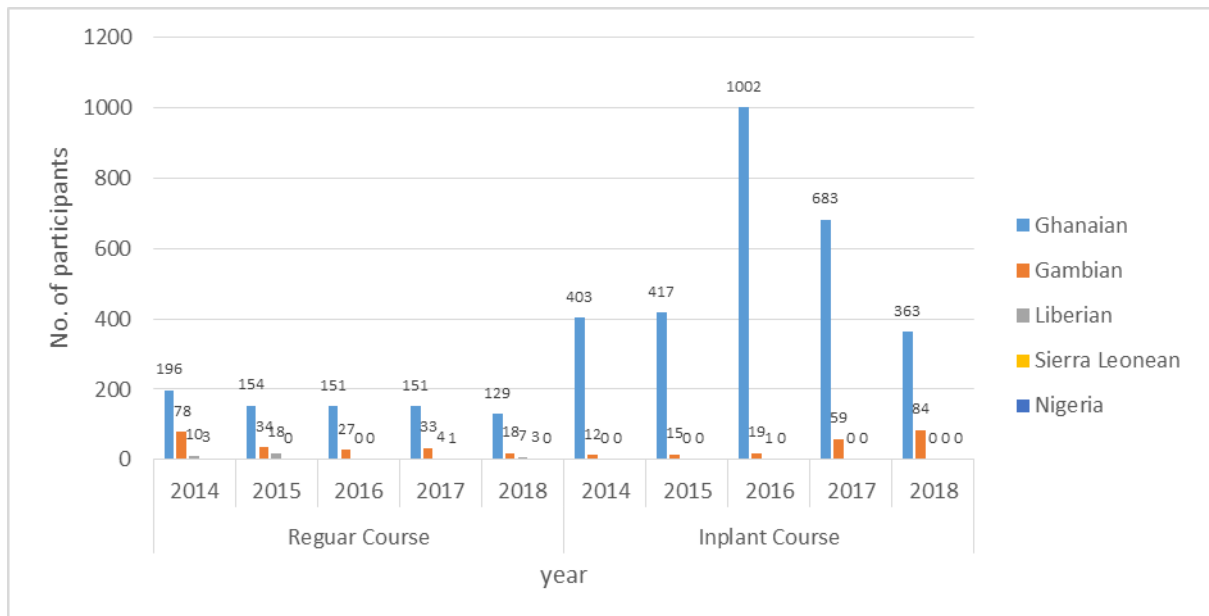


Figure 22: Nationality of Trainees of MDPI (2014-2017)

6.6 Pensions Regulation

National Pensions Regulatory Authority (NPRA)

Growth Indicators of SSNIT Scheme

During the year under consideration, the SSNIT recorded no registration of New Members, Active Contributors, Pensioners and Establishments. However, the number of pensioners on SSNIT have since 2006 rise from 73,311 to 189,549 in 2017. During the same period, the number of registered establishment grew to 51,466 in 2017 from 25,132 in 2006 despite falling relative to 2015 (58,895) and 2016 (57,925). The number of Active contributors grew



by about 40% over the same period. Overall, the number of new members enrolled onto SSNIT also went up by almost 56%. See figure 22.

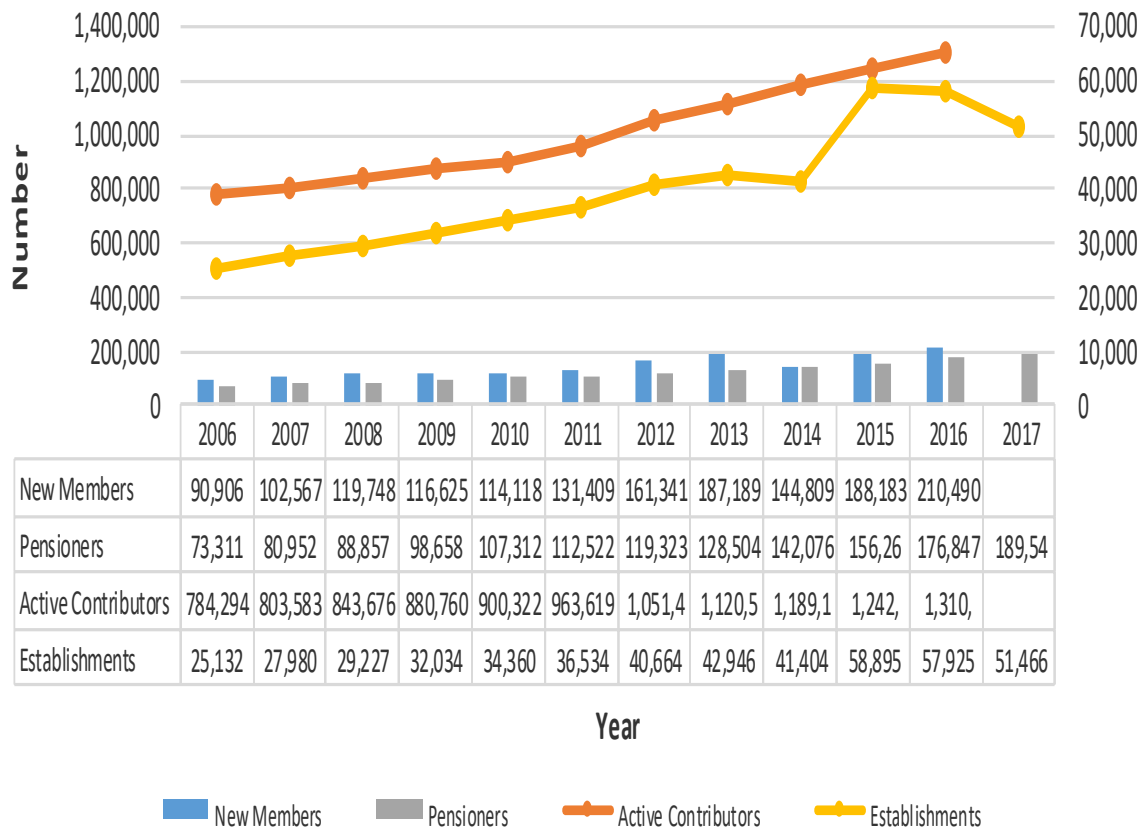


Figure 23: Growth Indicators of SSNIT Scheme

Private Pension Schemes (Tiers 1&2)

At the end of the review year, NPRA had a total of 261 Private Pension Schemes in operation. Majority of the schemes in operation belonged to the Employer Sponsored Occupational (32.6%) and the Employer Sponsored Provident (21.5%) types. Group Pension scheme recorded the least accounting for 3.8% of the total. Relative to 2017, the number of schemes in operation remained the same. However, some of the schemes varied in terms of the numbers that were in operation in 2018 relative to 2017. For instance, Master Trust Occupational schemes rose from 50 in 2017 to 52 in 2018, Employer Sponsored Occupational Scheme also dropped from by 2 relative to 2017. (See table 31 below for details)



Table 31: Status of Private Pension Schemes (Tier 1&2) as at 2018

Scheme Type	2017		2018	
	Cancelled	Total in Operation	Cancelled	Total in Operation
Master Trust (Occupational)	6	50		52
Master Trust Provident	5	36		36
Employer Sponsored Occupational	13	87		85
Employer Sponsored Provident	9	57		56
Group Pension	1	10		10
Personal Pension	2	21		22
Total	36	261		261

Tiers 2 & 3 Service Providers

The number of privately managed schemes (Tiers 2&3) increased consistently from 65 in 2012 to 129 in 2016 and then dropped by 4 in 2017. Thus, falling from 129 in 2016 to 125 in 2017 and further to 124 in 2018. Out of the 124 registered in 2018, 77 were Pension Fund Managers; Corporate Trustees and Pension Fund Custodian recorded 30 and 17 respectively. Meanwhile with the exception of Corporate Trustees which dropped by 4, the rest, Pension Fund Custodian and Pension Fund Managers increased by 1 and 2 respectively relative to 2017 (*See table 32 for details*).

Table 32: Tiers 2 & 3 Service Providers

Actors in the Pensions	2012	2013	2014	2015	2016	2017	2018
Pension Fund Custodian	14	15	16	7	17	16	17
Corporate Trustees	15	24	25	29	33	34	30
Pension Fund Managers	36	45	62	74	79	75	77
Total	65	84	103	110	129	125	124

The NPRA has cumulatively registered 261 schemes under both Tier 2&3. Out of the total, 137 (52.5%) belonged to Tier 2 while the remaining 47.5% belonged to the Tier 3 scheme. Among the schemes under Tier 2, Employer-sponsored (Occupational) recorded the highest of 85 with Master Trust (Occupational) registering 52. Tier 3 on the other hand had Employer-sponsored (Provident), recording the highest of 56, followed by the Master Trust (Provident), 36. The rest, Group and Personal recorded 10 and 22 respectively. (*See table 33 for details*)



Table 33: Cumulative Tiers 2 & 3 Service Schemes

Scheme Type	Type of Administration	2012	2013	2014	2015	2016	2017	2018
Tier - 2	Employer-sponsored (Occupational)	59	87	92	95	94	87	85
	Master Trust (Occupational)	33	40	48	50	42	50	52
Sub-total		92	127	140	145	136	137	137
Tier - 3	Employer-sponsored (Provident)	39	50	53	58	67	57	56
	Master Trust (Provident)	25	27	34	36	34	36	36
	Group	6	7	9	9	11	10	10
	Personal	3	6	10	12	11	21	22
Sub-total		73	90	106	115	123	124	124
Grand Total		165	217	246	260	259	261	261

Growth of the Private Pension Funds

Private Pension Funds by 53.9% (4,559,725,947.21) in 2018 relative to 2017 raising the total amount in 2018 to 13,013,606,576.29. The amount realised in the review year comprised 85.1% (11,068,178,541.29) Trustees AUM and 14.9% (1,945,428,035.00) TPFA. Whereas Trustees AUM increased massively by 98.3% relative to 2017, TPFA declined by significantly by 32.3%. (See table 43 for details).

Table 34: Growth of the Private Pension Funds

Year	Trustees AUM	TPFA	Total	% of GDP (estimates)
2012	48,237,965.49	756,873,159.69	805,111,125.18	1
2013	429,110,869.05	914,132,017.00	1,343,242,886.05	1.4
2014	1,116,492,197.00	1,465,015,857.00	2,581,508,054.00	2.2
2015	2,358,555,107.12	2,313,553,357.00	4,672,108,464.12	3.3
2016	4,122,492,021.68	2,670,454,240.00	6,792,946,261.68	4
*2017	5,581,864,490.08	2,872,016,139.00	8,453,880,629.08	4.2
2018	11,068,178,541.29	1,945,428,035.00	13,013,606,576.29	

Ranking of Corporate Trustees by Total Assets under Management & Peer Groups

The top 5 Corporate Trustees control about 77.46% of the total AUM. They include Enterprise Trustees, Petra Trust Company Limited, Axis Pensions Trust Limited, United Pension Trust and Pensions Alliance Trust. (See table 44 below for details of top 10 Corporate Trustees)



Table 35: Top Ten Corporate Trustees by total AUM & Peer Groups

Corporate Trustee	AUM (GH¢)	Market Share (%)	Rank	Per Group
<i>Enterprise Trustees</i>	957,167,589.40	41.69	1	<i>Peer group 1</i>
Petra Trust Company Limited	406,299,238.08	17.7	2	
Axis Pensions Trust Limited	204,836,622.52	8.92	3	<i>Peer group 2</i>
United Pension Trust	127,287,658.82	5.54	4	
Pensions Alliance Trust	82,774,930.32	3.61	5	<i>Peer group 3</i>
Glico Trust	72,334,133.00	3.15	6	
Old Mutual (Provident Life) Trust	71,639,530.64	3.12	7	
Metropolitan pension Trust Ghana Limited	69,679,675.28	3.04	8	
Negotiated Benefits Trust Company Limited	57,022,449.05	2.48	9	
General Trust	45,957,973.62	2	10	

Note: Ranking based on schemes registered by corporate trustees only. Employer sponsored schemes for which the trustees provided administrative services are excluded.

Ranking of Corporate Trustees by Tier 2 Assets Under Management (AUM)

Table 45 below indicates that the top 5 Corporate Trustees control 76.97% of the total market share of the Tier 2 AUM. They comprise Enterprise Trustees, Petra Trust Company Limited, Axis Pensions Trust Limited, Glico Trust and United Pension Trust.

Table 36: Top Ten Corporate Trustees by Tier 2 AUM

Name of Schemes	AUM (GH¢)	Market Share (%)	Rank
Enterprise Trustees	641,378,684.83	47.21	1
Petra Trust Company Limited	204,580,233.97	15.06	2
Axis Pensions Trust Limited	82,421,835.00	6.07	3
Glico Trust	63,973,094.00	4.71	4
United Pension Trust	53,245,601.06	3.92	5
Negotiated Benefits Trust Company Limited	48,264,517.95	3.55	6
Old Mutual (Provident Life) Trust	41,140,415.85	3.03	7
General Trust	38,531,584.05	2.84	8
Pensions Alliance Trust	29,994,764.00	2.21	9
Hedge Pension Trust	26,854,606.00	1.98	10

Note: Ranking based on schemes registered by corporate trustees only. Employer sponsored schemes for which the trustees provided administrative services are excluded

Ranking of Corporate Trustees by Tier 3 Assets Under Management (AUM)

About 83.37% of the Asset Under Management is being managed by the Enterprise Trustees, Petra Trust Company Limited, Axis Pensions Trust Limited, United Pension Trust and Metropolitan Pension Trust Ghana Limited. (See table 46 for details).



Table 37: Top Ten Corporate Trustees by Tier 3 AUM

Name of Schemes	AUM (GH¢)	Market Share (%)	Rank
Enterprise Trustees	315,788,904.57	33.69	1
Petra Trust Company Limited	201,719,004.11	21.52	2
Axis Pensions Trust Limited	122,414,787.52	13.06	3
United Pension Trust	74,042,057.76	7.9	4
Metropolitan Pension Trust Ghana Limited	67,449,047.50	7.2	5
Pensions Alliance Trust	52,780,166.32	5.63	6
Old Mutual (Provident Life) Trust	30,499,114.79	3.25	7
Pentrust company	16,582,774.35	1.77	8
Haven Pension Trust	14,147,036.37	1.51	9
Negotiated Benefits Trust Company Limited	8,757,931.10	0.93	10

Note: Ranking based on schemes registered by corporate trustees only. Employer sponsored schemes for which the trustees provided administrative services are excluded

Ranking of Corporate Trustees by Informal Sector Assets Under Management (AUM)

The top 5 Corporate Trustees constitute approximately 98.21% of the total AUM. Axis Pensions Trust alone controls 84.95% of the total AUM in the informal sector. They are followed by Glico Trust (8.92%) and Secure Pensions Trust (1.7%). The others include Daakye Pension Trust Limited (1.47%) and Discovery Trust (1.17%). (See table 47 for details)

Table 38: Top Ten Trustees by Informal Sector AUM

Corporate Trustee	AUM (GH¢)	Market Share (%)	Rank
Axis Pensions Trust	9,370,025.18	84.95	1
Glico Trust	984,120.89	8.92	2
Secure Pensions Trust	187,600.00	1.7	3
Daakye Pension Trust Limited	163,210.94	1.47	4
Discovery Trust	129,727.91	1.17	5
Haven Pension Trust	71,622.53	0.64	6
General Trust	64,763.12	0.58	7
Pentrust Limited	34,457.88	0.31	8
ASI-B Pension Trust Ltd.	23,395.79	0.21	9
Enterprise Trustees	-	-	10

Ranking of Pension Fund Custodians by Total AUM

Table 48 shows that the top 5 Pension Fund Custodian constitute about 74.90% of the total AUM. They include the Standard Chartered Bank, Stanbic Bank, Universal Merchant Bank, Agricultural Development Bank and Ecobank Ghana.



Table 39: Top Ten Trustees by Informal Sector AUM

Names of Fund Custodian	Total (GH¢)	Market Share (%)	Rank
Standard Chartered	1,401,413,287.78	25.33	1
Stanbic Bank	869,637,048.06	15.72	2
Universal Merchant Bank	680,595,536.93	12.3	3
Agricultural Development Bank	609,271,119.96	11.01	4
Ecobank Ghana	583,381,884.65	10.54	5
HFC	467,864,809.44	8.46	6
CAL Bank	382,687,755.55	6.92	7
Fidelity Bank	316,563,436.92	5.72	8
Unibank Ghana	167,418,489.91	3.03	9
Prudential Bank Limited	100,819,500.86	1.82	10

6.7 Labour Complaints and Disputes Resolution

National Labour Commission

Complaints/Petitions Received

Overall, Complaints/Petitions received by NLC in relation to Summary Dismissal, Unfair Termination, Retirement/End of Service Benefits, Unpaid Salaries, Workmen's Compensation, Redundancy /Lay-off/Severance Pay, others (Maternity Protection, Poor Condition of Service etc.) have been rising consistently from 2014 to 2018. The year 2018 recorded a total of 844, representing an increment of 17.55% relative to 2017. The highest number of complaints received were related to Unfair Termination (222), followed by Summary Dismissal (192) and Others (191). There were no complaints/petitions for Medical reasons.

Out of the total complaints/petitions received in 2018, 412 (48.8%) were resolved with 432 (51.2%) outstanding and no Referrals. Fifty-one (51) of the complaints settled in 2018 were enforced as compared to 53 in 2017. On the average, each case was settled within 42 days.

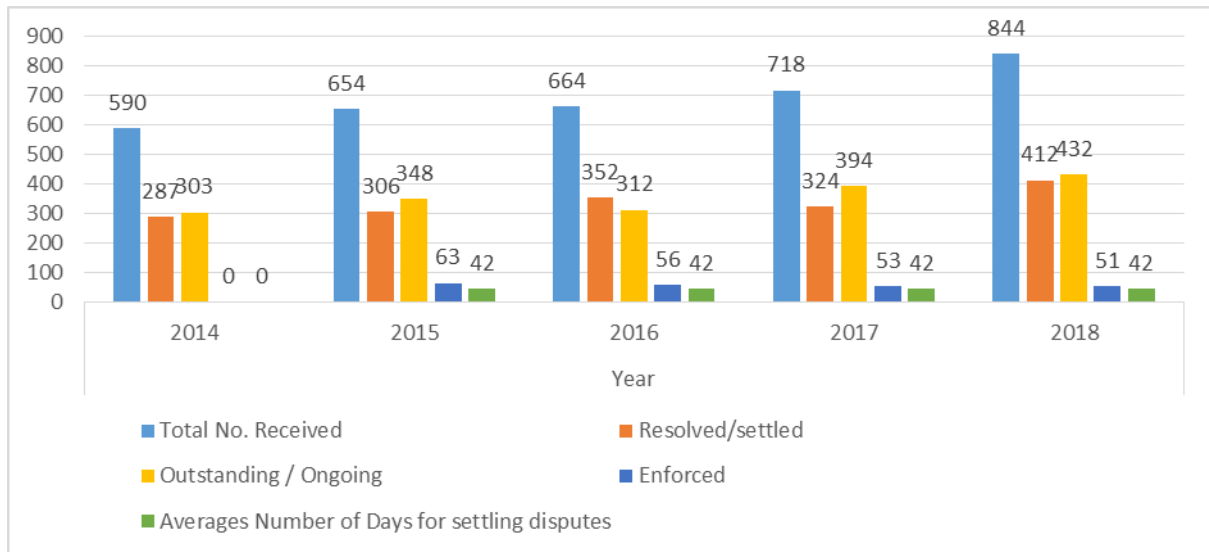


Figure 24: Complaints/Petitions received

Complaints/Petitions received by Regions

A total of 836 Complaint/Disputes were received by NLC from the two Regional Offices (Greater Accra and Western Regions) for the year under consideration. Summary dismissal recorded an increase of 40.4% relative to 2017, thus, rising from 141 in 2017 to 198 in 2018. The Greater Accra Region by far registered more complaints/petitions than the Western Region. Unfair Termination reduced marginally from 251 in 2017 to 227 in 2018. Retirement/End of Year Service Benefits dropped by 18 (28-10) in 2018 relative to 2017. In 2018, there were 143 reported cases related to Unpaid Salaries.

Thus, the number of cases recorded in 2018 were twice as much as that of 2017. Workmen's compensation received 4 cases in 2018 in Greater Accra Region, an increase of 1 from 2017 and none in the Western Region. There was no reported case for Medical in 2018 even though 1 was reported in 2017 in the Greater Accra Region. Others such as Maternity Protection, Poor Conditions of Service among others, recorded 194 complaints with 191 coming from Greater Accra Region and 3 from Western Region as compared to 151 in 2017 coming from Greater Accra Region. (See figure 25 for a detailed breakdown).

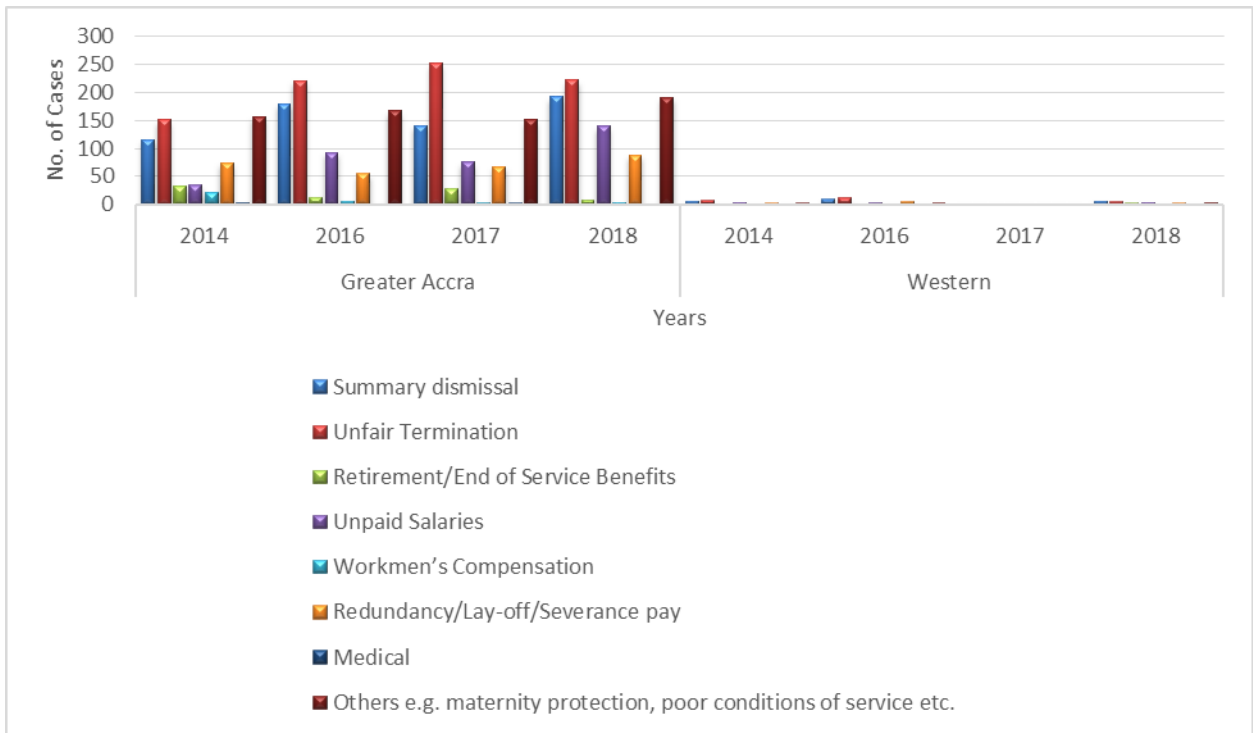


Figure 25: Type of Complaints/Petitions received by Region

Mediators and Arbitrators of NLC

The Commission recorded a significant increase in the number of cases mediated over the year under consideration. The number of mediated cases increased by almost 3 times the mediated cases in 2017, thus, from 18 in 2017 to 51 in 2018. On the other hand, the number of arbitrations done reduced marginally from 11 in 2017 to 10 in 2018. It is important to note that all the mediation and arbitration cases were handled in the Greater Accra region only.



7.0 CONCLUSION

The growing population and risk associated with employment and labour-related issues require policymakers to formulate and implement policy decisions based on accurate, robust, timely and reliable data, particularly from the activities of the Departments and Agencies that routinely collect and collate administrative data. Successive governments have adopted various strategies and interventions to resolve the unemployment menace and its associated negative effects with minimal success due to non-availability and non-existence of data/statistics to inform the policy decisions.

The need to ensure decent pay for public and private employees, job creation and placement, decent work and safety, as well as entrepreneurship and skills-set development have necessitated government policies/programmes/projects formulation and implementation through the Departments and Agencies under the Ministry of Employment and Labour Relations (MELR). The Sector Departments/Agencies are mandated to ensure that progress of implementation of government policies/programmes/projects are well coordinated, monitored and evaluated with the results made readily available to relevant stakeholders. However, the inadequate administrative data/statistics on performance and contributions of these interventions have also led to inability of stakeholders to assess the achievements and reasons for the failure or success of policies/programmes/projects that were to serve as source of livelihood for the teeming unemployed youth and adult population.

The Ministry's 2018 Statistical Report seeks to chronicle the administrative data/statistics on the core activities that were undertaken by the Sector's Departments and Agencies during the year. The Report showcases the various registration (training, jobs, vacancies, unemployment, shops, organised co-operatives, etc.), training, skills development, labour adjudication and regulation of Pension Schemes.

In view of the challenges with the scope and coverage of the administrative data collected and submitted by the Ministry's Departments/Agencies, the data/statistics provided in this Report should not be considered as representative of the situation of employment and unemployment in the entire country. The total number of persons trained by the technical and vocational institutions covers only those trained by the TVET institutions under the MELR. There will be the need for further studies and more data collection to enable the generalization of the data presented in this Statistical Report of the Ministry. Further research and more data are required to better understand the activities to determine the employment and unemployment rate in the country. This will be possible if the data and results of data collections are made available in a more timely fashion and response rates from the various Departments/Agencies are improved.

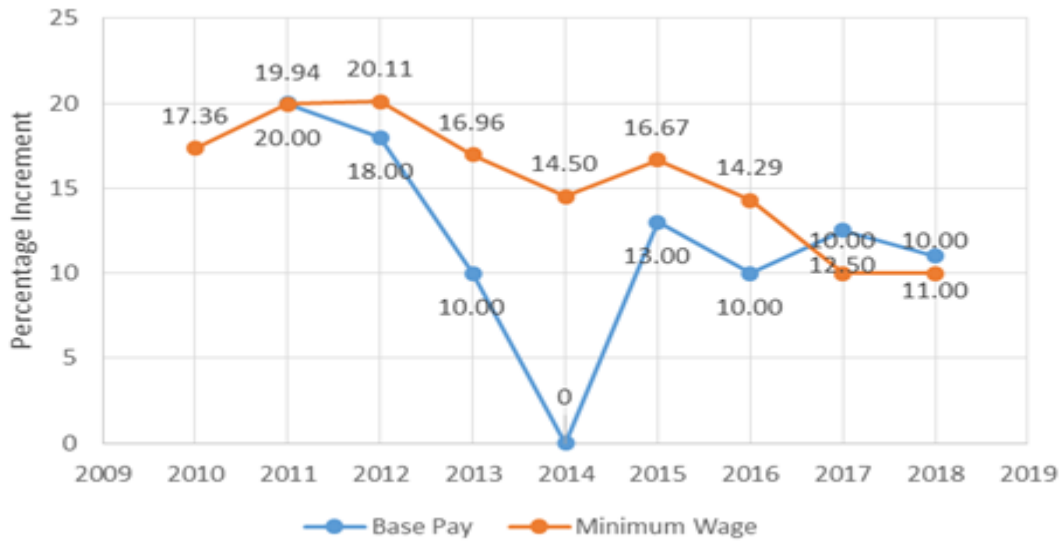
It is expected that the establishment and operationalisation of the Ghana Labour Market Information System (GLMIS) will widen the coverage of administrative data on employment and labour in the country and further ensure accuracy, as well as timeliness in reporting.



APPENDICES



Appendix 1: Pay Negotiation (% increment) 2010-2018



NB: There was no negotiated Base Pay increment in 2014. Rather a Cost of Living Allowance (COLA) of 10% was given to Public Sector Workers



Appendix 2: Vacancy Notification by Region and Industry

Region	Agriculture, Hunting, Forestry and Fishing				Mining and Quarrying				Manufacturing				Electricity, Gas and Water				Construction			
	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018
Greater Accra	0	2	3	0	0	0	1	2	17	17	50	138	0	0	0	2	24	4	47	0
Eastern	987	846	15	768	33	17	77	149	131	18	151	132	0	7	25	3	52	26	449	282
Central	0	0	7	7	1	0	35	0	0	0	0	0	0	0	0	0	23	45	56	1
Western	0	0	15	0	0	304	128	50	0	0	4	23	33	0	0	0	48	0	17	0
Ashanti	8	7	6	0	4	11	14	16	3	0	103	4	3	0	5	3	0	151	75	9
Brong Ahafo	9	64	149	77	0	0	0	17	0	0	0	0	0	0	5	10	157	88	155	62
Northern	0	2	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0
Upper East	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Upper West	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11	0	0	0
Volta	6	0	6	12	0	0	0	0	0	1	0	0	0	0	0	2	0	4	11	13
Total	1010	921	201	868	38	332	255	234	151	36	308	297	36	7	35	20	315	318	812	367



Cont'd

Region	Wholesale and Retail Trade, Restaurants and Hotels				Transport, Storage and Communication				Finance, Insurance, Real Estate and Business Services				Community, Social and Personal Services				Activities NOT Adequately Defined			
	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018
Greater Accra	13	27	21	72	16	0	1	2	2	8	13	3	21	72	67	44	0	0	0	0
Eastern	4	1	145	145	0	17	28	20	24	12	7	7	895	1218	123	51	0	0	1	1
Central	16	9	24	2	6	0	21	0	2	10	10	11	16	30	22	256	0	0	0	0
Western	26	16	25	0	0	14	13	0	4	0	1	0	2	24	19	16	0	0	1	0
Ashanti	57	24	66	21	0	0	25	4	18	7	4	7	25	42	7	179	0	0	0	0
Brong Ahafo	212	46	76	76	0	0	2	0	1	11	34	5	102	55	49	80	0	0	18	8
Northern	0	1	11	5	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
Upper East	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0
Upper West	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Volta	0	2	5	3	0	0	2	1	0	20	0	0	0	11	10	12	0	2	0	0
Total	328	126	373	324	22	31	92	27	51	68	70	34	1062	1452	300	638	0	2	20	9



Appendix 3: Regional Distribution of Live Register (Unemployed) by Age

Region	15-19 YEARS						20-24 YEARS						25-44 YEARS					
	Male			Female			Male			Female			Male			Female		
	2016	2017	2018	2017	2016	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018
Greater Accra	39	18	2	3	27	10	94	138	68	42	34	39	105	148	126	94	75	85
Eastern	51	8	0	35	203	6	457	433	81	656	730	702	602	673	956	928	873	653
Central	65	80	192	17	82	169	385	269	340	393	466	385	313	281	217	422	394	123
Western	13	0	13	0	2	0	180	92	303	177	64	93	824	413	278	279	234	163
Ashanti	142	25	6	6	13	0	514	408	179	75	128	8	775	563	952	321	167	416
Brong Ahafo	247	44	20	55	414	17	949	507	699	1180	891	592	845	928	1364	1043	1154	1249
Northern	32	0	0	0	28	3	35	89	54	33	39	37	102	71	124	57	76	45
Upper East	5	0	0	0	0	0	26	20	13	0	2	8	46	63	55	1	3	20
Upper West	27	0	0	0	24	0	63	0	52	43	20	3	47	181	310	35	90	50
Volta	23	0	0	0	0	0	61	25	195	13	12	1	134	138	38	12	10	26
Total	644	175	233	116	793	205	2764	1981	1984	2612	2386	1868	3793	3459	4420	3192	3076	2830

Cont'd



Region	45-54 YEARS						55-59 YEARS						60 YEARS & ABOVE						
	Male			Female			Male			Female			Male			Female			
	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2015	2016	2017	2018
Greater Accra	1	15	16	0	25	2	0	1	6	0	27	0	0	0				0	0
Eastern	14	21	46	31	182	4	0	0	2	0	0	0	0	0				0	0
Central	29	75	27	22	13	0	0	0	0	0	0	0	0	0				0	0
Western	2	347	3	1	45	4	0	129	0	0	2	0	2	0				0	0
Ashanti	0	402	16	0	109	3	0	4	1	0	0	0	0	0				0	0
Brong Ahafo	0	468	65	0	533	29	0	21	11	0	16	7	0	1				0	0
Northern	0	6	41	0	3	0	0	1	0	0	0	0	0	0				0	0
Upper East	0	7	5	0	0	0	0	0	0	0	0	0	0	0	0			0	0
Upper West	0	12	7	0	2	0	0	0	0	0	0	0	0	0				0	0
Volta	0	42	4	0	1	0	0	5	2	0	0	0	0	0				0	0
Total	46	1395	230	54	913	42	0	161	22	0	45	7	0	2	1	0	0	0	0



Appendix 4: Registration of New Premises by Industry

Industry	2014	2015	2016	2017	2018
Oil & Gas	220	295	214	305	415
Warehousing	28	19	20	15	16
Fruit Processing	8	6	6	0	1
Plastics/Rubbers	8	6	6	8	11
Saw milling	10	5	6	2	1
Recycling waste	6	2	8	2	5
Construction	8	13	22	9	3
Telecommunication/Elect. Eng.	4	4	0	0	1
Mineral/Sachet Water Production	9	10	17	20	14
Restaurant	0	6	2	0	5
Energy	0	5	2	5	1
Offices/Shops	2	14	7	3	26
Food Manufacturing	0	0	0	11	6
Furniture	0	0	0	4	2
Metal Fabrication	0	0	0	1	4
Ports and Docks	0	0	0	0	1
Cement/Concrete Products	0	0	0	4	2
Distilleries	0	0	0	0	0
Breweries	0	0	0	0	0
Paper Conversion/Printing	0	0	0	3	1
Textiles	0	0	0	0	1
Iron and Steel	0	0	0	2	3
Chemicals/Pharmaceuticals	0	0	0	1	1
Laundering	0	0	0	0	0
Flour and other Milling	0	0	0	0	1
Automobiles/Transportation	0	0	0	3	2
Light Metallic Product	0	0	0	4	3
Meat Products	0	0	0	0	0
Other Miscellaneous Industries	62	80	46	56	40
Total	365	465	356	458	566



Appendix 5: Routine Inspection of Registered Workplaces by Industry

Industry	2014	2015	2016	2017	2018
Oil & Gas	1216	1055	1011	750	782
Warehousing	60	54	32	82	74
Food/Fruit Processing	72	48	31	130	117
Plastics/Rubbers	69	54	32	78	93
Saw milling	40	45	21	30	28
Recycling waste	70	63	54	84	96
Construction/Civil Engineering	50	53	48	67	57
Telecommunication/Elect. Eng.	54	19	5	21	28
Mineral/Sachet Water Production	301	258	239	152	182
Restaurant	16	18	24		32
Energy	21	4	2	20	18
Offices	42	28	17	54	70
Shops	54	33	30		66
Furniture				56	38
Metal Fabrication	12	6	2	64	58
Ports and Docks	25	12	10	4	3
Cement/Concrete Products	38	28	32	12	10
Distilleries	3	3	3	62	56
Breweries	9	5	4	12	7
Paper Conversion/Printing	73	66	60	58	49
Textiles/Dressmaking	34	20	0	29	33
Iron and Steel				25	19
Chemicals/Pharmaceuticals	64	54	25	35	28
Laundering	45	32	20	8	6
Flour and other Milling				20	14
Automobiles/Transportation				15	12
Light Metallic Product	19	6	5	45	53
Meat Products				11	6
Other Miscellaneous Industries	18	10	8	192	112
Total	2405	1974	1715	2116	2147



Appendix 6: Causes of Reported Occupational Accidents

Cause	Severity of Accidents									
	Non-Fatal					Fatal				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Lifting Machinery	5	7	7	7	3	0	0	0	0	0
Milling Machines	0	0	0	0	1	0	0	0	0	0
Power Presses	0	0	0	0	0	0	0	0	0	0
Circular Saws	1	0	0	1	0	0	0	0	0	0
Vertical Spindle Moulding Machine	4	2	2	0	0	0	0	0	0	0
Other Woodworking	1	0	0	0	1	0	0	0	0	0
Other Power Driven Machinery	3	1	1	0	2	0	0	1	0	1
Electricity	22	11	5	5	4	0	0	0	2	0
Explosions	0	2	1	0	1	0	0	0	0	0
Molten Metal: Other Hot or Corrosive Substances	0	0	45	0	2	0	0	12	4	3
Struck by a falling body	3	6	0	2	2	0	1	0	0	0
Persons falling	0	0	0	3	4	0	0	0	0	0
Stepping or striking against objects	3	1	4	4	2	0	0	0	3	0
Handling goods or articles	0	0	0	0	1	0	0	0	0	0
In manufacturing	0	0	0	3	1	0	0	0	0	0
Miscellaneous	0	0	0	1	0	0	0	0	0	0
Eye injuries from particles or fragments thrown off	2	2	5	10	6	0	0	1	3	1
Total	44	32	70	36	31	0	1	14	12	5



GLOSSARY

Corporate Trustees - They register and administer the Pension Schemes in line with the Scheme Rules and Trust Deed of the Scheme, maintain investment policy statements, keep proper accounting records and members' register, prepare and lodge annual reports, etc.

Employee/Worker - A person employed under a contract of employment whether on a continuous, part-time, temporary or casual basis.

Employer - Any person who employs a worker under a contract of employment

Health - a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.

Industrial dispute - Any dispute between an employer and one (1) or more workers or between two (2) or more workers which relates to the terms and conditions of employment, the physical condition in which workers are required to work, the employment and non-employment or termination or suspension of employment of one (1) or more workers and the social and economic interests of the workers; but does not include any matter concerning the interpretation of the Labour Act, 2003 (Act 651), a collective agreement or contract of employment or any matter which by agreement between the parties to a collective agreement or contract of employment does not give cause for industrial action or lockout.

Labour inspection – According to Section 122 of the Labour Act, 2003 (Act 651), “there shall be carried out inspection to (a) secure the enforcement of the provisions of this Act relating to conditions of work and the protection of workers at their workplaces, including the provisions relating to hours of work, wages, safety, health and welfare of the workers and the employment of young persons; (b) provide technical information and advice to employers and workers concerning the most effective means of complying with the provisions of this Act; (c) bring to the notice of the Labour Department or the [National Labour] Commission any defects of this Act; and (d) report to the Labour Department or the Commission other unfair labour practices or abuses not specifically provided for by this Act.”

Live Register – This is a record of persons whose applications for employment (PEC 4 Cards) continue to be on the records of the PEC for at least three months. This record should be kept in occupational group.

Private Employment Agency – Anybody corporate which acts as an intermediary for the purpose of procuring employment for a worker or recruiting a worker for an employer.

Public Employment Centre - Established under Section 2 of the Labour Act, 2003 (Act 651), Public Employment Centres assist unemployed and employed persons to find suitable employment; and assist employers to find suitable workers from among such persons, amongst other duties.



Pension Fund Manager – Pension Fund Managers play an advisory role to Trustees in the investment of Pension Funds and maintains book of accounts on transactions related to pension funds invested.

Pension Fund Custodians – Pension Fund Custodians hold the Pension Fund assets in trust for members of the various Schemes.

Safety - the condition of being protected from an unlikely cause of danger, risk, or injury.

Standing Joint Negotiation Committee - A body consisting of representatives of two (2) or more trade unions; and one or more trade unions and employer's representatives established for purposes of collective bargaining; and authorized by or on behalf of those trade unions and employers' representatives to enter into collective agreements on their behalf.

Strike - Any action by two (2) or more workers acting in concert, which is intended by them to restrict in any way the service they normally provide to the employer, or diminish the output of such service with a view to applying coercive pressure upon the employer; and includes sympathy strike and those activities commonly called a work-to-rule, a go-slow or a sit-down strike.

Workplace - includes any place where a worker needs to be or to go by reason of his or her work, which is under the direct or indirect control of the worker;



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5.	Joana Nora Abakah-Yamoah	Assistant Director I
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One (1) Day Validation Workshop on MELR Draft 2018 Statistical Report at the MELR Conference Room, on Thursday 12th December, 2019.

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A soft copy of the 2018 Statistical Report can be downloaded from the Ministry of
Employment and Labour Relations website:

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MINISTRY OF EMPLOYMENT AND LABOUR RELATIONS

