MINISTRY OF EMPLOYMENT AND LABOUR RELATIONS

2019

STATISTICAL REPORT

PRODUCED BY:

RSIM DIRECTORATE

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PREFACE

Ghana, a country marching ahead on the path of development, relies mainly on data/statistics for planning at the national and the sub-national levels. As a result, the need for reliable and timely statistics to inform policy formulation and decision making cannot be over emphasized. Availability of comprehensive analyzed data provides users such as educationists, civil society groups and particularly policy makers, with a wealth of information for planning and policy formulation.

As part of the Ministry of Employment and Labour Relations' (MELR) mandate to ensure the availability of timely, relevant and accurate employment and labour-related data/statistics, MELR compiles Statistical Report annually using administrative data generated by its Departments/Agencies. The 2019 Statistical Report, which is a sequel of the 2018 Statistical Report, presents an effective analysis on employment and labour-related issues in an accessible and user-friendly manner to facilitate informed decision making towards promoting decent working conditions and ensure harmonious labour relations in Ghana.

The 2019 Statistical Report is a buildup on the success of the previous editions both in scope and content. The development of this Report is in fulfilment of a strategic and significant requirement of collating critical information and data reflecting trends and developments in the Sector annually. It is also a manifestation of the Ministry's resolve to adopt an evidence- based approach to addressing the challenges in the Sector. Through this practical approach, the Ministry is assured that meaningful interventions by both Government and Social Partners would be rolled out to sustainably address problems of the Sector relating to issues pertaining to employment and labour relations.

The Report has gone through extensive engagements and consultations with Departments/Agencies under MELR and validated by stakeholders. It is the expectation of the Ministry that the 2019 Statistical Report will provide valuable insights into developments within the Sector as well as serve as a key source of reference and also contribute significantly to the Ministry's policy objective of achieving full, decent, productive and freely chosen employment.

HON. IGNATIUS BAFFOUR AWUAH (MP)
MINISTER, MELR

ACKNOWLEDGEMENTS

The Ministry of Employment and Labour Relations (MELR) wishes to acknowledge the invaluable efforts of its Departments and Agencies for their inputs in the development of the 2019 Annual Statistical Report.

The Ministry recognizes the immense contribution of its Departments and Agencies for their continuous provision of data/statistics which has aided the RSIM Directorate to come out with this resourceful document to inform decision making.

The MELR wishes to express its special appreciation to the sector Minister and the Chief Director for their immeasurable support for the production of this Report.

It is our expectation that this report will yield the required outcome in providing official employment and labour related statistics for users.

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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
OICG	-	Opportunities Industrialization 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 mandate of the Ministry of Employment and Labour Relations (MELR) is to formulate policies on labour and employment issues. It has successfully rolled out programmes and interventions for unemployment, job creation and professional development, by ensuring that data/statistics on comprehensive employment and labour from its Departments/Agencies is available to inform policy.

The MELR as a way of providing data on its activities and the activities of its Departments/Agencies, develops an annual Statistical Report. Thus, the 2019 Statistical Report is the sixth edition of the reports since its first publication in 2015. The Report over the years has helped in assessing the progress of policy implementation, laws and programmes of the Ministry and its Departments/Agencies.

The 2019 Statistical report has been standardized in order to provide reliable report to meet stakeholders' expectations. Accordingly, the report has taken into consideration comments, suggestions and recommendations of all stakeholders. Data presented in the report has been disaggregated by geographical locations, age groups and gender.

The National Daily Minimum Wage (NDMW) was fixed at Gh¢10.65 in 2019. This amount is a 10% (Gh¢0.97) increment over that of the year 2018. Also, the base pay was fixed atGh¢9.10 in 2019. This is an indication of a 10% (Gh¢0.83) increment over the previous year.

As at December 2019, the Fair Wages and Salaries Commission (FWSC) had migrated an estimated number of 528,067 Public Service employees onto the Single Spine Salary Structure (SSSS). This number represents 219,600 (41.59%) females and 308,467 (58.41%) males. The last batch of Public Service employees who were migrated onto the SSSS in 2013 was 1,866. Thus, a total of 139 Institutions with 480,436 employees have been migrated onto the SSSS.

In 2019, the Labour Department undertook 202 labour inspections, representing a decline by 28.9% over that of 2018 and the lowest across the four years under review. The Public Employment Centre of the Labour Department in 2019 registered a total of 4,629 (3,877 males and 752 females) jobseekers. At the end of the review year, 4,019 job vacancies in aggregate were notified by various sectors of the economy thus Private Employers, Public Corporations, Central Government and Local Authority. The Labour Department registered 57 Private Employment Agencies (PEAs) representing a decline by 29.63% relative to 2018. Out of the 490 Complaints/Disputes, 253 cases were resolved constituting 48.37%. Six (6) cases were referred while 231 Disputes/Complaints are outstanding. The number of work accidents reported to the Labour Department in the year under consideration was 961. The data indicates that 891 work injuries were reported in 2019. A total of 8,211 labour clearance certificates were issued by the Labour Department nationwide in the year under consideration.

The Department of Factories Inspectorate (DFI), in 2019, recorded a total of 521 new premises nationally. A total of 2,936 premises were visited nationally for inspection during the year under review. The data gathered shows that the year 2019 had an increase of 36.7% in the number of inspections conducted. The Department recorded a total of 41 occupational accidents, out of which, 4 (9.7%) were fatal and 37 (90.2%) non-fatal. Also, there were 21 (51.2%) males and 20 (48.7%) females involved in various types of accidents across the country, out of which 38 accidents were investigated constituting 92.68%. Nationally, the Department organised a total number of 91 OSH talks which accounted for 89.6%, an improvement over the year 2018.

As at 2019, the Department of Co-operatives (DOC) registered a total of 15,707 Co- operatives, out of which, 9,993 (63.6%) are operational. New co-operatives registered were 3,676. The Department conducted a total of 1,159 inspections/auditing of Co-operative Societies. Co-operatives registered a total of 174,639 new members. The membership strength of all Co-operative Societies in Ghana cumulatively stood at 1,814,581. In the review year, 7,436 people were employed by Co-operative Societies. In the year 2019, 3,676 new groups were organised into Co-operative Societies. Cumulatively, 7,197 groups were organised into Co-operatives across the ten regions of the country. New trainings organised in bookkeeping increased from 533 in 2018 to 802 in 2019 representing 50.5% increase. The Capital Base of Co-operatives increased by Gh¢9,609,500.00 in 2019. This was an increase of about 300 percent over the previous year.

In 2019, the National Vocational Training Institute (NVTI) registered a total of 6,345 Master Craft Persons (MCP) representing an increase by 44.2% relative to 4,400 in 2018. Out of the total MCPs, 1,618 MCPs were mobilized for proficiency test and 1,250 were accredited. Less monitoring (785) was conducted in 2019 compared to the 850 in 2018. There was a decrease in the number of trainees (2,862) enrolled by the Institute in 2019 as compared to 3,658 in 2018 representing 21.8% decline. A total of six (6) short courses were organised for 135 trainees in 2019. The number of trainees decreased relative to 312 in 2018. This depicts 56.7% decrease in total enrolment as compared to 21.0% decrease in 2018. The number of apprentices registered by the Institute declined from 6,840 in 2018 to 4,425 in 2019 representing 35.3% decrease. At the end of the review year, the NVTI had 322 staff strength comprising 233 males and 99 females. The staff strength increased by 4% and 5% relative to 2017 and 2018 respectively. Comparing the Staff strength to the required number of staff needed to operate effectively, the latter has continuously fallen short of the former. In 2017, 2018 and 2019, the staff strength fell short of the ideal staff strength by 56%, 56% and 42% respectively.

The Integrated Community Centres for Employable Skills (ICCES) enrolled 1,551 (806 males and 747 females) trainees in 2019 bringing the total student population to 3,459. Out of the total enrolled, 195 exited early and 835 graduated. The year under consideration saw 2,221 enrolled for short courses in varied trades, representing an increase of 832 and 1,998 over that of 2018 and 2017 respectively. Out of 2,221, 66 exited early and 2,155 graduated.

At the end of the review year, 65 trainees progressed to tertiary institutions indicating an increased by 91.6% relative to 2018. In total, 366 trainees were employed by industry. At the end of the review year, the formal sector employed 17 trainees and the informal sector employed 380 trainees. Out of the 1,152 trainees on attachment, 685 trainees were monitored as compared to 144 and 72 in 2018 and 2017 respectively. In 2019, the ideal staff required was 526 but 331 was available leaving a deficit of 195. This trend is no exception to the past years.

During the year under review, the Opportunities Industrialization Centre, Ghana (OICG) enrolled 1,475 fresh students bringing the total student population to 1,754. Under the Bread for the World (BfbW) project, 603 trainees enrolled in short courses with 336 trainees graduating. The YIEDIE project enrolled 411 (383 males and 28 females) trainees with 9 exiting earlier. Under the YIEDIE project- soft skill training Programme, 644 students were admitted in 2019 as compared to 325 in 2018. At the end of the training Programme, 1 student exited early with the rest graduating. The GEOP Project also enrolled 113 trainees out of which 12 could not complete the programme with 81 graduating successfully. The actual staff strength was 29, which is 42 less the ideal staff strength.

In 2019, the Management Development and Productivity Institute (MDPI) training courses attracted participants from different countries including The Gambia, Liberia, Sierra Leone and Ghana. Together, 547 participated in the courses, out of which 145 participants pursed Regular courses while 402 took Inplant courses. The MDPI offered 88 programmes/courses in 2019, an addition of 12 new programmes, compared to 76 programmes offered in 2018. The increase in courses was accompanied by an increase in the number of enrolments.

In 2019, the National Pensions Regulatory Authority (NPRA) reported a total number of 1,625,253 Active Contributors, 215,852 Pensioners and 68,431 Establishments. A total number of 241 Private Pension Schemes was reported to be in operation; this was a decrease by 7.66% relative to 2018. Trustees and Service Providers (Privately Manages Schemes) in 2019 decreased to 94 relative to 124 in 2018. At the end of the review year, the total asset portfolio for SSNIT Scheme and Private Pension Scheme was Gh¢26,191,569,255.00. The 3tier pension schemes, in total, grew at Gh¢117,538,678,251.85 from 2012 to 2019. Under the informal sector, a total number of 31 private pension schemes were registered.

The Youth Employment Agency (YEA) in 2019, engaged 23,449 in their various beneficiary Modules/Programmes: Youth in Community Service and Security Module; Youth in Community Improvement; Youth in Sanitation and Coastal Sanitation; Community and Health Assistant; Community Teaching; Youth in Agriculture and Afforestation; Internships. By gender, the ratio of the total number of males to females engaged was 3:1 compared to 2016 which was 1:1 while 2017 was 2:1. A total number of 4,549 (19%) participants were in all the regions at the end of the review year as compared to 7,030 and 1,402 in 2016 and 2017 respectively.

1.0 INTRODUCTION

The 2019 Statistical Report is the sixth edition of the Ministry of Employment and Labour Relations (MELR) which has since 2015 been produced consecutively. The Report which spans from January to December 2019 consists of administrative data/statistics which are collated and verified by MELR and its Departments/Agencies. The data collection, analysis and reporting templates were standardized and this has helped to produce a Statistical Report that is well founded and has been pertinent over the years. This edition has also inculcated the views and concerns of users of the previous editions in order to improve the current report. The Report, like the previous years has helped in monitoring the performance, planning and decision making of the Ministry and its Departments/Agencies.

Globally, economies have recognized the essence of data/statistics for national and public policy decisions. Studies have also shown the relevance of data/statistics to national development. With the relevant data, it is easier to set realistic goals and track the progress of government projects, initiatives and programmes. However, it is highly impossible to achieve the above, in the absence of quality data hence the design, monitoring and evaluation of government policies stalls.

Policymaking innovation is the idea that government can use data to model future policy implications and support potential policy decisions. In order to achieve the Sustainable Development Goals (SDG), it is essential that policy making is backed by relevant data/statistics. Obviously, it is impossible to achieve evidence-based policy direction without the relevant data/statistics in the current dispensation. The 2019 Statistical Report thus provides as evidence, labour statistics for the purposes of policy making by government and also for use by the general public.

This year's Report outlines activities of the MELR's Departments/Agencies. The data is disaggregated into geographical locations, age and gender in addition to other formats. It further gives a broader data coverage on employment registration and job placements, labour administration, arbitration and inspections, occupational safety and health, registration and labour skills development of co-operatives and pensions regulations.

The 2019 edition of the Statistical Report will assist in managing data and planning of policy in addition to serving as a valuable reference material on the labour market and labour statistics for government, the private sector and the general public in quest of data/statistics on the Sector's activities.

2.0 BACKGROUND

As part of its core mandate, the MELR and its Departments/Agencies undertake the production of labour and employment related data/statistics to facilitate decision-making, thus, for policy planning and implementation. In gathering information to fulfil its mandate, the Ministry and its Departments/Agencies go through a process of collection, collation and management of administrative data/statistics on employment and labour related issues.

It is worth noting that these activities help to bring to the fore 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	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	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
		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 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' organisations. 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-	Labour/employment data, including inspections; processing and determination of workmen's compensation claims; registration of Private Employment Agencies; issuance of Collective Bargaining

No.	Department/ Agency	Functions	Type of Data Collected
		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' Organisations; 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 organisations throughout the world.	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 workplaces; ii. To renew certificates of registration of workplaces; iii. To develop and disseminate guidelines relating to the cleanliness of workplaces; iv. To register and investigate occupational accidents and cases of occupational disease occurring in the workplaces; v. To facilitate the prosecution of occupational safety and health offenders; vi. To conduct occupational safety and health inspections and hygiene surveys; vii. To collaborate with all stakeholders for the promotion of occupational safety and health standards in all sectors of the economy; and viii. To develop and monitor enterprise level occupational safety and health management systems.	Data on Occupational Safety and Health (OSH), accidents and diseases, registration of new factories, inspection of existing factories

No.	Department/ Agency	Functions	Type of Data Collected
4.	Department of Co-operatives	i. To register co-operatives (any group of persons) that have as their objective the promotion of their economic interest as a co-operative with limited liability; ii. To audit and inspect the accounts of all registered co-operatives at least once every year; iii. To settle disputes concerning the business of a co-operative. The Registrar may do this on his/her own or through an arbitrator; 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; v. To offer advice on questions of law and principles of co-operativism; vi. To offer hands-on training in proper keeping of records of operations; 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 viii. To train executives and managers of co-operatives in business management and financial appreciation.	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	i. To represent Ghanaian co-operatives nationally and internationally; ii. To create and encourage economic development of co-operative enterprises and other self-help entities; 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; iv. To promote micro-finance operations as an added value to non-financial co-operatives; and v. To promote and create an enabling environment for co-operative development in the country.	Data on Co-operatives and their membership

No.	Department/ Agency	Functions	Type of Data Collected
6	National Vocational Training Institute	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; ii. To provide for vocational guidance and career development in industry; iii. To develop training standards, and evolve effective trade testing and certification policies and programmes; iv. To initiate a continuing study of the country's manpower requirements at the skilled worker level; and v. To establish and maintain technical and cultural relations with international organisations and other foreign institutions engaged in activities connected with vocational training.	Data on trained and tested graduates and on-the-job training (industrial attachment) placement, accredited PVTIs, registered MCPs; workshops; apprenticeships
7.	Opportunities Industrialization Centre, Ghana	i. To provide vocational/technical, business skills training, counselling and follow-up services to junior and senior high school early-exiters and graduates; ii. To provide business advisory services to OIC G graduates who are self-employed; and iii. To monitor and evaluate the performance of OICG programmes;	Data on trained graduates (formal and informal) and their placement in jobs
8.	Integrated Community Centres for Employable Skills	i. To provide competency-based technical and vocational training and retraining for young persons – illiterates, semi-literates and out of school youth; ii. To provide counseling interventions for trainees and prospective trainees; iii. To facilitate trainee mobilization for the establishment of micro and small-scale enterprises in collaboration with the cooperative council; iv. To promote community involvement in the provision of technical / vocational and viable handicraft training; v. To support communities- especially rural	Data on trained graduates and their placement in jobs

No.	Department/ Agency	Functions	Type of Data Collected
		communities in mobilizing resources within and outside their communities for the establishment and running of community based ICCES and production unit; vi. To liaise with District Assemblies and other stake holders to support the various Centres; vii. To conduct research and develop plans for the sustenance and expansion of community based vocational training concept in Ghana.	
9.	Management Development and Productivity Institute	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; ii. To provide advisory and consultancy services to all sectors of industry and commerce on solutions of problems with a view to raising the level of efficiency and productivity; 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; 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 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.	Data on manpower development, productivity indices and institution building

No.	Department/ Agency	Functions	Type of Data Collected
10.	Ghana Co-operatives College	i. To provide competency-based skills training for staff of the Department of Co-operatives, Ghana Co-operatives Council and Managers of Societies; ii. To provide education and training programmes for co-operative societies in all sectors of the economy in accordance with modern trends.	Data on training of Co-operative Societies
11.	National Pensions Regulatory Authority	i. To ensure compliance with the Pensions Act, 2008 (Act 766); ii. To register occupational pension schemes, provident funds and personal pension schemes; iii. To issue guidelines for the investment of pension funds; iv. To approve, regulate and monitor trustees, pension fund managers, custodians and other institutions that deal with pensions as appropriate; v. To establish standards, rules and guidelines for the management of pension funds under the Pensions Act; vi. To regulate the affairs and activities of approved trustees and ensure that the trustees administer the registered schemes; vii. To regulate and monitor the implementation of the Basic National Social Security Scheme; viii. To carry-out research and ensure the maintenance of a national data bank on pension matters; ix. To sensitise the public on matters related to the various pension schemes; x. To receive and investigate complaints of impropriety in respect of the management of pension schemes; xi. To promote and encourage the development of the pension scheme industry in the country; xii. To receive, and investigate grievances from	Data on pensions registration and licensing of Pension Schemes and Service Providers, inspection of Service Providers, enrolment of members and establishments onto Schemes, as well as pension funds

No.	Department/ Agency	Functions	Type of Data Collected
		pensioners and provide for their redress; xiii. To advise government on the general welfare of pensioners; and xiv. To advise government on the overall policy on pensions in the country.	
12.	Youth Employment Agency	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	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	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.

No.	Department/ Agency	Functions	Type of Data Collected
		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.	
14.	National Labour Commission	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 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.	Data on labour disputes resolution; strike actions and lockouts; training for mediators, arbitrators, Unions and Employers.

The RSIM Directorate collates data/statistics on the activities of MELR Departments/Agencies to serve as the basis for the development of Sector Statistical Reports every year.

The 2019 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 2019 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 2019. 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 2019 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 2019 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

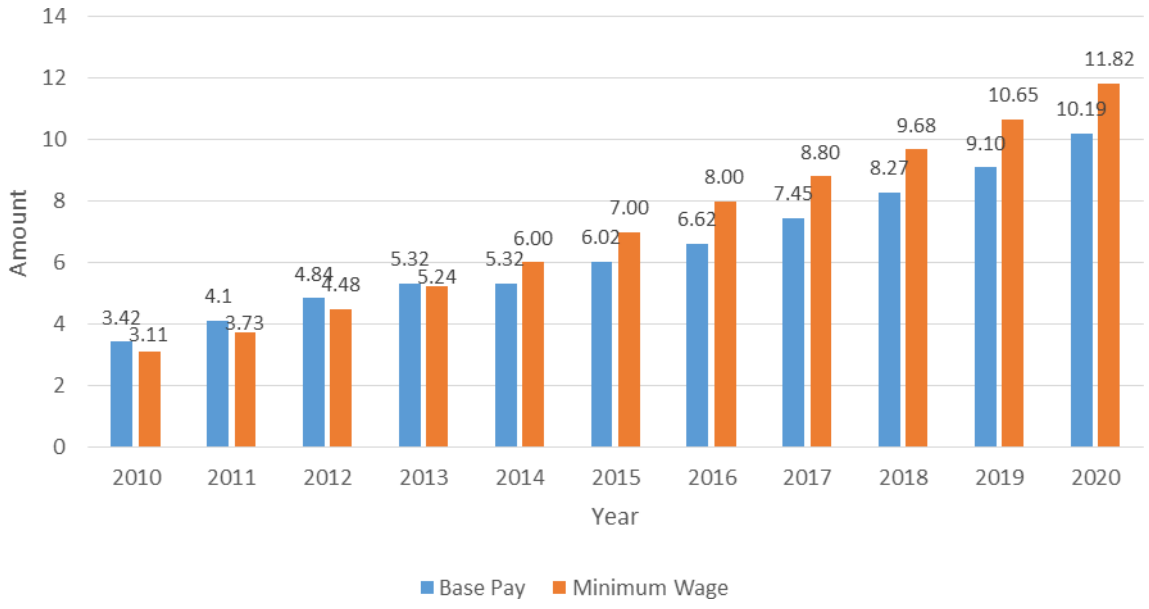


Figure 1: Pay Negotiation (Gh¢) 2010-2019

In 2019, the NDMW was fixed at Gh¢10.65. This amount is a 10% (Gh¢0.97) increment over that of the year 2018. On the other hand, the base pay was fixed at Gh¢9.10 in 2019. This is an indication of a 10% (Ghp0.83) increment over the previous year. In 2020, NDMW was Gh¢11.82 representing 11% (Gh¢1.17) increase over that of 2019. On the other hand, the base pay was fixed at Gh¢10.19 in 2020, indicating a 12% (Gh¢1.09) increase in relation to that of 2019. *(See Figure 1)*

By and large, both the base pay and the NDMW have seen a steady increase over the years. *(See Appendix 1)*

Fair Wages and Salaries Commission (FWSC)

The last batch of Public Service employees who were migrated onto the Single Spine Salary Structure (SSSS) in 2013 was 1,866. Subsequently, there hasn't been any institution migrated onto the SSSS. Thus, a total of 139 Institutions with 480,436 employees have been migrated onto the SSSS.

As at December 2019, an estimated 528,067 number of Public Service employees were on the SSSS. This number represents 219,600 (41.59%) females and 308,467 (58.41%) males.

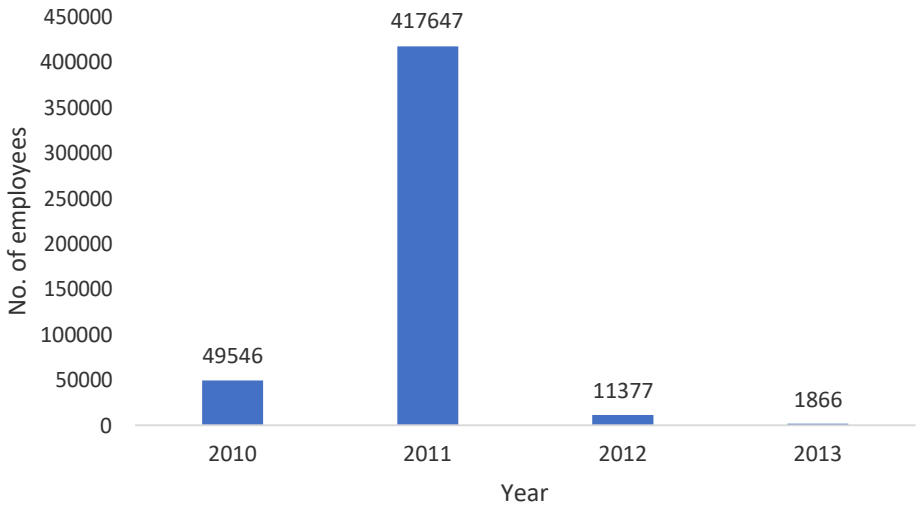


Figure 2: Migration of Institution onto the SSSS (2010 to date)

In 2019, the FWSC migrated a total of 528,067 Public Service employees onto the SSSS, out of which, 308,467 (58.41%) were males whereas 219,600 (41.49%) were females.

Compared to 2018, the number migrated in 2019 decreased by 54,026 (9.28%). This decrease in Public Service employees represents 33,303 (57.6%) males and 20,723 (42.4%) females.

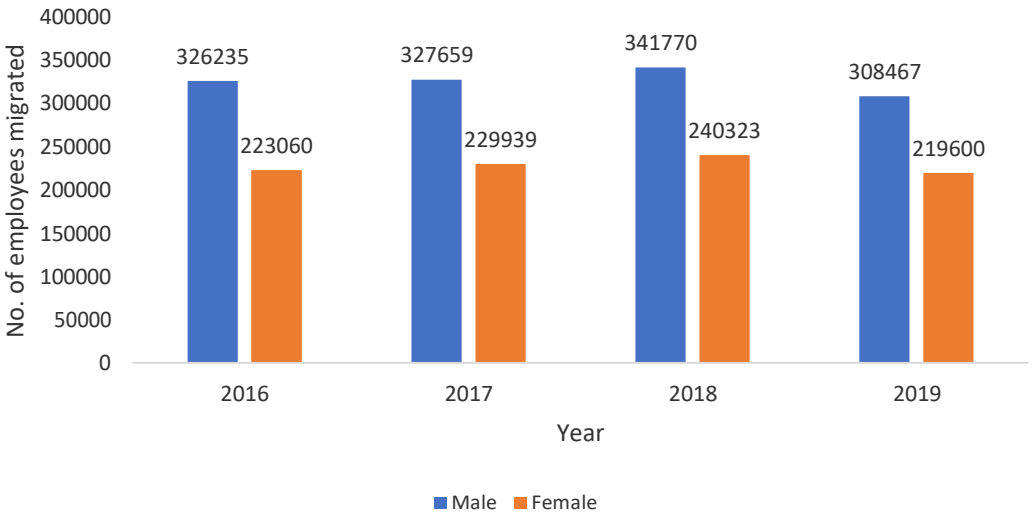


Figure 3: Estimated number of Public Service employees on the SSSS as at December 2019

6.2 Labour Inspections and Employment Registration

Labour Department (LD)

Labour Inspections

In 2019, the Labour Department undertook 202 labour inspections relative to 284 in 2018, 351 in 2017 and 305 in 2016. The 2019 figure represents a decline by 28.9% over that of 2018 and the lowest across the four years under review. The Greater Accra Region had the highest number of inspections with 89 in 2019 representing 44% covering 4,584 males and 2,351 females followed by the Brong Ahafo Region with 31 inspections representing 15% comprising 413 males and 194 females being inspected. Ashanti and Central Regions did not undertake any labour inspections during 2019.

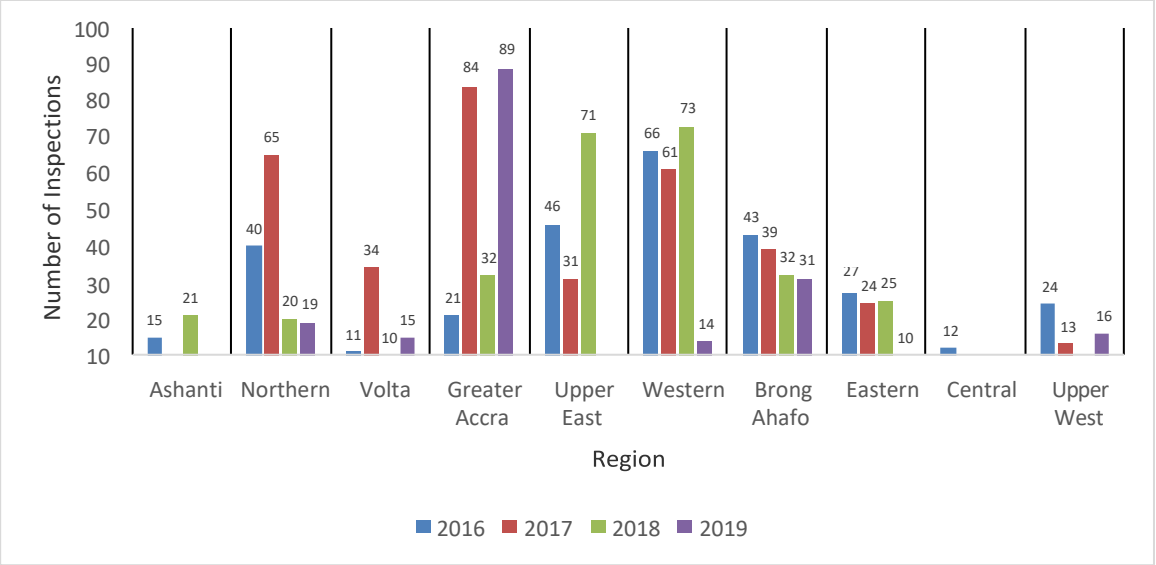


Figure 4: Labour Inspections by Region

Employment Services by Public Employment Centres (PECs)

Employment Data

The Public Employment Centre of the Labour Department in 2019 registered a total of 4,629 (3,877 males and 752 females) jobseekers as compared to 18,475 (10,552 males and 7,923 females) in 2018, 20,375 (12,068 males and 8,306 females) in 2017. This represents a decrease by 75.2% and 77.5% relative to 2018 and 2017 respectively. The Ashanti Region witnessed the highest number of jobseekers (2,237) representing 48.74% while the Upper East and Upper West Regions registered the least (50 each) job seekers representing 0.65% each. Out of the total 4,590 jobseekers registered, 2,485 were successfully placed in jobs representing 45.9% with the remaining 979 jobseekers on the live register.

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

Region	Registration of Jobseekers						Job Placements						Live Register (unemployed)					
	Male			Female			Male			Female			Male			Female		
	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
Greater Accra	733	650	562	328	305	79	142	138	120	61	89	59	320	241	317	164	113	1
Eastern	2,038	1,489	204	2,042	2,018	93	826	690	75	195	263	16	1,135	722	35	1,820	1,728	39
Central	1,086	1,005	261	996	1,031	8	123	183	5	52	88	2	705	564	211	890	889	3
Western	1,693	1,305	160	726	477	50	192	61	74	65	30	6	983	726	51	345	131	2
Ashanti	2,028	1,731	1,990	525	526	247	265	221	1,621	40	19	148	1,402	1,149	60	410	432	60
Brong Ahafo	3,668	3,363	410	3,391	3,258	184	356	478	125	149	152	61	1,968	1,541	53	2,649	2,513	34
Northern	198	204	45	121	124	13	14	4	7	0	0	3	167	183	23	181	121	6
Upper East	109	111	20	17	18	30	2	0	0	1	0	0	90	94	5	5	7	3
Upper West	216	375	19	129	140	31	0	45	0	0	8	0	193	307	19	112	115	12
Volta	299	319	206	31	26	17	32	16	159	2	0	12	210	246	40	23	20	5
Total	**12,068**	**10,552**	**3,877**	**8,306**	**7,923**	**752**	**1,952**	**1,836**	**2,186**	**565**	**649**	**307**	**7,173**	**5,773**	**814**	**6,599**	**6,069**	**165**

Vacancy Notifications by Employment Sector

Four thousand and nineteen (4,019) job vacancies in aggregate were notified in 2019 by various sectors of the economy thus Private Employers, Public Corporations, Central Government and Local Authority. The 2019 vacancies reported represent an increase of 43%, 59.7% and 22.05% over that of 2018, 2017 and 2016 respectively. The data also indicates that, in 2019, Private Employers (3,073) reported the highest vacancies followed by Public Corporation (862) and Central Government (84). There were no vacancies reported by Local Authority in the year under consideration**.** *(See table 3)*

Vacancy Notifications by Regions and Industry

During the year under review, the total number of job vacancies received from the various industries nationwide was 4,019. The number of job vacancies notified in 2019 increased by 42.62%, 63%, 22% relative to 2018, 2017 and 2016 respectively. Out of the total vacancies reported, Mining and Quarrying presented the highest number of notification (2,036), followed by Agriculture, Hunting, Forestry and Fishing (840), Community, Social and Personal Services (424), Manufacturing (288), Wholesale and Retail Trade, Restaurant and Hotels (244), Construction (88), Finance, Insurance, Real Estate and Business Services (47) Transport, Storage and Communication (27) , Electricity, Gas and Water (16) and Activities not Adequately Defined (9).

Regionally, the Ashanti Region reported the highest number of vacancies with percentage of 70% in 2019 representing more than half of the vacancies notified. This was followed by Brong Ahafo and Greater Accra Regions with 8% each. The Upper East and Upper West Regions did not report any job vacancies in the year under review. *(See table 4)*

Table 3: Vacancies notified by Industry and classified by Sector

Industry	Private Employer				Public Corporations				Central Government				Local Authority			
	2016	2017	2018	2019	2016	2017	2018	2019	2016	2017	2018	2019	2016	2017	2018	2019
Agriculture, Hunting, Forestry and Fishing	90	187	114	86	830	6	754	754	1	0	0	0	0	0	0	0
Mining and Quarrying	332	222	222	2,004	0	32	10	10	0	1	2	22	0	0	0	0
Manufacturing	36	230	294	161	0	2	3	69	0	0	0	58	0	0	0	0
Electricity, Gas and Water	6	33	15	11	0	0	1	1	1	0	4	4	0	0	0	0
Construction	318	844	366	87	0	9	1	1	0	66	0	0	0	0	0	0
Wholesale and Retail Trade, Restaurants and Hotels	126	312	323	243	0	1	1	1	0	0	0	0	0	0	0	0
Transport, Storage and Communication	25	31	24	27	6	1	3	0	0	0	0	0	0	0	0	0
Finance, Insurance, Real Estate and Business Services	68	89	34	47	0	0	0	0	0	0	0	0	0	0	0	0
Community, Social and Personal Services	239	432	625	405	1,194	0	13	19	19	0	0	0	0	0	0	0
Activities NOT Adequately Defined	2	12	2	2	0	7	7	7	0	0	0	0	0	0	0	0
Total	**1,242**	**2,392**	**2,019**	**3,073**	**2,030**	**58**	**793**	**862**	**21**	**67**	**6**	**84**	**0**	**0**	**0**	**0**

Table 4: Regional Distribution of Vacancies notified by Industry

Region	Agriculture, Hunting, Forestry and Fishing				Mining and Quarrying				Manufacturing				Electricity, Gas and Water				Construction			
	2016	2017	2018	2019	2016	2017	2018	2019	2016	2017	2018	2019	2016	2017	2018	2019	2016	2017	2018	2019
Greater Accra	2	3	0	0	0	1	2	0	17	50	138	183	0	0	2	0	4	47	0	6
Eastern	846	15	768	97	17	77	149	4	18	151	132	22	7	25	3	4	26	449	282	13
Central	0	7	7	11	0	35	0	0	0	0	0	0	0	0	0	0	45	56	1	1
Western	0	15	0	25	304	128	50	15	0	4	23	23	0	0	0	2	0	17	0	15
Ashanti	7	6	0	519	11	14	16	2,009	0	103	4	35	0	5	3	9	151	75	9	19
Brong Ahafo	64	149	77	144	0	0	17	8	0	0	0	0	0	5	10	1	88	155	62	23
Northern	2	0	4	8	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	6
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	0	0	0	0
Volta	0	6	12	36	0	0	0	0	1	0	0	25	0	0	2	0	4	11	13	5
Total	**921**	**201**	**868**	**840**	**332**	**255**	**234**	**2,036**	**36**	**308**	**297**	**288**	**7**	**35**	**20**	**16**	**318**	**812**	**367**	**88**

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			
	2016	**2017**	**2018**	**2019**	**2016**	**2017**	**2018**	**2019**	**2016**	**2017**	**2018**	**2019**	**2016**	**2017**	**2018**	**2019**	**2016**	**2017**	**2018**	**2019**
Greater Accra	27	21	72	29	0	1	2	6	8	13	3	25	72	67	44	56	0	0	0	4
Eastern	1	145	145	66	17	28	20	10	12	7	7	3	1,218	123	51	55	0	1	1	1
Central	9	24	2	4	0	21	0	0	10	10	11	6	30	22	256	0	0	0	0	0
Western	16	25	0	0	14	13	0	0	0	1	0	0	24	19	16	0	0	1	0	0
Ashanti	24	66	21	9	0	25	4	5	7	4	7	2	42	7	179	218	0	0	0	3
Brong Ahafo	46	76	76	53	0	2	0	0	11	34	5	4	55	49	80	79	0	18	8	0
Northern	1	11	5	5	0	0	0	0	0	1	1	1	0	0	0	2	0	0	0	0
Upper East	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0
Upper West	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Volta	2	5	3	78	0	2	1	6	20	0	0	6	11	10	12	14	2	0	0	1
Total	**126**	**373**	**324**	**244**	**31**	**92**	**27**	**27**	**68**	**70**	**34**	**47**	**1,452**	**300**	**638**	**424**	**2**	**20**	**9**	**9**

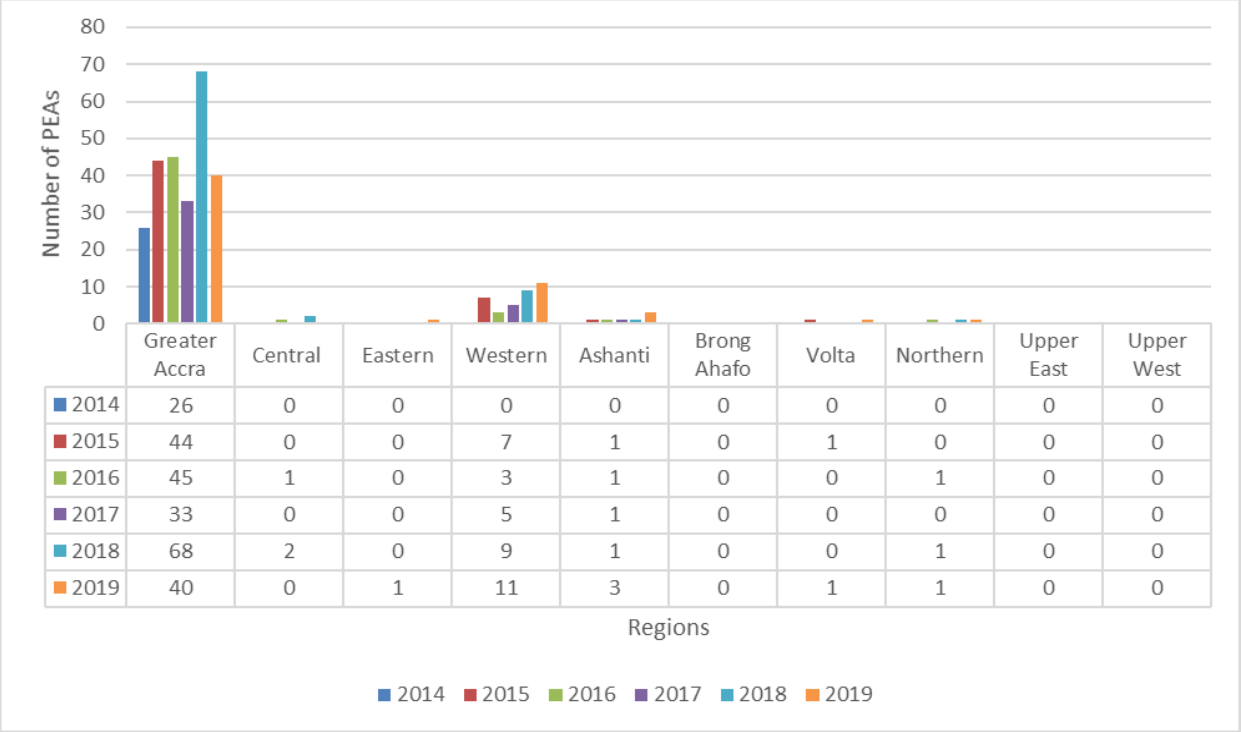
Regional Distribution of Live Register (Unemployment) by Age groups

The year 2019 saw the Labour Department recording 689 jobseekers on the live register (registered unemployed). This is disaggregated into age and gender groups as follows: 4 (3 male and 1 female) fell within the age group of 15-19 years, 196 (144 males and 52 females) within the age range of 20-24 years, 416 (331 male and 85 females) in the age range of 25- 44 years denoting the highest registered unemployed in the year, 71 (52 males and 19 females) in the age bracket of 45-54, the age bracket of 55-59 registered only 2 males and, 60 and above age range did not witness any registration. The number on the live register for the year under review dropped greatly compared to the previous year's figures. The Central Region had the highest live register of 214 with 211 males and 3 females followed by Ashanti and Brong Ahafo Regions with 120 (males 60 and females 60) and 87 (males 53 and females 34) respectively. The Upper East and Upper West Regions registered the least of 8 each on the live register with 5 males and 3 females for Upper East Region and 5 males and 3 females for Upper West Region. *(See Appendix 2)*

Registered Private Employment Agencies (PEA) by Region

During the year under review, the Labour Department registered 57 Private Employment Agencies (PEAs) representing a decline by 29.63% relative to 2018 but an increase by 46.15%, 11.76% and 7.56% compared to 2017, 2016 and 2015 respectively.

Regionally, the Greater Accra Region had the highest number of registered PEAs with a percentage of 70.18%. Next to the Greater Accra Region was Western Region and Ashanti Regions with 19.30% and 5.26% respectively. The Eastern, Volta and Northern Regions all had 1.75% of registered PEAs with Central, Brong Ahafo, Upper East and Upper West Regions not registering any PEAs.



	Greater Accra	Central	Eastern	Western	Ashanti	Brong Ahafo	Volta	Northern	Upper East	Upper West
2014	26	0	0	0	0	0	0	0	0	0
2015	44	0	0	7	1	0	1	0	0	0
2016	45	1	0	3	1	0	0	1	0	0
2017	33	0	0	5	1	0	0	0	0	0
2018	68	2	0	9	1	0	0	1	0	0
2019	40	0	1	11	3	0	1	1	0	0

Figure 5: Registered Private Employment Agencies (PEA) by Region

Workplace Disputes

Workplace complaints/disputes received by the Labour Department in 2019 was 490. Out of this number, 253 cases were resolved constituting 48.37%. Six (6) cases were referred while 231 disputes/complaints are outstanding.

Greater Accra Region had the most cases of 289 with 115 resolved and 174 outstanding. The Central Region had all its 55 cases resolved. The Ashanti, Eastern, Northern, Brong Ahafo and Upper East Regions received 53, 44, 33, 14, 2 workplace complaints/disputes resolving 34, 28, 8, 12, and 1 respectively. The Western, Volta and Upper West Regions did not record any complains/disputes. *(See Appendix 3)*

Child Labour

By region, the Labour Department had a total of 33 Child Labour cases in 2019. According to data available, this is the lowest number of cases since 2014. Relative to 2014, 2015 and 2016, the 2019 cases indicate a decrease by 96.6%, 99.1%, 99.3% respectively. During the year under review, all child labour cases were reported in only 3 regions: Ashanti, Western and Volta regions. The highest number of cases was in the Ashanti region, followed by Volta region (10) with Western region recording the least (7). All the children under child labour in the review year were rescued. *(See Appendix 4)*

By sector, out of the 33 child labour cases reported, the Cocoa sector had the highest number of cases (16) followed by the Fishing sector with 10 cases and 7 in the Mining and Quarrying sector. *(See Appendix 5)*

Workplace Accidents and Reported Claims

The number of work accidents reported to the Labour Department in the year under consideration was 961. This represents an increase of 532 over that of 2017 but a decrease of 1,736 in 2015 and 135 in 2016. The Greater Accra region had the highest number (688) while the Upper East region had the least (4). There were no cases in the Brong Ahafo and Northern regions. *(See Appendix 6)*

By nature of accidents, 21 were fatal and 940 were non-fatal out of 961 total cases. The Greater Accra Region had 688 workplace accidents and reported claims representing 71. 59% followed by Volta, Upper West and Ashanti Regions with 98, 66 and 46 representing 10.20%, 6.87% and 4.78% respectively. *(See Appendix 7)*

Workplace Injuries and Compensation Paid

The data indicates that eight hundred and ninety-one (891) work injuries were reported in 2019 comprising 69 in the public sector and 822 in the private sector, an increase of 462 cases over the 2017 figure but a decline of 206 cases in 2016 and 1,806 cases in 2015. Out of the reported work injuries in the year under review, 444 were resolved with 4,300 yet to be resolved. An amount of Gh¢5,084,689.61 was paid to affected workers as compensation**.** *(See Appendix 8)*

Labour Clearance Certificates

A total of 8211 labour clearance certificate were issued by the Labour Department nationwide in the year under consideration. Comparatively, this is the highest number of labour clearance certificates issued over the last five (5) years. The number of clearance certificates issued by the Greater Accra Regional Labour office/Head Office constituted 75.12%. This was followed by the Northern, Upper West, Eastern and Central Regions with 15.05%, 5.85%, 3.37% and 0.61% respectively. The Western, Ashanti, Brong Ahafo, Volta and Upper East Regions did not issue labour clearance certificate in the year under review.

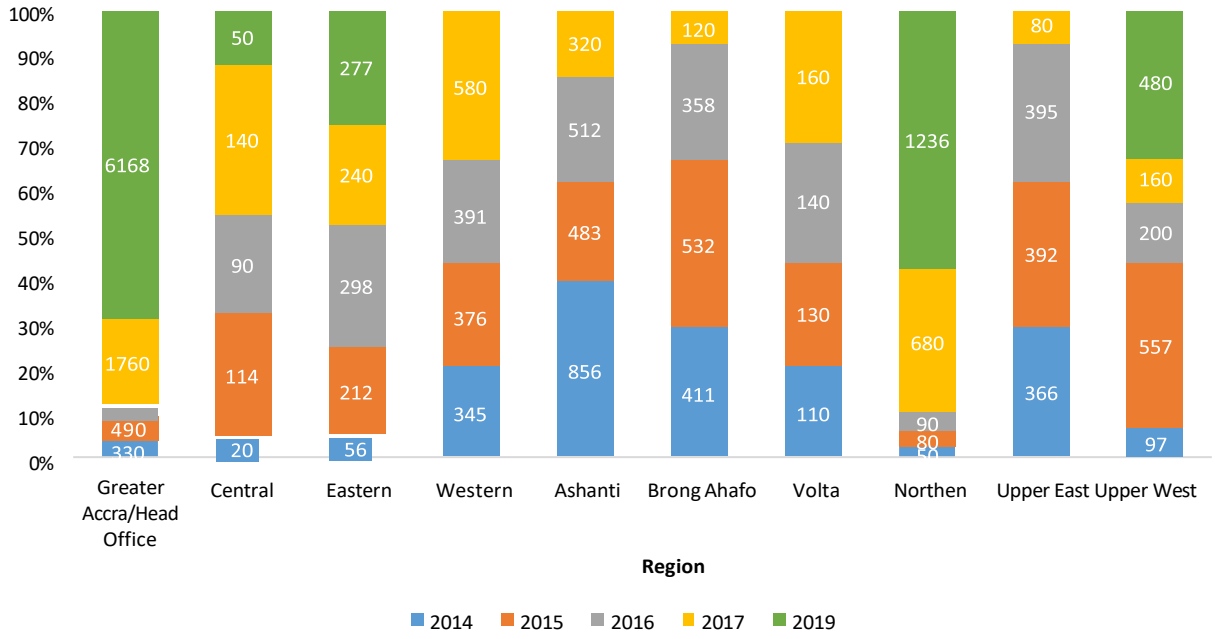


Figure 6: Labour Clearance Certificates issued

6.3 Occupational Safety and Health (OSH)

Department of Factories Inspectorate (DFI)

Registration of New Premises by Region

In 2019, the Department of Factories Inspectorate recorded a total of 521 new premises nationally. Thus, a decrease of about 8.0% over 2018 but 13.8% increase over 2017. Data available shows that the Greater Accra Region has consistently had the highest registration of new premises over the years and 2019 was not an exception. The region had 116 new premises representing 22.3% of the total. All the Regions had a decline in the number of registrations in 2019 relative to 2018 with the Brong Ahafo and the Ashanti Regions recording the highest of 63.4% and 52.0% respectively while the Eastern Region had the least of 8.0%.

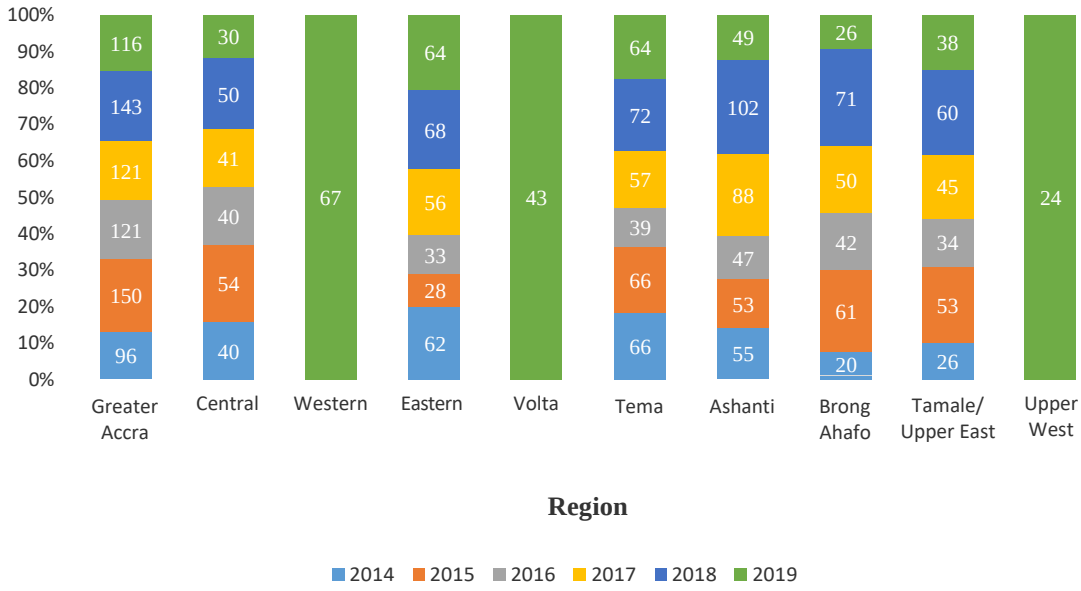


Figure 7: Registration of New Premises by Location

Registration of New Premises by Industry

The Oil & Gas industry had the highest of 235 representing 45.1% of the total figure registered nationwide. The data further shows that across various industries, the Oil & Gas has consistently topped the number of registered premises. In relation to 2018, the Oil & Gas industry registered about 43.4% less. The number of Food Processing companies registered in 2019 increased more than proportionately, from 1 in 2018 to 15 in 2019. The Offices/Shops industry also had a decline by 65.4% in terms of the number of registrations during the year under review. The Plastics/Rubbers industry which had one of the least in 2018, was the second highest (68) representing over 500% increase in the number of new registrations in 2019. The Mineral/sachet water industry which also had one of the lowest in 2018, had over 200% increase in 2019. Whereas Distilleries which has no record over the years had 5. Industries such as the Ports and Docks, Breweries and Meat products had no new premises. It is significant to note that whereas some of the industries had a decline in the number registered in 2018, most of them also had a tremendous increase of over 100% over the period under consideration. *(See Appendix 9)*

Routine Inspection of Registered Workplaces

A total of 2,936 premises were visited nationally for inspection during the year under review. This shows that the Department visited 789 (36.7%) more premises in 2019 than in 2018 and 820 (38.8%) more than 2017. Out of the 2,936 inspections conducted in 2019, the majority were within the Greater Accra Region (17.5%), with Brong Ahafo Region recording the least (9.7%). Again, the records show that the number of premises inspected has been increasing

consistently in the Greater Accra Region since the year 2015. Also, compared to 2018, the number of inspections conducted in the Central/Western Regions and the Eastern/Volta Regions increased by more than 100% in 2019 with the Central/Western Regions recording the highest increment. On the contrary, the Brong Ahafo Region (1.0%) and the Northern/Upper East/Upper West Regions (14.4%) had a decline in the number of inspections conducted during the year under study relative to 2018.

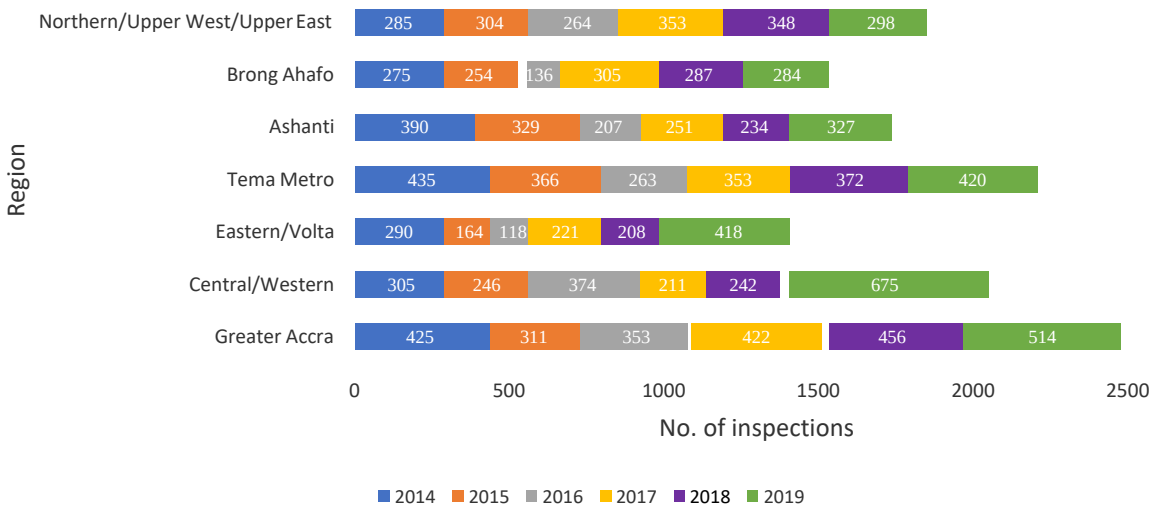


Figure 8: Routine Inspection of Registered Workplaces by Region

Routine Inspection by Industry

The data gathered shows that the year 2019 saw an increase of 36.7% in the number of inspections conducted. Thus, a total of 2,936 inspections were conducted in the year 2019. Out of this, the Oil & Gas industry had the highest (906) representing 30.8%. The Mineral/Sachet Water Production industry had the second highest number of inspections (261), followed by other Miscellaneous industries (244). Consistently, the data shows that the Oil & Gas industry has been recording the highest number of inspections since 2014. The Ports & Docks and Breweries had the least with 0.2%. The records show that more than 50% of the industries available had an increase in the number of inspections within the review year compared to the previous year with the highest being the Meat Products industry (366.7%). Meanwhile, few industries such as the Saw Milling, Furniture, Distilleries, among others had a drop in the number of inspections conducted during the year under review. *(See Appendix 10)*

Severity of Reported Occupational Accidents

During the year under review, the Department recorded a total of 41 occupational accidents. Out of the total, 4 (9.7%) were fatal and 37 (90.2%) non-fatal. The number of fatal cases in 2019 declined by 20% compared to 2018. Most of the people involved in the fatal accidents were within the age ranges of 15-24 and 25-34 years respectively, thus 50% each of the total fatal cases reported. Also, no fatal cases for the age ranges of 35-44, 45-54 and 55+ years.

In spite of the consistent reduction in the number of reported non-fatal accident cases over the years, the review year had an increase of 6 representing 19.4% of the total. About 40.5% of persons affected by non-fatal accidents were between the ages of 15 - 24 years, thus, an increase of about 400% over that of 2018. Additionally, there were 2 (5.4%) persons aged 55 years and above involved in non-fatal accidents. Between the ages of 25-34 and 35-44, there were 9 (24.3%) and 7 (18.9%) non-fatal cases respectively. The number of non-fatal cases for those within the age brackets 35-44 and 45-54 fell by 22.2% and 60% respectively.

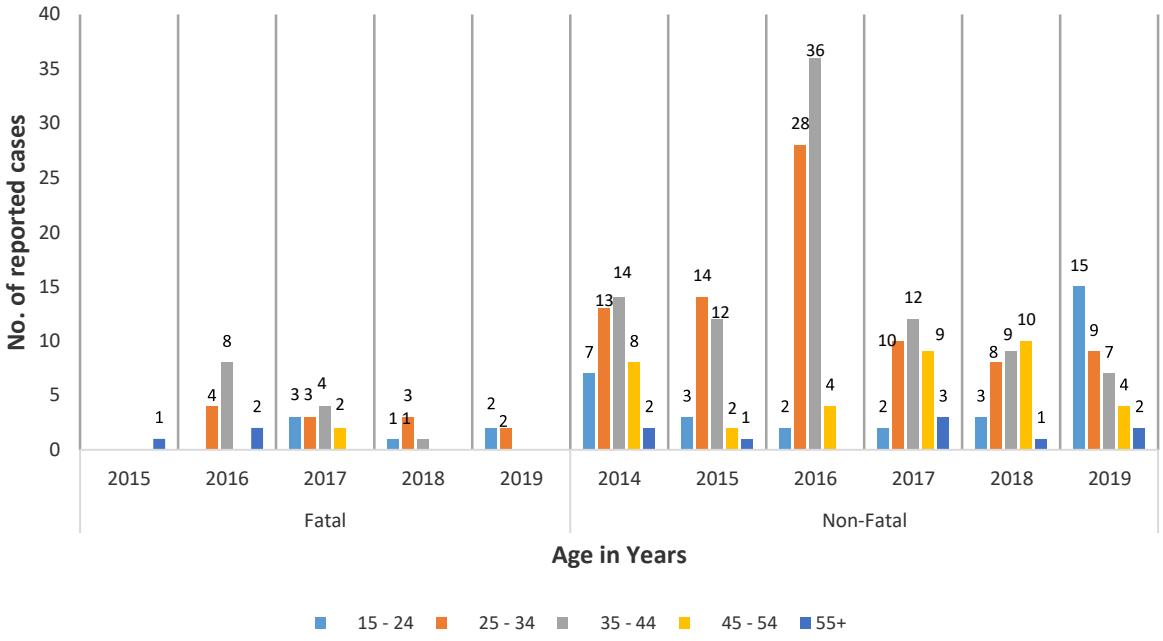


Figure 9: Severity of Reported Occupational Accidents by Age Group

Reported Occupational Accidents by Sex

During the year under review there were 21 (51.2%) males and 20 (48.7%) females involved in various types of accidents across the country. The number of males involved in 2019 were 4 (16%) less than that of 2018. Per the data gathered, the year under review has so far seen the least number of males involved in accidents. About 57.1% of the males involved in the accidents fell within the age range 15-24 years. There were no accident cases for persons

within the age brackets of 25-34, 35-44, 45-54 and, 55 years and above. Females who were involved in accidents during the review year were 7 comprising 35% of the total and were within the ages of 35-44 years, while 5 (12.1%) were also within the ages of 35-44 years. Generally, the number of accident cases for females increased by 81.8% compared to 2018.

Table 5: Reported Occupational Accidents by Sex

Age in Years	Male						Female					
	2014	2015	2016	2017	2018	2019	2014	2015	2016	2017	2018	2019
15 - 24	7	0	2	4	8	12	0	0	0	0	5	5
25 - 34	13	13	26	13	10	9	0	1	6	0	2	2
35 - 44	14	11	38	14	4	0	0	0	6	0	3	7
45 - 54	8	4	4	11	3	0	0	0	0	0	1	4
55+	2	4	0	6	2	0	0	0	2	0	0	2
TOTAL	**44**	**32**	**70**	**48**	**25**	**21**	**0**	**1**	**14**	**0**	**11**	**20**

Industry Classification of Reported Occupational Accidents

In the review year, there was a total of 41 occupational accidents, out of which 37 accidents were non-fatal and 4 were fatal accidents. Most of the non-fatal accidents (13) occurred within the Iron, Steel and other Metal rolling companies representing 35.1% of the total non- fatal accidents. This was followed by other miscellaneous industries (9) representing 24.3%. Few cases happened in the Rubber trades (7) and Textiles printing, Bleaching and dyeing as well as Packaging (2 each) representing 18.9%, 5.4%, 5.4% respectively. Most of fatal accidents were in Other miscellaneous industries (3) representing 75% of the total with the Construction industry recording 1 case representing 25%.

Table 6: Industry Classification of Reported Occupational Accidents

TYPE OF INDUSTRY	Severity of Accidents											
	Non-Fatal						Fatal					
	2014	2015	2016	2017	2018	2019	2014	2015	2016	2017	2018	2019
Cotton	0	0	0	0	0	0	0	0	0	0	0	0
Clay, Stone, Lime and Cement	2	0	0	2	1	0	0	0	1	0	0	0
Iron, Steel and other Metal Rolling	8	16	5	3	6	13	0	0	0	1	1	0
Motor Vehicles (Motor Cycles, Cars)	2	0	0	0	0	0	0	0	0	0	0	0
Sawmills, joinery and general woodworking	2	0	0	2	1	0	0	0	0	0	0	0
Textiles printing, Bleaching and Dyeing	0	1	0	2	0	2	0	1	0	0	0	0
Rubber trades	0	0	0	3	0	7	0	0	0	0	0	0
Flour & other milling	0	0	0	4	2	1	0	0	0	1	0	0
Tobacco and Matches	0	0	0	0	0	0	0	0	0	0	0	0
Alcoholic drink	0	0	0	0	0	1	0	0	0	0	0	0
Soap, Starch, Candles	0	0	0	0	0	0	0	0	0	0	0	0
Docks	8	2	0	0	1	0	0	0	0	0	0	0
Building Operations	2	0	1	0	0	1	0	0	0	0	0	0
Construction	2	0	1	5	0	0	0	0	0	1	0	1
Packaging	4	0	15	3	10	2	0	0	0	0	0	0
Oil/Gas	0	0	45	0	2	1	0	0	13	0	3	0
Other miscellaneous industries	14	13	3	12	8	9	0	0	0	9	1	3
Total	**44**	**32**	**70**	**36**	**31**	**37**	**0**	**1**	**14**	**12**	**5**	**4**

Causes of Reported Occupational Accidents

A total of 37 non-fatal accidents occurred in the year 2019. Most of these causes were classified as Miscellaneous (27.0%). Lifting Machinery and Explosions also contributed 10.8% of the causes. Other causes such as Explosions, Persons Falling, and Other Power Driven contributed 19.4% to the total cases. Electricity accounted for 3 (75%) of the total fatal accidents that occurred during the review year. One cause of reported accidents was classified as Miscellaneous. *(See Appendix 11)*

Investigation of Reported Occupational Accidents

Out of the 41 accidents that occurred during the year under review, the data revealed that Burns accounted for majority investigated, 11 (26.8%). Laceration of arm, wound (cut), and

others accounted for 5 (12.1%) each whereas Lacerated finger, Contusion, Dislocation and Electrocuting also contributing 3 (7.3%) to the total investigated cases. Wound (cut) which accounted for the highest number of cases investigated in 2018 reduced by 37.5% in 2019. Trapping & Severing of Left arm, Sprain on thigh, hip bone & Pelvis and Fracture accounted for a case each. Whereas the number of cases investigated for Burns increased by about 175%, no investigations were conducted in relation to Laceration of top of head & jaw, Crush injury of finger, and Laceration.

Table 7: Investigation of Occupational Reported Accidents

Type of Accidents	2014	2015	2016	2017	2018	2019
Trapping & Severing of Left arm	1	2	0	8	2	1
Burns	6	3	58	6	4	11
Laceration of arm	2	0	0	2	3	5
Laceration of top of head & jaw	2	0	0	0	1	0
Crushed tool	1	1	1	0	0	0
Sprain on thigh, hip borne & pelvis	1	1	0	2	1	1
Crush injury of finger	3	1	8	3	4	0
Laceration of lips	1	0	0	0	1	0
Laceration of finger	0	0	0	3	2	3
Wound (cut)	16	8	1	4	8	5
Contusion	1	2	0	0	0	3
Fractured	5	8	0	1	0	1
Amputation/severing	1	2	0	0	0	0
Dislocation	1	0	0	1	1	3
Explosion	0	0	0	3	2	0
Fire Outbreak	1	0	1	0	2	0
Electrocuting	1	0	0	0	0	3
Others	0	1	0	12	5	5
Total	**43**	**29**	**69**	**45**	**36**	**41**

In general, 2019 witnessed 41 reported accidents, out of which 38 accidents were investigated constituting 92.68%. Over the years, from 2014 to 2019, the number of cases reported and those investigated have been oscillating. The year 2014 had 44 reported accident cases and the number of cases investigated amounted to 97.72%. Also, in 2015, 2016, 2017 and 2018 the reported accident cases were 33, 84, 48, and 64 respectively. Out of the cases reported, 87.87% in 2015, 82.14% in 2016, 93.75% in 2017 and 81.25 % in 2018 were investigated. Overall, an appreciable number of cases reported were investigated.

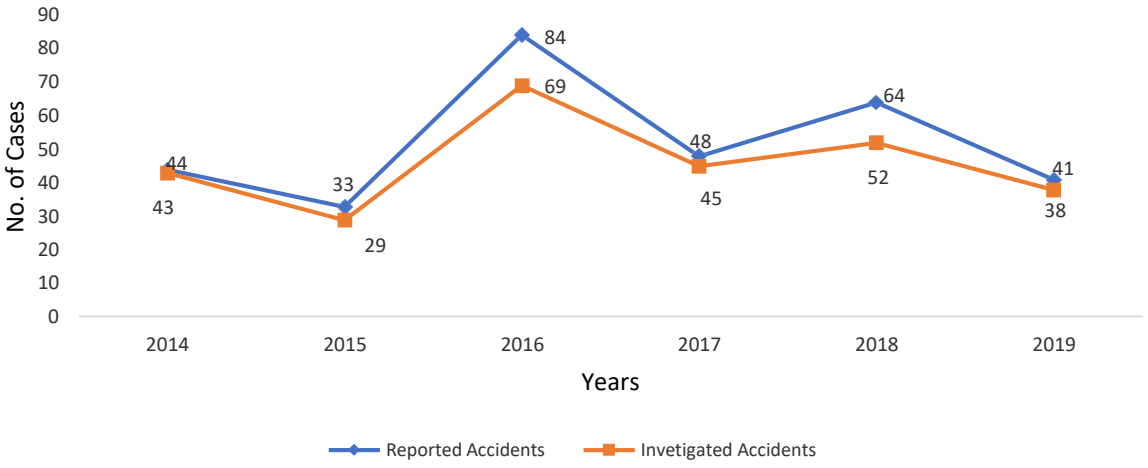


Figure 10: Investigated and Reported Accidents

OSH Talks and Training

Nationally, the Department organised a total number of 91 OSH talks which accounted for 89.6%, an improvement over the year 2018. The highest number of OSH talks were in the Tema Metropolis 26 (29%). The Greater Accra Region had 18 (19.8%) being the second highest while the Eastern/Volta Regions and the Ashanti Region had 16 (17.6%) and 8 (8.8%) respectively. The Brong Ahafo Region had the least (4).

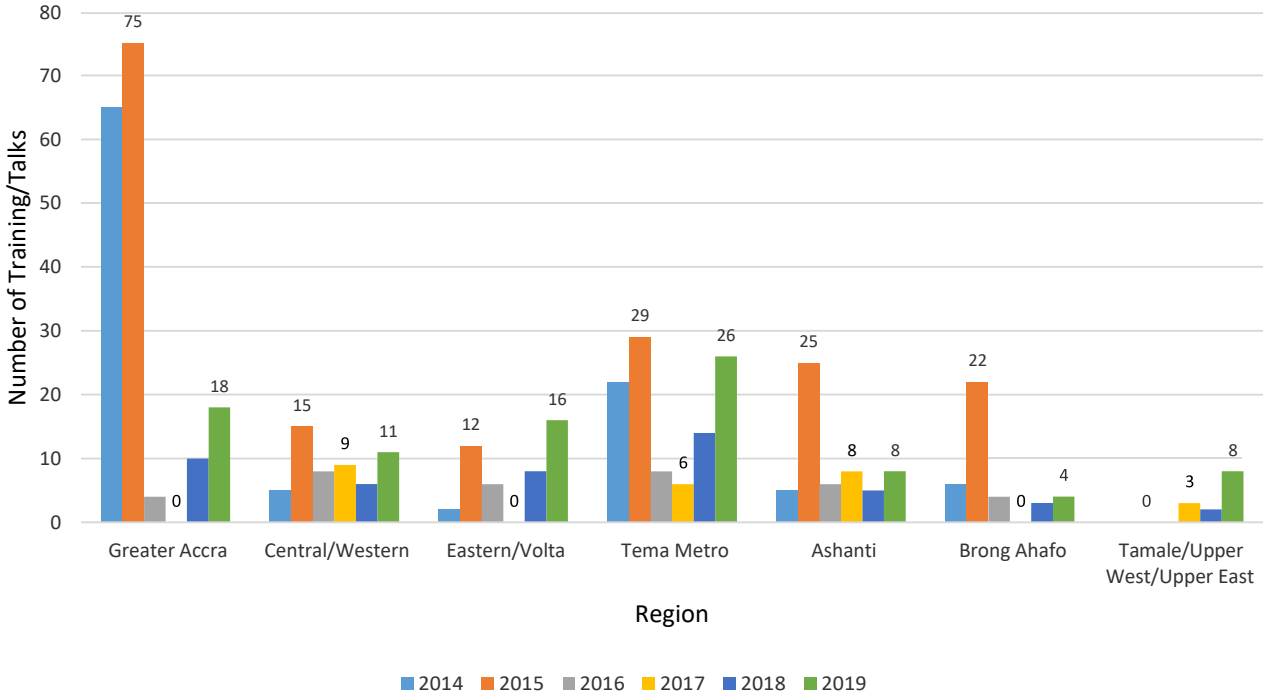


Figure 11: OSH Talks and Training by Region

OSH Talks and Training by Industry

The Oil and Gas industry received 38 out of the total number of 91 OSH talks organised in the year under review. This is followed by the Water industry (16), Plastics/Rubber industry (10), Food Processing industry (8) and the least (1) by the Auto/Transport industry. The Oil & Gas industry has consistently received the highest number of OSH talks since 2014.

Table 8: OSH Talks and Training by Industry

Industry	2014	2015	2016	2017	2018	2019
Oil & Gas	70	60	9	10	18	38
Plastics/Rubber	20	30	4	2	6	10
Steel	3	5	2	0	2	4
Food Processing	2	10	8	2	6	8
Water	0	30	7	4	1	16
Auto/Transport	0	10	0	0	1	1
Sawmills	10	25	1	0	4	3
Energy	0	0	0	4	1	4
Others	0	8	5	4	9	7
Total	**105**	**178**	**36**	**26**	**48**	**91**

6.4 Employment Creation

Department of Co-Operatives (DOC)

Registered Co-operatives (Cumulative)

As at 2019, the Department of Co-operatives had registered a total of 15,707 Co-operatives. Out of the 15,707 Co-operatives registered, 9,993 representing 63.6% are still active and operational. The Agricultural Co-operatives registered the largest number of co-operatives (11,065) representing 70% of the total number of registered co-operatives, with 7,527 (68%) being active. The Service Co-operatives registered the least (825) representing 5.2% of the total with 618 (74.9%) being active.

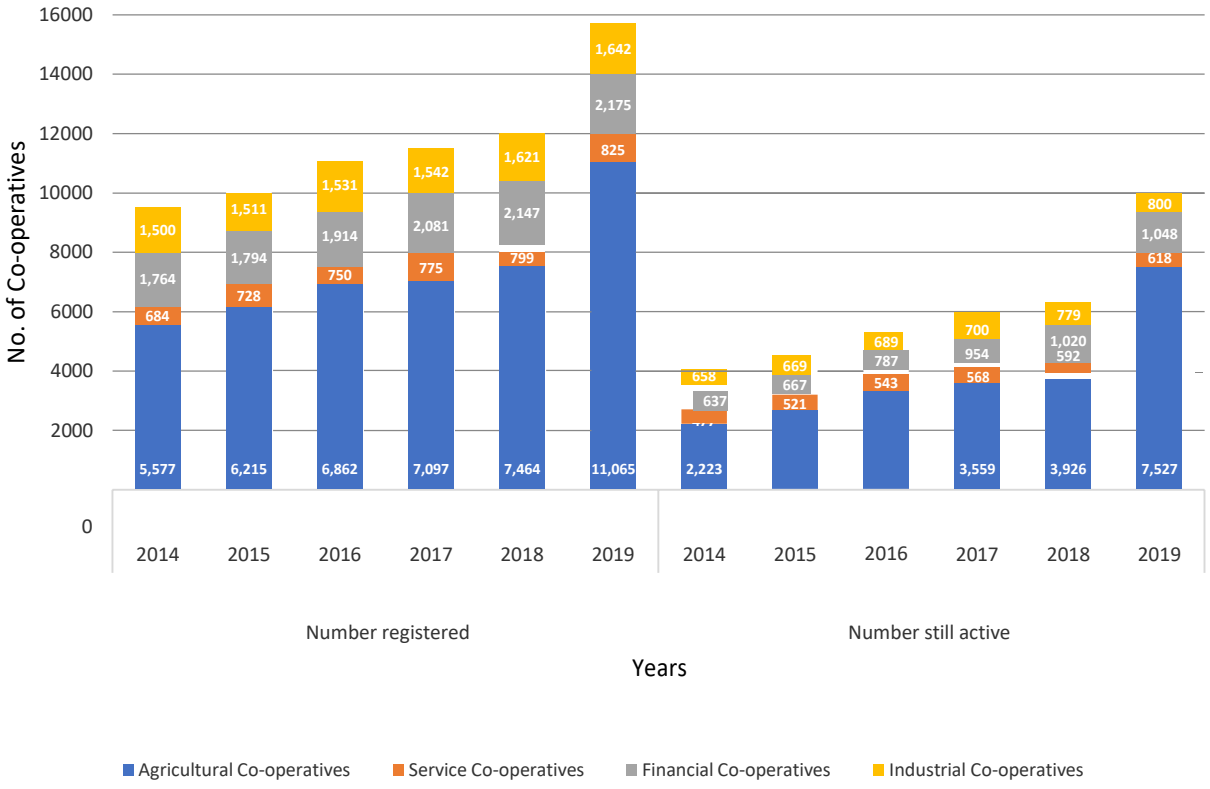


Figure 12: Cumulative Number of Registered and Active Co-operatives by Sector

Newly Registered Co-operatives

In the year under review, 3,676 new co-operatives were registered. Out of this number, Agricultural Co-operatives registered the highest number of new co-operatives (3601) representing 97.9%, followed by Financial Co-operatives (28) indicating 0.76% of the total.

Service Co-operative registered 26 new co-operatives representing 0.7% with Industrial Co-operatives registering the least (21) representing 0.57% of the total. Overall, newly registered co-operatives in 2019 accounted for 585% and 739% increase over 2018 and 2017 respectively.

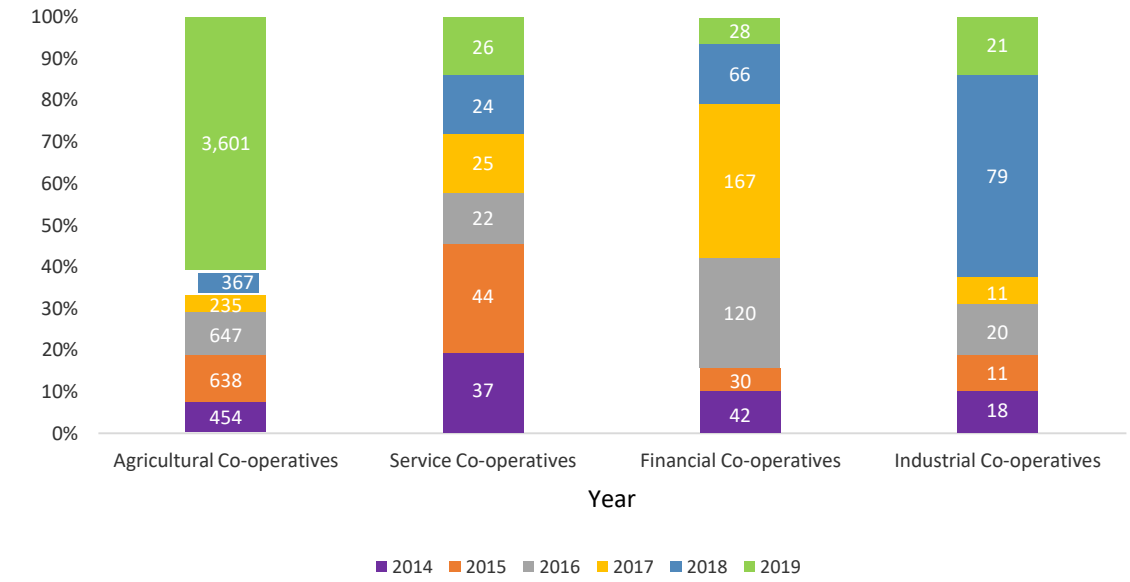


Figure 13: Newly Registered Co-operatives by Sector

Registered Co-operatives by Region

Cumulatively, the Department had the highest number of Co-operatives relative to the previous years with a total of 15,707. Out of this, the Agricultural sector Co-operatives accounted for the highest representing 43.9% while the Industrial Sector registered the least (1.2%) of the total. The year 2019 saw a general increase in the number of new registrations across all sectors of the Co-operative Societies with the Agricultural Sector increasing more than twice compared to 2018.

The Agricultural sector had a total of 5,942 registered Co-operatives in 2019, indicating an increment of more than twice the previous year (2018). Whereas the Ashanti Region had the highest number (1,396) constituting 23% of the total, the Volta Region had the lowest percentage (0.94%) with a total of 56 registered Co-operatives.

The Services sector, as of 2019, registered a total number of 178 Co-operatives. Out of this, the Greater Accra Region had the highest number (80) representing 44.9% with the Western Region recording the least (3), representing 1.68% of the total.

During the year under review, there were 473 new Financial Co-operatives registered as against 445 in 2018. Out of the number registered in 2019, the Ashanti Region had the highest with 112 representing 23.6% of the total. The Eastern Region had the second highest with a total of 81 representing 17.1%. The Upper West Region had the lowest number (9) constituting 1.9% of the total with no increase relative to 2018.

In 2019, the Industrial Co-operatives had a total of 160 new registrations constituting an increase of 15.1% as compared to 2018. The Upper West, Brong Ahafo and Greater Accra Regions had no increase as compared to that of 2018. The Brong Ahafo Region had the least (1) constituting 0.62% of the total number. The number of new Industrial Co-operatives registered in the Upper East Region during the review year more than quadrupled relative to 2018.

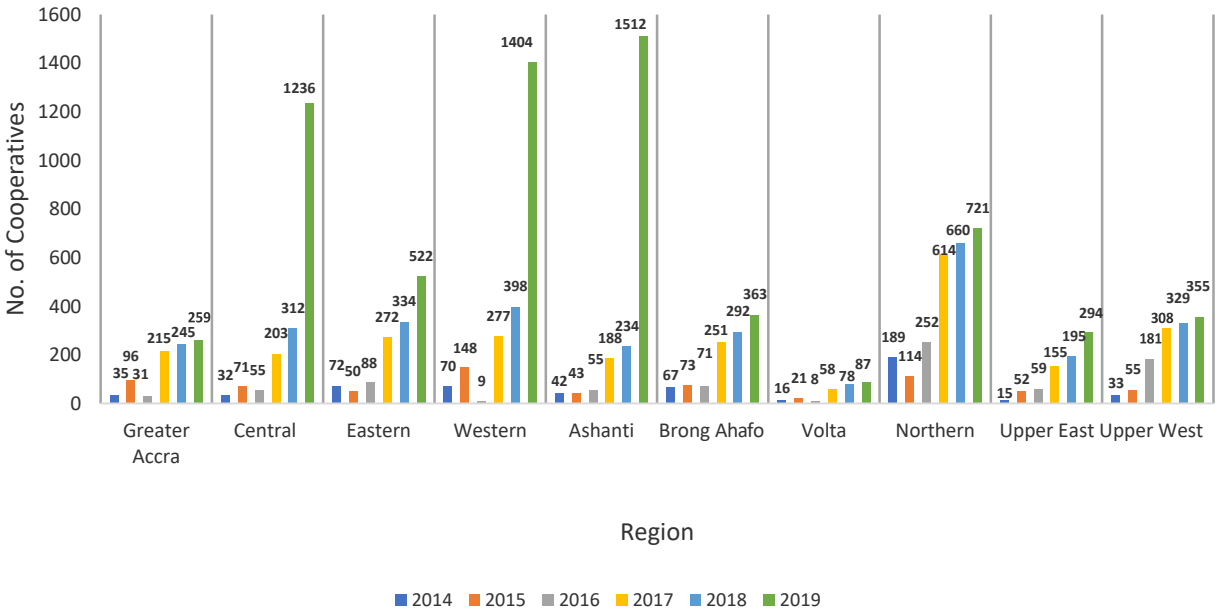


Figure 14: Registered Co-operatives (Cumulative) by Region

Registered Co-operatives by Region and Sector

In terms of sectors, the Agricultural sector had the highest number with a total of 3,601 Agricultural Co-operatives. The Ashanti Region had the highest (1,261) constituting 35.0% of the total number. On the other hand, the Western Region had 1,001 constituting a 27.7% of the total. Followed by the Central, Eastern, Upper East and Northern Regions with 916, 187, 79, and 54 respectively.

In 2019, the Service Co-operatives registered a total of 26. Out of 26 Co-operatives, Greater Accra Region had 7 amounting to a percentage of 26.9% of the total number registered. The Northern and Upper West Regions followed with a total number of 5 each. Eastern, Western and Brong Ahafo Regions had none.

Financial Co-operatives had a total of 28 indicating a 42.4% decrease as compared to 2018. A total of 14 was in the Ashanti Region, contributing 50% of the total. While the Greater Accra, Central, Western, Brong Ahafo and Eastern Regions had 4, 3, 3, 3 and 1 with percentages of 14.28%, 10.71% and 3.57% respectively.

Industrial Co-operatives had 21 new Co-operatives registered, with 15 in the Upper West Region contributing 71.42% of the total. The Central, Western and Northern Regions followed with 2 (9.52%) each. *(See table 9)*

Inspection/Auditing of Co-operative Societies

The Department conducted a total of 1,159 inspections/auditing of Co-operative Societies. Out of the total, Financial Co-operatives had the highest number with a total of 478 (41.24%), followed by the Agricultural Co-operatives contributing 317 (27.3%), then the Industrial Co-operatives 209 (18.0%) with Services Co-operatives 155 (13.3%) as the least. *(See table 10)*

Cumulatively, there were a total of 5,018 Inspection/Auditing of Co-operatives Societies by the Department in the year 2019. Out of the total of 5,018, the Agricultural Sector had 1,623 (32.3%) with the Eastern Region recording the highest 355 (21.87%) in the sector. However, the Volta Region had the lowest with 45 constituting 2.77%.
The Services Co-operatives, Financial Co-operatives and Industrial Co-operatives had 574 (11.43%), 2,115 (42.14%) and 706 (14.0%) respectively. *(See table 11)*

Table 9: Registered Co-operatives by Region and Sector, 2017-2109

Region	Agricultural Co-operatives			Service Co-operatives			Financial Co-operatives			Industrial Co-operatives		
	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
Greater Accra	12	5	3	6	13	7	34	12	4	1	0	0
Central	23	93	916	3	3	3	18	5	3	1	8	2
Eastern	30	61	187	4	0	0	26	1	1	2	0	0
Western	37	58	1,001	2	1	0	10	1	3	1	61	2
Ashanti	14	14	1,261	2	4	3	31	27	14	1	1	0
Brong Ahafo	27	27	68	1	2	0	11	12	3	1	0	0
Volta	3	18	8	2	0	1	7	1	0	1	1	0
Northern	41	34	54	3	0	5	14	6	0	1	6	2
Upper East	18	37	79	1	1	5	9	0	0	1	2	15
Upper West	30	20	24	1	0	2	7	1	0	1	0	0
Total	**235**	**367**	**3,601**	**25**	**24**	**26**	**167**	**66**	**28**	**11**	**79**	**21**

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

Region	Agricultural Co-operatives					Service Co-operatives					Financial Co-operatives					Industrial Co-operatives				
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
Greater Accra	4	5	11	21	15	10	10	37	49	20	97	87	49	72	79	4	3	2	11	5
Central	10	2	18	39	52	7	1	9	25	21	23	16	25	54	57	12	2	8	40	35
Eastern	70	100	22	41	33	2	3	7	21	9	20	68	28	60	76	6	2	11	52	40
Western	9	12	28	43	46	15	2	2	15	18	17	85	11	45	51	7	3	2	21	19
Ashanti	36	5	15	35	31	9	0	6	19	17	68	30	30	62	55	12	0	5	29	27
Brong Ahafo	61	49	23	28	30	0	0	2	14	17	24	15	22	50	53	73	21	1	27	31
Volta	3	4	10	12	14	1	0	6	18	20	23	13	12	36	40	0	0	2	26	24
Northern	100	0	35	51	54	1	0	5	17	15	3	6	15	41	46	5	0	5	21	18
Upper East	4	1	14	20	11	12	0	2	15	1	25	5	12	28	2	7	3	1	15	2
Upper West	3	0	27	33	31	4	0	4	16	17	21	10	7	20	19	1	0	1	10	8
Total	**300**	**178**	**203**	**323**	**317**	**61**	**16**	**80**	**209**	**155**	**321**	**335**	**211**	**468**	**478**	**127**	**34**	**38**	**252**	**209**

Table 11: Inspection/Auditing of Co-operative Societies by Sector (Cumulative)

Region	Agricultural Co-operatives			Service Co-operatives			Financial Co-operatives			Industrial Co-operatives		
	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
Greater Accra	25	46	61	69	118	138	325	397	476	14	25	30
Central	37	76	128	21	46	67	86	140	197	31	71	106
Eastern	281	322	355	14	35	44	133	193	269	21	73	113
Western	66	109	155	27	42	60	133	178	229	16	37	56
Ashanti	88	123	154	28	47	64	193	255	310	27	56	83
Brong Ahafo	208	236	266	2	16	33	85	135	188	100	127	158
Volta	19	31	45	8	26	46	69	105	145	2	28	52
Northern	205	256	310	10	27	42	25	66	112	14	35	53
Upper East	21	41	52	21	36	37	64	92	94	16	31	33
Upper West	33	66	97	10	26	43	56	76	95	4	14	22
Total	**983**	**1,306**	**1,623**	**210**	**419**	**574**	**1,169**	**1,637**	**2,115**	**245**	**497**	**706**

Membership of Co-operatives

In the year 2019, Co-operatives registered a total of 174,639 new members. The Agricultural sector with a total of 150,126 contributing 85.9%. The Financial Sector was the second highest with a total of 23,202 (13.2%), the Industrial Sector had 1,580 (0.36%) and the Services Sector with 679 (0.38%).

The Ashanti Region had 68,762 (39.3%) new members whiles the Central Region had 37,207 (21.3%). The Volta Region (183) had the least membership followed by the Upper East Region with 610. The numbers of new recruits increased by 84.62% compared to 2018.

Table 12: Membership Strength of Co-operative Societies by Region

Region	Agricultural Co-operatives					Service Co-operatives				
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
Greater Accra	3,084	13,671	4,201	100	103	9,254	12,895	818	260	252
Central	1,200	23,583	6,130	4,650	36,351	342	2,997	727	60	67
Eastern	14,851	24,095	4,500	3,050	11,411	137	2,183	791	0	0
Western	20,422	47,753	6,236	2,900	27,836	0	4,860	642	20	0
Ashanti	392	12,902	5,780	700	66,110	48	487	988	80	32
Brong Ahafo	4,200	16,030	4,970	1,350	3,394	20	2,350	797	40	0
Volta	300	8,140	3,120	900	148	294	1,820	486	0	15
Northern	6,474	10,224	3,712	1,700	1,558	130	122	668	0	111
Upper East	6,227	14,879	2,118	1,850	2,649	2,540	3,610	547	20	158
Upper West	1,136	19,284	1,605	1,000	566	1,908	1,370	451	0	44
Total	**58,286**	**190,561**	**42,372**	**18,200**	**150,126**	**14,673**	**32,694**	**6,915**	**480**	**679**

Cont'd

Region	Financial Co-operatives					Industrial Co-operatives				
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
Greater Accra	1,542	187,117	37,105	1,200	733	0	6,890	681	0	0
Central	50,191	72,841	21,777	500	763	850	4,280	792	160	26
Eastern	17,596	21,286	20,989	100	14,385	473	6,355	703	0	0
Western	0	32,563	19,666	100	1,317	0	6,785	699	1,220	22
Ashanti	550	214,998	30,170	2,700	2,620	32	7,225	944	20	0
Brong Ahafo	1,100	127,450	23,151	1,200	3,384	0	6,750	679	0	0
Volta	35,146	3,500	14,820	100	0	589	5,460	682	20	0
Northern	1,162	29,517	9,110	600	0	230	7,952	588	120	2
Upper East	6,734	20,233	7,723	0	0	0	2,100	493	40	582
Upper West	0	39,370	7,059	100	0	1,227	718	547	0	0
Total	**114,021**	**748,875**	**191,570**	**6,600**	**23,202**	**3,401**	**54,515**	**6,808**	**1,580**	**632**

In the year 2019, membership strength of all Co-operative Societies in Ghana cumulatively stood at 1,814,581. Membership strength was however increased by 9.6% in the review year relative to 2018. The Financial Co-operatives had the highest membership strength of 1,179,205 (64.9%) of the total, followed by Agricultural Co-operatives 493,179 (27.1%), Industrial Co-operatives 76,507 (4.2%) and Service Co-operatives 65,690 (3.6%).

By Region, the Ashanti Region had the highest with 347,805 (19.1%) whereas the Northern Region had the least with 79,512 (4.3%) of the cumulative membership strength.

Table 13: Membership Strength (Cumulative) as at 2019

Region	Agricultural Co-operatives			Service Co-operatives		
Greater Accra	22,466	22,566	22,669	28,003	28,263	28,515
Central	31,913	36,563	72,914	4,286	4,346	4,413
Eastern	47,838	50,888	62,299	3,163	3,163	3,163
Western	83,832	86,732	114,568	5,502	5,522	5,522
Ashanti	19,414	20,114	86,224	1,559	1,639	1,671
Brong Ahafo	28,860	30,210	33,604	3,167	3,207	3,207
Volta	11,761	12,661	12,809	2,818	2,818	2,833
Northern	25,210	26,910	28,468	1,020	1,020	1,131
Upper East	26,633	28,483	31,132	8,539	8,559	8,717
Upper West	26,926	27,926	28,492	6,474	6,474	6,518
Total	**324,853**	**343,053**	**493,179**	**64,531**	**65,011**	**65,690**

Cont'd

Region	Financial Co-operatives			Industrial Co-operatives		
	2017	**2018**	**2019**	**2017**	**2018**	**2019**
Greater Accra	227,778	228,978	229,711	10,081	10,081	10,081
Central	189,593	190,093	190,856	6,582	6,742	6,768
Eastern	69,667	69,767	84,152	7,700	7,700	7,700
Western	54,042	54,142	55,459	9,063	10,283	10,305
Ashanti	246,340	249,040	251,660	8,230	8,250	8,250
Brong Ahafo	154,701	155,901	159,285	7,429	7,429	7,429
Volta	82,862	82,962	82,962	7,253	7,273	7,273
Northern	40,789	41,389	41,389	8,402	8,522	8,524
Upper East	35,994	35,994	35,994	4,602	4,642	5,224
Upper West	47,637	47,737	47,737	4,953	4,953	4,953
Total	**1,149,403**	**1,156,003**	**1,179,205**	**74,295**	**75,875**	**76,507**

Number of People Employed by Co-operatives

In the review year, 7,436 people were employed by Co-operative Societies. Out of the total, the Agricultural Sector had the highest with 7,207 constituting 96.9% of the total. The Financial Sector followed with a total of 140 constituting 1.88% while the Services Co- operatives and Industrial Sector had 52 (0.69%) and 42 (0.56%) respectively.

Analysing the data by Regions revealed that the Ashanti Region employed the highest number 2,598 contributing to 34.9% of the total while the Volta Region employed the least with a total of 18 representing 0.24%. *(See table 14)*

Cumulatively, the Co-operative Societies employed 14,845 people from 2014-2019. Out of the total, 8,686 representing 58.5% were employed in Agricultural Co-operatives, 245 representing 1.6% by the Services Co-operatives, 5,490 representing 37.0% by the Financial Co-operatives and 404 representing 2.7% by the Industrial Co-operatives. The highest number of recruitments was in the Ashanti Region with a total of 3,838 representing 25.8%. Upper West Region had the least with 299 representing 2.0% of the total. *(See table 15)*

Table 14: Number of People Employed by Co-operative Societies

Region	Agricultural Co-operatives					Service Co-operatives				
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
Greater Accra	13	3	6	10	6	8	2	2	26	14
Central	45	2	7	186	1,832	28	4	1	6	6
Eastern	5	2	4	122	374	2	2	1	0	0
Western	5	1	9	116	2,002	5	3	1	2	0
Ashanti	11	3	9	28	2,522	7	4	2	8	6
Brong Ahafo	61	4	8	54	136	1	1	2	4	0
Volta	15	2	5	36	16	5	1	1	0	2
Northern	166	15	7	68	108	2	3	2	0	10
Upper East	15	3	8	74	158	1	1	1	2	10
Upper West	13	1	6	40	48	2	0	1	0	4
Total	**349**	**36**	**69**	**734**	**7,202**	**61**	**21**	**14**	**48**	**52**

Cont'd

Region	Financial Co-operatives					Industrial Co-operatives				
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
Greater Accra	188	492	66	60	20	17	3	2	0	0
Central	204	265	52	25	15	37	5	2	16	4
Eastern	65	96	60	5	5	11	7	2	0	0
Western	69	384	57	5	15	4	2	2	122	4
Ashanti	34	864	70	135	70	4	3	3	2	0
Brong Ahafo	24	507	63	60	15	0	4	2	0	0
Volta	205	173	47	5	0	0	5	2	2	0
Northern	15	113	18	30	0	4	2	2	12	4
Upper East	14	62	13	0	0	2	1	1	4	30
Upper West	16	126	11	5	0	1	1	1	0	0
Total	**834**	**3,082**	**457**	**330**	**140**	**80**	**33**	**19**	**158**	**42**

Table 15: Number of people employed by Co-operative Societies (Cumulative)

Region	Agricultural Co-operatives					Services Co-operatives				
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
Greater Accra	22	25	31	41	47	14	16	18	44	58
Central	83	85	92	278	2,110	45	49	50	56	62
Eastern	14	16	20	142	516	3	5	6	6	6
Western	12	13	22	138	2,140	7	10	11	13	13
Ashanti	19	22	31	59	2,581	20	24	26	34	40
Brong Ahafo	136	140	148	202	338	1	2	4	8	8
Volta	25	27	32	68	84	10	11	12	12	14
Northern	286	301	308	376	484	3	6	8	8	18
Upper East	26	29	37	111	269	3	4	5	7	17
Upper West	22	23	29	69	117	4	4	5	5	9
Total	**645**	**681**	**750**	**1,484**	**8,686**	**110**	**131**	**145**	**193**	**245**

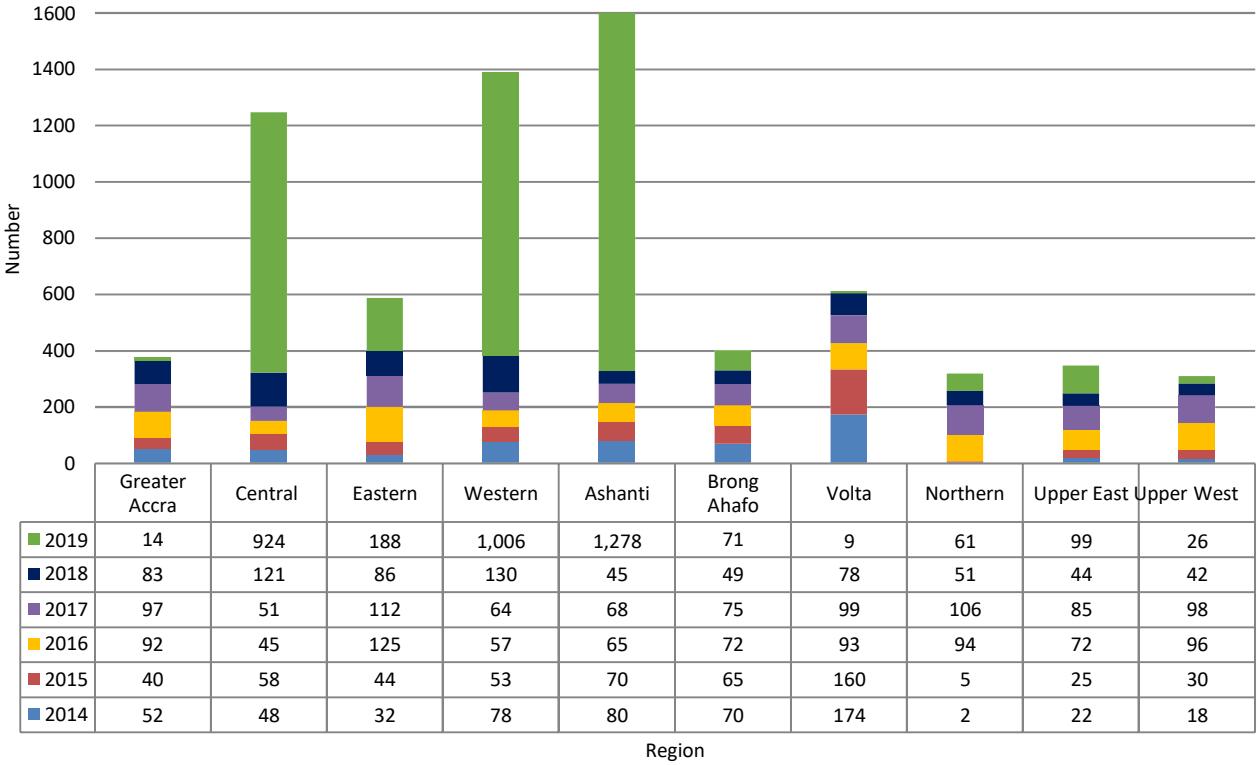
Cont'd

Region	Financial Co-operatives					Industrial Co-operaives				
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
Greater Accra	297	789	855	916	936	32	35	37	37	37
Central	384	649	701	726	741	69	74	76	92	96
Eastern	103	199	259	264	269	18	25	27	27	27
Western	110	494	551	556	571	7	9	11	133	137
Ashanti	60	924	994	1129	1,199	10	13	16	18	18
Brong Ahafo	85	592	655	715	730	0	4	6	6	6
Volta	366	539	586	591	591	0	5	7	9	9
Northern	25	138	156	186	186	9	11	13	25	29
Upper East	25	87	100	100	100	3	4	5	9	39
Upper West	25	151	162	167	167	4	5	6	6	6
Total	**1,480**	**4,562**	**5,019**	**5,350**	**5,490**	**152**	**185**	**204**	**362**	**404**

Groups Organised into Co-operatives

In the year 2019, 3,676 new groups were organised into Co-operative Societies. Relative to 2018, the total number of newly registered Co-operatives across the country increased more than five times, with the Ashanti and the Western Regions recording the highest with 1,278 (34.7%) and 1,006 (27.3%) respectively. The Greater Accra and Volta Regions had the lowest with 14 (0.4%) and 9 (0.2%) respectively. Compared to the figure in 2018, the Greater Accra Region had a decrease of 83.1%.

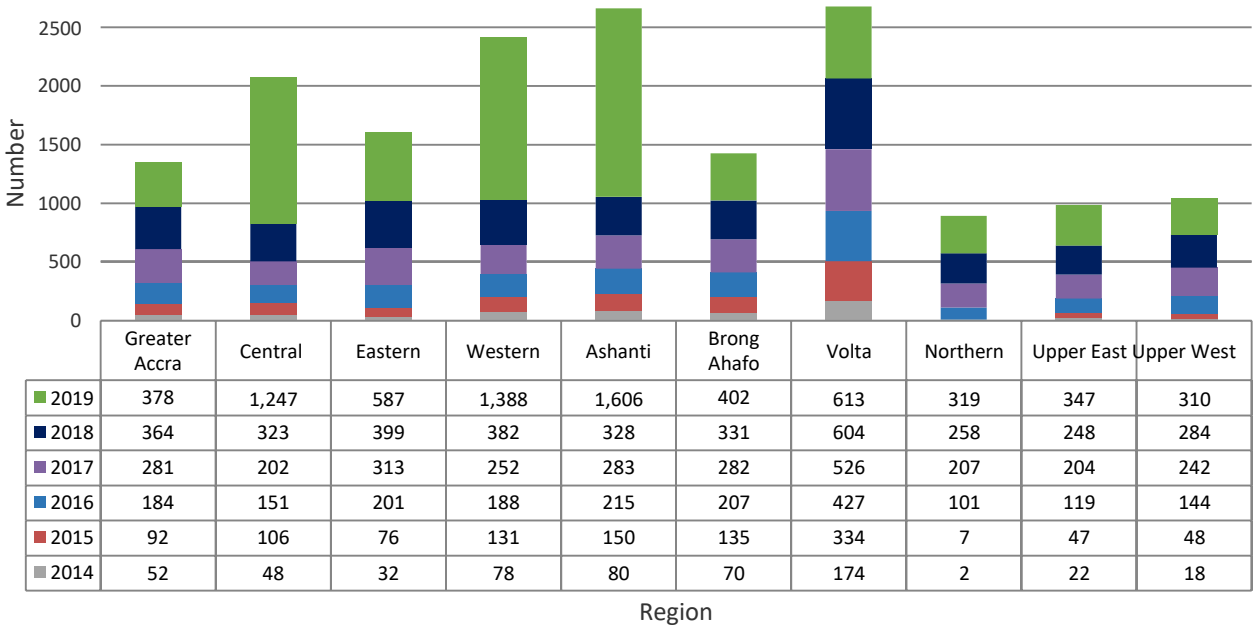
Cumulatively, there are 7,197 groups organised into Co-operatives across the ten regions of the country. Out of this number, the Ashanti Region had the highest with 1,606 constituting 22.3% of the total. Next to the Ashanti Region is the Western and Central Regions accounting for 19.3% and 17.3% respectively. Out of the groups organised into Co-operative societies, the Upper West and Northern Regions had the least with 4.3% and 4.4% respectively in 2019. Additionally, the number of groups organised in the Ashanti and the Western Regions increased hugely in the review year relative to 2018. The 2019 figure increased about five times compared to 2018 while that of the Western Region almost quadrupled. Meanwhile, the Greater Accra Region had an increase of 3.8% over the same period.



	Greater Accra	Central	Eastern	Western	Ashanti	Brong Ahafo	Volta	Northern	Upper East	Upper West
2019	14	924	188	1,006	1,278	71	9	61	99	26
2018	83	121	86	130	45	49	78	51	44	42
2017	97	51	112	64	68	75	99	106	85	98
2016	92	45	125	57	65	72	93	94	72	96
2015	40	58	44	53	70	65	160	5	25	30
2014	52	48	32	78	80	70	174	2	22	18

Figure 15: New Groups organised into Co-operatives

As at December 2019, the Volta Region had the highest cumulative figure of groups organised into co-operatives accounting for 604 of the total followed by the Eastern and Western Regions with 399 and 382 of the total respectively. The Upper East and Northern Regions had the lowest with 248 and 258 respectively in 2019.



	Greater Accra	Central	Eastern	Western	Ashanti	Brong Ahafo	Volta	Northern	Upper East	Upper West
2019	378	1,247	587	1,388	1,606	402	613	319	347	310
2018	364	323	399	382	328	331	604	258	248	284
2017	281	202	313	252	283	282	526	207	204	242
2016	184	151	201	188	215	207	427	101	119	144
2015	92	106	76	131	150	135	334	7	47	48
2014	52	48	32	78	80	70	174	2	22	18

Figure 16: Organised Groups into Co-operatives (Cumulative)

Organised Training in Bookkeeping

New trainings organised in bookkeeping increased from 533 in 2018 to 802 in 2019 representing 50.5% increase. The Upper East and the Eastern Regions saw a significant increase recording more than 200% increase in the number of trainings organised. Other Regions such as Volta, Northern and the Brong Ahafo Regions also had more than 100% increase in bookkeeping training. However, the Western, Central and the Upper West Regions had a decline in the number of trainings for the review year relative to 2018.

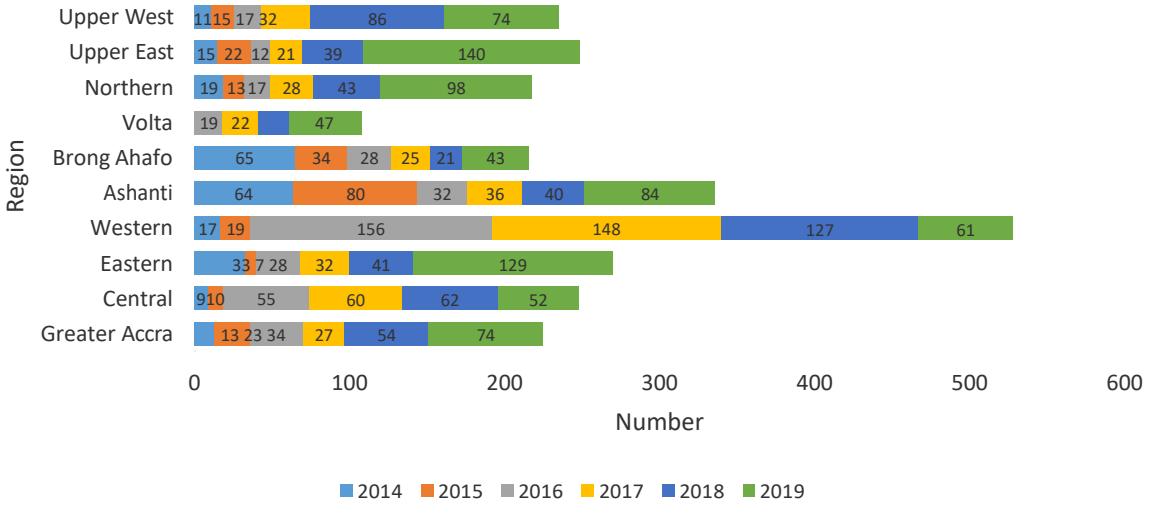
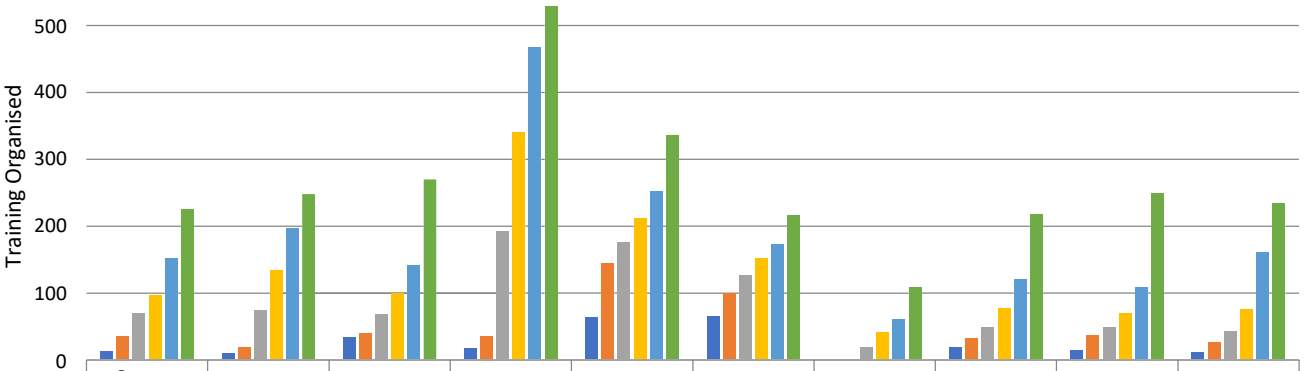


Figure 17: Training in Bookkeeping by Region

Cumulatively, 2,633 groups participated in bookkeeping training organised across the country in 2019. The Western Region had the highest participation representing 20% of the total. As with the previous year, Volta Region had the lowest participation representing 4% of the total in the year under review. Greater Accra, Central, Upper East and Upper West Regions had 9% each of the total participation. Brong Ahafo and Northern Regions had 8% each of the total participation whiles Eastern Region had 10%. On the whole, all the regions had an increase in participation compared to 2018.



	Greater Accra	Central	Eastern	Western	Ashanti	Brong Ahafo	Volta	Northern	Upper East	UpperWest
2014	13	9	33	17	64	65	0	19	15	11
2015	36	19	40	36	144	99	0	32	37	26
2016	70	74	68	192	176	127	19	49	49	43
2017	97	134	100	340	212	152	41	77	70	75
2018	151	196	141	467	252	173	61	120	109	161
2019	225	248	270	528	336	216	108	218	249	235

Figure 18: Training in Bookkeeping by Region (Cumulative)

Capital Base of Co-operative Societies

The Capital Base of Co-operatives increased by Gh¢9,609,500.00 in 2019. This was an increase of about 300 percent over the previous year.
Agricultural Co-operative contributed the highest with 93.7% of the capital base while Industrial had the least with 0.2% of the total. *(See table 16)*

Cumulatively, the Financial Co-operative sector contributed the highest to the capital base of the co-operative sector accounting for 96.8% of the total (Gh¢559, 863, 195.00) while the Service and Industrial Co-operatives contributed 0.2% and 0.5% respectively. *(See table 17)*

Table 16: Capital Base of Co-operative Societies by Sector

Type	Amount											
	2014	2014 (%)	2015	2015(%)	2016	2016(%)	2017	2017(%)	2018	2018(%)	2019	2019 (%)
Agricultural Co-operatives	997,323.00	1.17%	1,137,356.00	0.83%	1,195,024.00	0.60%	665,940.00	0.53%	917,500.00	39.20%	9,002,500.00	93.68%
Service Co-operatives	304,521.00	0.36%	183,490.00	0.13%	202,269.00	0.10%	69,535.00	0.06%	24,000.00	1.03%	26,000.00	0.27%
Financial Co-operatives	83,477,240.00	97.59%	134,978,998.00	98.39%	197,113,444.00	98.80%	124,670,904.00	99.20%	1,320,000.00	56.40%	560,000.00	5.83%
Industrial Co-operatives	761,455.00	0.89%	892,690.00	0.65%	996,506.00	0.50%	266,500.00	0.21%	79,000.00	3.38%	21,000.00	0.22%
Total Gh¢	**85,540,539.00**	**100.00%**	**137,192,534.00**	**100.00%**	**199,507,243.00**	**100.00%**	**125,672,879.00**	**100.00%**	**2,340,500.00**	**100.00%**	**9,609,500.00**	**100.00%**

Table 17: Capital Base of Co-operative Societies by Sector (Cumulative)

Type	Amount					
	2017	2017 (%)	2018	2018(%)	2019	2019 (%)
Agricultural Co-operatives	3,995,643.00	0.73%	4,913,143.00	0.89%	13,915,643.00	2.48%
Service Co-operatives	759,815.00	0.14%	783,815.00	0.14%	809,815.00	0.15%
Financial Co-operatives	540,240,586.00	98.60%	541,560,586.00	98.42%	542,120,586.00	96.83%
Industrial Co-operatives	2,917,151.00	0.53%	2,996,151.00	0.54%	3,017,151.00	0.54%
Total Gh¢	**547,913,195.00**	**100.00%**	**550,253,695.00**	**100.00%**	**559,863,195.00**	**100%**

6.5 Skills Training and Development

National Vocational Training Institute (NVTI)

Master Craft Persons

In 2019, the NVTI registered a total of 6,345 Master Craft Persons (MCP) relative to 4,400 in 2018. This represents an increase by 44.2%. Cookery registered the highest MCPs (1090) representing 17.2% while Carpentry had the least (45) representing 0.8% of the total. With the exception of Carpentry and Motor Vehicle Mechanic, all the Trades saw an increase in the number of registered MCPs in 2019 relative to 2018. Out of the total MCPs, 1,618 MCPs were mobilized for proficiency test. This indicates 24.8% decrease from the previous year (2,152). Masonry had the highest MCPs -- 272 (16.8%) mobilized for proficiency test while Draughtsmanship had the least MCPs -- 45 (2.7%). Out of 1,618 MCPs, 1,250 were accredited. The total number of accreditations increased by 7% in 2014 but decreased by 3% and 41% in 2016 and 2017 respectively. During the year under review, total accreditation increased by 86% relative to 2018. Hairdressers registered the highest number of accreditations (225) representing 18% while Carpentry had the least (35) representing 2.8% of the total number of accreditation. Less monitoring was conducted in 2019 compared to 2018. Seven hundred and eighty-five (785) artisans were monitored compared to 850 in 2018 implying a 7.6% decrease. Cookery and Hairdressing were most monitored, representing 12.5% each while Carpentry was the least monitored trade, representing 2.5%. Relative to 2018, Masonry, General Electricals, Auto Electricals, Auto Bodyworks/Welding and Cookery saw an increase in MCPs registered, mobilized for proficiency test as well as accreditation. *(See table 18)*

Training Provided

There was a decrease in the number of trainees enrolled by the NVTI in 2019 (2,862) as compared to 3,658 in 2018 representing a 21.8% decline. Cookery (272), Dressingmaking

(491), Gen.Electricals (837), Masonry (322), and Motor Vehicle Mechanics (199) had high enrolment figures during the year under review but low enrolment compared to 2018. Just as 2018, no trainee enrolled in General Agric and Hairdressing in 2019. As compared with 2018, all the trades had a fall in number of trainees except Carpentry and Joinery, Leather works and Secretarial. Overall, the total trainee population of the various Trades decreased from 11,892 in 2018 to 11,221 in 2019. Most of the trainee population were in Cookery, Dressmaking, Gen. Electricals and Masonry trades. *(See table 19)*

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

Trade	Registered					Mobilized for Proficiency Test					Accredited					Monitored				
	2014	2016	2017	2018	2019	2014	2016	2017	2018	2019	2014	2016	2017	2018	2019	2014	2016	2017	2018	2019
Dressmaking/Tailoring	1,160	797	550	450	655	10	400	441	360	205	220	140	102	81	175	208	130	140	120	85
Carpentry	232	100	320	120	45	0	99	85	51	50	44	15	46	22	35	62	40	70	62	20
Masonry	580	390	482	405	766	2	140	150	177	272	110	142	80	80	165	120	74	88	85	95
Motor Vehicle Mechanic	760	740	590	595	577	120	260	258	254	147	165	84	122	56	112	130	100	87	82	75
Gen. Electricals	464	422	466	430	495	0	128	131	115	171	88	60	105	34	95	84	65	86	77	70
Auto Electricals	232	95	400	348	425	30	70	99	100	148	44	70	50	20	82	62	60	75	70	76
Auto Bodyworks/Welding	346	78	390	305	725	18	30	65	75	166	65	58	95	18	98	94	75	70	65	82
ICT	88	104	366	295	355	100	390	405	250	148	11	20	70	15	55	25	42	36	40	45
Cookery	290	124	540	502	1,090	0	126	131	120	161	55	40	90	40	153	50	58	72	70	98
Hairdressing	1,590	1,340	705	700	910	500	530	677	600	105	271	520	320	290	225	197	200	165	109	98
Draughtsmanship	116	35	247	250	302	0	0	58	50	45	21	25	60	15	55	32	35	66	70	41
Total	**5,858**	**4,225**	**5,056**	**4,400**	**6,345**	**780**	**2,173**	**2,500**	**2,152**	**1,618**	**1,094**	**1,174**	**1,140**	**671**	**1,250**	**1,064**	**879**	**955**	**850**	**785**

Table 19: Trainees in Various Trades

Trades	Enrolment				Total Population			
	2016	2017	2018	2019	2016	2017	2018	2019
Block laying, Concreting and Tiling	0	0	51	44	0	0	146	128
Carpentry and Joinery	67	63	60	72	194	233	234	222
Computer Hardware	0	33	24	18	0	108	86	88
Cookery	441	475	456	272	850	1,371	1,534	1,253
Draughtsmanship	37	35	39	23	112	126	140	124
Dressmaking	539	607	556	491	1,105	1,309	1,698	1,535
Electronics	49	43	28	4	122	143	145	112
Gen. Electricals	1,048	1,039	1,054	837	2,632	3,368	3,467	3,416
General Agric	7	0	0	0	13	13	6	0
General Printing	26	21	20	13	54	52	64	53
Hairdressing	5	0	0	0	7	6	1	2
Heavy Duty Diesel	0	11	9	4	0	84	28	28
Heavy Duty Mechanics	84	98	74	44	203	225	214	208
ICT	97	56	56	52	272	175	164	170
Leather Works	4	11	4	10	10	17	20	26
Machining	31	11	46	31	109	30	179	151
Masonry	595	546	412	322	1,400	1,620	1,455	1,377
Motor Vehicle Body Repairs	14	19	19	7	31	38	47	42
Motor Vehicle Electricals	75	90	81	64	177	207	232	239
Motor Vehicle Mechanics	260	263	268	199	666	734	791	866
Plumbing	68	61	72	63	169	220	243	246
Ref. Air Condition	35	36	21	15	128	139	114	96
Secretarial	140	198	81	98	124	394	296	241
Textile Decoration	0	3	6	4	0	6	9	13
Textile Weaving	44	29	38	29	58	70	83	58
Welding & Fabrication	145	131	183	146	382	412	496	527
Total	**3,811**	**3,879**	**3,658**	**2,862**	**8,818**	**11,100**	**11,892**	**11,221**

Short Courses

A total of six (6) short courses were organised for 135 trainees in 2019. The number of trainees decreased relative to 312 in 2018. This depicts 56.7% decrease in total enrolment as compared to a 21.0% decrease in 2018. Most of the trainees (45) enrolled in MCPs Skill Upgrading representing 33.3% of the total enrolment while no trainee enrolled in the Affiliated Trainee Certified course. At the end of the various training programs, all the trainees graduated, representing 100% graduation success.

Table 20: Short Courses

Trades	Enrolment						No. of Graduates					
	2014	2015	2016	2017	2018	2019	2014	2015	2016	2017	2018	2019
Defensive Driving	171	123	81	100	110	22	156	117	74	105	101	22
Office Management	0	21	7	30	6	7	0	21	7	28	6	7
Transport Management	2	16	9	15	3	7	0	15	8	13	0	7
Driver Instructor Training	106	131	85	60	62	33	99	131	76	56	34	33
TVET Instructor Training	108	109	66	60	26	21	108	109	66	20	26	21
MCPs Skills Upgrading	549	1	52	50	11	45	549	1	52	46	11	45
Affiliated Trainee Certified	107	148	59	80	94	0	107	148	59	143	94	0
Total	**1,043**	**549**	**359**	**395**	**312**	**135**	**1,019**	**542**	**342**	**411**	**272**	**135**

Apprenticeship

The number of apprentices registered by NVTI declined from 6,840 in 2018 to 4,425 in 2019 representing 35.3% decrease. Out of the total registered apprentices in 2019, Traditional Caterers (645) constitute the highest number of apprentices registered representing 14.6% while Draughtmanship (53) had the lowest representing 1.2%. Out of the total registered, 785 apprentices were monitored. Traditional Caterers and Hairdressing were the most monitored (12.5%) while Carpentry was the least monitored (2.5%).

Table 21: Apprentice Registered and Monitored

Trades	Registered					Monitored			
	2014	2015	2017	2018	2019	2014	2015	2017	2019
Dressmaking	1,160	1,090	902	805	545	308	320	140	85
Carpentry	232	308	650	550	95	62	64	70	20
Masonry	580	870	700	685	565	156	164	88	95
Motor Vehicle Mechanic	760	1,455	810	690	265	230	240	87	75
Gen. Electricals	464	616	750	550	477	124	128	86	70
Auto Electricals	232	358	720	605	410	62	64	75	76
Auto Bodyworks	348	462	750	400	567	94	72	70	82
ICT	58	77	700	455	163	25	16	36	45
Traditional Caterers	290	358	850	650	645	78	80	72	98
Hairdressing	1,590	1,954	1,200	1,050	640	422	500	165	98
Draughtmanship	116	154	655	400	53	32	34	66	41
Total	**5,830**	**7,702**	**8,687**	**6,840**	**4,425**	**1,593**	**1,682**	**955**	**785**

Instructional Staff

Two hundred and thirty-three (233) males and ninety-nine (99) females made up the 332 NVTI Staff strength in 2019. The Staff Strength increased by 4% and 5% relative to 2017 and 2018 respectively. Building/Masonry, Dressmaking, and Gen. Electricals/ Installation had 42, 43 and 40 instructors respectively. Garment and Textiles, Leather works and Maintenance Fitting, Motor Vehicle Electricals had one instructor each. At the end of 2019, Hairdressing, General Agric, Spraying/Painting, and Stenographers/typist had no instructors.

Comparing the Staff strength to the required number of staff needed by the NVTI to operate effectively, the latter has continuously fallen short of the former. In 2017, 2018 and 2019, the staff strength fell short of the ideal staff strength by 56%, 56% and 42% respectively. The staff strength has predominantly been dominated by males over the years. The Carpentry, Garment and Textiles and Leather works trades had the required number of staff in 2019. The staff strength of Gen. Electricals/Installations fell short by 70.8% compared to 2018. Weaving experienced 33.3% increase in staff relative to 2018 and exceeded their ideal staff strength by more than 100%. With the exception of Science, the staff strength of all the generic courses increased in 2019 relative to 2018. Although all the generic courses registered increase in staff strength (except Science), none of the courses met the ideal staff strength. *(See table 22)*

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

Trade	Staff Strength					Ideal Staff Strength					Variance				
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
Building/Masonry	45	43	41	41	42	52	52	54	54	60	-7	-9	-13	-13	-18
Carpentry	30	28	28	27	20	35	35	35	35	20	-5	-7	-7	-8	0
Composing & Printing	3	3	3	3	3	4	4	4	4	1	-1	-1	-1	-1	2
Computer Hardware	6	3	3	3	5	10	10	10	10	8	-4	-7	-7	-7	-3
Cookery	31	40	40	40	37	45	45	45	45	40	-14	-5	-5	-5	-3
Draughtsmanship	3	4	4	4	6	10	10	10	10	8	-7	-6	-6	-6	-2
Dressmaking	41	39	37	36	43	47	47	48	48	61	-6	-8	-11	-12	-18
Electronic & Radio/TV Repairs	7	7	7	7	5	10	10	10	10	6	-3	-3	-3	-3	-1
Garment and Textiles	4	3	3	3	1	4	4	4	4	1	0	-1	-1	-1	0
Gen. Electricals/Installation	42	39	39	41	40	45	45	45	45	137	-3	-6	-6	-4	-97
General Agric	0	1	1	1	0	2	2	2	2	0	-2	-1	-1	-1	0
Hairdressing	1	1	0	0	0	2	2	3	3	1	-1	-1	-3	-3	-1
Heavy Duty Mechanics	1	1	1	1	2	3	3	3	3	9	-2	-2	-2	-2	-7
Leather Works	2	2	2	2	1	2	2	2	2	1	0	0	0	0	0
Maintenance Fitting	1	1	1	1	1	2	2	2	2	3	-1	-1	-1	-1	-2
Metal Machining	5	4	4	4	3	5	5	5	5	4	0	-1	-1	-1	-1
Motor Vehicle Body Repairs	2	2	2	1	2	5	5	5	5	2	-3	-3	-3	-4	0
Motor Vehicle Electricals	2	2	2	2	1	5	5	5	5	6	-3	-3	-3	-3	-5
Motor Vehicle Mechanic	13	13	13	12	14	23	23	23	23	15	-10	-10	-10	-11	-1
Plumbing Work	6	6	6	6	5	6	6	6	6	6	0	0	0	0	-1
Ref. & Air Conditioning	10	7	7	5	5	10	10	10	10	4	0	-3	-3	-5	1
Secretarial ICT	13	8	8	8	11	20	20	20	20	12	-7	-12	-12	-12	-1
Spraying /Painting	0	0	0	0	0	3	3	3	3	0	-3	-3	-3	-3	0
Stenographers/Typist	13	11	11	11	0	15	15	15	15	0	-2	-4	-4	-4	0
Weaving	6	6	6	6	8	8	8	8	8	3	-2	-2	-2	-2	5
Welding & Fabrication	15	9	9	9	9	11	11	11	11	15	4	-2	-2	-2	-6
Total	**302**	**283**	**278**	**274**	**264**	**384**	**384**	**388**	**388**	**423**	**-82**	**-101**	**-110**	**-114**	**-159**

Generic Courses															
English	0	0	8	8	9	0	0	40	40	26	0	0	-32	-32	-17
Entrepreneurship	0	0	7	8	15	0	0	40	39	19	0	0	-33	-31	-4
Mathematics	0	0	15	15	25	0	0	40	40	34	0	0	-25	-25	-9
Science	0	0	1	3	2	0	0	40	38	32	0	0	-39	-35	-30
ICT	**0**	**0**	**0**	0	17	0	0	160	157	19	0	0	-129	-123	-2
Total	**0**	**0**	**31**	**34**	**68**	**0**	**0**	**320**	**314**	**130**	**0**	**0**	**-258**	**-246**	**-62**

Integrated Community Centres for Employable Skills

Trainee Population

The Integrated Community Centres for Employable Skills (ICCES) enrolled 1,551 (806 males and 747 females) trainees in 2019 bringing the total student population to 3,459 as compared to 1,592 (1527 males and 67 females) enrolment in 2018 and 1,438 enrolment in 2017. The 2019 enrolment declined marginally by 2.58% and increased by 7.86% in 2018 and 2017 respectively. Out of the 1,551 trainees enrolled, 195 (69 males and 283 females) exited early and 835 (552 males and 283 females) graduated. Comparatively, the number of early exiters increased in the year under review to that of the previous years. The year 2019 saw Fashion (Dressmaking and Tailoring) recording the highest enrolment of 552 representing 35.59% of the total enrolment followed by Electrical installation and Building construction (masonry, blockwork and concreting) with 446 and 222 representing 28.76% and 14.31% respectively. Painting and Decoration had the lowest enrolment (2) representing 0.13%. *(See table 23)*

Training in Short Courses

The year under consideration saw 2,221 trainees made up of 867 males and 1,354 females enrolling for short courses in varied trades. The 2019 enrolment figure represents an increase of 832 and 1,998 over the 2018 and 2017 enrolment respectively. Out of the 2,221 enrolled students, 66 comprising 27 Males and 39 Females exited early with 2,155 made up of 840 Males and 1,315 Females graduating. The Entrepreneurial skills/Financial Literacy (YIEDIE) had the highest enrolment (2,095) comprising 867 Males and 1,228 Females. This is followed by Detergents Making (soap/pomade/powder) with 54 Female students and Beads, Ceramics & Pottery with 50 Female students. With the exception of the Entrepreneurial/Financial Literacy course, all the other courses had only female trainees. No trainee pursued Hairdressing courses. *(See table 24)*

Table 23: Trainee Population by Trade

Trade	Enrolment 2017	Total Student Population 2017	No. of Early-exiters 2017	No. of Graduates 2017	Enrolment 2018	Total Student Population 2018	No. of Early-exiters 2018	No. of Graduates 2018	Enrolment 2019	Total Student population 2019	No. of Early-exiters 2019	No. of Graduates 2019
Agriculture Studies	74	80	4	6	22	92	18	22	0	52	14	20
Auto Mechanics	47	129	2	70	26	83	4	36	6	49	8	26
Beads, Ceramics & Pottery	0	0	0	0	0	0	0	0	0	0	0	0
Building Construction (Masonry/Blockwork & Concreting)	175	573	7	69	279	776	5	89	222	904	30	142
Carpentry & Joinery/Alum Fabr.	67	156	6	11	76	215	8	85	64	186	6	21
Catering (Cookery)	116	380	4	122	209	463	21	196	186	432	33	101
Detergents Making/Cosmetics:(Soap/Pomade/Powder)	0	0	0	0	0	0	0	0	0	0	0	0
Draughtsmanship (Auto Cad)	8	24	0	12	74	86	0	56	6	36	4	12
Electrical Installation	376	994	16	669	311	620	4	411	446	651	29	321
Electronics Studies & Repairs	4	4	0	0	4	8	0	4	4	8	0	0
Fashion: (Dressmaking & Tailoring)	412	809	75	329	398	803	6	521	552	828	56	161
Hairdressing	38	46	4	10	19	51	3	31	20	37	6	2
Health Care Studies	0	0	0	0	0	0	0	0	0	0	0	0
ICT Studies (Hardware & Software)	0	0	0	0	31	31	0	0	3	34	2	2
Painting & Decoration	0	0	0	0	8	8	0	0	2	10	1	5
Secretarial Studies	19	28	1	3	29	53	6	21	3	30	3	6
Textiles: (Batik, Tie/Dye & Weaving)	90	133	8	16	52	161	8	62	17	108	3	11
Welding & Fabrication	12	25	0	0	54	79	4	13	20	94	0	5
Total	**1,438**	**3,381**	**127**	**1,317**	**1,592**	**3,529**	**87**	**1,547**	**1,551**	**3,459**	**195**	**835**

Table 24: Short Courses by ICCES

Trade	Fresh Enrolment		Total Student Population		No. of Early-exiters		No. of Graduates	
	Male	Female	Male	Female	Male	Female	Male	Female
	2019		2019		2019		2019	
Beads, Ceramics & Pottery	0	50	0	50	0	0	0	50
Detergents Making:(Soap/Pomade/Powder)	0	54	0	54	0	7	0	47
Hairdressing	0	0	0	0	0	0	0	0
ICT Studies (Hardware & Software)	0	3	0	3	0	0	0	3
Painting & Decoration	0	0	0	0	0	0	0	0
Entrepreneurial skills/ Financial Literacy (YIEDIE)	867	1,228	867	1,228	27	28	840	1,200
Textiles: (Batik, Tie/Dye & Weaving)	0	12	0	12	0	3	0	9
Dressmaking	0	7	0	7	0	1	0	6
TOTAL	**867**	**1,354**	**867**	**1,354**	**27**	**39**	**840**	**1,315**

Academic Progression

Based on data provided by ICCES, more males generally are able to progress to tertiary institutions than females. The number of trainees of the institute who progressed to tertiary institutions increased by 91.6% relative to 2018 thus from 34 (20 males and 14 females) in 2018 to 65 (40 males and 25 females) in 2019. Comparing 2019 academic progression with 2017, 65 students progressed to tertiary institutions in 2019 while 69 (34 males and 35 females) progressed in 2017 representing a decline of 5.8% (4 students). Overall, 35 trainees progressed to polytechnic/technical universities and 30 trainees went to universities in 2019.

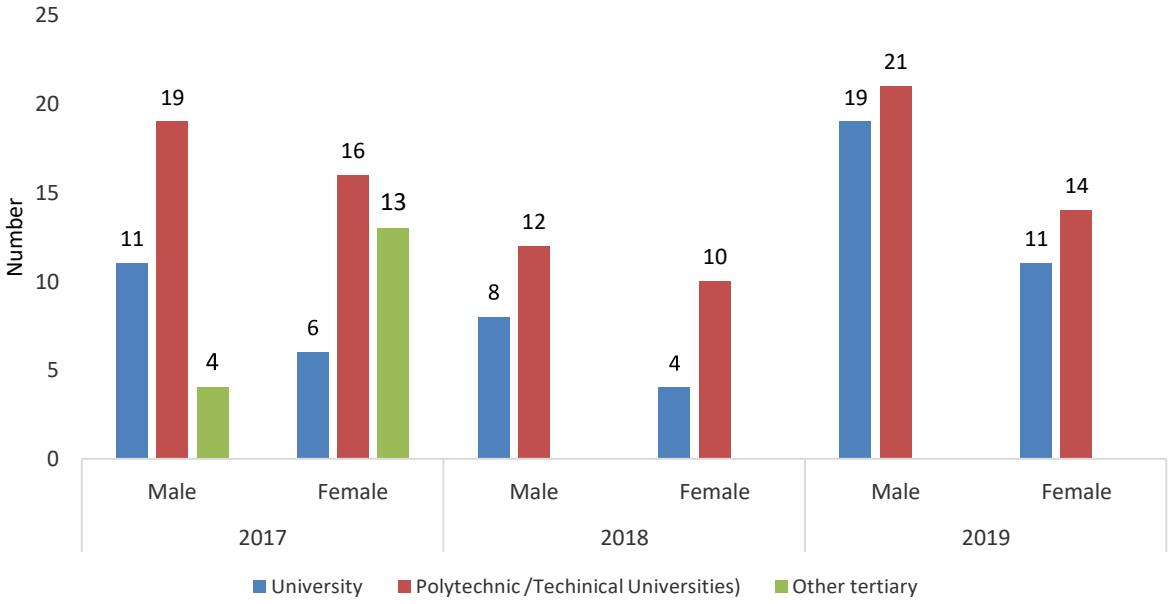


Figure 19: Academic Progression

Post Training Employment by Industry

In total, the number of trainees employed by industry was 366. This denotes an increase by 279 and 315 relative to 2018 and 2017 respectively. This shows an appreciable increase in the number of trainees employed by industry. The Industrial/Manufacturing sector had the highest number of trainees employed accounting for 68.3% (171 males and 75 females) followed by the Service sector with 37 males and 63 females. The Agricultural and Financial sector had the lowest of 15 (all males) and 5 (2 males with 3 females) respectively in 2019.

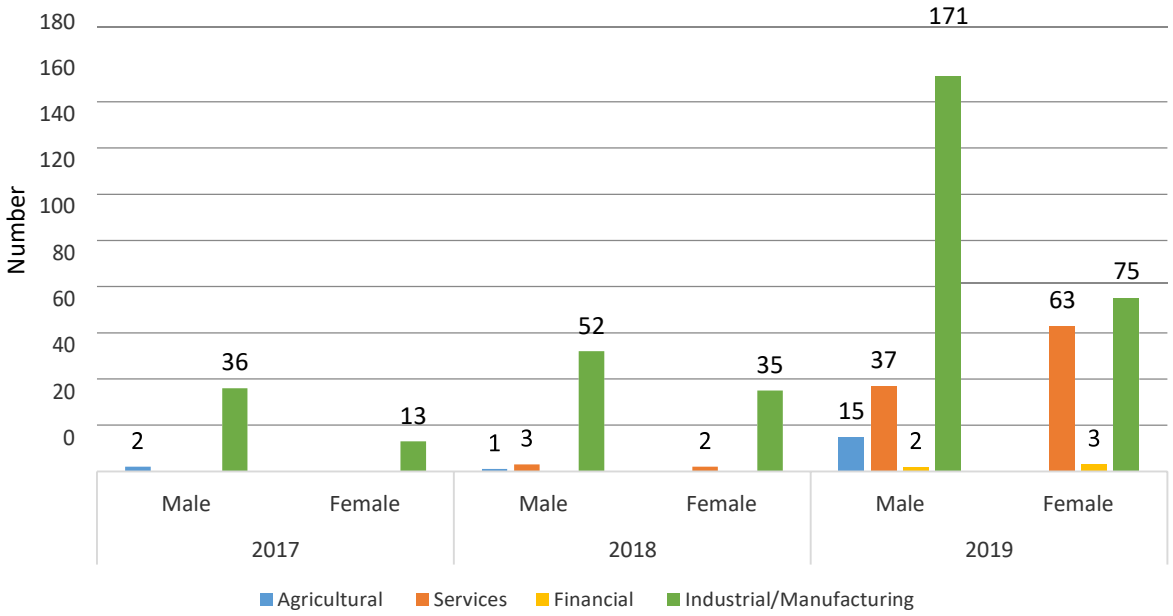


Figure 20: Post Training Employment by Industry

Post Training Employment by Sector

Data available shows that the Informal sector has been dominating the Formal sector since 2017, and 2019 is no exception. In 2019, the Formal sector employed 17 (11 males and 6 females) trainees as compared to 4 (3 males and 1 female) and 2 (1 male and 1 female) in 2018 and 2017 respectively. The Informal sector employed 380 (139 males and 241 females) trainees in 2019 relative to 108 (42 males and 66 females) and 66 (35 males and 31 females) in 2018 and 2017 respectively. Overall, 397 trainees were employed in 2019 as compared to 112 in 2018 and 68 in 2017.

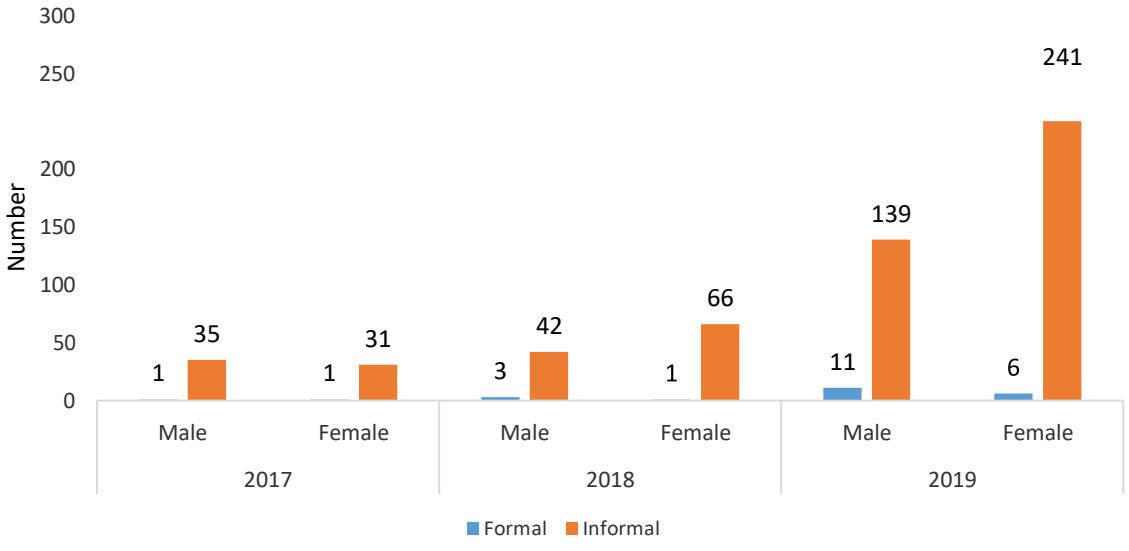


Figure 21: Post Training Employment by Sector

Attachments Undertaken by ICCES Trainees

In 2019, the ICCES sent 1,152 trainees on attachment relative to 214 and 175 in 2018 and 2017 respectively. Out of the 1,152 trainees on attachment, 685 trainees were monitored as compared to 144 and 72 in 2018 and 2017. Electrical Installation led with 466 attachment trainees, out of which 283 were monitored. This was followed by Fashion (Dressmaking & Tailoring) with 259, Catering (Cookery) with 187 and Building Construction (Masonry) with
178 trainees on attachment. Out of these, 159 were monitored from Fashion, 83 from Catering and 135 from Building Construction. Auto Mechanics and Welding & Fabrication presented 9 and 18 trainees on attachment but were not monitored. Trades such as Agricultural Studies, Beads Ceramics & Pottery, Detergents making, Draughtsmanship, Electronics Studies and Repairs, Health Care Studies, Painting & Decoration, Secretarial Studies had no trainees on attachment.

Table 25: Attachments Undertaken by ICCES Trainees

Trade	No. on Attachment 2017	No. Monitored 2017	No. on Attachment 2018	No. Monitored 2018	No. on Attachment 2019	No. Monitored 2019
Agriculture Studies	0	0	0	0	0	0
Auto Mechanics	7	4	14	7	9	0
Beads, Ceramics & Pottery	0	0	0	0	0	0
Building Construction (Masonry)	26	16	67	37	178	135
Carpentry & Joinery/Alum Fabr.	6	5	6	6	19	13
Catering (Cookery)	34	11	36	36	187	83
Detergents Making:(Soap/Pomade/Powder)	0	0	0	0	0	0
Draughtsmanship (Auto Cad)	0	0	0	0	0	0
Electrical Installation	58	20	79	46	466	283
Electronics Studies & Repairs	0	0	0	0	0	0
Fashion: (Dressmaking & Tailoring)	27	8	0	0	259	159
Hairdressing	9	3	0	0	7	3
Health Care Studies	0	0	0	0	0	0
ICT Studies (Hardware & Software)	3	0	0	0	6	6
Painting & Decoration	0	0	0	0	0	0
Secretarial Studies	0	0	0	0	0	00
Textiles: (Batik, Tie/Dye & Weaving)	5	5	0	0	3	3
Welding & Fabrication	0	0	12	12	18	0
Total	**175**	**72**	**214**	**144**	**1,152**	**685**

Instructional Staff

The progress and success of every institution depends on the strength of its staff. The training institute over the years is challenged on the required number of staff that is needed to run the institution. In 2019, the ideal staff required was 526 but 331 was available leaving a deficit of 195. This trend is no exception to the past years. Out of the 677 staff needed in 2018, 307 were available leaving a huge shortage of 370 staff. Likewise, the staff requirement for 2017 was 454 but there was 368, leaving a variance of 86 to meet the ideal staff strength. In the year under review, trades such Carpentry & Joinery/Alum Fabr., Electronics Studies and Repairs, Fashion, Hairdressing and Health Care Studies had the required staff strength. Agricultural Studies, Beads Ceramics & Pottery, Detergents Making, Painting and Decoration and Textiles had no staff to run the courses.

Table 26: Instructional Staff of ICCES

Trade	Staff Strength	Ideal Staff Strength	Variance	Staff Strength	Ideal Staff Strength	Variance	Staff Strength	Ideal Staff Strength	Variance
	2017	2017	2017	2018	2018	2018	2019	2019	2019
Agriculture Studies	0	0	0	2	2	0	0	0	0
Auto Mechanics	5	6	1	1	6	5	5	6	1
Beads, Ceramics & Pottery	0	0	0	0	0	0	0	0	0
Building Construction (Masonry)	60	64	4	46	64	18	58	63	5
Carpentry & Joinery/Alum Fabr.	7	10	3	26	10	-16	37	37	0
Catering (Cookery)	47	64	17	45	64	19	48	63	15
Detergents Making:(Soap/Pomade/Powder)	26	26	0	1	26	25	0	0	0
Draughtsmanship (Auto Cad)	7	10	3	2	10	8	2	32	30
Electrical Installation	47	74	27	37	74	37	39	63	24
Electronics Studies & Repairs	1	3	2	1	3	2	2	2	0
Fashion: (Dressmaking & Tailoring)	92	92	0	81	92	11	93	93	0
Hairdressing	13	13	0	14	13	-1	13	13	0
Health Care Studies	1	2	1	0	0	0	1	1	0
ICT Studies (Hardware & Software)	9	66	57	8	66	58	11	63	52
Painting & Decoration	1	2	1	0	2	2	0	0	0
Secretarial Studies	17	22	5	3	22	19	10	17	7
Textiles: (Batik, Tie/Dye & Weaving)	0	0	0	24	24	0	0	0	0
Welding & Fabrication	35	0	-35	2	10	8	2	10	8
Generics/core subjects	0	0	0	14	189	175	10	63	53
TOTAL	**368**	**454**	**86**	**307**	**677**	**370**	**331**	**526**	**195**

Opportunities Industrialization Centres, Ghana (OICG)

Training Provided

During the year under review, the OICG enrolled 1,475 fresh students as compared to 1,209 in 2018 representing an increase of 266 (22%). The total student population reduced from 1,979 in 2018 to 1,754 in 2019 representing a reduction of 11.4%. Electricals had the highest student population of 488 followed by Fashion Design (398), Catering and Hospitality (300) respectively. The data revealed that Hairdressing and Textiles Design had no student for the year under review. Programmes such as Electricals, Block Laying/Masonry, Fashion Design and Catering and Hospitality had the highest number of early-exiters constituting 5, 4, 4 and 3 respectively. Early-exiters fell from 57 in 2018 to 22 in 2019. The number of students who graduated during 2019 also dropped from 943 in 2018 to 849 in 2019.

In 2019, the OICG enrolled 1,475 (787 males and 688 females) bringing the total student population to 1,754 (944 males and 810 females). The data revealed that males constitute the majority representing 54% of the total. Although the highest number of early-exiters male students accounting for 86%, they were also the highest number of graduates accounting for 53%.

Table 27: Training Provided (Centre Based Training) by OICG

Trade	Fresh Enrolment					Total Student Population					No. of Early-exiters					No. of Graduates				
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
Block laying/Masonry	64	61	74	105	54	64	104	135	240	86	0	0	3	8	4	21	43	123	50	44
Plumbing	58	46	65	92	89	58	92	111	188	104	0	0	1	4	2	12	46	45	50	53
Electrical	258	202	259	164	420	258	361	461	458	488	11	1	7	5	5	88	158	195	290	223
Office/Computer Skills	75	56	65	40	37	75	98	121	96	45	7	2	6	6	0	26	40	50	45	30
ICT	0	0	0	0	18	0	0	0	0	18	0	0	0	0	0	0	0	0	0	39
Catering and Hospitality	204	155	196	246	253	204	320	351	253	300	7	3	8	9	3	32	162	147	226	3
Auto Mechanic	85	46	49	75	82	85	99	95	108	95	1	0	4	0	0	31	53	42	50	147
Graphic Arts	65	28	35	56	38	65	67	63	96	57	1	0	0	0	0	25	39	28	37	37
Fashion Design	58	168	70	99	350	58	217	238	104	398	3	1	7	0	4	6	48	161	10	30
Stenography	14	11	12	30	10	14	12	23	45	10	0	0	0	2	0	13	1	11	15	159
Building Draughtsmanship	8	4	14	32	16	8	6	18	52	22	2	0	0	1	2	4	2	4	15	10
Welding & Fabrication	17	20	13	31	18	17	32	33	50	21	0	0	1	1	2	5	12	19	12	12
Tie/Dye &Soap Making	6	4	3	19	2	6	7	7	22	4	0	0	0	0	0	3	3	4	12	7
Dressmaking	0	0	166	213	88	0	0	166	258	106	0	0	7	21	0	0	0	30	91	4
Hairdressing	10	6	3	7	0	10	9	9	9	0	3	0	0	0	0	4	3	6	10	51
Textiles Design	8	0	0	0	0	8	3	0	0	0	1	0	0	0	0	4	3	0	30	0
Total	**930**	**807**	**1,024**	**1,209**	**1,475**	**930**	**1,427**	**1,831**	**1,979**	**1,754**	**36**	**7**	**44**	**57**	**22**	**274**	**613**	**865**	**943**	**849**

Short Courses

Under the Bread for the World (BfbW) project, 603 trainees enrolled in short courses offered by OICG in 2019. This figure represents an increase in enrolment by 297 and 197 over 2018 and 2017 respectively. Most of the trainees (200) were enrolled in the Fashion Design/Dressmaking course while 1 trainee each enrolled in Shoe/Sandal Making and Aluminium Fabrication courses. Like 2018, no trainee enrolled in Steel Bending, Batik, Tie & Dye, Soap Making and Bag & Accessories courses in 2019. In the year 2019, 2 new courses were introduced: Make-up Artistry and Plumbing. During the year under review, a total number of 790 student population was realized, indicating an increase of 484 and 224 over 2018 and 2017 respectively. Just like 2018, most of the student population (241) enrolled in the Fashion Design/Dressmaking course while Shoe/Sandal Making had the least
(3) in 2019. Out of the total student population, 17 trainees exited early. Hairdressing had the highest number (9) of early-exiters while Fashion/Dress Making and Shoe/Sandal Making had the least (1 each). Also, aside Driving (2) and Decoration (4), no trainee exited early of a course. Three hundred and thirty-six (336) trainees graduated in 2019. *(See table 28)*

Overall, 315 female and 109 male trainees were admitted under the BfbW project in 2019. Electricals (30 males and 1 female) had the highest male enrolment while Shoe/Sandal Making and Aluminium Fabrication had the least (1 male each). Fashion Design/Dressmaking (9 males and 191 females) had the highest female trainees with Electricals recording the least (1). No trainee enrolled in Steel Bending, Batik, Tie and Dye and Soap Making, Bag & Accessories courses. In 2019, more females (450) were admitted as compared to males (157). In terms of early-exiters, there were more females (6) than males (2). In all, 214 females graduated as against 69 male students. *(See table 29)*

The YIEDIE project enrolled 411 (383 males and 28 females) trainees for the year 2019. Aluminium Fabrication course (85 males only) had the highest male trainees while POP Design (1 male only) enrolled the least. There was no male enrolment for 5 courses. On the other hand, Painting (23 males and 23 females) had the highest Female trainees while Tiling had 1 female trainee only. There was no female enrolment for 12 courses. In general, no trainee enrolled in Interior Decor, Draughtsmanship, Spraying, Entrepreneurship/Soft skills, and Survey Technician trades. The year under review had 2,415 total student population out of which the Male students constituted the majority (2,322) representing 96% and the rest being Female students. There was a total of 9 early-exiters constituting only Males. Out of the total enrolment, 1,766 male trainees graduated as compared to 642 females. *(See table 30)*

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

Trade	Enrolment			Total Student Population			No. of Early-exiters			No. of Graduates		
	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
Bakery/Cookery	24	16	55	27	16	82	0	2	2	18	6	38
Hairdressing	133	104	183	178	104	234	4	9	9	26	44	100
Fashion Design/Dressmaking	185	137	200	284	137	241	0	1	1	76	22	102
Welding & Fabrication	11	5	6	14	5	14	0	0	0	3	5	13
Steel Bending	0	0	0	1	0	0	0	0	0	1	0	0
Tiling	3	2	11	6	2	20	2	0	0	1	1	11
Masonry	4	3	39	9	3	50	0	0	0	5	2	13
Batik, Tie & Dye, Soap Making	1	0	0	1	0	0	0	0	0	1	0	0
Shoe/Sandal Making	1	1	1	2	1	3	0	1	1	1	0	2
Beading	14	1	3	14	1	6	0	0	0	12	0	3
Bags & Accessories	8	0	0	8	0	0	0	0	0	8	0	0
Decoration	17	35	65	17	35	78	1	4	4	1	5	30
Make-up Artistry	0	0	4	0	0	10	0	0	0	0	0	6
Aluminium Fabrication	3	0	1	3	0	7	0	0	0	0	0	6
Plumbing	0	0	4	0	0	7	0	0	0	0	0	3
Electricals	2	2	31	2	2	38	0	0	0	0	0	9
Total	**406**	**306**	**603**	**566**	**306**	**790**	**7**	**17**	**17**	**153**	**85**	**336**

Table 29: Short Courses (Outreach Programme-Improved Apprenticeship) BfbW Project by OICG

Trade	Enrolment 2019		Total Student Population 2019		No. of Early-exiters 2019		No. of Graduates 2019	
	Male	Female	Male	Female	Male	Female	Male	Female
Bakery/Cookery	0	55	0	82	0	2	0	38
Hair Braiding	0	4	0	51	0	0	0	47
Fashion Design/Dressmaking	9	191	9	232	0	1	6	96
Welding & Fabrication	6	0	14	0	0	0	13	0
Steel Bending	0	0	0	0	0	0	0	0
Tiling	11	0	20	0	0	0	11	0
Masonry	39	0	50	0	0	0	13	0
Batik, Tie & Dye, Soap Making	0	0	0	0	0	0	0	0
Shoe/Sandal Making	1	0	3	0	1	0	2	0
Beading	0	3	0	6	0	0	0	3
Bags & Accessories	0	0	0	0	0	0	0	0
Decoration	8	57	10	68	1	3	6	24
Make-up Artistry	0	4	0	10	0	0	0	6
Aluminium Fabrication	1	0	7	0	0	0	6	0
Plumbing	4	0	7	0	0	0	3	0
Electricals	30	1	37	1	0	0	9	0
Total	**109**	**315**	**157**	**450**	**2**	**6**	**69**	**214**

Table 30: Short Courses (Outreach Programme-Improved Apprenticeship) YIEDIE Project by OICG

Trade	Enrolment 2019		Total Student Population 2019		No. of Early-exiters 2019		No. of Graduates 2019	
	Male	Female	Male	Female	Male	Female	Male	Female
Electricals	67	2	255	5	0	0	255	5
Tiling	29	1	150	8	4	0	146	8
Block laying & concreting	38	0	547	0	0	0	0	547
Plumbing	15	0	89	2	0	0	89	2
Aluminium Fabrication	85	0	503	5	2	0	501	5
Welding	73	0	398	8	2	0	396	8
POP Design	1	0	16	0	1	0	15	0
Interior Décor	0	0	0	0	0	0	0	0
Draughtsmanship	0	0	23	0	0	0	23	0
Carpentry	18	0	117	0	0	0	117	0
Steel Bending	6	0	61	1	0	0	61	1
Survey Technician	0	0	8	1	0	0	8	1
Machine Operation	28	2	28	0	0	0	28	2
Spraying	0	0	0	0	0	0	0	0
Painting	23	23	127	63	0	0	127	63
Entrepreneurship/Soft Skills	0	0	0	0	0	0	0	0
Total	**383**	**28**	**2,322**	**93**	**9**	**0**	**1,766**	**642**

Short Courses (Outreach Programme-Improved Apprenticeship) YIEDIE Project by OICG

In the year 2019, 411 students were enrolled in the YIEDIE project leading to a total student population of 2,417. Compared to the previous year, enrolment reduced by 3,717 representing 90% decline. Early-exiters in 2019 were however, relatively lower than in 2018, thus, reducing from 41 in 2018 to 9 in 2019. Tiling had the highest students early exit rate of 44.4%. Interestingly, the number of students who graduated during the year under consideration were more than those in 2018. Thus, the number of graduates increased by 609 in 2019. The highest number of enrolments occurred in the Block Laying & Concreting (547) followed by Aluminum Fabrication (508) while Interior Decoration and Spraying had no enrolment in the year under consideration. The total number of students who graduated in 2019 were 2,408.

Table 31: Short Courses (Outreach Programme-Improved Apprenticeship) YIEDIE Project by OICG

Trade	Enrolment			Total Student Population			No. of Early-exiters			No. of Graduates		
	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
Interior Decoration	584	595	0	584	595	0	38	12	0	975	488	0
Block laying & Concreting	224	328	38	224	344	547	8	3	0	127	257	547
Plumbing	66	167	15	66	175	91	4	2	0	75	36	91
Electrical	606	620	69	606	651	260	16	6	0	414	486	260
Aluminium Fabrication	386	393	85	386	463	508	12	5	2	222	110	506
Tiling	120	272	30	120	287	158	0	0	4	110	51	154
Draughtsmanship	22	37	0	22	39	23	1	0	0	29	14	23
Machine Operation	1,264	569	30	1,264	842	30	9	4	0	1,103	56	30
Painting	143	302	46	143	0	190	7	3	0	34	17	190
Carpentry & Joinery	87	89	18	87	93	117	4	1	0	59	29	117
Metal Fab/Welding	440	649	73	440	681	406	8	3	2	338	172	404
Spraying	2	16	0	2	18	0	0	0	0	5	3	0
P.O. P	14	14	1	14	15	16	0	0	1	110	51	15
Steel Bending	60	61	6	60	64	62	1	0	0	45	23	62
Survey Technician	15	16	0	15	17	9	4	2	0	10	6	9
Total	**4,033**	**4,128**	**411**	**4,033**	**4,284**	**2,417**	**112**	**41**	**9**	**3,656**	**1,799**	**2,408**

Under the YIEDIE project- soft skill training Programme, 644 students were admitted in 2019 as compared to 325 in 2018. At the end of the training Programme, there was one (1) early-exiter with the rest graduating.

Table 32: Short Courses (Outreach Program – Improved Apprenticeship) YIEDIE Project – Soft Skills Training by OICG

Trade	Fresh Enrolment		Total Student Population		No. of Early-exiters		No. of Graduates	
	2018	2019	2018	2019	2018	2019	2018	2019
Entrepreneurship/Soft Skills	325	644	325	644	5	1	253	643
Total	**325**	**644**	**325**	**644**	**5**	**1**	**253**	**643**

The YIEDIE project – soft skills training had 368 female and 276 male students. Only 1 female student exited early from the trade and more male student graduated as compared female students in the year 2019.

Table 33: Short Courses (Outreach Program – Improved Apprenticeship) YIEDIE Project – Soft Skills Training by OICG

Trade	Enrolment 2019		Total Student Population 2019		No. of Early-exiters 2019		No. of Graduates 2019	
	Male	Female	Male	Female	Male	Female	Male	Female
Entrepreneurship/ Soft Skills	276	368	276	368	0	1	276	267

Short Courses (Outreach Program-Improved Apprenticeship) GEOP Project by OICG

During the year under consideration, 4 new trade courses were introduced under the GEOP project in addition to Dressmaking. The newly introduced courses include Driving, Hairdressing, Catering and Mobile phone repairs. Each of these courses admitted 35, 27, 23 and 10 students respectively with Mobile phone repairs recording the lowest. Although new programmes were introduced in the year 2019 the total student population remained the same. By the end of the training, 12 students exited early with 81 graduating.

Table 34: Short Courses (Outreach Program-Improved Apprenticeship) GEOP Project by OICG

Trade	Enrolment		Total Student Population		No. of Early-exiters		No. of Graduates	
	2018	2019	2018	2019	2018	2019	2018	2019
Driving	0	35	0	35	0	0	0	35
Hairdressing	0	23	0	23	0	5	0	18
Catering	0	18	0	18	0	0	0	18
Mobile Phone Repairs	0	10	0	10	2	0	0	10
Dressmaking	138	27	138	27	0	7	35	0
Total	**138**	**113**	**138**	**133**	**2**	**12**	**35**	**81**

Overall, 55 female and 60 male trainees were enrolled on GEOP project. Driving admitted the highest males of 35, followed by ICT, 14. While no male trainee enrolled in Catering, Dressmaking had the highest of 25 female enrolment. On the other hand, Driving had no female trainee. While there was no male early-exiter from all courses offered, 7 females exited early while 48 females and 60 males trainees graduated under the year of review.

Table 35: Short Courses (Outreach Program-Improved Apprenticeship) GEOP Project by OICG

Trade	Enrolment		Total Student Population		No. of Early-exiters		No. of Graduates	
	2019		2019		2019		2019	
	Male	Female	Male	Female	Male	Female	Male	Female
Driving	35	0	35	0	0	0	35	0
ICT	14	11	14	11	0	0	14	11
Catering	0	18	0	18	0	0	0	18
Mobile Phone Repairs	9	1	9	1	0	0	9	1

Dressmaking	2	25	2	25	0	7	2	18
Total	**60**	**55**	**60**	**55**	**0**	**7**	**60**	**48**

Instructional Staff

The staff strength of OICG over the years keep widening as compared to the ideal staff strength required for the respective years and 2019 is not an exception. Although the OICG had the highest actual staff strength in 2015, there has been a continuous declined from 41 in 2015 to 29 in 2019. The actual staff strength was 42 less the ideal staff strength in 2019. Integrated Subject had the highest staff membership (5) representing 17.2% of the total staff strength while courses such as Carpentry, Catering, Auto Mechanics, Graphic Arts, Building, Draughtsmanship, Welding Fabrication, Tie/Dye & Soap Making and Dressmaking had 1 staff each in 2019. Trades like Hospitality, Fashion Design, Stenography and Hairdressing had no staff.

Table 36: Instructional Staff (staff strength and ideal staff strength) by OICG

Trade	Staff Strength					Ideal Staff Strength				
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
Block Laying/Masonry	2	2	1	2	2	2	2	2	3	3
Carpentry	2	1	1	0	1	2	1	1	0	3
Plumbing	2	2	2	2	2	3	3	3	3	3
Electricals	2	2	2	2	2	4	6	6	6	4
Office/Management Skills	6	5	4	4	4	6	6	6	6	7
ICT/Computer Skills	4	4	3	3	3	4	4	4	4	4
Catering	2	2	1	1	1	4	6	6	6	7
Auto Mechanics	2	2	1	1	1	2	2	3	3	3
Graphic Arts	1	1	1	1	1	2	2	2	2	2
Hospitality	0	0	0	0	0	3	3	3	3	4
Fashion Design	1	0	0	0	0	4	6	6	6	6
Stenography	1	1	1	1	0	3	3	3	3	2
Building Draughtsmanship	1	1	1	1	1	1	1	1	2	1
Welding & Fabrication	1	1	1	1	1	1	1	1	2	1
Tie/Dye & Soap Making	1		1	1	1	2	1	1	3	2
Dressmaking	2	2	2	2	1	3	3	3	3	6
Hairdressing	1	1	1	1	0	1	1	1	1	1
Counselor	5	4	4	3	3	5	5	5	5	7

Integrated Subject (Sub skills)	5	6	6	4	5	22	22	22	9	5
Total	**41**	**37**	**33**	**30**	**29**	**74**	**78**	**79**	**70**	**71**

The total instructional staff number nationwide of OICG keep reducing every year, as the total number reduced from 30 in 2018 to 29 in 2019. The male staff increased from 14 in 2018 to 18 in 2019 while the female staff under the year of review declined from 16 in 2018 to 11 in 2019. Trade/courses such as Block Laying/Masonry, Carpentry, Plumbing, Electricals, Auto Mechanics, Graphic Arts, Hospitality, Fashion Design, Stenography, Building Draughtsmanship, Welding Fabrication, Hairdressing and Integrated Subject had no female staff while Trades such as ICT/Computer Skills, Catering, Tie/Dye & Soap Making, Dressmaking had no male staff. Hospitality, Fashion Design, Stenography and Hairdressing were the trades that had no instructional staff under the year of review.

Table 37: Instructional Staff by Sex by OICG

Trade	2015		2016		2017		2018		2019	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Block Laying/Masonry	2	0	2	0	1	0	2	0	2	0
Carpentry	2	0	1	0	1	0	0	0	1	0
Plumbing	2	0	2	0	2	0	2	0	2	0
Electricals	2	0	2	0	2	0	2	0	2	0
Office/Management Skills	2	4	1	4	1	3	1	3	1	3
ICT/Computer Skills	1	3	1	3	0	3	0	3	0	3
Catering	0	2	0	2	0	1	0	1	0	1
Auto Mechanics	2	0	2	0	1	0	1	0	1	0
Graphic Arts	1	0	1	0	1	0	1	0	1	0
Hospitality	0	0	0	0	0	0	0	0	0	0
Fashion Design	0	1	0	0	0	0	0	0	0	0
Stenography	0	1	0	1	0	1	0	1	0	0
Building Draughtsmanship	1	0	1	0	1	0	1	0	1	0
Welding & Fabrication	1	0	1	0	1	0	1	0	1	0
Tie/Dye & Soap Making	0	1	0	1	0	1	0	1	0	1
Dressmaking	0	2	0	2	0	2	0	2	0	1
Hairdressing	0	1	0	1	0	1	0	1	0	0
Counselor	2	3	2	2	2	2	1	2	1	2

Integrated Subject (Sub skills)	4	1	4	2	4	2	2	2	5	0
Total	**22**	**19**	**20**	**18**	**17**	**16**	**14**	**16**	**18**	**11**

Management Development and Productivity Institute (MDPI)

Training Provided

The MDPI training courses attracted participants from different countries including The Gambia, Liberia, Sierra Leone and Ghana. Together, 547 participated in courses offered by MDPI in 2019. Out of the total, 145 participants pursed Regular courses while 402 took Inplant courses. Also, 122 Ghanaians pursed Regular courses while 383 took Inplant courses. Seventeen (17) Gambians pursed the Regular course while 19 took the Inplant course. 3 Liberians and 3 Sierra Leoneans pursed Regular course offered by MDPI. Ghanaians dominated the participation level in both courses. Like 2018, Inplant courses did not record any student from Sierra Leone in 2019. No student from Nigeria pursued either courses offered by the Institute. MDPI courses registered 9.4% reduction in participation level relative to 2018.

The MDPI offered 88 programmes/courses in 2019, an addition of 12 new programmes, compared to 76 programmes offered in 2018. The increase in courses was accompanied by an increase in the number of enrolments. Data available shows that, total enrolment for MDPI courses have been oscillating from 151 in 2014 to 132 (12.6%) in 2015 and to 138 (4%) in 2016
and 127 (7.9%) in 2017. In 2018, the figure increased to 132 (3.9%). Unlike the trend during the previous years, 2019 witnessed a further increase in total enrolment to 145 (9.8%). Out of the 145 enrolments in 2019, the Managerial Leadership Skills Development programme had the largest number of participants (21), representing 14.5% of the total. Programmes such as Supervisory Management, Procurement Practice and Principles, Internal Auditing, Budgeting and Budgetary Control, Developing a Winning Plan, MIS Compact, Personal Assistants to CEOs, Managing Customer Service, Management Course for Senior Secretaries, Public Financial Management, Procurement & Supply Chain Management, Funds & Debt Recovery Management, Finance & Aviation Audit, Effective Project Management, Attitudinal Change for Improved Productivity, Project Management and Effective Public Speaking had only one participant each.
Out of the 88 programmes offered in 2019, 48 programs had no enrolment compared to 45 out of 76 programmes in 2018.

During the year under review, MDPI offered 109 Inplant courses, an addition of 11 courses compared to 98 Inplant courses offered in 2018. The number of participants increased to 410 (12.3%) as compared to 365 in 2018. Managing Attitudes programme had the highest enrolment

of 75 representing 18.3% of the total enrolment. Programmes such as Risk Based Internal Auditing, Budgeting and Budgetary Control, Finance & Aviation Audit, Financial Accounting and IFRS, Personal Assistants to CEOs and Records Management had only one participant. Eighty-three (83) programmes had no participants as compared to 49 in 2018.

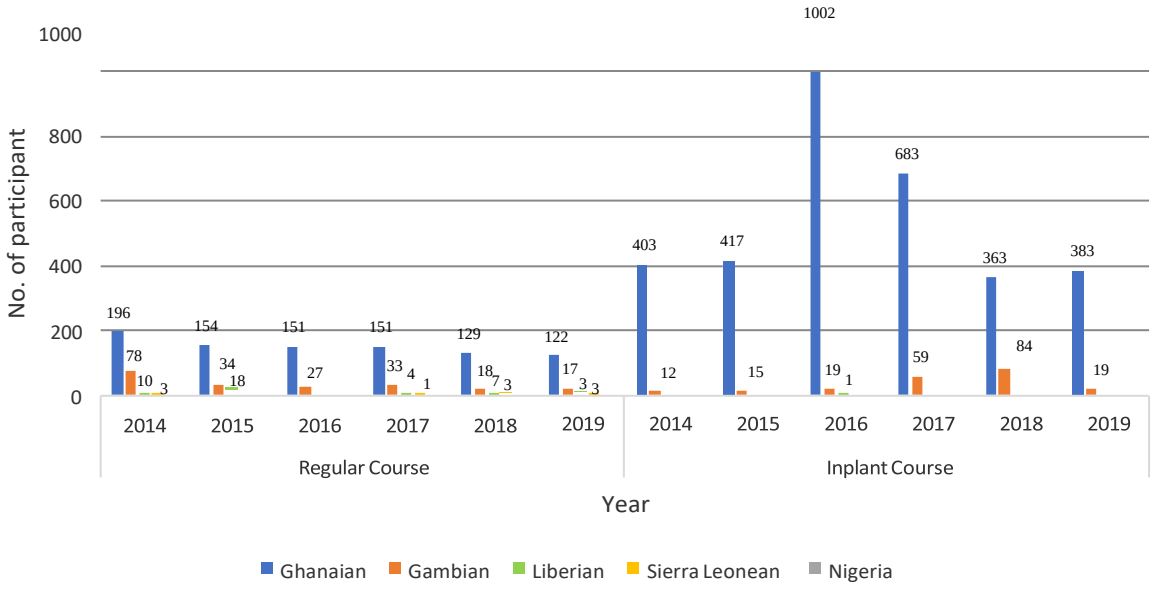


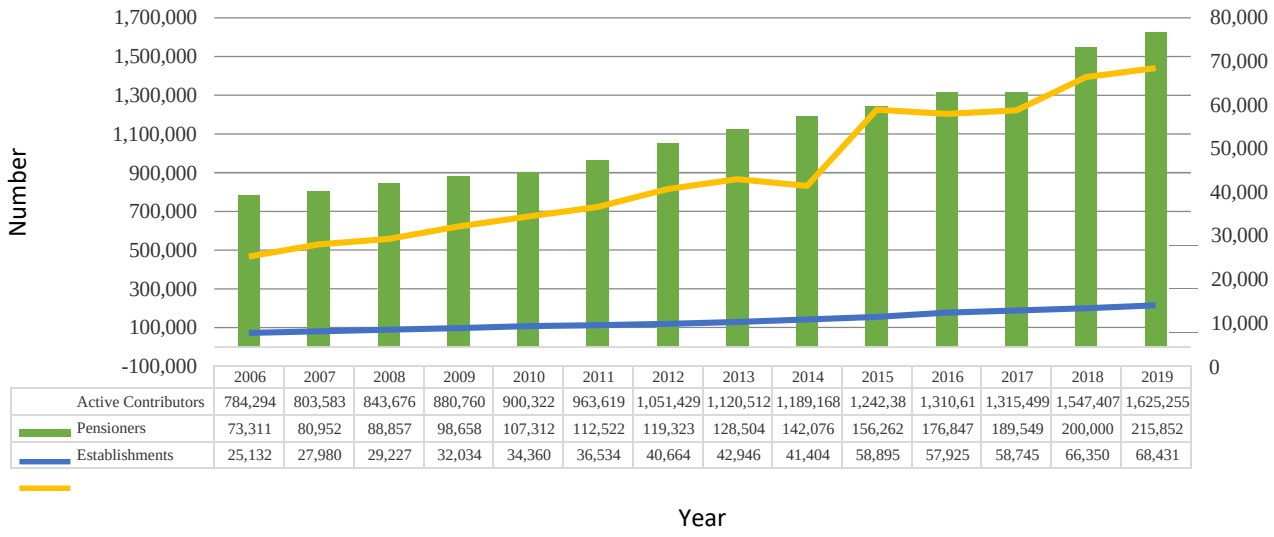
Figure 22: Nationality of Trainees of MDPI (2014-2019)

6.6 Pensions Regulation

National Pensions Regulatory Authority (NPRA)

Growth Indicators of SSNIT Scheme

In 2019, the NPRA reported a total of 1,625,253 Active Contributors, 215,852 Pensioners and 68,431 Establishments. The number of Active Contributors increased by 5.03% relative to 2018, Pensioners increased by 7.93% and Establishments increased by 3.14% respectively. As can be seen in Figure 23, the number of Active Contributors, Pensioners and Establishments has more than doubled from 2019 relative to 2006.



	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Active Contributors	784,294	803,583	843,676	880,760	900,322	963,619	1,051,429	1,120,512	1,189,168	1,242,38	1,310,61	1,315,499	1,547,407	1,625,255
Pensioners	73,311	80,952	88,857	98,658	107,312	112,522	119,323	128,504	142,076	156,262	176,847	189,549	200,000	215,852
Establishments	25,132	27,980	29,227	32,034	34,360	36,534	40,664	42,946	41,404	58,895	57,925	58,745	66,350	68,431

Figure 23: Growth Indicators of SSNIT Scheme

Private Pension Schemes (Tiers 1&2)

In 2019, the NPRA had a total of 241 Private Pension Schemes in operation; this was a decrease by 7.66% relative to 2018. Generally, all the types of Private Pension Schemes in operation declined in number relative to 2018.

The Employer Sponsored Occupational Scheme had the highest number (33.20%). This was followed by the Employer Sponsored Provident Scheme (21.58%) with the Group Pension scheme recording the least (3.32%).

Table 38: Status of Private Pension Schemes (Tier 2&3) as at 2019

Scheme Type	2017		2018		2019	
	Cancelled	Total in Operation	Cancelled	Total in Operation	Cancelled	Total in Operation
Master Trust	6	50	0	52	0	47
Occupational Master Trust	5	36	0	36	0	33
Provident Employer Sponsored Occupational	13	87	0	85	0	80
Employer Sponsored Provident	9	57	0	56	0	52

Group Pension	1	10	0	10	0	8
Personal Pension	2	21	0	22		21
Total	**36**	**261**	**0**	**261**	**0**	**241**

Trustees and Service Providers of Privately Managed Schemes (Tiers 2& 3)

Trustees and Service Providers (Privately Manages Schemes) in 2019 decreased to 94 relative to 124 in 2018.

The number of Corporate Trustees remained unchanged in 2019 as in the previous year. Conversely, both Pension Fund Custodian and Pension Fund Managers in 2019 declined by 2 and 28 respectively as compared to the previous year.

Table 39: Tiers 2 & 3 Trustees and Service Providers

Actors in the Pensions	2012	2013	2014	2015	2016	2017	2018	2019
Corporate Trustees	15	24	25	29	33	34	30	30
Pension Fund Custodian	14	15	16	7	17	16	17	15
Pension Fund Managers	36	45	62	74	79	75	77	49
Total	**65**	**84**	**103**	**110**	**129**	**125**	**124**	**94**

Cumulatively, the NPRA under Tier 2 & 3 Trustees and Service Providers registered a total of 241 Service Schemes in 2019. There were 127 (52.70%) Service Schemes under Tier 2 whereas Tier 3 Service Scheme had 114 (47.30%).

Employer Sponsored (Occupational) and Master Trust (Occupational) which are both under the Tier 2 Service Schemes had a decline by 5 each in 2019 relative to 2018. Furthermore, Employer Sponsored (Provident) and Master Trust (Provident) under Tier 3 Service Schemes also had a decline by 4 and 3 respectively in 2019 relative to 2018. Employer Sponsored (Occupational)

under Tier 2 and Employer Sponsored (Provident) under Tier 3 both had the highest of 80 and 52 respectively. Nonetheless Group and Personal Trust which are both under Tier 3 had the least of 8 and 21 respectively.

Table 40: Cumulative Tiers 2 & 3 Pension Schemes

Scheme Type	Type of Administration	2012	2013	2014	2015	2016	2017	2018	2019
Tier – 2	Employer-sponsored (Occupational)	59	87	92	95	94	87	85	80
	Master Trust (Occupational)	33	40	48	50	42	50	52	47
Sub-total		**92**	**127**	**140**	**145**	**136**	**137**	**137**	**127**
Tier – 3	Employer-sponsored (Provident)	39	50	53	58	67	57	56	52
	Master Trust (Provident)	25	27	34	36	34	36	36	33
	Group	6	7	9	9	11	10	10	8
	Personal	3	6	10	12	11	21	22	21
Sub-total		**73**	**90**	**106**	**115**	**123**	**124**	**124**	**114**
Grand Total		**165**	**217**	**246**	**260**	**259**	**261**	**261**	**241**

Number of Voluntary Private Schemes in Operation (tier 3)

In 2019, the number of Voluntary Private Pension Schemes in operation was 114. From 2014 to 2019, the number has been undulating from 106 in 2014, 115 in 2015, 109 in 2016, 124 in 2017 and 122 in 2018. The 2019 figure indicates a decrease by 7% and 8% relative to 2018 and 2017 but an increase by 5% as compared to 2016. The number of Group Personal Pension Scheme stayed the same at 9 from 2014 to 2016 and increased by 11% in 2017 but declined by 25% in 2019. Also, the number of Personal Pension Scheme was 10 in 2014, increased to 12 in 2015 and remained the same for 2016. The number increased to 21 in 2017 and increased to 22 in 2018 and fell back to 21 for 2019. The decline in the total number in 2019 was attributable to the fact that there was a drop in the number of Employer Sponsored Provident Fund Scheme, Master Trust Provident Fund Scheme and Group Personal Pension Scheme relative to 2017.

Table 41: Number of Voluntary Private Schemes in Operation (Tier 3)

Description	Number					
	2014	2015	2016	2017	2018	2019

Employer Sponsored Provident Fund Scheme	53	58	56	57	55	52
Master Trust Provident Fund Scheme	34	36	32	36	35	33
Group Personal Pension Scheme	9	9	9	10	10	8
Personal Pension Scheme	10	12	12	21	22	21
Total	**106**	**115**	**109**	**124**	**122**	**114**

Coverage of Mandatory Scheme

Under the SSNIT Scheme, the number of Active Establishments increased by 15% and 13% in 2015 and 2016 respectively but fell by 11% in 2017. The number of active establishments increased by 29% in the subsequent year and 2% at the end of the review year. Generally, the number of contributors under the SSNIT Scheme increased from 2014 to 2019. The number of contributors increased by 4%, 5%, 0%, 18% and 5% from 2014 to 2019. At the end of the year under review, 50% of formal sector workers were covered by the SSNIT Scheme.

Under the Private Pension Scheme, the number of active establishments increased by 16%, 67%, 18%, 51% and 122% from 2014 to 2019. The number of contributors increased by 51%, 27%, 5%, 4% and 5% from 2014 to 2019 under the Private Pension Scheme. At the end of the review year, 54% of formal sector workers were covered by the Private Pension Scheme. *(See Appendix 12)*

Asset Portfolio (Tiers 1, 2 and 3)

The total asset portfolio of the SSNIT Scheme increased by Gh¢78,526,000.00 and Gh¢882,539,000.00 in 2016 and 2017 respectively but fell by Gh¢528,666,000.00 and Gh¢313,174,000.00 in 2018 and 2019 respectively. The total asset portfolio of the Private Pension Scheme has consistently increased by Gh¢2,120,837,797.00, Gh¢4,230,232,208.00, Gh¢1,990,428,107.00 and Gh¢4,248,662,679.00 from 2015 to 2019.

At the end of the review year, the total asset portfolio for SSNIT Scheme and Private Pension Scheme was Gh¢26,191,569,255.00.

In aggregate, the asset portfolio increased by Gh¢2,199,363,797.00 from 2015 to 2016, Gh¢ 5,112,771,208.00 from 2016 to 2017, Gh¢1,461,762,107.00 from 2017 to 2018, Gh¢3,935,488,679.00 from 2018 to 2019.

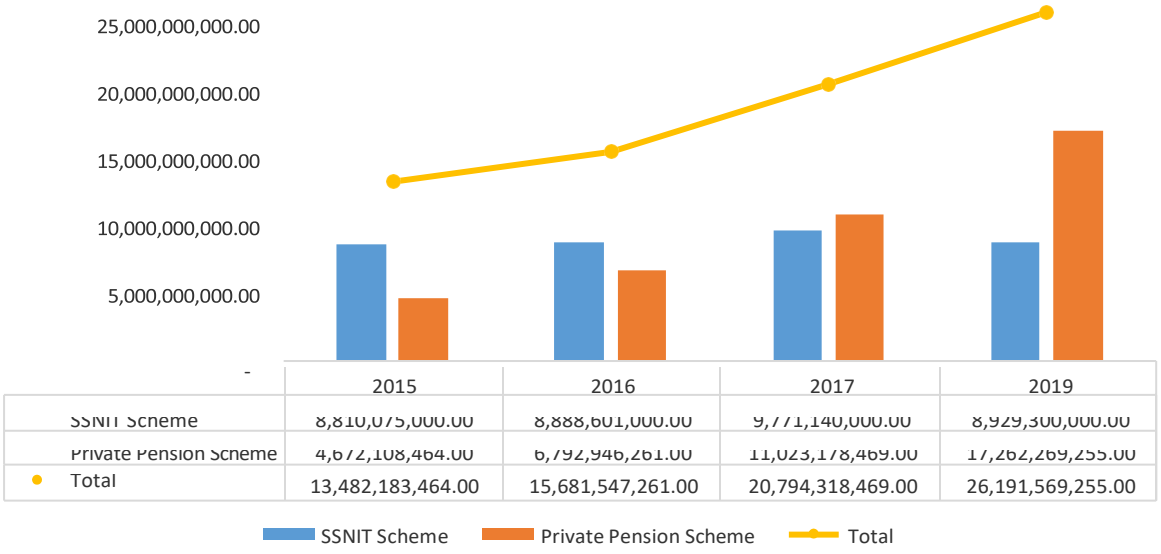


Figure 24: Asset Portfolio (Tiers 1, 2 and 3)

Rate of Return on Investment (ROI)

At the end of the year under review, the Real Rate of Return on Investment (ROI) under the SSNIT Pension Scheme was -0.99%. This indicates an improvement in the performance of the investment by 1.97% relative to 2018, a decrease by 4.27% relative to 2017 and an improvement by 4.94% compared to 2016.

In 2019, the nominal Rate of Return on Investment (ROI) under the SSNIT Pension Scheme was 3.97% indicating a decrease in the performance of investment by 6.58%, 14.32% and 3.44 relative to 2016, 2017 and 2018 respectively.

Table 42: Rate of Return on Investment (ROI)

Scheme Type	Nominal Rate of Return (%)				Real Rate of Return (%)			
	2016	2017	2018	2019	2016	2017	2018	2019
SSNIT	10.55	18.29	7.41	3.97	-5.93	5.26	-2.96	-0.99

Growth of the 3-tier scheme from 2012 – 2019

The 3 tier pension schemes, in total, grew at Gh¢117,538,678,251.85 from 2012 to 2019. The scheme grew by 23% in 2019 (Gh¢26,709,549,255.74). The amount realized from these schemes

has consistently increased during the previous years. The schemes grew by 19% (Gh¢22,256,080,576.00), 15% (Gh¢17,374,619,629.08) and 13% (Gh¢15,713,685,261.68) in 2018, 2017 and 2016 respectively.

In 2019, the value of Tier 1 (SSNIT) was Gh¢9,346,280,000 which is a decrease of Gh¢103,806,000 and Gh¢425,541,000.00 relative to 2018 and 2017 respectively. The Asset under Management (AUM) under Tier 2 & 3 increased from Gh¢5,581,864,490.08 in 2017 to Gh¢11,068,178,541.00 in 2018 and Gh¢17,363,269,255.74 in 2019. The growth in GDP increased steadily from 2012 to 2015 (6.8%, 7.4%, 8.8%, and 9.7%) but decreased from 2016 to 2019 (9.3%, 8.5%, 7.1%, and 7%). Overall, the total value of the 3 Tier Scheme had a steady increase from 2012 to 2019.

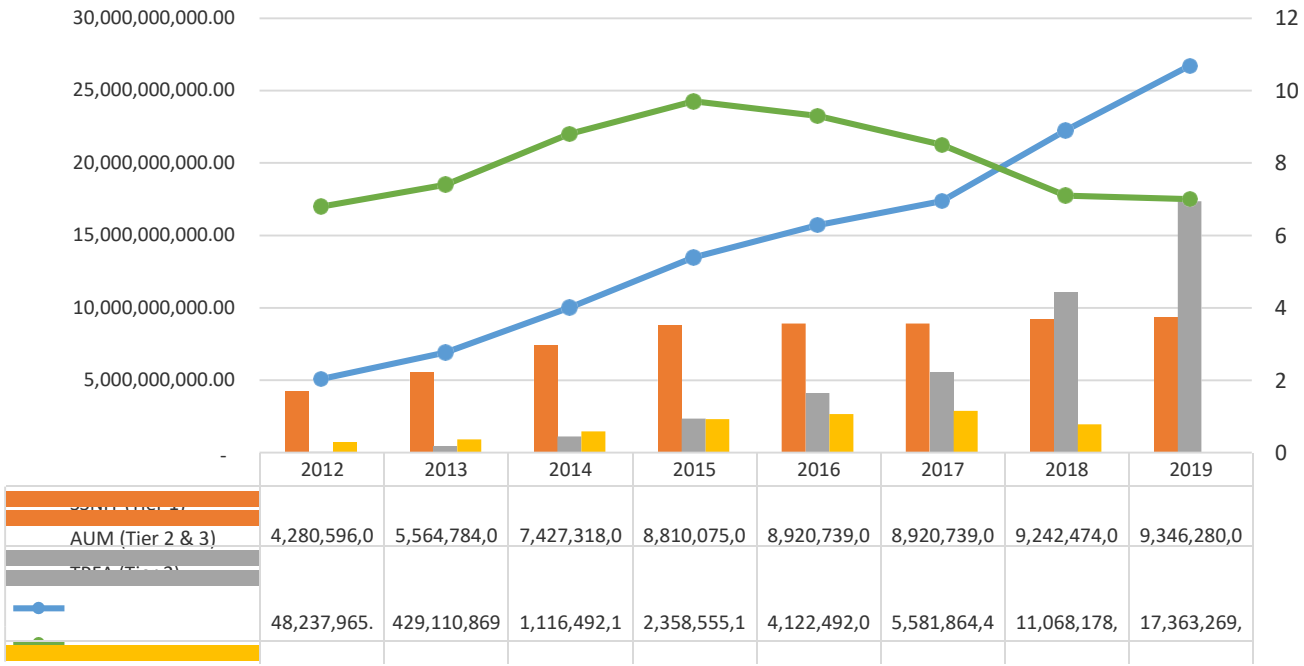


Figure 25: Growth of 3-tier scheme, 2012-2019

Informal Sector

Under the informal sector, a total number of 31 private pension schemes were registered at the end of the review year representing 48% and 3% increase over that of 2016 and 2018 respectively. Out of this figure, 21 were Personal Pension scheme while 10 were Group Personal Pension scheme. Generally, the total number of schemes has been undulating from 2016 to 2019.

Table 43: Informal Sector

Type of Scheme	2016	2017	2018	2019
Personal Pension	12	21	22	21
Group Personal Pension	9	10	8	10
Total	**21**	**31**	**30**	**31**

6.7 Youth Employment Agency

Beneficiaries Modules

In 2019, a total of 17,358 youth was engaged in Community Policing under the Youth in Community Service and Security Module. This figure represents the largest cohort of youth engaged under the module from 2016 to 2018. Within the same period, 3,000 youth were enrolled in the Youth in Arabic Education Programme of the Community Teaching Module relative to 5,632 participants in 2016. This represents 46.7% decrease in participants compared to 2016. Eight hundred and ninety (890) youth were also engaged in the Youth in Agricultural Extension Programme in 2019 as compared to 959 in 2017, showing a slight decrease (7.2%) in participation. Under the Internships Module, 111 youth were engaged in Youth in Graduate Internship relative to 107 in 2017. This represents a slight increase (3.7%) in participants. Over the same period, 1,990 and 100 youths were engaged in the Youth in Sport and Flagship (Maize Production) modules respectively. These represent improvement in participation. In all, 23, 449 youth participated in the 2019 beneficiary modules compared to 7,131 in 2017. This shows an improvement in the level of participation by over 200 percent.

Table 44: Beneficiaries Modules run by YEA

Modules and Programmes	2016	2017	2019
Youth in Community Service and Security Module			
Community Policing/ Community Protection Personnel	4,153	6,065	17,358
Youth in Fire Service	1,636	0	0
Youth in Prison	1,646	0	0
Youth in Community Improvement			
Environmental Health Officers	106	0	0
Environmental Protection Officer	1,675	0	0
Youth in Greening Ghana	172	0	0
Youth in Water body Protection	186	0	0

Modules and Programmes	2016	2017	2019
Youth in Sanitation and Coastal Sanitation			
Youth in Coastal Sanitation	4,014	0	0
Community and Health Assistant			
Community Health Workers	16,328	0	0
e-Health Assistant	667	0	0
Community Teaching			
Community Education Teaching Assistant	18,997	0	0
Youth in Arabic Education	5,632	0	3,000
Youth in Agriculture and Afforestation			
Youth in Agric. Extension	0	959	890
Internships			
Youth in Graduate Internship	80	107	111
Youth in sport	0	0	1,990
Flagship (Maize Production)	0	0	100
Total	**55,292**	**7,131**	**23,449**

Beneficiary by Sex

In 2019, the ratio of the total number of males to females engaged was 3:1 compared to 2016 which was 1:1 while 2017 was 2:1. Under the Community Policing Module, the percentage of male youth that was engaged was 71 percent whilst female youth was 29 percent. Under the Youth in Arabic Education module, 93 percent of the youth engaged were males whereas 7 percent were females. The ratio of male to female youth engaged under the Youth in Graduate Internship was 2:1. Under the Youth in Sport, Flagship (Maize Production) and Youth in Agricultural Extension, over 75 percent of the youth engaged were males whereas the remainder were females. In all, 2019 total number of participation shows improvement as compared to 2017. Males continue to benefit more from the modules compared to females from 2016 to 2019.

Table 45: Beneficiary by Sex

Modules	2016		2017		2018		2019	
	Male	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
Community Education Teaching assistant	9,689	9,308	0	0	0	0	0	0
Community Health workers	5,191	11,137	0	0	0	0	0	0
Community Policing Assistant/Community Protection Personnel	3,152	1,001	4,218	1,847	0	0	12,361	4,997
e-Health Assistant	496	171	0	0	0	0	0	0
Environmental Health Officers	60	46	0	0	0	0	0	0
Environmental Protection Officers	1,240	435	0	0	0	0	0	0
Youth in Arabic Education	4,917	715	0	0	0	0	2,782	218
Youth in Coastal Sanitation	1,334	2,680	0	0	0	0	0	0
Youth in Fire Service	1,040	596	0	0	0	0	0	0
Youth in Greening Ghana	89	83	0	0	0	0	0	0
Youth in Graduate Internship	42	38	69	38	0	0	75	36
Youth in Prison	1,017	629	0	0	0	0	0	0
Youth in Waters body Protection	113	73	0	0	0	0	0	0
Youth in Sport	0	0	0	0	0	0	1,649	341
Flagship (Maize Production)	0	0	0	0	0	0	84	16
Youth in Agric. Extension	0	0	758	201	0	0	664	226
Total	**28,380**	**26,912**	**5,045**	**2,086**	**0**	**0**	**17,615**	**5,834**

Beneficiary by Region

The Ashanti Region continues to record highest engagement in the Beneficiary modules. The Region had 4,549 (19%) participants as compared to 7,030 and 1,402 in 2016 and 2017 respectively. Relative to 2016, this represents a 35.3% decrease but relative to 2017, it shows 224.5% increase in engagement. Next to the Ashanti Region is the Greater Accra Region accounting for 13 percent of the total. Both Brong Ahafo and Northern Regions represent 12

percent each whereas Central and Eastern Regions also accounted for 11 percent each. The Upper East, Volta and Upper West Regions had the lowest number of engagements with 6, 5 and 4 percentages respectively. Relative to 2017, data on Upper East, Upper West and Volta Regions show an improvement in the level of participation.

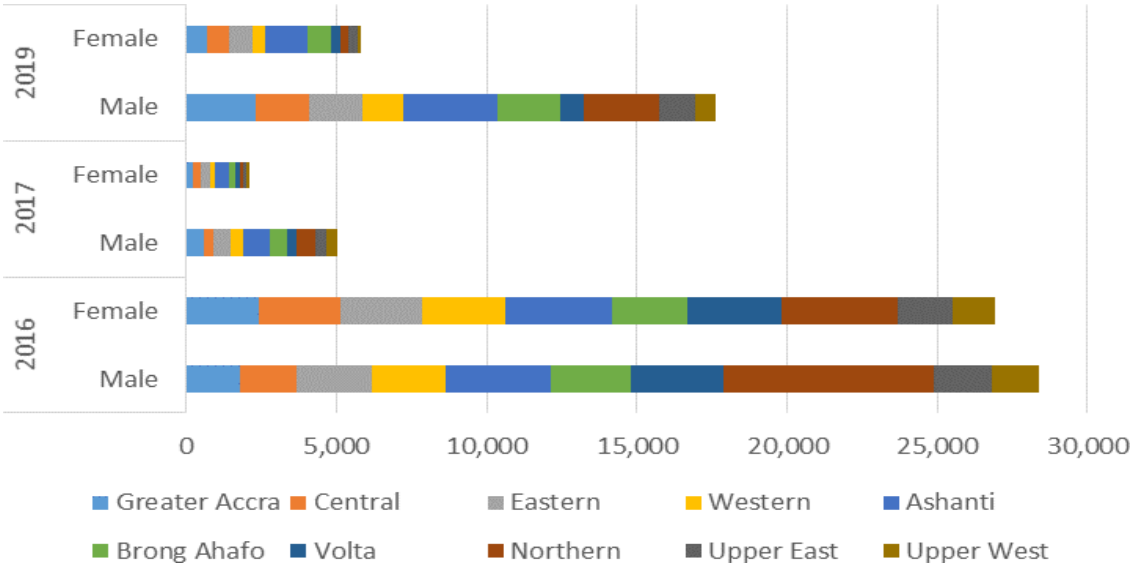


Figure 26: Beneficiary by Region and Sex

Job Centre

NIC Various Insurance had the highest number (606) of recruits. This represents 92.9% of the sum total of 2019 recruits. This was followed by G4S and KEK Insurance with 20 and 10 participants each, representing 3.1% and 1.5% of the total recruits. Modern City had one (1) recruit and this shows the lowest number of recruits. *(See Appendix 13)*

7.0 CONCLUSION

As part of the pursuit of the Ministry of Employment and Labour Relations (MELR) to bring to bear the activities, performance, achievements and challenges of its Departments and Agencies to inform policy planning, formulation, implementation, monitoring and evaluation, the Research, Statistics and Information Management (RSIM) Directorate of the Ministry collates, analyzes and compiles up- to-date data from the activities of its Departments and Agencies into a Statistical Report on yearly basis. Like previous editions, this year's report covers employment and labour-related issues and it comes at the time when the world is experiencing the coronavirus

pandemic that is adversely impacting on the lives and livelihoods of the citizenry especially employment. With a decade remaining to the closure of the Sustainable Development Goals (SDGs) and also, as part of Ghana's commitment to achieve the SDGs, this report provides information immensely useful for informing public policy formulation and enabling public policy monitoring and evaluation.

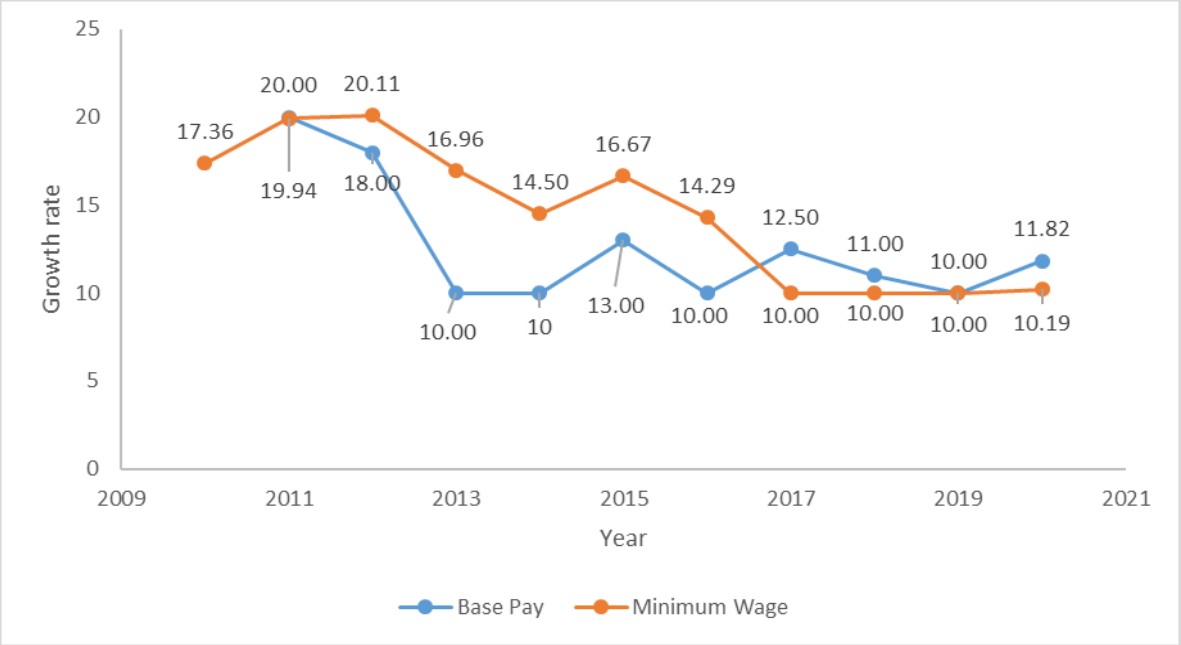
The Ministry's 2019 Statistical Report employs strict harmonized administrative data/statistics from the activities and performance of its Departments and Agencies during the year. In spite of the challenges with the scope and coverage of the administrative data collected and submitted by the various institutions under the MELR, we observed statistically, the significant progress made in the activities and performance of the various institutions under the MELR. Be that as it may, the data/statistics provided in this report should not be considered as a holistic representation of employment and labour-related issues in the entire country. The data in this report does not represent activities undertaken across the country but by all institutions under the MELR.

Further research and data collection are required to better understand the activities to determine the employment and unemployment issues in the country. This will augment the information provided in this report to be representative of the country's situation on employment and labour related issues.

It is envisaged that effective use and active monitoring of the Ghana Labour Market Information System (GLMIS) will enhance the availability of an extensive administrative data on employment and labour-related issues in our dear country to enable timely and accurate reporting. This will be of enormous benefit to the Ministry to continue to improve on successive Statistical Reports.

APPENDICES

Appendix 1: Pay Negotiation (% increment) 2010-2019



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: Regional Distribution of Live Register (Unemployment) by Age groups

Region	15-19 YEARS						20-24 YEARS						25-44 YEARS					
	Male			Female			Male			Female			Male			Female		
	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
Greater Accra	18	2	0	3	10	0	138	68	2	34	39	0	148	126	31	75	85	2
Eastern	8	0	0	35	6	0	433	81	6	730	702	11	673	956	29	873	653	27
Central	80	192	1	0	169	0	269	340	77	466	385	3	281	217	131	394	123	0
Western	0	13	0	0	0	0	92	303	0	64	93	0	413	278	31	234	163	2
Ashanti	25	6	0	6	0	0	408	179	0	128	8	17	563	952	47	167	416	26
Brong Ahafo	44	20	0	55	17	0	507	699	19	891	592	16	928	1364	31	1154	1249	17
Northern	0	0	2	0	3	1	89	54	11	39	37	4	71	124	10	76	45	1
Upper East	0	0	0	0	0	0	20	13	5	2	8	0	63	55	0	3	20	3
Upper West	0	0	0	0	0	0	0	52	5	20	3	0	181	310	0	90	50	3
Volta	0	0	0	0	0	0	25	195	19	12	1	1	138	38	21	10	26	4
Total	**175**	**233**	**3**	**99**	**205**	**1**	**1,981**	**1,984**	**144**	**2,386**	**1,868**	**52**	**3,459**	**4,420**	**331**	**3,076**	**2,830**	**85**

Cont'd

Region	45-54 YEARS						55-59 YEARS						60 YEARS & ABOVE					
	Male			Female			Male			Female			Male			Female		
	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
Greater Accra	15	16	17	25	2	0	1	6	1	27	0	0	0	0	0	0	0	0
Eastern	21	46	0	182	4	1	0	2	0	0	0	0	0	0	0	0	0	0
Central	75	27	2	13	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Western	347	3	17	45	4	0	129	0	1	2	0	0	2	0	0	0	0	0
Ashanti	402	16	13	109	3	17	4	1	0	0	0	0	0	0	0	0	0	0
Brong Ahafo	468	65	3	533	29	1	21	11	0	16	7	0	0	1	0	0	0	0
Northern	6	41	0	3	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Upper East	7	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Upper West	12	7	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Volta	42	4	0	1	0	0	5	2	0	0	0	0	0	0	0	0	0	0
Total	**1,395**	**230**	**52**	**913**	**42**	**19**	**161**	**22**	**2**	**45**	**7**	**0**	**2**	**1**	**0**	**0**	**0**	**0**

Appendix 3: Workplace Complaints/Disputes by Region

Region	Recorded 2019	Resolved 2019	Referred 2019	Outstanding 2019
Greater Accra	289	115	0	174
Central	55	55	0	0
Eastern	44	28	5	11
Western	0	0	0	0
Ashanti	53	34	0	19
Brong Ahafo	14	12	1	1
Volta	0	0	0	0
Northern	33	8	0	25
Upper East	2	1	0	1
Upper West	0	0	0	0
Total	**490**	**253**	**6**	**231**

Appendix 4: Child Labour cases recorded by Region

Region	Recorded				Rescued			
	2014	2015	2016	2019	2014	2015	2016	2019
Greater Accra	0	0	0	0	0	0	0	0
Central	47	11	1943	0	72	63	91	0
Eastern	0	0	0	0	0	0	0	0
Western	0	0	0	7	0	0	0	7
Ashanti	944	500	0	16	8	20	0	16
Brong Ahafo	0	3,158	1,050	0	0	35	45	0
Volta	0	0	2,000	10	0	0	72	10
Northern	0	0	0	0	0	0	0	0
Upper East	0	0	0	0	0	0	0	0
Upper West	0	0	0	0	0	0	0	0
Total	**991**	**3,669**	**4,993**	**33**	**80**	**118**	**208**	**33**

Appendix 5: Child Labour cases recorded by Sector

Sector	2014	2015	2016	2019
Cocoa	0	0	0	16
Fishing	49	56	243	10
Mining & Quarrying	800	3,521	4,150	7
Child Trafficking	119	74	350	0
Child Domestic Service	23	18	250	0
Domestic Servitude	0	0	0	0
Commercial Sexual Exploitation of Children	0	0	0	0
Head Porterage of Heavy Load	0	0	0	0
Street Hawking	0	0	0	0
Total	**991**	**3,669**	**4,993**	**33**

Appendix 6: Workplace Accidents and Reported Claims by Region

Region	2014	2015	2016	2017	2019
Greater Accra	0	1319	26	318	688
Central	0	0	0	0	8
Eastern	0	442	403	21	22
Western	0	370	161	2	29
Ashanti	36	221	88	45	46
Brong Ahafo	0	194	204	28	0
Volta	0	0	0	0	98
Northern	0	0	62	10	0
Upper East	0	28	26	5	4
Upper West	0	123	126	0	66
Total	**36**	**2,697**	**1,096**	**429**	**961**

Appendix 7: Workplace Accidents and Reported Claims

By Region

Region	2014	2015	2016	2017	2019
Greater Accra	0	1319	26	318	688
Central	0	0	0	0	8
Eastern	0	442	403	21	22
Western	0	370	161	2	29
Ashanti	36	221	88	45	46
Brong Ahafo	0	194	204	28	0
Volta	0	0	0	0	98
Northern	0	0	62	10	0
Upper East	0	28	26	5	4
Upper West	0	123	126	0	66
Total	**36**	**2,697**	**1,096**	**429**	**961**

By Nature

Nature of Accidents	2014	2015	2016	2017	2019
Fatal	0	46	38	17	21
Non-fatal	36	2651	1058	14	940
Total	**36**	**2697**	**1096**	**31**	**961**

Appendix 8: Workplace Injuries and Compensation Paid

Sector	Reported Cases			Cases Finalised			Amount Paid			Cases Outstanding		
	2016	2017	2019	2016	2017	2019	2016	2017	2019	2016	2017	2019
Public	456	70	69	0	4	12	0	90682	0	456	350	151
Private	640	359	822	241	219	432	2,782,004	1,184,601	5,084,690	399	6,286	4,149
Total	**1096**	**429**	**891**	**241**	**223**	**444**	**2,782,004**	**1,275,283**	**5,084,690**	**855**	**6,636**	**4,300**

Appendix 9: Registration of New Premises by Industry

Industry	2016	2017	2018	2019
Oil & Gas	214	305	415	235
Warehousing	20	15	16	34
Fruit Processing	6	0	1	15
Plastics/Rubbers	6	8	11	68
Saw milling	6	2	1	3
Recycling waste	8	2	5	10
Construction	22	9	3	8
Telecommunication/Elect. Eng.	0	0	1	3
Mineral/Sachet Water Production	17	20	14	45
Restaurant	2	0	5	12
Energy	2	5	1	1
Offices/Shops	7	3	26	9
Food Manufacturing	0	11	6	10
Furniture	0	4	2	2
Metal Fabrication	0	1	4	8
Ports and Docks	0	0	1	0
Cement/Concrete Products	0	4	2	2
Distilleries	0	0	0	5
Breweries	0	0	0	0
Paper Conversion/Printing	0	3	1	1
Textiles	0	0	1	1
Iron and Steel	0	2	3	4
Chemicals/Pharmaceuticals	0	1	1	3
Laundering	0	0	0	1
Flour and other Milling	0	0	1	1
Automobiles/Transportation	0	3	2	3
Light Metallic Product	0	4	3	4
Meat Products	0	0	0	0
Other Miscellaneous Industries	46	56	40	33
Total	**356**	**458**	**566**	**521**

Appendix 10: Inspection of Registered Workplace

Industry	2014	2015	2016	2017	2018	2019
Oil & Gas	1,216	1,055	1,011	750	782	906
Warehousing	60	54	32	82	74	88
Food/Fruit Processing	72	48	31	130	117	127
Plastics/Rubbers	69	54	32	78	93	206
Saw milling	40	45	21	30	28	20
Recycling waste	70	63	54	84	96	153
Construction/Civil Engineering	50	53	48	67	57	87
Telecommunication/Elect. Eng.	54	19	5	21	28	47
Mineral/Sachet Water Production	301	258	239	152	182	261
Restaurant	16	18	24	0	32	94
Energy	21	4	2	20	18	27
Offices/Shops	42	28	17	54	70	48
Food Manufacturing	54	33	30	0	66	73
Furniture	0	0	0	56	38	27
Metal Fabrication	12	6	2	64	58	82
Ports and Docks	25	12	10	4	3	6
Cement/Concrete Products	38	28	32	12	10	28
Distilleries	3	3	3	62	56	42
Breweries	9	5	4	12	7	6
Paper Conversion/Printing	73	66	60	58	49	102
Textiles/Dressmaking	34	20	0	29	33	26
Iron and Steel	0	0	0	25	19	18
Chemicals/Pharmaceuticals	64	54	25	35	28	57
Laundering	45	32	20	8	6	16
Flour and other Milling	0	0	0	20	14	18
Automobiles/Transportation	0	0	0	15	12	23
Light Metallic Product	19	6	5	45	53	76
Meat Products	0	0	0	11	6	28
Other Miscellaneous Industries	18	10	8	192	112	244
Total	**2,405**	**1,974**	**1,715**	**2,116**	**2,147**	**2,936**

Appendix 11: Causes of Reported Occupational Accidents

Cause	Severity of Occupational Accidents					
	Non-Fatal			Fatal		
	2017	2018	2019	2017	2018	2019
Lifting Machinery	7	3	4	0	0	0
Milling Machines	0	1	0	0	0	0
Power Presses	0	0	1	0	0	0
Circular Saws	1	0	0	0	0	0
Vertical Spindle Moulding	0	0	0	0	0	0
Machine	0	0	3	0	0	0
Other Woodworking	0	1	2	0	0	0
Other Power Driven	0	2	3	0	1	0
Machinery	5	4	2	2	0	0
Electricity	0	1	2	0	0	3
Explosions	0	2	4	4	3	0
Molten Metal: Other Hot or Corrosive Substances	2	2	2	0	0	0
Struck by a falling body	3	4	1	0	0	0
Persons falling	4	2	1	3	0	0
Stepping or striking against objects	0	1	2	0	0	0
Handling goods or articles	3	1	0	0	0	0
In manufacturing	1	0	0	0	0	0
Miscellaneous	10	6	10	3	1	1
Eye injuries from particles or fragments thrown off	0	1	0	0	0	0
Total	**36**	**31**	**37**	**12**	**5**	**4**

Appendix 12: Coverage of Mandatory Schemes

Scheme	Active Establishments						Contributors					
	2014	2015	2016	2017	2018	2019	2014	2015	2016	2017	2018	2019
SSNIT Scheme	44,941	51,466	57,925	51,466	66,350	67,832	1,189,168	1,242,385	1,310,015	1,315,499	1,547,407	1,625,255
Private Pension Schemes	9,132	10,610	17,719	20,876	31,489	69,911	800,000	1,210,619	1,532,394	1,610,754	1,674,000	1,750,000

Appendix 13: Job Centre

Institution	Number Recruited
NIC Various Insurance	606
G4S	20
Response One	6
Somotex	2
Mavis Industries	2
KEK Insurance	10
Enterprise	5
Modern City	1
Total	**652**

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.

Early-exiter – A person who for one reason or the other dropped out from school.

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;

MELR 2019 STATISTICAL REPORT DEVELOPMENT TEAM

NO.	NAME	GRADE
1.	Kizito Ballans	Chief Director
2.	George Owusu-Ansah Amoah	Deputy Director
3.	Emmanuel Yeboah	Deputy Director
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One (1) Day Validation Workshop on MELR Draft 2019 Statistical Report at the MELR Conference Room, on Thursday 12th October, 2020.

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