



# MINISTRY OF EMPLOYMENT AND LABOUR RELATIONS



# 2020 STATISTICAL REPORT

PRODUCED BY: RSIM DIRECTORATE



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AND LABOUR RELATIONS**

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REPORT**

**PREPARED BY:  
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*SEPTEMBER 2021*



## PREFACE

The 2020 Statistical Report, a sequel of previous editions both in scope and content is intended to support policy formation, planning, monitoring, and evaluation, as well as stimulate stronger engagement with related institutions and social partners. The inadequacy of timely and reliable data/statistics to inform policy formulation and decision-making has contributed to the public's and major stakeholders' skepticism in such policies throughout time. Many policies, programmes, and projects have failed because of lack of reliable data, as well as an unwillingness to use such data as a basis for problem-solving interventions when it is available. There is therefore no doubt to state that good policies and decisions emanates and thrives on adequate, reliable and timely data.

It is against this background that the Ministry of Employment and Labour Relations (MELR), as the lead policy advisor to the government in terms of employment and labour related issues, compiles Annual Statistical Report using administrative data in collaboration with its Departments and Agencies to inform government decisions for accelerated employment creation for national development.

The Ministry has been collecting, collating, analysing and publishing data/statistics on activities and performance of its Departments/Agencies to inform policy and decisions. The 2020 Statistical Report takes into consideration gender dimensions, age groups and also covers all the sixteen regions in the country. It is also an attestation of the Ministry's firm commitment to adopt an evidence-based approach in addressing challenges faced within the Sector.

The significance of statistical information to every economy cannot be underestimated. Therefore, this report provides in-depth information to users and also serves as a means of contributing to better employment and labour-related knowledge resource to the public. Through this Report, the Ministry, users and other stakeholders will be able to determine how well the Ministry is performing in facilitating employment for the unemployed, which in turn will inform policymakers.

This report has gone through extensive review and consultation with the Departments/Agencies under the MELR and validated. The MELR is hopeful that this report will help reshape the image of the Ministry and its Departments/Agencies, as well as help to track their strong contributions to the country's development agenda.



HON. IGNATIUS BAFFOUR AWUAH (MP)  
MINISTER, MELR



## ACKNOWLEDGEMENTS

The Ministry of Employment and Labour Relations (MELR) wishes to express a deep sense of gratitude to all the stakeholders who contributed in various ways throughout the preparation and completion of the 2020 Statistical Report.

The Ministry appreciates the extensive role played by its Departments and Agencies in ensuring the successful completion of the Report.

The MELR would like to thank the Ghana Statistical Service (GSS) for their continuous support through the provision of resources under the Harmonizing and Improving Statistics in West Africa Project (HISWAP).

The Sector Minister and the Chief Director deserve special thanks for their unwavering support in the production of this Report.

It is envisioned that this report will provide reliable statistics on employment and labour, which are necessary for good policies and crucial development results.



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## LIST OF ABBREVIATIONS

CETAG	-	Colleges of Education Tutors Association of Ghana
CLOGSAG	-	Civil and Local Government Staff Association, Ghana
COTVET	-	Council for Technical and Vocational Education and Training
COVID-19	-	Coronavirus Disease of 2019
DFI	-	Department of Factories Inspectorate
DICCES	-	Department of Integrated Community Centres for Employable Skills
DOC	-	Department of Co-operatives
EI	-	Executive Instrument
FDA	-	Food and Drugs Authority
FWSC	-	Fair Wages and Salaries Commission
GAEC	-	Ghana Atomic Energy Commission
GAUA	-	Ghana Association of University Administrators
GBC	-	Ghana Broadcasting Corporation
GMA	-	Ghana Medical Association
GRNMA	-	Ghana Registered Nurses and Midwives Association
GSS	-	Ghana Statistical Service
HISWAP	-	Harmonizing and Improving Statistics in West Africa Project
HSWU	-	Health Services Workers' Union
ILO	-	International Labour Organization
LD	-	Labour Department
MCP	-	Master Crafts Person
MDAs	-	Ministries, Departments and Agencies
MDPI	-	Management Development and Productivity Institute
MELR	-	Ministry of Employment and Labour Relations
MWAG	-	Mortuary Workers Association Ghana
NBSSI	-	National Board for Small Scale Industries
NDMW	-	National Daily Minimum Wage
NIB	-	National Investment Bank
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
PPPSAR	-	Public Policy, Planning, Services, Administration and Related Service
P/PVTIs	-	Public, Private Vocational and Technical Institutions
ROI	-	Return on Investment
RSIM	-	Research, Statistics and Information Management
RTI	-	Right to Information
SDGs	-	Sustainable Development Goals
SSNIT	-	Social Security and National Insurance Trust
SSSS	-	Single Spine Salary Structure
TEWU	-	Teachers & Educational Workers' Union
WRC	-	Water Resources Commission
YEA	-	Youth Employment Agency



## EXECUTIVE SUMMARY

The mandate of the Ministry of Employment and Labour Relations (MELR) is to formulate policies on labour and employment. It has successfully rolled out programmes and interventions covering unemployment, job creation and professional development by ensuring that comprehensive data/statistics on employment is available to inform policymaking.

To enable the MELR provide data on its activities and the activities of its Departments/Agencies, it develops an annual Statistical Report. Thus, the 2020 Statistical Report is the seventh 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 2020 Statistical report has been standardized 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) for 2020 was set at Gh¢11.82 representing an increase of 11 percent over Gh¢10.65 in 2019. This indicates a Gh¢1.17 gain in 2020. In addition, the base pay for the 2020 fiscal year was set at Gh¢10.19, implying an increase of 12 percent from Gh9.10 in 2019. This represents a Gh¢1.09 increase over the base wage for 2019.

In view of the vision “to become a world class reference Centre in pay administration promoting fairness, equity and transparency in Public Services compensation and benefits”, the Fair Wages and Salaries Commission (FWSC) had migrated 139 public service institutions onto the Single Spine Salary Structure (SSSS) as of December 2020; increasing the total number of public service employees migrated onto SSSS to 533,588 (the 533,588 excludes figures from the Security services and six public universities). Males made up 300,750 (56%) of the total, while females made up 232,838 (44%). While three (3) public service institutions: the Parliamentary Services, the Ghana Revenue Authority, and the Internal Audit Agency are yet to be migrated onto the SSSS, ten (10) institutions had their service schemes amended and re-migrated onto the SSSS in 2020.

The Labour Department undertook 256 labour inspections during the reporting period. The Public Employment Centres registered a total of 2,077 job seekers, out of which 711 (34.23%) were successfully placed in jobs with the remaining 1,366 (65.77%) were placed on the live register. At the end of the review year, a total of 711 job vacancies were disclosed by the various sectors of the economy: Private Employers, Public Corporations, Central Government and Local Authorities. The Private Employment Agencies matched 7,203 people (5,669 males and 1,534 females) to local employers during the year under consideration. The Department received a total number of 498 workplace complaints/disputes. The Labour Department recorded a total of 1,914 Child Labour cases in 2020. The Department recorded a total of 639 work accidents and reported claims by industry during the period under review. The Department registered a total of 145 new labour unions across the various industries. A total of 56 collective bargaining certificates were issued by the Labour Department across the various industries of the economy. A total of eleven (11) strike actions were recorded during the period under consideration.



The Department of Factories Inspectorate (DFI) registered 363 new premises across the various regions in the country. In 2020, the DFI recorded a total of 24 non-fatal occupational accidents, involving 18 males and 6 females. The Department was able to investigate all of the 24 reported accidents. Within the review year, the Department organised a total of 103 Occupational Safety and Health (OSH) talks and training nationally.

The Department of Co-operatives (DOC) registered a total of 21,666 Co-operatives, out of which 15,948 (73.61%) Co-operatives are still active and operational. A total of 5,955 new co-operatives were registered in the year under review. A total of 1,505 inspections were conducted across the various regions. The DOC carried out a total of 6,523 inspections. A total of 370 audits were conducted in the various Co-operative Societies in 2020. The Department registered 94,607 new members across all regions, out of which, Agricultural constituted 89,043 (94.12%) followed by Financial, Industrial, Services Co-operatives with 4,200 (4.44%), 788 (0.83%) and 576 (0.61%) respectively. As of 2020, the total membership strength of all Co-operative Societies stood at 1,909,188. In the year under consideration, a total of 3,307 people were employed by Co-operatives. A total of 5,955 new groups were organised into Co-operative Societies nationwide. A total of 323 new trainings were organized in bookkeeping across the various regions. Within the period under consideration, the Capital Base of Co-operatives Societies was Gh¢2,393,100.

The National Vocational Technical Institute (NVTI) registered a total of 5,149 Master Craft Persons (MCPs), comprising 2,178 males and 2,971 females within the age bracket of 20-24 years. Within the period under consideration, a total of 4,412 trainees (1,318 females and 3,094 males) were enrolled in the various trades. The majority (2,603), consisting of 1,849 males and 754 females, were within the ages of 15 to 19 years. A total of six (6) short programmes were organised for 147 trainees. During the reporting period, a total of ten (10) trade areas were registered for 3,536 apprentices comprising 2,214 males and 1,322 females. Out of the total, 2,854 (2,647 males and 207 females) apprentices were monitored. The NVTI had 401 instructional staff members, involving 291 trade staff (181 males and 110 females) and 110 generic staff (84 males and 26 females). The staff strength of the various Trades was 55.75 percent of its ideal staff strength and the staff strength of the generic courses was 72.15 percent below its ideal staff strength. A total of 29 Public, Private Vocational Training Institutions (P/PVTIS) were accredited during the year under review. Out of this number, 2 were public representing 7 percent whereas 27 were private constituting 93 percent.

The Department of Integrated Community Centres for Employable Skills (DICCES) mounted 15 training courses enrolling 1,185 trainees in the various trades in the year 2020. As far as short courses are concerned, the DICCES organized training on Catering (cooking). A total of 66 trainees were admitted in the short course comprising 3 males and 63 females representing 5 percent and 95 percent respectively. Overall, 46 trainees made up of 26 males and 20 females progressed to various tertiary institutions after graduating. In aggregate, 183 trainees (66 males and 117 females) were employed in the various industries in the informal sector after their training. Ideally, the DICCES was expected to have a staff capacity of 423 instructors (227 males and 196 females) but had 327 instructors (168 males and 159 females) which resulted in a short-fall of 97 instructors (59 males and 38 females) in the review year.

Generally, the Opportunities Industrialization Centre, Ghana (OICG) enrolled a total of 132 fresh students (55 males and 77 females) bringing the total student population to 1,041 (564



males and 477 females) during the reporting period. Overall, a total of 893 students were enrolled in the various short courses, increasing the total student population to 1,149, with 72 students exiting early and 875 graduating at the end of the review year. In order to deliver efficiently, the expected staff strength was supposed to be 105 (62 males and 43 females). However, the existing staff strength stood at 36 (16 males and 20 females), leaving a deficit of 69 (65.72%).

The Management Development and Productivity Institute (MDPI) training courses attracted a total number of 709 Ghanaians to both the regular and inplant courses during the review year. There was no foreign participation in the regular and inplant courses as a result of the travel restrictions to curtail the spread of the Coronavirus. At the end of the year 2020, two consultancy services had been rendered by the Institute. During the year under review, the MDPI operated with a staff strength of 18 representing 69 percent of the ideal staff strength of 26. The staff strength was made up of 11 males (61%) and 7 (39%) females.

In view of the vision to “ensure retirement income security”, the National Pensions Regulatory Authority (NPRO) reported a total of 1,633,505 Active Contributors, 227,407 Registered Pensioners and 62,472 Active Establishments. As at the end of 2020, the NPRO had 226 Private Pension Schemes under regulation. The NPRO gave approval to a total of 85 entities involved in the management of Private Pension Schemes (Tiers 2 & 3). Cumulatively, the NPRO under Tier 2 & 3 had a total of 226 Private Pension Schemes in operation in 2020. A total of twelve (12) New Schemes were registered under Tiers 2 and 3. Cumulatively, the Total Asset Portfolio for Tier-1, Tier-2 and Tier-3 amounted to GH¢33,459,641,338.45. The Asset Portfolio for Tier-1 was Gh¢11,440,243,000 representing 34.19 percent, that of Tier-2 was Gh¢16,067,536,800.65 representing 48.02 percent while that of Tier-3 totalled Gh¢5,951,861,537.80 representing 17.79 percent. For the year under review, the real rate of Return on Investment (ROI) under the SSNIT Pension scheme for Tier-1 was -0.32 percent. The total value of the 3 Tier pension Schemes amounted to GH¢33,459,641,338.44. The value of Tier-1 (SSNIT) was GH¢11,440,243,000.00 whilst Asset Under Management (AUM) for Tier 2 & 3 was GH¢22,019,398,338.44.

In 2020, a total of 5,802 (3,782 males and 2,020 females) job seekers applied for job vacancies at the Youth Employment Agency (YEA). Out of the total, 440 (279 males and 161 females) jobseekers were placed in jobs whereas the remaining 5,362 (3,503 males and 1,859 females) were placed on live register. A total of 440 job vacancies were received from employers during the period under review.

The National Labour Commission (NLC) received a total of 673 complaints/petitions at the three regional offices, with unfair termination being the most common complaint received in 2020. Out of 673 complaints/petitions received, the highest number of complaints/petitions were received by the Greater Accra offices whereas the least number of complaints/petitions were received by the Western Regional Office. None of the offices was able to resolve more than 35 percent of the complaints/petitions received. The Commission recorded a total of 11 strike actions during the period under consideration.



## 1.0 INTRODUCTION

The Ministry of Employment and Labour Relations (MELR), established by Executive Instrument (EI 28), January 2017 is mandated to formulate policies on employment and labour related issues. Thus, to ensure successful planning and policy formulation, the MELR relies on its Departments/Agencies for up-to-date data on skills training, employment and labour-related issues.

The year 2020 started off on a positive note, with the country well-positioned to meet its objectives on employment and labour-related issues, albeit being an election year. The promising future was shattered when the novel Coronavirus Disease (COVID-19) broke, with Ghana reporting its first case in March 2020. The outbreak of the novel coronavirus disease had an enormous impact on global economies, businesses and workers. In Ghana, the labour market and earnings were not spared either. There were varying effects of the pandemic on key agents in the labour market. Some of these effects included job losses and pay cuts in various sectors of the economy.

In pursuance of achieving the Sustainable Development Goals (SDGs), it is crucial that policymaking is backed by evidence to track the progress of government projects, initiatives and programmes. The 2020 Statistical Report thus provides evidence in labour statistics for the purposes of policy formulation, monitoring and evaluation by the government and also for use by the general public.

The creation of the six (6) additional regions in Ghana has proffer policymakers particularly Government to refocus its policy recommendations. It is against this backdrop that, the 2020 Statistical Report has been regarded as the base year in order to model future policy implications and support potential policy decisions to provide evidence-based policy directions in the current dispensation. The 2020 Statistical Report consists of administrative data/statistics which are collected, collated and validated as standardized and a well-founded document that is geared towards better measurement, monitoring and management of Sector-specific policies and goals. The data has been 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.

This edition of the Statistical Report presents the collated information and data generated by the Ministry of Employment and Labour Relations (MELR) and its Departments/agencies on the Sector's activities for accelerated employment creation for national development.



## 2.0 BACKGROUND

The Ministry of Employment and Labour Relations (MELR) through its Research, Statistics and Information Management (RSIM) Directorate has taken steps to compile the administrative data generated by the Ministry and its Departments/Agencies into a comprehensive Statistical Report for dissemination to its stakeholders.

In gathering information to fulfil its mandate, the Ministry and its Departments/Agencies go through a process of data collection, collation, and analysis of administrative data/statistics to produce a reliable and accurate information and data for public policy formulation, implementation, monitoring and evaluation. The relevance of compiling this comprehensive Statistical Report is for evidence-based labour-related planning, programming, policy design and implementation and also as a means of showcasing the achievements of the Departments and Agencies.

The table below shows some of the data collection types and functions of the MELR and its Departments/Agencies:

**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	<ol style="list-style-type: none"><li>i. Initiate, formulate and coordinate sector policies and programmes, as well as schemes to ensure sustainable accelerated employment generation and human capital development;</li><li>ii. Develop strategies and mechanisms to ensure and promote industrial peace and harmony;</li><li>iii. Develop and periodically review all legal and policy instruments for the Sector;</li><li>iv. Ensure the development and review of appropriate information management systems to facilitate the availability of timely, relevant and accurate employment and labour statistics;</li><li>v. Coordinate all national employment initiatives with the collaboration of relevant stakeholders of the economy;</li><li>vi. Ensure the monitoring and evaluation of sector policies, programmes and projects in relation to gainful employment-generation and the promotion of industrial harmony;</li><li>vii. Promote best modern management practices, systems and procedures in all</li></ol>	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
		<p>sectors of the economy to enhance labour productivity;</p> <p>viii. Ensure fair and equitable wages and salaries for employees in all sectors of the economy;</p> <p>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;</p> <p>x. Ensure occupational safety and health for all workers in both the formal and informal sectors;</p> <p>xi. Ensure all work places conform to labour laws through labour inspection; and</p> <p>xii. Facilitate the development of vibrant co-operatives, medium and small-scale enterprises for employment generation and poverty reduction.</p>	
2.	Labour Department	<p>i. To provide advice on labour policy and all matters relating to labour;</p> <p>ii. To administer labour legislation;</p> <p>iii. To enforce labour laws and working conditions through inspection of workplaces;</p> <p>iv. To promote effective tripartism through co-operation with employers and workers' organisations.</p> <p>v. To investigate, find and facilitate payment of workmen's compensation claims;</p> <p>vi. To implement employment policies, through the labour market, and sound management of employment services;</p> <p>vii. To provide career/vocational guidance and counselling.</p> <p>viii. To co-ordinate, check and promote self-employment generation in the informal sector for sustainable full employment, economic and social progress;</p> <p>ix. Child Labour sensitization, training and law enforcement; co-ordination and monitoring of all child labour elimination programmes;</p>	Labour/employment data, including inspections; processing and determination of workmen's compensation claims; registration of Private Employment Agencies; issuance of Collective Bargaining Certificates to Unions, vocational guidance and counselling, registration of Trade Unions and





No.	Department/ Agency	Functions	Type of Data Collected
		<ul style="list-style-type: none"> <li>x. To license and monitor operations of Private Employment Agencies;</li> <li>xi. Registration and Certification of Trade Unions and Employers' Organisations;</li> <li>xii. To provide labour market information/statistics in collaboration with other government agencies for human resource planning, development, and use; and</li> <li>xiii. To ensure Government's continued relationship with and membership of the International Labour Organization (ILO) and other labour organisations throughout the world.</li> </ul>	Associations, issuance of labour clearance certificates, data on labour migration
3.	Department of Factories Inspectorate	<ul style="list-style-type: none"> <li>i. To register workplaces;</li> <li>ii. To renew certificates of registration of workplaces;</li> <li>iii. To develop and disseminate guidelines relating to the cleanliness of workplaces;</li> <li>iv. To register and investigate occupational accidents and cases of occupational disease occurring in the workplaces;</li> <li>v. To facilitate the prosecution of occupational safety and health offenders;</li> <li>vi. To conduct occupational safety and health inspections and hygiene surveys;</li> <li>vii. To collaborate with all stakeholders for the promotion of occupational safety and health standards in all sectors of the economy; and</li> <li>viii. To develop and monitor enterprise level occupational safety and health management systems.</li> </ul>	Data on Occupational Safety and Health (OSH), accidents and diseases, registration of new factories, inspection of existing factories
4.	Department of Co-operatives	<ul style="list-style-type: none"> <li>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;</li> <li>ii. To audit and inspect the accounts of all registered co-operatives at least once every year;</li> <li>iii. To settle disputes concerning the business of a co-operative. The Registrar may do this on his/her own or through an arbitrator;</li> </ul>	Data on functional co-operative societies; number of societies registered and audited; number of societies that convene Annual General



No.	Department/ Agency	Functions	Type of Data Collected
		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.	Meetings; number of members trained; liquidations conducted.
5.	Department of 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 counselling 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 communities in mobilizing resources within and outside their communities for the establishment and running of community based DICCES 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.	Data on trained graduates and their placement in jobs



No.	Department/ Agency	Functions	Type of Data Collected
6.	Ghana Co-operatives Council	<ul style="list-style-type: none"> <li>i. To represent Ghanaian co-operatives nationally and internationally;</li> <li>ii. To create and encourage economic development of co-operative enterprises and other self-help entities;</li> <li>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;</li> <li>iv. To promote micro-finance operations as an added value to non-financial co-operatives; and</li> <li>v. To promote and create an enabling environment for co-operative development in the country.</li> </ul>	Data on Co-operatives and their membership
7.	National Vocational Training Institute	<ul style="list-style-type: none"> <li>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;</li> <li>ii. To provide for vocational guidance and career development in industry;</li> <li>iii. To develop training standards, and evolve effective trade testing and certification policies and programmes;</li> <li>iv. To initiate a continuing study of the country's manpower requirements at the skilled worker level; and</li> <li>v. To establish and maintain technical and cultural relations with international organisations and other foreign institutions engaged in activities connected with vocational training.</li> </ul>	Data on trained and tested graduates and on-the-job training (industrial attachment) placement, accredited PVTIs, registered MCPs; workshops; apprenticeships
8.	Opportunities Industrialization Centre, Ghana	<ul style="list-style-type: none"> <li>i. To provide vocational/technical, business skills training, counselling and follow-up services to junior and senior high school early-exiters and graduates;</li> <li>ii. To provide business advisory services to OIC G graduates who are self-employed; and</li> <li>iii. To monitor and evaluate the performance of OICG programmes;</li> </ul>	Data on trained graduates (formal and informal) and their placement in jobs



No.	Department/ Agency	Functions	Type of Data Collected
9.	Management Development and Productivity Institute	<ul style="list-style-type: none"> <li>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;</li> <li>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;</li> <li>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;</li> <li>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</li> <li>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.</li> </ul>	Data on manpower development, productivity indices and institution building
10.	Ghana Co- operatives College	<ul style="list-style-type: none"> <li>i. To provide competency-based skills training for staff of the Department of Co-operatives, Ghana Co-operatives Council and Managers of Societies;</li> <li>ii. To provide education and training programmes for co-operative societies in all sectors of the economy in accordance with modern trends.</li> </ul>	Data on training of Co-operative Societies



No.	Department/ Agency	Functions	Type of Data Collected
11.	National Pensions Regulatory Authority	<ul style="list-style-type: none"> <li>i. To ensure compliance with the Pensions Act, 2008 (Act 766);</li> <li>ii. To register occupational pension schemes, provident funds and personal pension schemes;</li> <li>iii. To issue guidelines for the investment of pension funds;</li> <li>iv. To approve, regulate and monitor trustees, pension fund managers, custodians and other institutions that deal with pensions as appropriate;</li> <li>v. To establish standards, rules and guidelines for the management of pension funds under the Pensions Act;</li> <li>vi. To regulate the affairs and activities of approved trustees and ensure that the trustees administer the registered schemes;</li> <li>vii. To regulate and monitor the implementation of the Basic National Social Security Scheme;</li> <li>viii. To carry-out research and ensure the maintenance of a national data bank on pension matters;</li> <li>ix. To sensitise the public on matters related to the various pension schemes;</li> <li>x. To receive and investigate complaints of impropriety in respect of the management of pension schemes;</li> <li>xi. To promote and encourage the development of the pension scheme industry in the country;</li> <li>xii. To receive, and investigate grievances from pensioners and provide for their redress;</li> <li>xiii. To advise government on the general welfare of pensioners; and</li> <li>xiv. To advise government on the overall policy on pensions in the country.</li> </ul>	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
12.	Youth Employment Agency	<ul style="list-style-type: none"> <li>i. To facilitate the employment of the youth through collaborative efforts with public and private sectors of the economy;</li> <li>i. To provide Training and Entrepreneurial skills development for the youth in Ghana;</li> </ul>	Data on Job Center



No.	Department/ Agency	Functions	Type of Data Collected
		<ul style="list-style-type: none"> <li>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;</li> <li>iii. To conduct research and data analysis of youth unemployment, under-employment and employment in Ghana; and</li> <li>iv. To advise on matters that relate to the employment and development of the youth.</li> </ul>	
13	Fair Wages and Salaries Commission	<ul style="list-style-type: none"> <li>i. To implement public service pay policy, except the determination of emoluments under Article 71 of the Constitution;</li> <li>ii. To develop and monitor allowances and benefits of public servants and the consolidation of salaries of public servants;</li> <li>iii. To undertake job analysis and job evaluations;</li> <li>iv. To develop and ensure a consistent review of standard job evaluation methodology;</li> <li>v. To develop and ensure implementation of grading and classification structures;</li> <li>vi. To review requests for the re-grading of positions;</li> <li>vii. To co-ordinate, manage and monitor collective bargaining processes in which Government is the direct or indirect employer;</li> <li>viii. To develop salary structures for the public service;</li> <li>ix. To ensure that the balance of internal consistency, external competitiveness and employee performance are fully reflected in the public service pay system;</li> <li>x. To advise on performance management processes and indicators;</li> <li>xi. To develop a mechanism within the public service salary system to attract and retain critical skill;</li> <li>xii. To undertake research on salaries, benefits and allowances;</li> </ul>	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
		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 processes involved in developing this report are led by the Research, Statistics, and Information Management (RSIM) Directorate of the MELR. The RSIM Directorate serves as a repository for compiling all labour market information pertaining to the Ministry, and also leads the collation, analysis, and dissemination of sector-specific (i.e., employment and labour related) data/statistics for effective and efficient policy formulation and decision making.

The 2020 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 2020 MELR Statistical Report is to disseminate data and information generated by the Ministry and its Departments/Agencies on the policies, programmes, and activities of the Sector to relevant stakeholders in order to create an enabling policy environment for effective and efficient 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 2020. 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 developed customized data collection templates for each Department/Agency under the Ministry taking cognizance of their various functions and the kind of administrative data that may be produced as a result of executing such functions. Subsequently, a preparatory meeting was organised to present and jointly review the data collection templates with the Departments/Agencies, while soliciting inputs from them. The revised templates take into consideration comments, suggestions, feedback, and recommendations of all stakeholders, particularly the Department/Agencies. The templates were then forwarded to the various Departments/Agencies to populate and re-submit for analysis. After the data collation and analysis, a draft 2020 MELR Statistical Report was developed and then reviewed at a Stakeholders' Validation meeting. The Validated Report was then approved and disseminated to the relevant stakeholders (both in soft and hard copies).



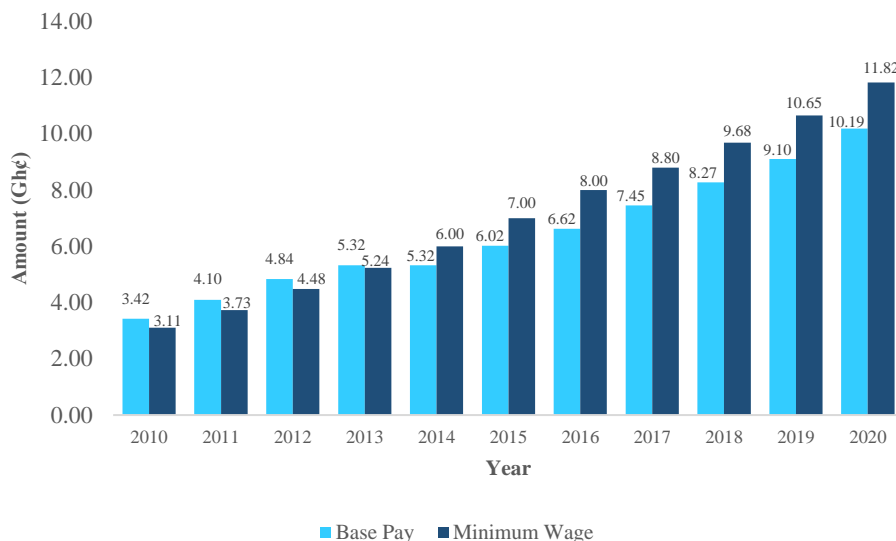


## 6.0 PRESENTATION OF DATA

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

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

#### *National Tripartite Committee*



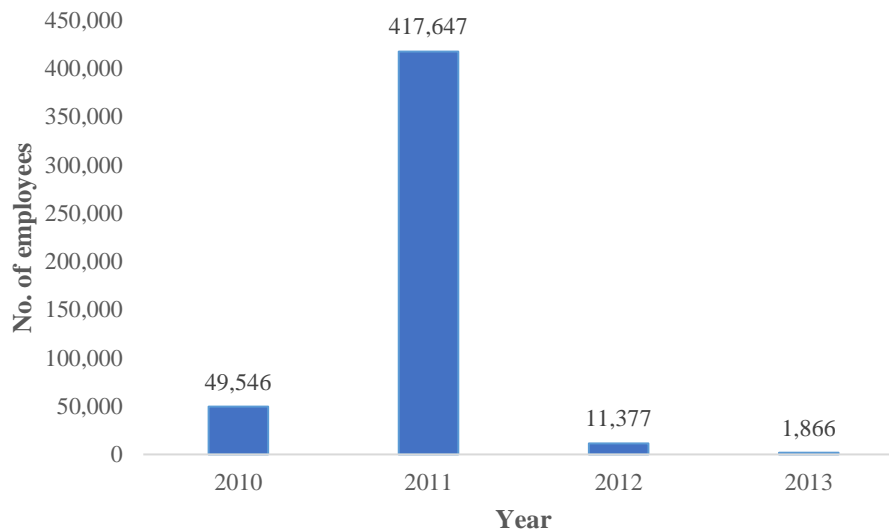
**Figure 1: Pay Negotiation (Gh¢) 2010-2020**

The National Daily Minimum Wage (NDMW) for 2020 was fixed at Gh¢11.82 representing 11 percent increase over that of 2019. This indicates Gh¢1.17 increase in 2020. Also, the base pay for the year under review was fixed at Gh¢10.19 representing a 12 percent increase in 2020. This shows a Gh¢1.09 increase above the 2019 base pay. (See figure 1)

Overall, both the base pay and the NDMW have steadily risen over time. (See Appendix 1)

#### **Fair Wages and Salaries Commission (FWSC)**

A total of 139 Public Service Institutions have been migrated onto the Single Spine Salary Structure (SSSS). The last group of 1,866 employees were migrated onto the SSSS in 2013 and since then no addition has been made onto the SSSS. These institutions employed a total of 480,384 workforce. However, 10 institutions had their scheme of service revised and re-migrated onto the SSSS. This brought 4,980 public sector employees onto the SSSS. (See Figure 2 and Table 2)

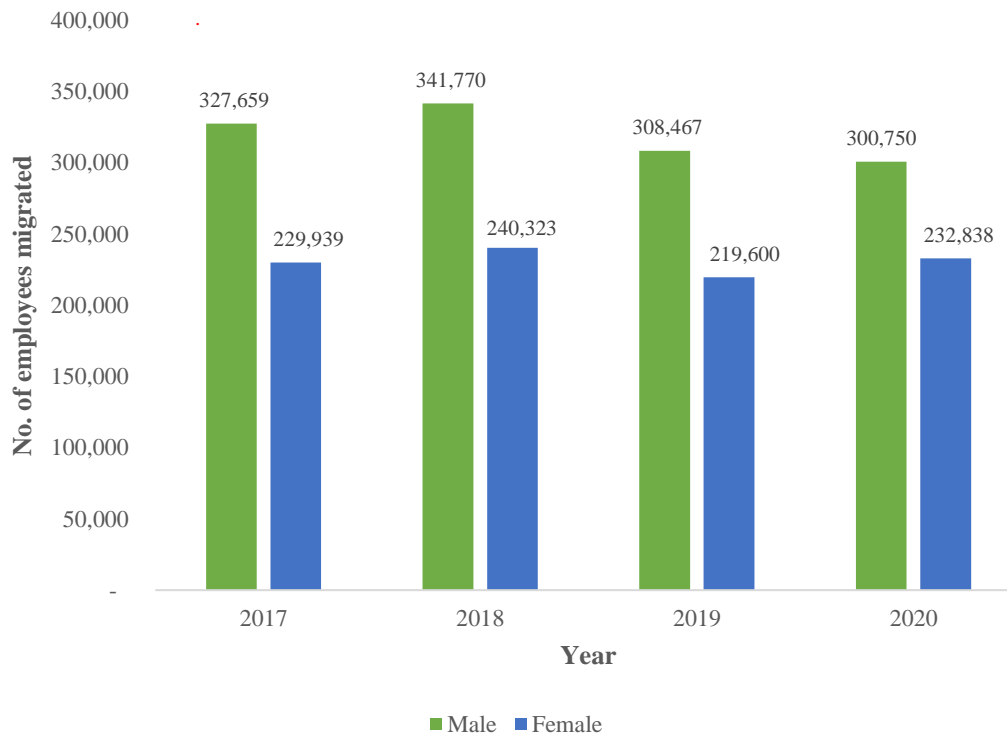


**Figure 2: Migration of Institution onto the SSSS (2010 to date)**

**Table 2: Institutions re-migrated onto the SSSS**

INSTITUTIONS	NUMBER OF EMPLOYEES MIGRATED
Non Formal Education Division	3,149
National Sports Authority	299
National Sports College	44
National Service Secretariat	328
African Peer Review Mechanism	49
Ghana Tourism Authority	185
Land Use and Spatial Authority	394
National Premix Fuel Secretariat	38
National Inspectorate Board	18
National House of Chiefs	476
<b>Total</b>	<b>4,980</b>

As at December 2020, a total of 533,588 Public Service employees had been re-migrated onto the SSSS by FWSC. Out of this number, 300,750 (56%) were males and 232,838 (44%) were females. The 2020 figure of 533,588 shows 1.05 percent increase over that of 2019 but 8.33 percent decrease over that of 2018. This does not include figures from the Security services and six public universities. (See Figure 3)



**Figure 3: Estimated number of Public Service employees on the SSSS as at December 2020**

### ***Institutions yet to be Migrated***

As of December 2020, a total of 139 Public Service Institutions have been migrated onto the Single Spine Salary Structure (SSSS) with the exception of three (3) Public Service Institutions that are yet to be migrated onto the SSSS. The institutions which are yet to be migrated are Parliamentary Services, Ghana Revenue Authority and the Internal Audit Agency.

### ***Number of SSSS Grievances***

During the year under consideration, the Commission received 19 grievances, all of which boarded on Negotiation of Collective Agreement. Out of the 19 grievances received, seven (7), representing 36.8 percent were resolved while the remaining 12 cases, representing 63.1 percent were outstanding. (See Table 3)



**Table 3: Number of SSSS grievances resolved and outstanding**

Resolved		Outstanding	
Type of grievance	Institutions	Institutions	Service Classification
Negotiation of Collective Agreement	GRNMA	TEWU (Public Universities)	Education (Tertiary)
	TEWU (GES)	Senior Staff Association	Education (Tertiary)
	WRC	NBSSI	PPPSARS
	GAEC	NIB	PPPSARS
	MOWAG	HSWU	Health
	Forestry Commission	UTAG	Education (Tertiary)
	Teacher Unions	GAUA	Education (Tertiary)
		CETAG	Education(Non-Tertiary)
		FDA	Regulatory
		GBC	Subvented
		COTVET	Education(Non-Tertiary)
		Lands Commission	PPPSARS



## 6.2 Labour Inspections and Employment Registration

### *Labour Department (LD)*

#### *Labour Inspections*

The Labour Department is responsible for the collation of statistics on Job seekers, Employers, Job vacancies, Skills in demand, Labour Migration, Labour/Establishment Inspection, Industrial Relations and Workmen's Compensation claims on a timely and regular basis.

Within the period under consideration, the Labour Department undertook 256 labour inspections. Out of this number, the highest number (64) of inspections accounting for 25 percent were conducted in the Construction Industry. This was followed by the Manufacturing Industry and Mining & Quarry with 53 (20.70%) and 45 (17.58%) respectively. The Finance, Insurance, Real Estate and Business Services Industry had the least number (3) constituting 1.17 percent of all labour inspections conducted in 2020. (See Table 4)

Analysis of labour inspections by region reveals that the highest number of 89 (34.76%) inspections, covering 7,954 Ghanaians (7,756 males and 198 females) and 3 male foreigners, were carried out in the Eastern Region. This was followed by Greater Accra Region with 67 (26.17%) inspections involving 7,499 Ghanaians (5,734 males and 1,765 females) and 58 Non-Ghanaians (56 males and 2 females). The least number (5) of inspections were conducted in the Bono Region covering 284 Ghanaians (232 males and 52 females) only. Labour inspections were not carried out in seven regions: Ashanti, Ahafo, Upper East, Western North, Savannah, Bono East and North East Regions. (See Table 5)

**Table 4: Labour Inspections by Industry**

<b>Industry</b>	<b>2020</b>
Agriculture, Hunting, Forestry and Fishing	4
Mining and Quarry	45
Manufacturing	53
Electricity, Gas and Water	6
Construction	64
Wholesale and Retail Trade, Restaurant and Hotel	37
Transport and Communication	23
Financing, Insurance, Real Estate and Business Services	3
Community, Social and Personal Services	21
Activities not adequately defined	0
<b>Total</b>	<b>256</b>



**Table 5: Labour inspections by Region**

2020					
Region	No. of Inspections	No. of Ghanaians		Non-Ghanaians	
		Male	Female	Male	Female
Greater Accra	67	5,734	1,765	56	2
Eastern	89	7,756	198	3	0
Central	13	674	5	7	0
Western	42	3,897	231	47	3
Ashanti	0	0	0	0	0
Ahafo	0	0	0	0	0
Northern	6	89	3	0	0
Upper East	0	0	0	0	0
Upper West	16	765	87	2	0
Volta	12	176	43	0	0
Western North	0	0	0	0	0
Savannah	0	0	0	0	0
Oti	6	10	2	0	0
Bono	5	232	52	0	0
Bono East	0	0	0	0	0
North East	0	0	0	0	0
<b>Total</b>	<b>256</b>	<b>19,333</b>	<b>2,386</b>	<b>115</b>	<b>5</b>

### **Employment Services by Public Employment Centres (PECs)**

#### *Employment Data*

Out of the total number of 2,077 jobseekers registered, 711 (493 males and 218 females) representing 34.23 percent were successfully placed in jobs with the remaining 1,366 (957 males and 409 females) placed on the live register indicating 65.77 percent.

At the regional level, 254 jobseekers (201 males and 53 females) were registered in the Western Region, of which only 11 (9 males and 2 females) were placed in jobs while the remaining 243 (192 males and 51 females) were placed on live register. Out of 193 jobseekers (119 males and 74 females) recorded in the Ashanti Region, 77 (51 males and 26 females) were put in employment whereas 116 (68 males and 48 females) were placed on live register. In the Ahafo Region, 173 jobseekers (101 males and 72 females) were registered, of which 89 (72 males and 17 females) were placed in jobs with the remaining 84 (29 males and 55 females) placed on live register.

The Greater Accra Region witnessed the highest number of 763 (540 males and 223 females) jobseekers, out of which 281 (202 males and 79 females) were placed in jobs while 482 (338 males and 144 females) were placed on live register. The Northern Region witnessed the least number of jobseekers with 2 males only and they were successfully placed in jobs. (*See Table 6*)



**Table 6: Registration, Placement and Live Register (Unemployed)**

2020						
Region	Registration of Jobseekers		Job Placements		Live Register (unemployed)	
	Male	Female	Male	Female	Male	Female
Greater Accra	540	223	202	79	338	144
Eastern	36	39	19	18	17	21
Central	124	64	44	38	80	26
Western	201	53	9	2	192	51
Ashanti	119	74	51	26	68	48
Ahafo	101	72	72	17	29	55
Northern	2	0	2	0	0	0
Upper East	56	34	2	8	54	26
Upper West	0	0	0	0	0	0
Volta	41	0	14	0	27	0
Western North	46	1	0	0	46	1
Savannah	0	0	0	0	0	0
Oti	0	0	0	0	0	0
Bono	87	35	24	9	63	26
Bono East	97	32	54	21	43	11
North East	0	0	0	0	0	0
<b>Total</b>	<b>1,450</b>	<b>627</b>	<b>493</b>	<b>218</b>	<b>957</b>	<b>409</b>

### *Vacancy Notifications by Employment Sector*

During the year under review, Private Employers, Public Corporations, Central Government and Local Authorities posted 711 vacancies with the Labour Department. Out of the total, Private Employers, Public Corporations, and Local Authorities constituted 98.31 percent, 1.55 percent and 0.14 percent respectively. The Department did not receive any notification of vacancy from the Central Government in the year under consideration.

The Manufacturing Industry reported the highest number of vacancies with 217 representing 30.52 percent, followed by the Construction and Community, Social and Personal Services Industries with 210 and 201 representing 29.53 percent and 28.27 percent respectively. Data available shows that no vacancies were posted by the Finance, Insurance, Real Estate and Business Services industry. (See Table 7)

### *Vacancy Notifications by Regions and Industry*

In total, 711 job vacancies were received from the various industries across the country during the period under consideration. Out of the 711, Manufacturing recorded the highest number (217) of vacancy notification indicating 30.5 percent of the total. This was followed by Construction and Community, Social and Personal Services with 210 and 201 vacancy notifications constituting 29.53 percent and 28.27 percent respectively. The least number (11)



of vacancy notifications indicating 1.55 percent of the total were received from the Agriculture, Hunting, Forestry and Fishing Industry.

With regard to regional variations, the Greater Accra Region reported the highest number of vacancies with 281 representing 39.52 percent of the total. Majority of the region's vacancy notifications representing 41.28 percent was in the Manufacturing Industry whereas 14.23 percent was in the Construction Sector. Next to the Greater Accra Region were the Ahafo Region with 89 and Central Region with 82 indicating 12.5 percent and 11.5 percent respectively. Majority of the vacancy notifications in the Ahafo Region representing 29.21 percent was in the Manufacturing Industry whereas 2.25 percent was in the Wholesale and Retail Trade, Restaurants and Hotels. Out of the 82 vacancy notifications from the Central Region, majority (35.36%) was in the Construction Industry while the least (4.88%) was in the Agriculture, Hunting, Forestry and Fishing Industry. On the other hand, the Northern Region recorded the least with two (2) representing 0.28 percent in the Construction Industry only. No vacancies were recorded in the Upper West, Western North, Savannah, Oti and North East Regions in the year under review. (See Table 8)

**Table 7: Vacancies notified by Industry and classified by Sector, 2020**

Industry	Private Employer	Public Corporations	Central Government	Local Authority
Agriculture, Hunting, Forestry and Fishing	11	0	0	0
Mining and Quarrying	25	0	0	0
Manufacturing	217	0	0	0
Electricity, Gas and Water	0	10	0	0
Construction	210	0	0	0
Wholesale and Retail Trade, Restaurants and Hotels	32	0	0	0
Transport, Storage and Communication	5	0	0	0
Finance, Insurance, Real Estate and Business Services	0	0	0	0
Community, Social and Personal Services	199	1	0	1
Activities NOT Adequately Defined	0	0	0	0
<b>Total</b>	<b>699</b>	<b>11</b>	<b>0</b>	<b>1</b>





**Table 8: Regional Distribution of Vacancies notified by Industry**

2020										
Region	Agriculture, Hunting, Forestry and Fishing	Mining and Quarrying	Manufacturing	Electricity, Gas and Water	Construction	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
Greater Accra	0	0	116	0	40	10	0	0	115	0
Eastern	0	0	4	10	16	6	0	0	1	0
Central	4	0	17	0	29	7	0	0	25	0
Western	0	0	9	0	0	2	0	0	0	0
Ashanti	0	12	25	0	11	2	0	0	27	0
Ahafo	3	9	26	0	25	2	5	0	19	0
Northern	0	0	0	0	2	0	0	0	0	0
Upper East	0	0	0	0	6	0	0	0	4	0
Upper West	0	0	0	0	0	0	0	0	0	0
Volta	0	0	0	0	14	0	0	0	0	0
Western North	0	0	0	0	0	0	0	0	0	0
Savannah	0	0	0	0	0	0	0	0	0	0
Oti	0	0	0	0	0	0	0	0	0	0
Bono	2	1	10	0	13	1	0	0	6	0
Bono East	2	3	10	0	54	2	0	0	4	0
North East	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>11</b>	<b>25</b>	<b>217</b>	<b>10</b>	<b>210</b>	<b>32</b>	<b>5</b>	<b>0</b>	<b>201</b>	<b>0</b>



### ***Live Register (Unemployment)***

Within the year under consideration, the Labour Department recorded a total number of 1,366 unemployed people on the live register. Out of this number, 404 unemployed people, made up of 250 males and 154 females, were 15-19 years indicating 29.57 percent. This was followed by 393 (311 males and 82 females) unemployed people constituting 28.77 percent.

Majority of the jobseekers were within the age bracket of 20-24 years with 458 (313 males and 145 females) representing 33.53 percent. On the contrary, the least number (14) of jobseekers were 55-59 years indicating 1.02 percent of the total.

Across the regions, the Greater Accra Region recorded the highest percentage (35.28%) of people on the live register, followed by Western and Ashanti Region accounting for 17.79 percent and 8.49 percent respectively. The Eastern Region recorded the least number, indicating 2.78 percent. Out of the 2,077 registered jobseekers, 66 percent did not get jobs. (*See Appendix 2*)

### ***Employment Market by Private Employment Agencies (PEAs)***

The Private Employment Agencies operate to fill gaps within the labour market by matching workers to employers. This is to complement the efforts of the Labour Department. In total, 7,203 people were matched to local employers during the year under consideration. Out of this number, 5,669 were males and 1,534 were females.

The regional breakdown of job placement in 2020 shows that, the Ashanti Region had 20.49 percent of the total, followed by Western Region with 15.95 percent. The Greater Accra Region witnessed the highest percentage (36.48%) of people placed in jobs whereas the Bono Region recorded the least (0.83%). No job placement was made within the Western North, Savannah, Oti, Bono East, and North East Regions. (*See Table 9*)

Out of the 7,203 local job placements by the Private Employment Agencies, 1,127 (987 males and 140 females) jobseekers were placed in jobs as Factory Hands accounting for 15.65 percent of the total. Seven Hundred and Five (705) people made up of 654 males and 51 females were placed in jobs as Helpers, representing 9.79 percent. Further, 555 (543 males and 12 females) jobseekers, constituting 7.71 percent were placed in jobs as Caterers/Chefs/Cooks. A jobseeker each was placed in jobs as Transport Manager, Branch Manager, General Manager, Banker, Mechanical Engineer, Cash Operator and Corporate Sales Officer indicating 0.01 percent each of the total. (*See Appendix 3*)



**Table 9: Regional Distribution of Employment Market by PEAs**

Region	Job Placement		
	Male	Female	Total
Greater Accra	2,103	525	2,628
Eastern	602	109	711
Central	336	50	386
Western	847	302	1,149
Ashanti	1,096	380	1,476
Ahafo	82	15	97
Northern	133	33	166
Upper East	105	27	132
Upper West	95	24	119
Volta	225	54	279
Western North	0	0	0
Savannah	0	0	0
Oti	0	0	0
Bono	45	15	60
Bono East	0	0	0
North East	0	0	0
<b>Total</b>	<b>5,669</b>	<b>1,534</b>	<b>7,203</b>

### ***Registered Private Employment Agencies (PEA) by Region***

During the year under consideration, the Labour Department registered a total of 47 Private Employment Agencies (PEAs) in only four regions across the country: Greater Accra, Western, Ashanti and Volta Regions.

The highest number of PEAs registered was in the Greater Accra Region (42) accounting for 89.36 percent of the total. This was followed by Western Region with three registered PEAs representing 6.38 percent. The Ashanti and Volta Regions had the least (1) with 2.13 percent each. Large disparities existed in the registration of PEAs across the regions, with 12 out of the 16 regions registering no PEA. (*See Appendix 4*)

### ***Compliance to the Labour Laws as per Inspections***

Within the year under review, a total of 256 labour inspections were carried out by the Labour Department to ensure compliance to labour laws across the various regions in the country. Data available shows that the highest number of inspections (89) were undertaken in the Eastern Region indicating 35 percent, followed by Greater Accra Region with 67 inspections making up 26 percent of the total. The least number of inspections (5) were carried out in the Bono Region representing 2 percent. There was 100 percent compliance to labour laws in all the labour inspections conducted across the various regions. (*See Table 10*)



**Table 10: Regional Distribution of Level of Compliance to the Labour Laws as per Inspections, 2020**

Region	Total No. of Inspections	Compliance
Greater Accra	67	67
Eastern	89	89
Central	13	13
Western	42	42
Ashanti	0	0
Ahafo	0	0
Northern	6	6
Upper East	0	0
Upper West	16	16
Volta	12	12
Western North	0	0
Savannah	0	0
Oti	6	6
Bono	5	5
Bono East	0	0
North East	0	0
<b>Total</b>	<b>256</b>	<b>256</b>

Out of the 256 labour inspections carried across the various industries, the Construction Industry witnessed the highest number of inspections with 64 making up 25 percent of the total. Thirty-seven (37) inspections were carried out in the Wholesale and Retail Trade, Restaurant and Hotel Industry accounting for 14 percent. The lowest number of inspections (3) were undertaken in the Financing, Insurance, Real Estate and Business Services Industry representing 1 percent. The labour inspections in the various industries revealed that, labour laws were duly complied with. (*See Table 11*)

**Table 11: Level of Compliance to the Labour Laws as per Inspections by Industry, 2020**

Industry Groups	Total No. of Inspections	Compliance
Agric, Hunting, Forestry and Fishing	4	4
Mining and Quarry	45	45
Manufacturing	53	53
Electricity/Gas and water	6	6
Construction	64	64
Wholesale and Retail Trade, Restaurant and Hotel	37	37
Transport/Shortage and Communication	23	23
Financing, Insurance, Real Estate and Business Services	3	3
Community, Social and Personal Services	21	21
Activity not Adequately defined	0	0
<b>Total</b>	<b>256</b>	<b>256</b>

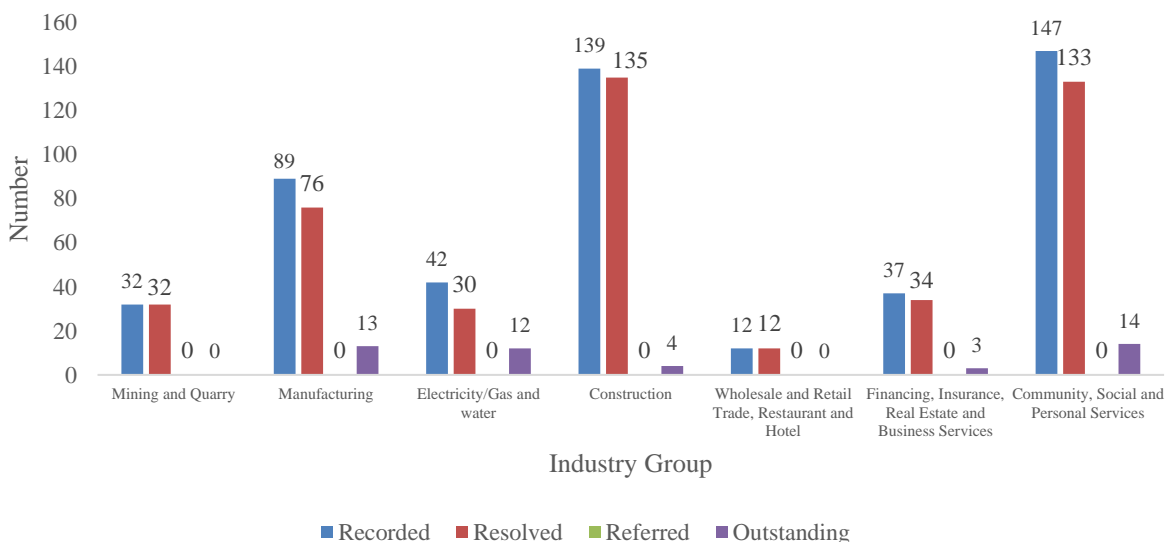


### Workplace Disputes/Complaints

In 2020, the Department received a total of 498 workplace complaints/disputes. Out of this number, 452 cases were resolved representing 90.76 percent whereas the remaining 46 cases constituting 9.24 percent were outstanding. Out of the total number of workplace complaints/disputes recorded, 338 were from males while 160 were from females. Of the 338 cases reported by males, 306 were resolved while 146 of the 160 reported cases by females were resolved.

Analysis of workplace complaints/disputes by region reveals that Greater Accra Region received 199 cases with 182 resolved and 17 outstanding. This was followed by Central Region with 106 cases, of which 31 were resolved with 8 outstanding. The Bono Region had 43 cases with 40 resolved and 3 outstanding. The Volta Region had all 9 cases outstanding. (See Appendix 5)

By industry, out of the 498 workplace complaints/disputes reported, Community, Social and Personal Services Industry recorded the highest with 147, representing 29.52 percent. One Hundred and Thirty-three (133) of the 147 cases were resolved with 14 outstanding. The Construction Industry had 139 cases constituting 27.91 percent of the total, out of which 135 were resolved with four cases outstanding. Furthermore, the Manufacturing Industry had 89 cases (17.87%) with 76 cases resolved and 13 cases outstanding. During the period under consideration, all 12 cases recorded by the Wholesale and Retail Trade, Restaurant and Hotel Industry were resolved. (See Figure 4)



**Figure 4: Workplace Complaints/Disputes Industry Group**



## Child Labour

Regional assessment of Child Labour cases reveals that, the Labour Department recorded a total of 1,914 cases covering 1,313 males and 601 females in 2020. Within the period under consideration, Child Labour cases were recorded in only four (4) regions thus Eastern, Central, Ashanti and Western North Regions. Out of the total, the occurrence of Child Labour was highest in the Western North Region with 1,332 cases involving 963 males and 363 females, out of which 196 were rescued.

The Ashanti Region recorded 402 cases involving 231 males and 171 females. The Eastern Region recorded 90 cases (51 males and 39 females) out of which 82 were rescued. The Central Region recorded the least (90) cases covering 68 males and 22 females. All children reported to be involved in Child Labour cases in the Central and Ashanti Region were rescued. Overall, 770 (40.23%) of the 1,914 children under child labour were rescued. (*See Appendix 6*)

Across the various sectors, Child Labour was prevalent in only three sectors, thus cocoa, child trafficking and street hawking sectors. One thousand, seven hundred and forty-two (1,742) street hawking cases were reported, constituting 91 percent, followed by child trafficking with 115 cases (6%) whereas the least number of cases (57) were reported in the cocoa sector representing 3 percent of the total number of cases reported in 2020. (*See Appendix 7*)

## Work accidents and Reported Claims by Industry

The number of work accidents and reported claims by industry during the period under review was 639. Out of this number, the highest percentage (23%) was in the Manufacturing Industry, followed by 18 percent in the Transport/Shortage and Communication Industry, 13 percent each in the Agric, Hunting, Forestry and Fishing Industry as well as Financing, Insurance, Real Estate and Business Services Industry. The least percentage (1%) was in activities not adequately defined.

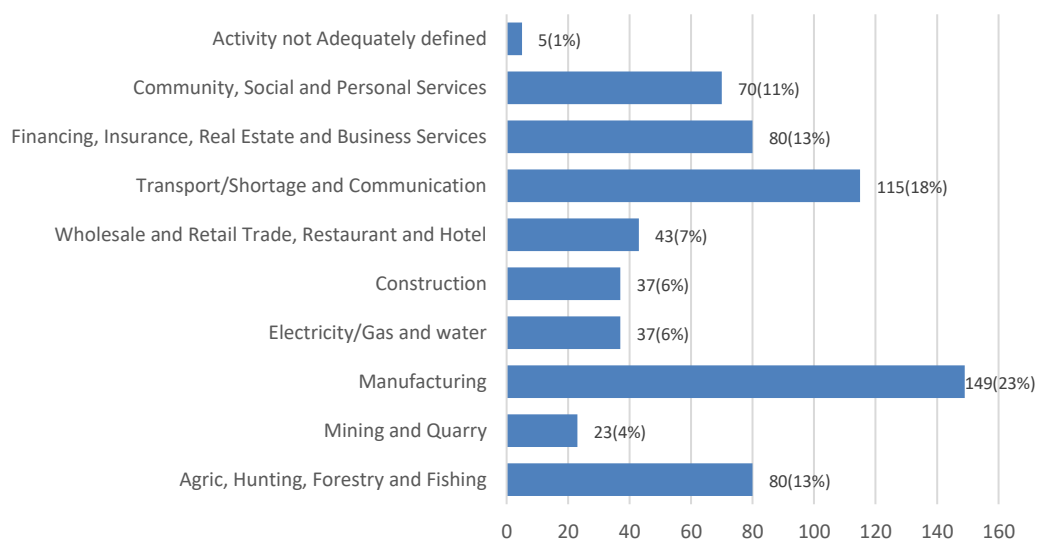


Figure 5: Work accidents and Reported claims by Industry

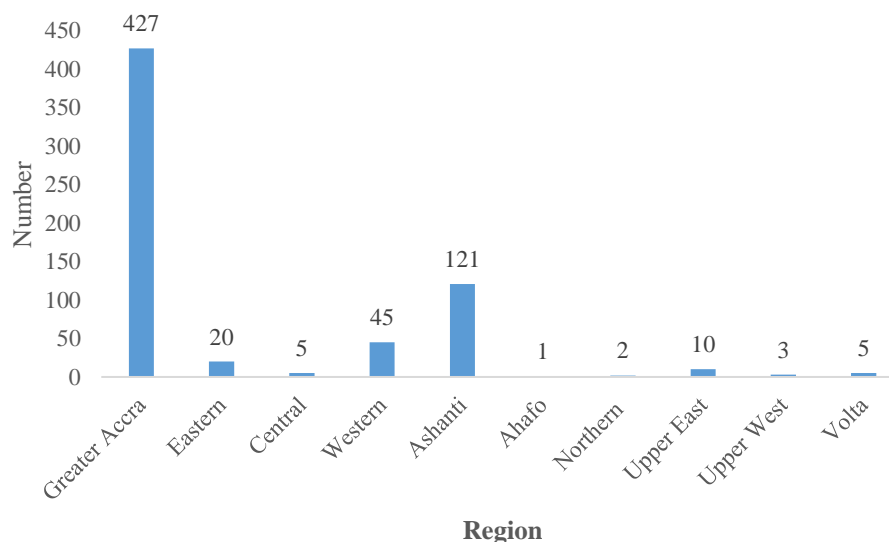


### ***Work accidents and Reported Claims by Nature of accidents***

The nature of work accidents and reported claims during the period under review involved 11 (1.72%) fatal accidents and 628 (98.28%) non-fatal accidents. (See Appendix 8)

### ***Work accidents and Reported Claims by Region***

At the regional level, the Greater Accra Region had 427 work accidents and reported claims constituting 66.82 percent of the total. This was followed by Ashanti Region with 121, Western Region with 45 and Eastern Region with 20 representing 18.94 percent, 7.04 percent and 3.13 percent respectively. The Ahafo Region recorded the least (1) number of work accidents and reported claims accounting for 0.15 percent of the total. There were no reported cases in six regions thus Western North, Savannah, Oti, Bono, Bono East and North East Regions.



**Figure 6: Work accidents and Reported claims by Region**

### ***Workplace Injuries and Compensations Paid***

Available data shows that 639 work injuries were reported to the Labour Department in 2020. This was made up of 95 (14.87%) cases in the public sector and 544 (85.13%) cases in the private sector. Across the sectors, 42 of the public sector cases were finalised and the affected workers were paid an amount of GH¢1,428,084 as compensation whereas 648 cases and an amount of GH¢4,842,482 were outstanding. Five Hundred and Forty-four (544) Private sector cases were reported and during the same year, 605 cases were finalised with previous years' cases inclusive. An amount of GH¢5,220,804 was paid as compensation to affected workers while 2,492 cases and an amount of GH¢5,311,850 were outstanding.



In summary, 639 cases were reported, 647 were finalised whereas 3,140 cases are yet to be resolved. An amount of GH¢6,648,888 was paid to affected workers as compensation while GH¢10,154,332 is yet to be paid to affected workers. (*See Appendix 9*)

### ***Newly Registered Unions***

Within the year under review, the Department registered a total of 145 new labour unions across the various industries. The Services Industry recorded the highest number of 75 registered labour unions accounting for 51.72 percent. This was followed by the Manufacturing Industry with 66 registered labour unions representing 45.52 percent. The Agricultural Industry had the least number of registered labour unions (4) indicating 2.76 percent of the total. (*See Appendix 10*)

The regional breakdown of the registered labour unions reveals that large disparities existed in the distribution of registered labour unions across the regions, with Greater Accra Region recording 145 registered labour unions indicating 100 percent of the total while none was recorded in the remaining 15 regions in 2020.

### ***Collective Bargaining Certificates***

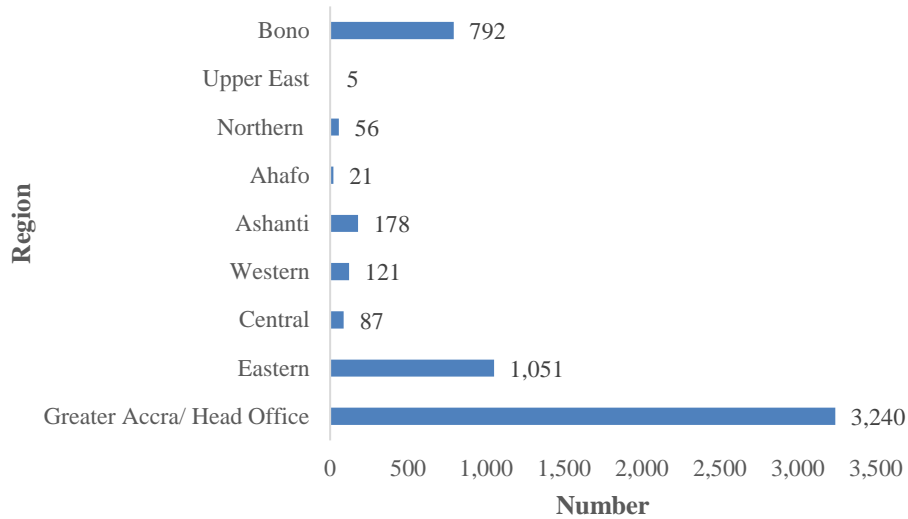
In 2020, the Labour Department issued a total of 56 collective bargaining certificates across the various industries of the economy thus Agricultural, Manufacturing and Services. Out of this number, two (2) collective bargaining certificates were issued to the Agricultural Industry, 34 to the Manufacturing Industry and 20 to the Services constituting 3.57 percent, 60.71 percent and 35.71 percent respectively. (*See Appendix 11*)

At the regional level, collective bargaining certificates were issued in only four regions: Greater Accra, Western, Ashanti and Bono Regions. Greater Accra Region issued the highest number of 48 collective bargaining certificates indicating 85.71 percent of the total. This was followed by the Bono Region with 4, representing 7.14 percent. The Western and Ashanti Regions issued 2 collective bargaining certificates each constituting 3.57 percent each of the total. (*See Appendix 12*)

### ***Labour Clearance Certificates***

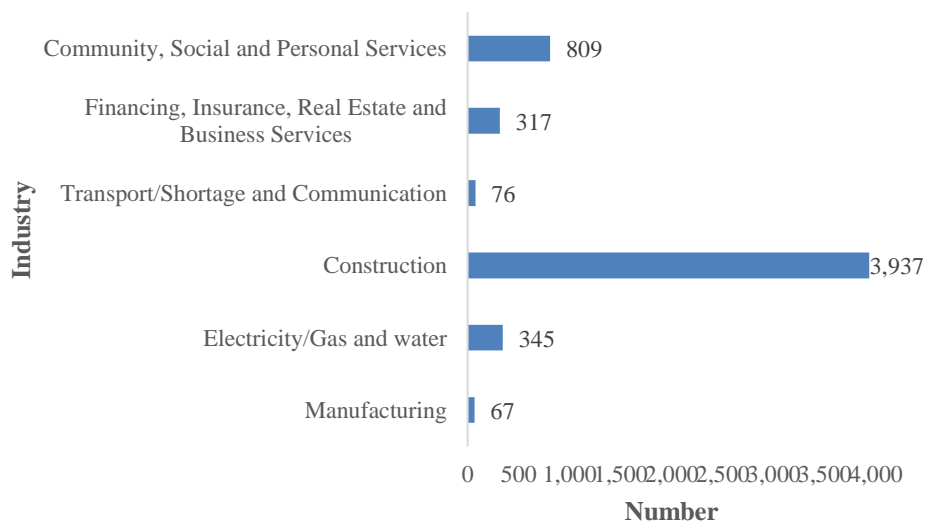
In the year under review, the Greater Accra Regional Labour Office/Head Office issued the highest number of 3,240 labour clearance certificates representing 58.37 percent of the total. This was followed by the Eastern, Bono, and Ashanti Regions with 1,051, 792 and 178 representing 18.93 percent, 14.27 percent and 3.21 percent respectively. The least number (5) of clearance certificate was issued by Upper East Region constituting 0.09 percent of the total. Overall, the Labour Department issued a total of 5,551 labour clearance certificates in 2020. However, no clearance certificate was issued in seven (7) regions thus Upper West, Volta, Western North, Savannah, Oti, Bono East and North East Regions.





**Figure 7: Labour Clearance Certificates by Region**

Available data shows that the highest percentage (70.92%) of labour clearance certificates was issued to operators in the Construction Industry, followed by the Community, Social and Personal Services Industry with 14.57 percent, Electricity/Gas and Water Industry with 6.22 percent. The lowest percentage (1.21%) of the total labour clearance certificate issued went to operators in the Manufacturing Industry. No labour clearance certificate was issued to operators in the Agric, Hunting, Forestry and Fishing; Mining and Quarry; Wholesale and Retail Trade, Restaurant and Hotel; and Activity not adequately defined.



**Figure 8: Labour Clearance Certificates issued by Industry**



### **Strike Actions**

A total of eleven (11) strike actions were recorded during the period under consideration. Out of this number, four (4) strike actions were undertaken within the Community, Social and Personal Services Industry representing 36 percent. This was followed by the Mining and Quarry Industries with three (3) strike actions representing 27 percent, Transport/Shortage and Communication and with two (2), accounting for 19 percent. The Manufacturing and Finance, Insurance, Real Estate and Business Service industries recorded the lowest strike, representing 9 percent each. (See Table 12)

**Table 12: Regional Distribution of Strike Actions**

<b>Industry</b>	<b>2020</b>
Agric, Hunting, Forestry and Fishing	0
Mining and Quarry	3
Manufacturing	1
Electricity/Gas and water	0
Construction	0
Wholesale and Retail Trade, Restaurant and Hotel	0
Transport/Shortage and Communication	2
Financing, Insurance, Real Estate and Business Services	1
Community, Social and Personal Services	4
Activity not Adequately defined	0
<b>Total</b>	<b>11</b>

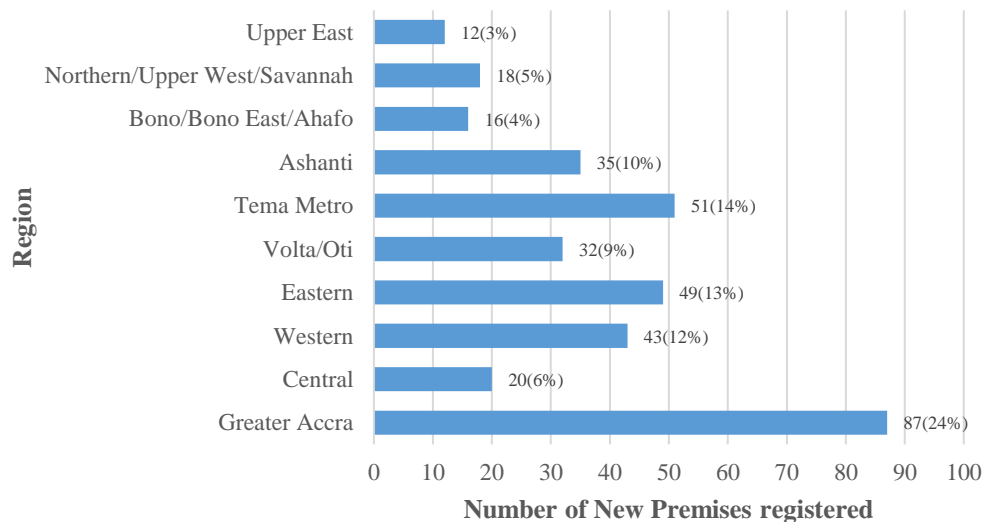


### 6.3 Occupational Safety and Health (OSH)

#### *Department of Factories Inspectorate (DFI)*

##### *Registration of New Premises by Region*

The Department of Factories Inspectorate (DFI) registered 363 new premises in 2020 across the various regions in the country. The Greater Accra Region registered 87 new premises, which was the highest, constituting 24 percent of the total new premises registered while Tema Metro, Eastern, Western and Ashanti Regions registered 51, 49, 43 and 35 new premises representing 14 percent, 13 percent, 12 percent and 10 percent respectively. The data further shows that the Upper East Region had the least number of 12 new premises registered, representing 3 percent of the total.



**Figure 9: Regional Distribution of New Premises Registered**

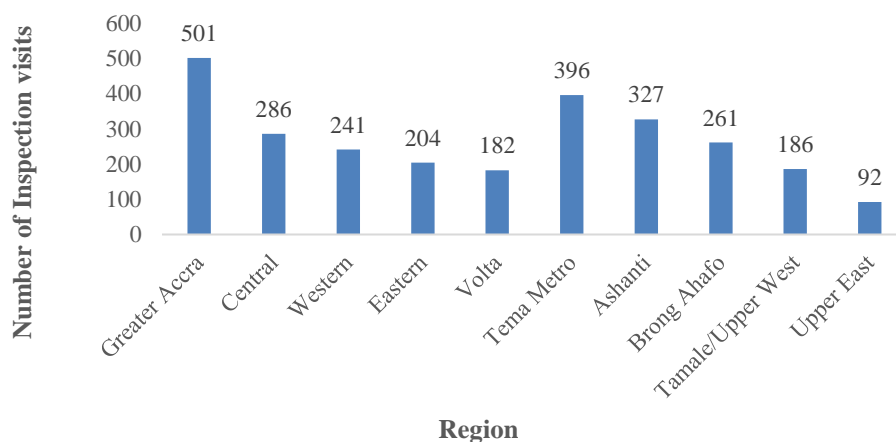
##### *Registration of New Premises by Industry*

Within the period under consideration, the Oil & Gas industry recorded the highest number of 178 new premises constituting 49.04 percent, followed by Other Miscellaneous Industries with 47 representing 12.95 percent, Plastics/Rubbers with 40 making up 11.02 percent, Mineral/Sachet Water Production with 31 accounting for 8.54 percent and Warehousing industries with 12 representing 3.31 percent of the total number of new premises registered. Five (5) industries registered one premise each, representing the least percentage with 0.28 percent each. However, the DFI did not register any new premise in industries such as Meat Products, Energy, Ports and Docks, Cement/Concrete products, Breweries, Textiles, Flour and other milling industries during the year under review. (*See Appendix 13*)



### ***Routine Inspection of Registered Workplaces***

The DFI conducted a nationwide inspection in 2,676 premises in the year under consideration. Most of the inspection visits (501) took place in the Greater Accra Region representing 19 percent of the total inspected premises. Also, 396 inspection visits were carried out in Tema Metro constituting 15 percent whereas 327, 286, 261 and 241 representing 12 percent, 11 percent, 10 percent and 9 percent inspection visits occurred in the Ashanti, Central, Brong Ahafo and Western Regions respectively. The least of 92 inspections were conducted in the Upper East Region in 2020, which constituted 3.4 percent of inspection visits across the country.



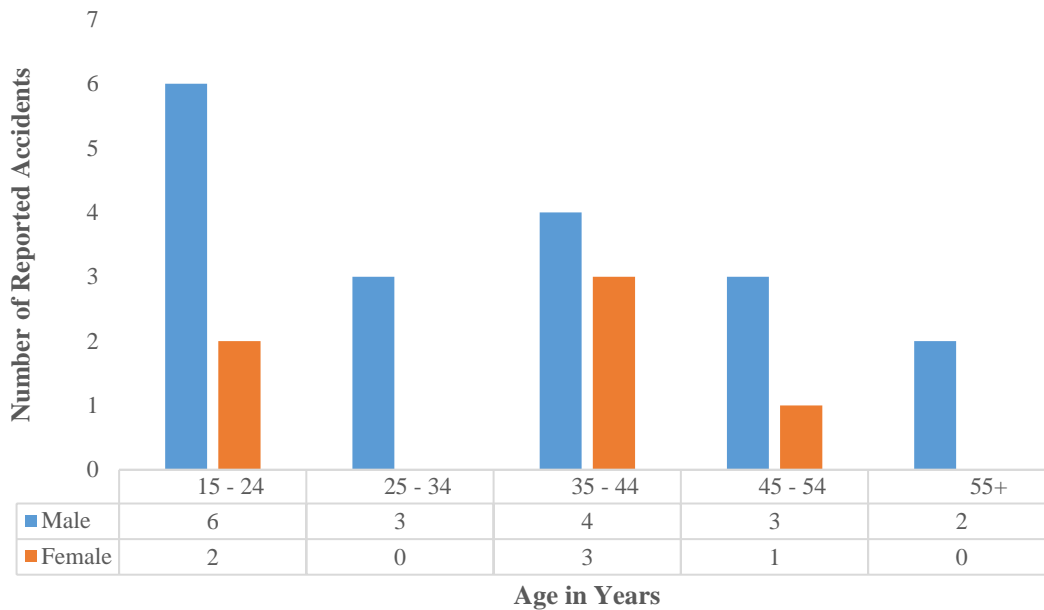
**Figure 10: Regional Distribution of Routine Inspection of Registered Workplaces**

### ***Routine Inspection by Industry***

Out of 2,676 inspections conducted in 2020, the Oil & Gas sector recorded the highest of 769 inspections representing 28.74 percent, followed by Other Miscellaneous Industries with 394 representing 14.72 percent, Mineral/Sachet Water Production had 316 inspections constituting 11.81 percent. Plastics /Rubbers was next with 205 inspections representing 7.66 percent. The Ports and Docks industry recorded the lowest of 4 inspections representing 0.15 percent. (See Appendix 14)

### ***Severity of Reported Occupational Accidents by Sex and Age groups***

The Department recorded a total 24 non-fatal occupational accidents, involving 18 males and 6 females. Thus, no fatal occupational accident was reported. Thirty-three percent of the total cases were within the age group of 15-24 years (6 males and 2 females), 29 percent of the reported accidents were in the age group of 35-44 years (4 males and 3 females) while 17 percent of the occupational accidents fell in the age bracket of 45-54 years (3 males and 1 female). Three (3) males constituting 13 percent were within the ages of 25-34 years whereas two (2) males representing 8 percent were 55 years and above. There were no cases of non-fatal accidents for females in those age groups. Generally, there were less occupational accident cases for females within the various age brackets. (See Figure 11 and Appendix 15)



**Figure 11: Severity of Reported Occupational Accidents by Sex and Age groups**

### ***Industry Classification of Reported Occupational Accidents***

Out of the 24 non-fatal accidents reported, the Iron, Steel and other Metal Rolling industry as well as Other Miscellaneous industries recorded the highest of seven (7) non-fatal accidents each, which represents 29.17 percent each, the Rubber trades industry had three (3) non-fatal accidents, representing 12.5 percent. The Textiles printing, Bleaching and Dyeing recorded two cases contributing 8.33 percent whereas the Clay, Stone, Lime and Cement, Alcoholic drink, Building Operations, Packaging and the Oil/Gas industries recorded the least of one (1) non-fatal accident each, representing 4.17 percent each. Eighteen (18) males and six (6) females were involved in the 24 non-fatal accidents reported. Most of the males six (6) were in the Iron, Steel and other Metal Rolling industry, five (5) males were in other miscellaneous industries. Textiles printing, Bleaching and Dyeing, Building Operations, Packaging and Oil/Gas reported one (1) male accident each. Two (2) female cases were recorded in Other Miscellaneous Industries while Clay, Stone, Lime and Cement, Iron, Steel and other Metal Rolling, Textiles printing, Bleaching and Dyeing and Alcoholic drink industries reported one (1) female accident each. There was no accident case in the remaining eight (8) industries. (See Table 13)



**Table 13: Industry Classification of Reported Occupational Accidents**

Type of Industry	Severity of Accidents			
	Non-Fatal		Fatal	
	Male	Female	Male	Female
Cotton	0	0	0	0
Clay, Stone, Lime and Cement	0	1	0	0
Iron, Steel and other Metal Rolling	6	1	0	0
Motor Vehicles( Motor Cycles, Cars)	0	0	0	0
Sawmills, joinery and general woodworking	0	0	0	0
Textiles printing, Bleaching and Dyeing	1	1	0	0
Rubber trades	3	0	0	0
Flour & other milling	0	0	0	0
Tobacco and Matches	0	0	0	0
Alcoholic drink	0	1	0	0
Soap, Starch, Candles	0	0	0	0
Docks	0	0	0	0
Building Operations	1	0	0	0
Construction	0	0	0	0
Packaging	1	0	0	0
Oil/Gas	1	0	0	0
Other miscellaneous industries	5	2	0	0
<b>Total</b>	<b>18</b>	<b>6</b>	<b>0</b>	<b>0</b>

### *Causes of Reported Occupational Accidents*

Majority (41.65%) of the 24 non-fatal accidents were caused by Electricity, Machine, Machinery, Explosions and Other Power Driven accidents. Miscellaneous accidents caused about 33.33 percent of the total causes of reported accidents. Other causes such as Lifting Machinery, Power Presses, Machinery, Stepping or striking against objects, Handling goods or articles caused 25.02 percent of reported accidents which was the lowest.

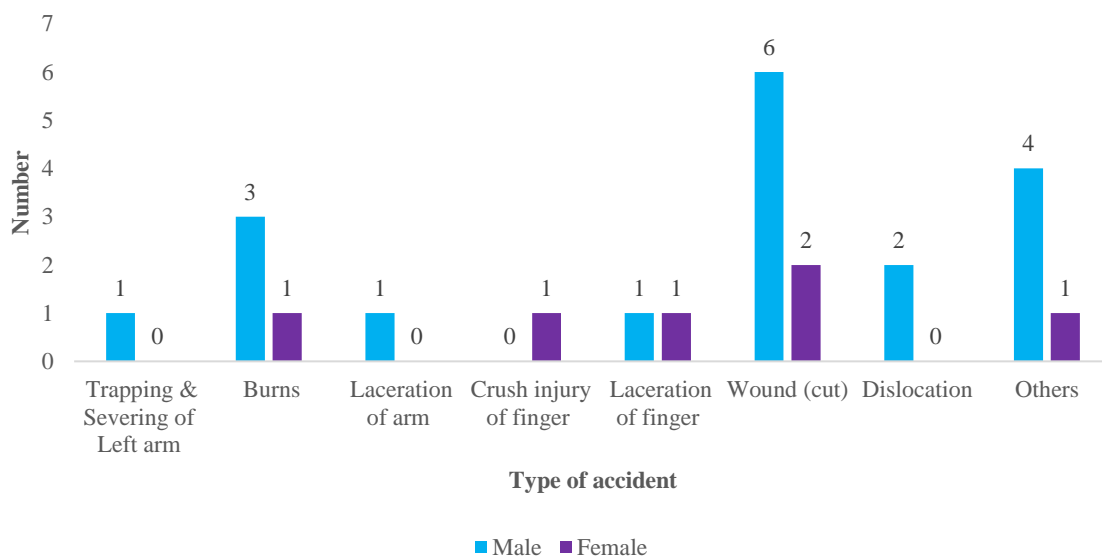
Eighteen (18) males and six (6) females were involved in the non-fatal accidents reported. Out of the 18 males, eight (8) males were operating in the Electricity, Machine, Explosions and Other Power Driven occupations. Five (5) males were injured by Miscellaneous causes. The remaining five males sustained injuries caused by Lifting Machinery, Power Presses, Machinery, Stepping or striking against objects and Handling of goods or articles. The majority (3) of the females were injured by Miscellaneous causes, one (1) female each suffered injuries caused by Machinery, Persons falling and other woodworking accidents. (*See Appendix 16*)



### ***Investigation of Reported Occupational Accidents***

The DFI was able to investigate all of the 24 reported accidents during the period under review. Out of the total cases investigated, 18 were suffered by males and the remaining six (6) accidents were suffered by females. Eight (8) cases of the investigated reported accidents were related to Wound (cut), contributing 33.33 percent, followed by five (5) Other investigated cases contributing to 20.83 percent, four (4) were pertaining to Burns representing 16.67 percent and two (2) reported cases on Laceration of the finger and Dislocation representing 16.66 percent. Laceration of the arm, Trapping & Severing of Left arm and Crush injury of the finger reported one (1) investigated case each which accounted for 14.71 percent each of the investigated cases.

Out of the 18 male accidents investigated, six (6) males had wound (cut), three (3) males sustained burn injuries, two (2) males had dislocation while one (1) male each encountered accidents relating to Laceration of the arm, Trapping & Severing of Left arm and Laceration of finger. Two (2) out of the six (6) females experienced wound (cut), whereas one (1) female each had burns, Crush injury of finger, Laceration of finger and others.



**Figure 12: Investigation of Reported Occupational Accidents**

### ***OSH Talks and Training***

Nationally, the Department organized a total of 103 OSH talks and training in 2020. The Greater Accra Region witnessed the highest number of 24 OSH Talks and Training. This was closely followed by Tema Metro, which recorded 22 OSH Talks and Training while Western and Ashanti Regions had 11 and 10 OSH Talks and Training respectively. Only two (2) OSH Talks and Training were conducted in the Upper East Region which was the least. In all, 65.05



percent of the total number of trainings were organized in the Greater Accra, Western, Tema Metro and Ashanti Regions. (See Appendix 17)

### ***OSH Talks and Training by Industry***

Out of the 103 OSH Talks and Training organized in 2020, the Food Processing industry recorded the highest of 32 OSH Talks and Training, which represents 31.07 percent, the Oil & Gas industry had 25 trainings representing 24.27 percent, and the Water industry recorded 17 OSH Talks representing 16.5 percent. Other industries were also able to organize 14 of the total number of OSH Talks and Training which represents 13.59 percent. The Plastics/Rubber industry recorded six (6) OSH Talks contributing 5.83 percent, Auto/Transport contributed 3.88 percent, Energy and Steel industries recorded two (2) OSH Talks and Training each, representing 1.94 percent each. The Sawmills industry recorded the least of one (1) OSH Talk making up 0.97 percent of the total. (See Table 14)

**Table 14: OSH Talks and Training by Industry**

<b>Industry</b>	<b>2020</b>
Oil & Gas	25
Plastics/Rubber	6
Steel	2
Food Processing	32
Water	17
Auto/Transport	4
Sawmills	1
Energy	2
Others	14
<b>Total</b>	<b>103</b>



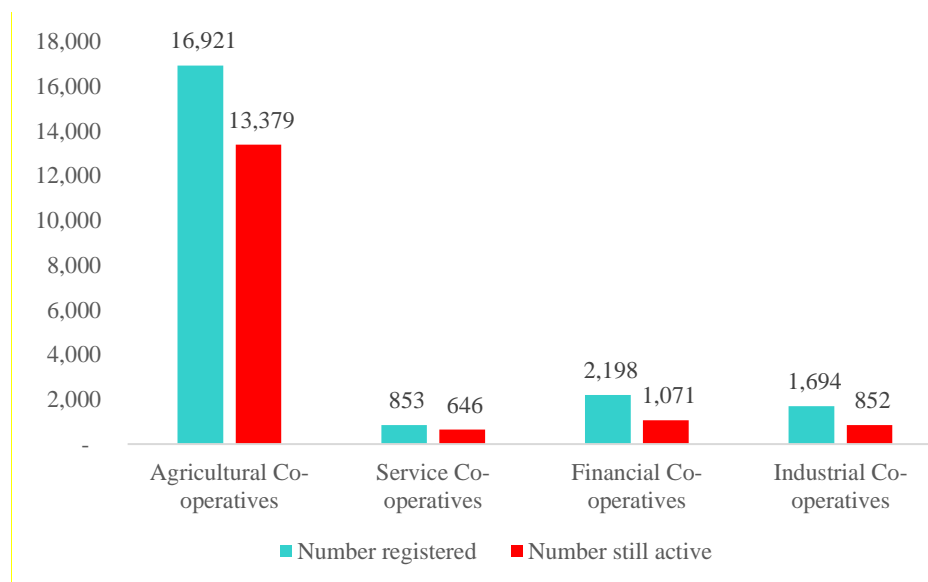


## 6.4 Employment Creation

### *Department of Co-Operatives (DOC)*

#### *Registered Co-operatives (Cumulative)*

In aggregate, the Department of Co-operatives registered a total of 21,666 Co-operatives. Out of the 21,666 Co-operatives, 15,948 Co-operatives representing 73.61 percent were active and operational. The Agricultural Co-operatives registered the largest number of 16,921, constituting 78.10 percent of the total number of registered co-operatives. Out of which 13,379 (79.07%) were active and operational. The Financial Co-operatives registered 2,198 co-operatives representing 10.14 percent of the total number of registered co-operatives, with 1,071 (48.73%) being active and operational. This was followed by Industrial Co-operatives with 1,694 constituting 7.8 percent, out of which 852 (50.3%) were active and operational. The Service Co-operatives registered the least of 853 co-operatives, accounting for 3.94 percent of the total, out of which 646 (75.73%) were active and operational.



**Figure 13: Cumulative Number of Registered and Active Co-operatives by Sector**

#### *Newly Registered Co-operatives*

A total of 5,955 new co-operatives were registered in the year under review. Out of the total, Agricultural Co-operatives registered 5,852 co-operatives accounting for 98.27 percent of the total. The Industrial Co-operatives and Service Co-operatives registered 52 and 28 co-operatives, representing 0.87 percent and 0.47 percent respectively. Financial Co-operatives registered the lowest number of 23 co-operatives, representing 0.39 percent of the total. All of the 5,955 Co-operatives registered in 2020 were still active and operational. (See Table 15)



**Table 15: Newly Registered Co-operatives by Sector**

Type of Co-operatives	Number registered	Number still active
Agricultural Co-operatives	5,852	5,852
Service Co-operatives	28	28
Financial Co-operatives	23	23
Industrial Co-operatives	52	52
<b>Total</b>	<b>5,955</b>	<b>5,955</b>

***Registered Co-operatives by Region and Sector***

Agricultural Co-operatives recorded a total of 5,852 new Co-operatives throughout the 16 regions. Ashanti region recorded the highest of 1,448 (24.74%), followed by Central, Western North, Western Regions with 1,176 (20.10%), 910 (15.55%), 827 (14.13%) respectively and North East Region with the least of one (1), constituting 0.02 percent. Service Co-operatives registered a total of 28 new Co-operatives by region and sector. Greater Accra Region recorded the highest of nine (9) representing 32.14 percent, followed by Western Region with eight (8) representing 28.57 percent. Central, Ashanti and Volta regions recorded three (3) each constituting 10.71 percent each while Upper East and Bono East regions also recorded one (1) each, representing 3.57 percent each.

Financial Co-operatives registered a total of 23 new Co-operatives. Out of the total, Ashanti Region recorded the highest of 10 (43.48%), Greater Accra, Eastern, Bono, Bono East Regions recorded 2 (8.70%) each being the second highest and Central, Volta, Upper West, Ahafo and North East Regions recorded the least with one (4.35%) each.

Industrial Co-operatives had a total of 23 new Co-operatives registered. Northern Region topped all other regions with a total of 13 (25%) co-operatives. The Upper East Region followed with 12 (23.08%), Savannah region with 6 (11.54%), Greater Accra region with 5 (9.62%) new co-operatives. (See Table 16)



**Table 16: Newly Registered Co-operative by Region and Sector, 2020**

Region	Agricultural Co-operatives	Service Co-operatives	Financial Co-operatives	Industrial Co-operatives
Greater Accra	8	9	2	5
Central	1,176	3	1	1
Eastern	626	0	2	0
Western	827	8	0	1
Ashanti	1,448	3	10	1
Volta	44	3	1	0
Northern	4	0	0	13
Upper East	87	1	0	12
Upper West	7	0	1	9
Ahafo	148	0	1	0
North East	1	0	1	4
Bono	403	0	2	0
Bono East	82	1	2	0
Oti	73	0	0	0
Savannah	8	0	0	6
Western North	910	0	0	0
<b>Total</b>	<b>5,852</b>	<b>28</b>	<b>23</b>	<b>52</b>

### *Inspection of New Co-operative Societies*

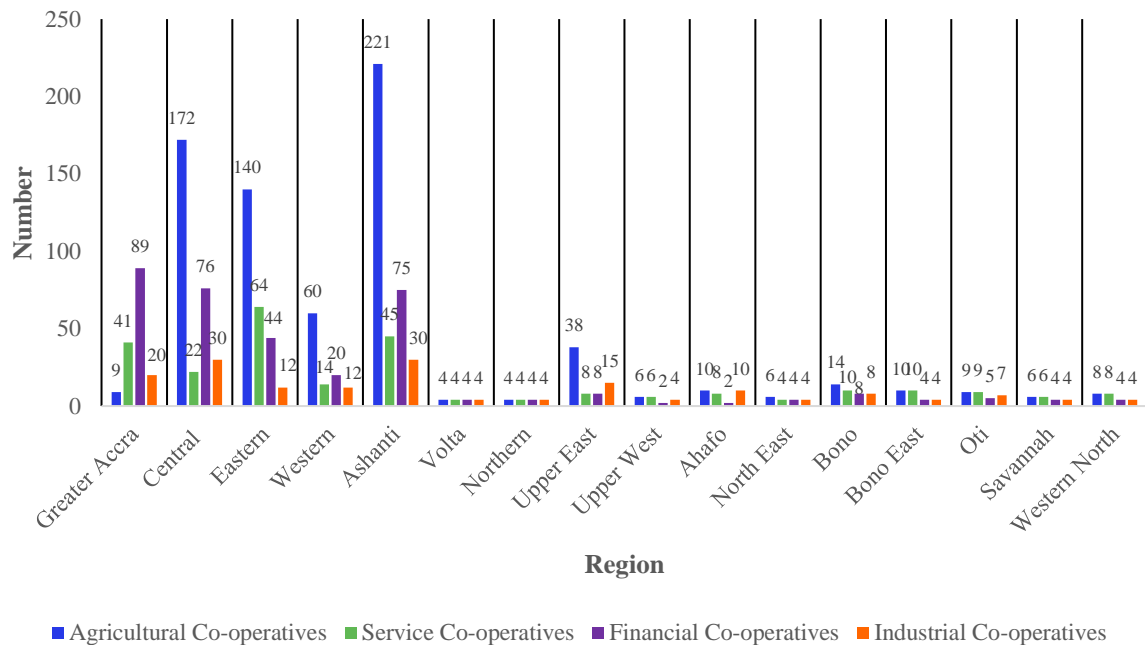
A total of 1,505 inspections were conducted across the various regions during the review year. The Ashanti region recorded the highest of 371 inspections accounting for 24.7 percent. This was followed by the Central Region with 300 (19.9%), Eastern Region with 260 (17.3%), Greater Accra Region with 159 (10.6%). Furthermore, the Western, Upper East, and Bono Regions recorded 106, 69, and 40 inspections representing 7.1 percent, 4.6 percent and 2.7 percent respectively. The Northern and Volta Regions recorded the least of 16 inspections each representing 1.1 percent each.

Among the various Co-operatives, the highest of 717 inspections were carried out in Agricultural Co-operatives, 263 inspections were undertaken in the Services Co-operatives, 353 inspections took place in the Financial Co-operatives whereas the lowest number of 172 inspections were carried out in Industrial Co-operatives. Out of the 717 inspections in the Agricultural Co-operatives, the majority (221) of the inspections representing 30.82 percent were carried out in the Ashanti region while Volta and Northern Regions had the lowest number of four (0.56%) inspections each.

Out of the total of 263 inspections in the Services Co-operatives, the highest of 64 inspections were carried out in the Eastern Region. Volta, Northern, and North East Regions recorded the lowest of four (4) representing (1.52%) inspections each.



With respect to the total number of 353 inspections conducted in the Financial Co-operatives, Greater Accra Region recorded the highest of 89 (25.21%) inspections whereas Upper West and Ahafo Regions had two (0.57%) each, being the lowest. The Central and Ashanti Regions accounted for 60 (34.88%) of the 172 inspections undertaken in the Industrial Co-operatives while Volta, Northern, Upper West, North East, Bono East, Savannah and Western North regions witnessed the lowest of two (2.33%) inspections each.



**Figure 14: Regional Distribution of Inspection of New Co-operative Societies**

In aggregate, the Department carried out a total of 6,523 inspections. The highest number of 2,468 inspections were conducted in the Financial Co-operative Societies representing 37.84 percent of the total. Out of this number, the majority (565) of the inspections were carried out in the Greater Accra Region whereas North East, Bono East, Savannah and Western North Regions witnessed six inspections each, being the lowest in the Financial Co-operative Societies.

Out of 2,340 (35.87%) inspections carried out in the Agricultural Co-operative Societies, the majority (495) were conducted in the Eastern Region while North East and Savannah Regions witnessed four inspections each, being the lowest.

In addition, 878 (13.46%) inspections were undertaken in Industrial Co-operative Societies, with the highest number of 168 inspections carried out in the Ahafo Region and the lowest number of four (4) inspections each conducted in the North East, Bono East, Savannah and Western North Regions.



The Service Co-operative Societies had the lowest number of inspections in the review year, with 837 (12.83%). The majority (179) of the inspections were carried out in the Greater Accra Region while the North East Region had the lowest of four (4) inspections.

Overall, the Greater Accra, Central, Eastern, Ashanti, and Ahafo Regions accounted for 66.84 percent of the 6,523 inspections conducted while the remaining 11 regions accounted for 33.16 percent.

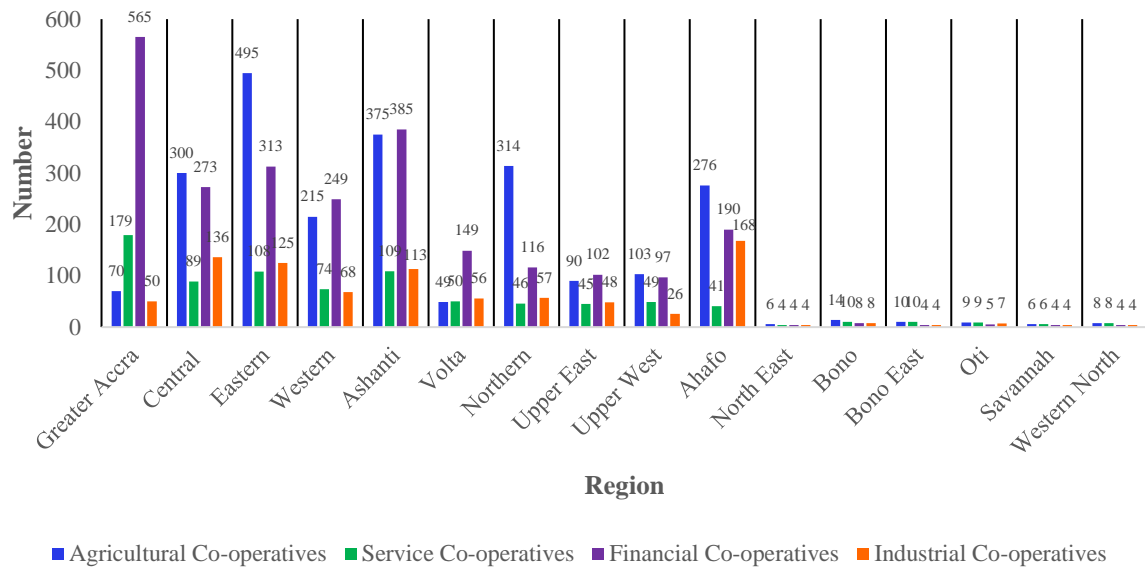


Figure 15: Inspection of Co-operative Societies (Cumulative)

### Audit of New Co-operative Societies

In the year 2020, a total of 370 audits were conducted in the various Co-operative Societies. In the Agricultural Co-operatives Societies, a total of 151 (40.8%) audits were performed. The Upper East Region accounted for majority (28) of the audits in the Agricultural Co-operative Societies, representing 18.4 percent. In addition, 20 (13.2%) audits were conducted in the Western North Region and 15 (9.9%) audits each were conducted in the Ashanti and Upper West Regions. Furthermore, the Central and Volta Regions recorded 10 (6.6%) audits each. There were no auditing of Co-operative Societies in the Oti and Savannah Regions.

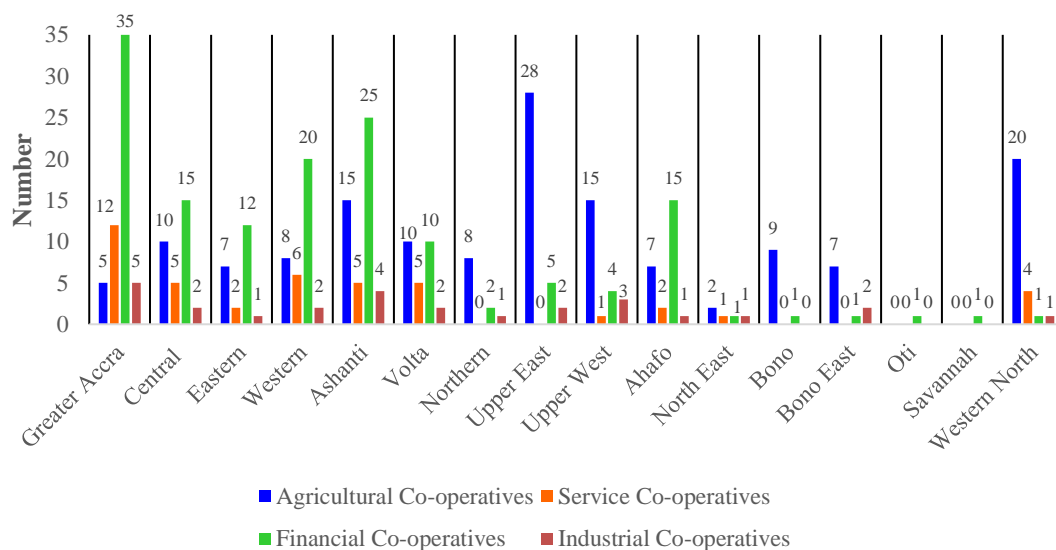
Regionally, the Greater Accra Region recorded the highest number of 12 audits (27.9%) out of the 43 (11.6%) carried out in the Services Co-operatives. Six (6) audits were conducted in the Western Region accounting for 14 percent. The Central, Ashanti, and Volta Regions had five (11.6%) audits each. The Upper West and North East Regions had one (1) audit each, accounting for 2.3 percent each.

Financial Co-operatives recorded a total of 149 audits representing 40.3 percent of the total. Out of the total audits carried out in the Financial Co-operatives, the Greater Accra region recorded 35 accounting for 23.5 percent, the Ashanti region followed with 25 (16.8%), Western with 20 (13.4%) audits, Central and Ahafo Regions recorded 15 (10.1%) audits each. The North



East, Bono, Bono East, Oti, Savannah, Western North Regions recorded one (1) audit each representing 0.7 percent each being the least.

There were a total of 27 audits of Co-operatives recorded under Industrial Co-operatives. The Greater Accra Region recorded the highest of five (18.5%) audits, followed by Ashanti Region with four (16.8%) audits and three (3) audits representing 2.7 percent were undertaken in the Upper West Region. The Eastern, Northern, Ahafo, North East, and Western North Regions recorded one (3.70%) audit each, being the lowest.



**Figure 16: Regional Distribution of Audits of New Co-operative Societies**

### **Membership of Co-operatives**

In 2020, the DOC registered 94,607 new members across all regions. Out of the total, Agricultural Co-operatives constituted 89,043 (94.12%), followed by Financial, Industrial, Services Co-operatives with 4,200 (4.44%), 788 (0.83%) and 576 (0.61%) respectively.

Out of the 89,043 new members in Agricultural Co-operatives, the Ashanti Region recorded the highest members with 26,802 (30.10%), followed by Western North Region with 17,200 (19.32%), Western Region with 15,700 (17.63%) whereas the North East Region recorded the least number of (30) new members, representing (0.03%).

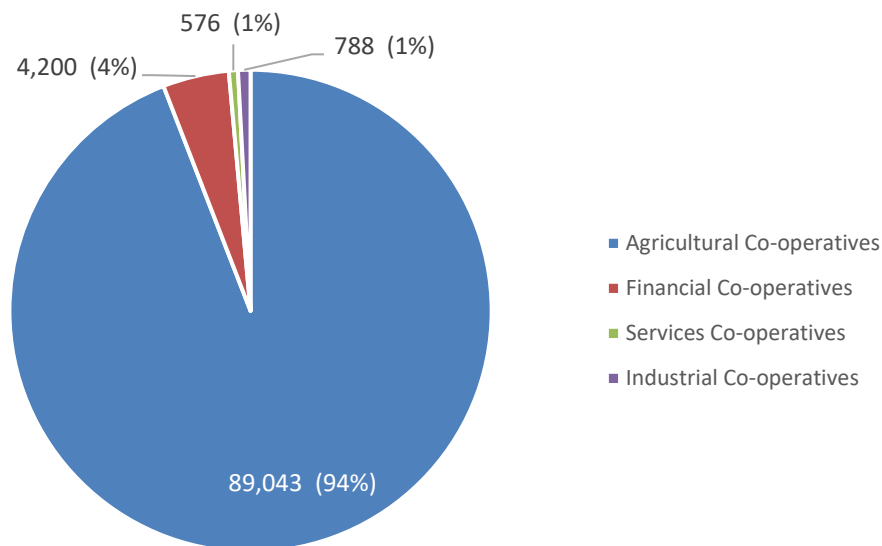
Among the 4,200 new members in the Financial Co-operatives, the Ashanti Region recorded the highest with 1,750 (41.67%), followed by Bono East Region with 470 (11.19%), Bono Region with 420 (10%), and the Eastern Region with 350 (8.33%) new members. The Western, Northern, Upper East, Oti, Savannah, Western North Regions recorded none.

With regards to Services Co-operatives, Western Region recorded 210 (36.46%) new members, the Greater Accra Region had 130 (22.57%), Central and Volta Regions recorded 70 (12.15%) each. Furthermore, the Ashanti Region recorded 45 (7.81%), Bono East Region recorded 26



(4.51%) and Upper East Region recorded 25 (4.34%) new members. The rest did not record any new members.

Out of the new members registered by Industrial Co-operatives, the Northern, Upper East, and Upper West Regions registered 180 (22.84%), 168 (21.32%) and 130 (16.50%) respectively.



**Figure 17: Membership Strength of Co-operative Societies by Sector**

As at 2020, the total membership strength of all Co-operative Societies stood at 1,909,188 with Agricultural Co-operatives, Financial Co-operatives, Service Co-operatives and Industrial Co-operatives recording 582,222 (30%), 1,183,405 (62%), 66,266 (3%) and 77,295 (4%) membership strength respectively.

Approximately, 22 percent of the membership strength of Agricultural Co-operatives was located in the Central Region while 0.01 percent, being the lowest, was located in the North East Region.

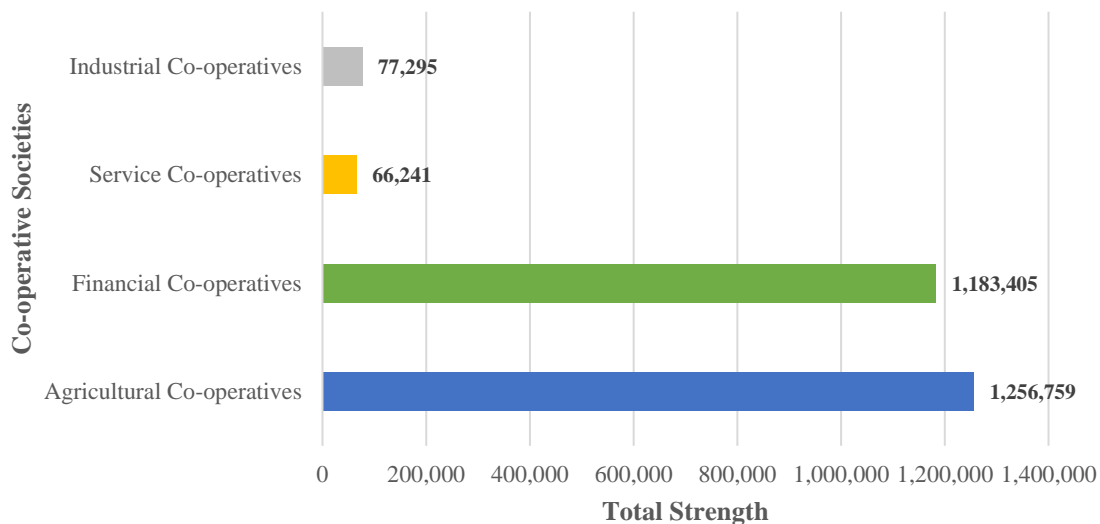
Out of the 1,183,405 membership strength of Financial Co-operatives, 253,410 (21.4%) representing the highest were located in the Ashanti Region whereas the lowest membership strength of 170 (0.01%) were located in the North East Region.

Among the 66,266 membership strength of Services Co-operatives, the Greater Accra Region recorded the highest of 28,645 members, accounting for 43.2 percent. The Bono East Region recorded the lowest membership strength of 26 representing 0.04 percent of the total.

Western Region recorded the highest membership strength with 10,337 (13.4%) of the total membership strength of the Industrial Co-operatives while the North East Region recorded the least with 73 (0.1%).



Regionally, the Ashanti Region had the highest record of 376,437 representing 19.72 percent whereas the Savannah region recorded the least of 205 accounting for 0.01 percent of the total.



**Figure 18: Membership Strength (Cumulative) as at 2020**

### ***Number of People Employed by Co-operatives***

In the year under consideration, a total of 3,307 people were employed by Co-operatives. The Central, Eastern, Western, and Ashanti Regions employed 2,621 persons accounting for 79 percent of the total while the remaining 21 percent were employed in other regions across the country.

Among the four (4) Co-operatives Societies, Agricultural Co-operatives employed majority (3,191) of the people, representing 96 percent of the total number of people employed. Out of the 3,191 people employed in Agricultural Co-operatives, the Ashanti Region had the highest number of 847 people employed representing 27 percent. The lowest number of two (0.1%) people each were employed in the Northern and Savannah Regions.

The lowest number of 11 people were employed in Service Co-operatives. Out of this total, three persons representing 27 percent were employed in the Western Region whereas the Ashanti and Bono East Regions employed one person (9.1%) each.

Out of the 23 people employed in the Financial Co-operatives, majority (10) were employed in the Ashanti Region, accounting for 43.5 percent while Central, Volta, Upper West, Ahafo and North East Regions employed one (4.3%) person each.

Industrial Co-operatives employed a number of 82 people. Twenty-one (21) people accounting for 25.6 percent were employed in the Upper East region while only one (1) person was employed in the Western Region, representing the least (1.2%). (See Table 17)





**Table 17: Number of People Employed by Co-operative Societies, 2020**

Region	Agricultural Co-operatives	Service Co-operatives	Financial Co-operatives	Industrial Co-operatives
Greater Accra	8	2	2	3
Central	780	2	1	2
Eastern	425	0	2	0
Western	542	3	0	1
Ashanti	847	1	10	5
Volta	10	2	1	0
Northern	2	0	0	20
Upper East	40	0	0	21
Upper West	3	0	1	14
Ahafo	70	0	1	0
North East	0	0	1	7
Bono	120	0	2	0
Bono East	10	1	2	0
Oti	12	0	0	0
Savannah	2	0	0	9
Western North	320	0	0	0
<b>Total</b>	<b>3,191</b>	<b>11</b>	<b>23</b>	<b>82</b>

Cumulatively, a total of 18,025 people were employed by Co-operative Societies as of 2020. The Ashanti Region recorded the highest number (4,701) of employed persons, accounting for 26.1 percent of the total. This was followed by the Central and Western Regions with 3,794 and 3,407 representing 21.1 percent and 18.9 percent respectively. The least number of eight (8) people were located in the North East Region, representing 0.04 percent.

With regards to the various Co-operatives Societies, a total of 11,877 persons representing 66 percent were employed in Agricultural Co-operatives. Out of this number, the Ashanti Region employed 3,428 persons constituting 28.9 percent whereas two (2) persons were located in the Savannah Region, being the least (0.01%). There was no employment in the North East Region.

The least of 298 people were in the Service Co-operatives. Out of this number, the Central Region employed the highest number of 64 people constituting 21.5 percent. This was followed by the Greater Accra and Ashanti Regions with 60 (20.1%) and 41 (13.8%) respectively. Only one (1) person, being the least, was located in the Bono East Region, making up 0.3 percent of the total.

Out of the 5,364 people employed in the Financial Co-operatives, the Ashanti Region recorded the highest of 1,209 employed persons constituting 22.5 percent. This was followed by the Greater Accra and Central Regions with 928 (17.3%) and 742 (13.8%) respectively. The North East Region recorded one (1) being the lowest of all employed persons representing 0.01 percent.



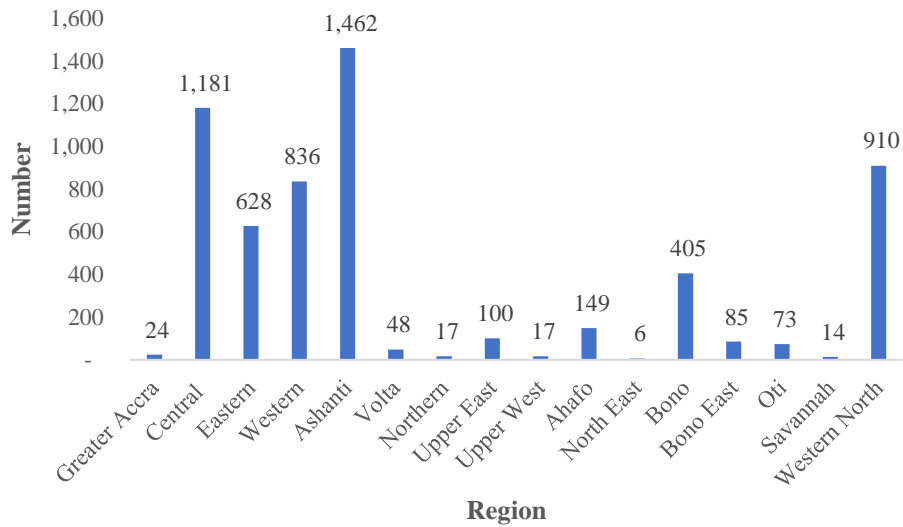
Four Hundred and Eighty-six (486) people were employed in Industrial Co-operatives. The highest number of 138 (28%) people employed were located in the Western Region. The Central and Upper East Regions recorded 98 (20.2%) and 60 (12.3%) employed persons respectively. The Ahafo Region recorded the lowest of six (6) employed persons representing 1 percent. The Bono, Bono East, Oti and Western North Regions recorded zero (0). (See Table 18)

**Table 18: Number of people employed by Co-operative Societies (Cumulative)**

Region	Agricultural Co-operatives	Service Co-operatives	Financial Co-operatives	Industrial Co-operatives
Greater Accra	55	60	928	40
Central	2,890	64	742	98
Eastern	941	6	271	27
Western	2,682	16	571	138
Ashanti	3,428	41	1,209	23
Volta	94	16	592	9
Northern	486	18	186	49
Upper East	309	17	100	60
Upper West	120	19	168	20
Ahafo	408	40	592	6
North East	0	0	1	7
Bono	120	0	2	0
Bono East	10	1	2	0
Oti	12	0	0	0
Savannah	2	0	0	9
Western North	320	0	0	0
<b>Total</b>	<b>11,877</b>	<b>298</b>	<b>5,364</b>	<b>486</b>

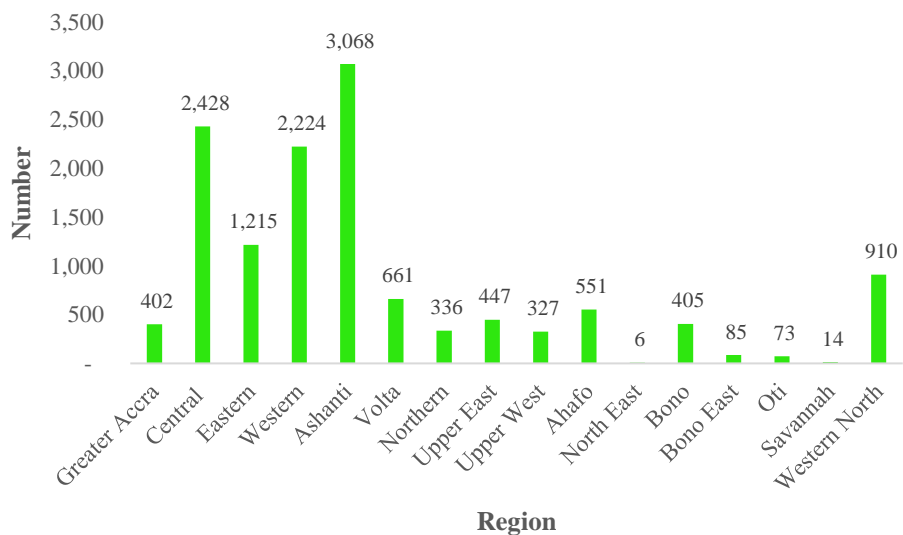
### *Groups Organised into Co-operatives*

A total of 5,955 new groups were organized into Co-operative Societies nationwide. Out of the total, the Ashanti Region recorded the highest of 1,462 new groups, representing 24.6 percent. The Central Region followed with 1,181 new groups accounting for 19.8 percent. The Western North Region recorded 910 (15.3%), Western Region recorded 836 (14.0%), Eastern Region recorded 628 (10.5%), and Bono Region had 405 (6.8%). Furthermore, the Northern and Upper West Regions recorded 17 (0.29%) new groups each while the North East Region had the least of six constituting 0.1 percent.



**Figure 19: Number of new groups organized into Co-operatives**

Cumulatively, a total of 13,152 groups were organized into Co-operative Societies. Out of this number, the Ashanti Region recorded the highest group of 3,068 representing 23.3 percent, followed by the Central Region with 2,428 (18.5%). The Western Region recorded 2,224 (16.9%), Eastern Region recorded 1,215 (9.2%) and 910 groups accounting for 6.9 percent were located in the Western North Region. The least cumulative group of six (6) was located in the North East Region making up 0.05 percent of the total.



**Figure 20: Number of groups organized into Co-operatives (cumulative)**



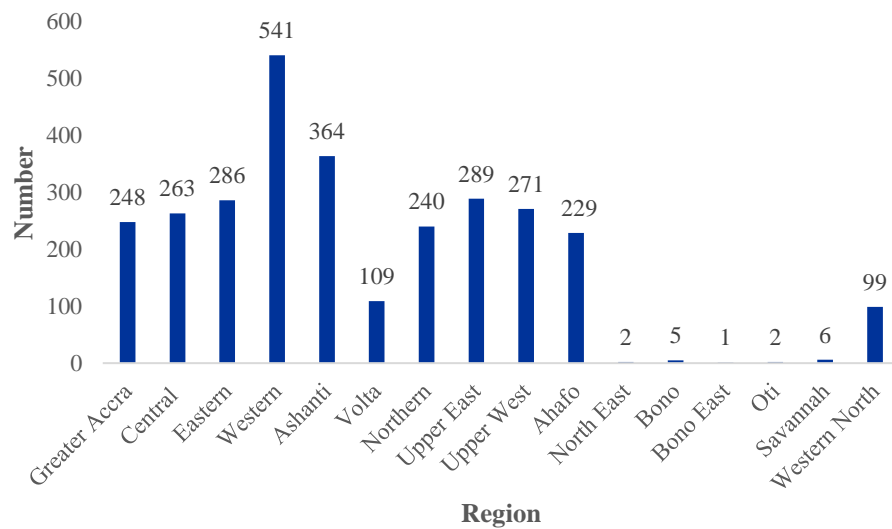
### ***Organised Training in Bookkeeping***

A total of 323 new trainings were organized in bookkeeping across the various regions. Out of this total, the highest number of 99 trainings (30.7%) took place in the Western North Region. This was followed by 40 (12.4%) and 36 (11.2%) trainings in the Upper East and Upper West Regions respectively. The least number of one (1) training was organized in the Bono East Region, accounting for 0.31 percent of the total. (See Table 19)

**Table 19: Training organised in Bookkeeping**

<b>Region</b>	<b>2020</b>
Greater Accra	23
Central	15
Eastern	16
Western	13
Ashanti	28
Volta	2
Northern	22
Upper East	40
Upper West	36
Ahafo	13
North East	2
Bono	5
Bono East	1
Oti	2
Savannah	6
Western North	99
<b>Total</b>	<b>323</b>

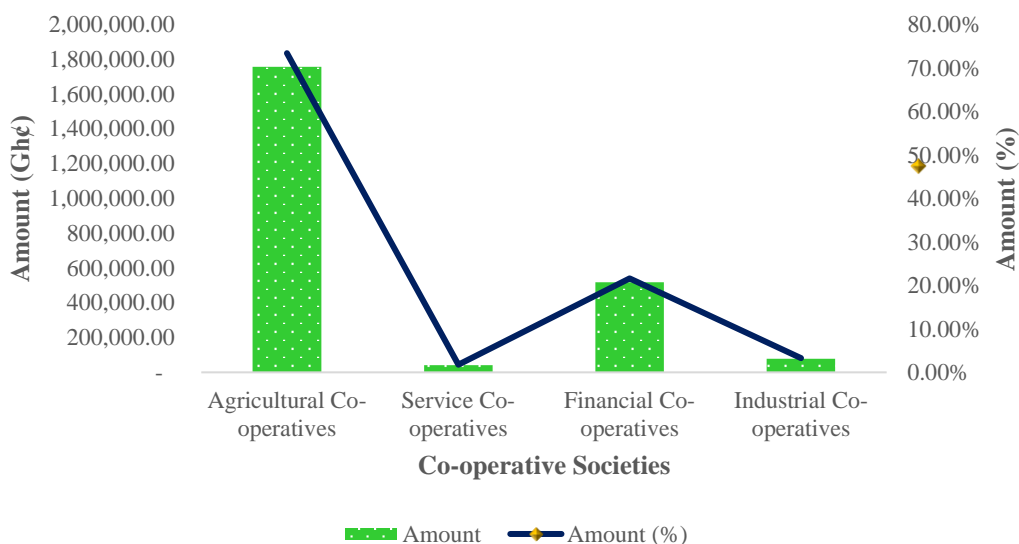
Cumulatively, a total of 2,955 trainings in bookkeeping had been organized as at 2020. The Western Region had the highest number of trainings with 541 (18.31%). This was followed by 364 (12.32%) and 289 (9.78%) trainings in the Ashanti and Upper East Regions. The Bono East Region recorded the lowest number of one (1) training representing 0.03 percent.



**Figure 21: Training in Bookkeeping by Region (Cumulative)**

### *Capital Base of Co-operative Societies*

In 2020, the Capital Base of Co-operatives Societies was Gh¢2,393,100. Out of the total, Agricultural Co-operatives recorded the highest capital base with Gh¢1,755,600 (73.36%). This was followed by Financial Co-operatives with Gh¢517,500 (21.62%). In addition, the Industrial Co-operatives recorded the third highest with Gh¢78,000 (3.26%) while Services Co-operatives recorded the least capital base with Gh¢42,000 (1.76%).



**Figure 22: Capital Base of New Co-operatives**



Cumulatively, the total Capital Base of Co-operatives was Gh¢562,256,295. Financial Co-operatives contributed the highest amount of Gh¢542,638,086 (96.51%) to the total Capital Base. Furthermore, the Agricultural Co-operatives and Service Co-operatives contributed Gh¢15,671,243 (2.79%) and Gh¢851,815 (0.15%) respectively. The Industrial Co-operatives contributed the least amount of Gh¢3,095,151 (0.55%). (See Table 20)

**Table 20: Capital Base of Co-operative Societies by Sector (Cumulative)**

Type	Amount (Gh¢)	Amount (%)
Agricultural Co-operatives	15,671,243.00	2.79%
Service Co-operatives	851,815.00	0.15%
Financial Co-operatives	542,638,086.00	96.51%
Industrial Co-operatives	3,095,151.00	0.55%
<b>Total</b>	<b>562,256,295.00</b>	<b>100.00%</b>



## 6.5 Skills Training and Development

### *National Vocational Training Institute (NVTI)*

#### *Master Craft Persons*

In the review year, the NVTI registered a total of 5,149 Master Craft Persons (MCPs) comprising 2,178 males and 2,971 females. High percentage (46.22%) of MCPs registered for Cookery, followed by Hairdressing with 35.93 percent whereas only 0.19 percent registered for ICT. During the same period, MCPs mobilized for proficiency test were 1,144, covering 283 males and 861 females. Out of the total number monitored, 34.18 percent (391 females only) were in Hairdressing, 33.04 percent (28 males and 350 females) were in Cookery, 14.86 percent (50 males and 120 females) were in Dressmaking/Tailoring whereas ICT had the least of 0.79 percent (9 males only). A total of 1,421 MCPs were accredited in 2020. Out of this number, 45.18 percent (185 males and 457 females) were in Cookery, 30.89 percent (439 females only) were in Hairdressing, 9.08 percent (129 males only) were in Dressmaking/Tailoring while only 0.21 percent (3 males) were accredited in Draughtsmanship. The Institute undertook a total number of 604 monitoring exercises during the period under consideration. Out of this number, 13.25 percent (109 females only) were in Hairdressing, 14.90 percent (90 females only) were in Cookery, 13.24 percent (80 males only) were in Masonry, and 12.09 percent (73 males only) were in Dressmaking/Tailoring whereas only 0.33 percent (2 females) were monitored in Draughtsmanship. (See Table 21)

**Table 21: Master Craft Persons Registered, Trained, Accredited and Monitored**

Trades	Registered		Mobilized for Proficiency Test		Accredited		Monitored	
	Male	Female	Male	Female	Male	Female	Male	Female
Dressmaking/ Tailoring	240	501	50	120	129	0	73	0
Carpentry	24	0	12	0	120	0	0	40
Masonry	34	0	32	0	5	0	80	0
Motor Vehicle Mechanic	15	0	21	0	8	0	0	21
Gen. Electricals	70	0	75	0	25	0	0	3
Auto Electricals	13	0	45	0	20	0	0	78
Auto Bodyworks/ Welding	12	0	11	0	11	0	0	43
ICT	10	0	9	0	19	0	0	65
Cookery	1,110	1,270	28	350	185	457	0	90
Hairdressing	650	1,200	0	391	0	439	0	109
Draughtsmanship	0	0	0	0	3	0	0	2
<b>Total</b>	<b>2,178</b>	<b>2,971</b>	<b>283</b>	<b>861</b>	<b>525</b>	<b>896</b>	<b>153</b>	<b>451</b>

Variables (Registered, Mobilized for Proficiency Test, Accredited and Monitored) are independent of each other



### ***Training Provided***

Within the period under consideration, a total of 4,412 trainees (1,318 females and 3,094 males) enrolled in the various trade with majority (1,849 males and 754 females) within 15 to 19 years. Out of 4,412 trainees, a total of 1,283 trainees representing 29 percent enrolled in General Electrical. This was followed by Masonry with 931 trainees constituting 21 percent, Dressmaking with 686 making up 16 percent while only two trainees representing less than 1 percent enrolled in Textiles Decoration. Most (855 males and 17 females) of the trainees who enrolled in General Electrical trade were within 15-19 years while only two males were above 35 years. Masonry was dominated by 522 male trainees within the ages of 20-24 whereas 47 males were 25-29 years. Dressmaking mainly consisted of 428 trainees (48 males and 380 females) who were 15 to 19 years while those within 30-34 years constituted the least (2 females).

During the year under consideration, the total trainee population stood at 7,758. General Electrical recorded the highest number of trainee population with 2,284 making up 29 percent out of the total trainee population. Of this number, 1,024 trainees comprising 996 males and 28 females were within 20-24 years whereas 24 trainees (2 males and 22 females) aged 35 years and above made up the least number. Masonry followed with 1,272 trainees indicating 16 percent. Out of this number, 572 (545 males and 27 females) were within 20-24 years while 20 trainees (3males and 17 females) were 35 years and above. Dressmaking had 13 percent of the total trainee population comprising 1,039 trainees. Of this number, 555 trainees consisting of 138 males and 417 females were within 15-19 years with only two females within the age bracket of 30-34 years. The least percentage (0.1%) of trainee population comprised only nine trainees in the Textile Decoration trade with six trainees (2 males and 4 females) within 20-24 years being the highest and only one female within 15-19 years being the least. Generally, the total male trainees of the various trades were 3,672 more than their female counterparts (2,043). In addition, most male trainees were within 20-24 years and most female trainees were 15-19 years.

In the year under consideration, a total of 2,093 trainees graduated from the various trades. Six hundred and twenty-five (625) trainees representing 30 percent graduated from the General Electrical trade. The highest number of trainees who graduated from the General Electrical trade were 20-24 years (310 males and 13 females) while seven trainees, being the least, were 30-34 years (5 males and 2 females). The second highest number of graduates (308) were from the Masonry trade with the highest number of 138 trainees (123 males and 15 females) within the age bracket of 20-24 years and only one male trainee aged 35 years and above. General Painting had the least number of graduate (8) out of which six males were 25-29 years and the remaining two were also males within the age bracket of 20-24 years. Overall, there were more male graduates (1,329) than female graduates (764). Also, most of the graduates (both male and female) were 20-24 years. (*See Table 22*)





**Table 22: Trainees in various Trades**

Trades	Enrolment									
	15-19		20-24		25-29		30-34		35+	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Heavy Duty Mechanic	82	0	6	0	1	0	0	0	0	0
Motor Vehicle Electricals	55	0	10	0	0	0	0	0	0	0
Motor Vehicle Mechanic	131	3	64	0	3	0	1	0	0	0
Motor Vehicle Body Repair	18	2	4	1	0	0	0	0	0	0
General Printing	6	2	0	0	0	0	0	0	0	0
Cookery	7	283	6	203	0	12	2	1	0	0
Welding and Fabrication	112	12	21	0	2	0	0	0	0	0
Machining	14	0	4	0	2	0	0	0	0	0
Computer Hardware	8	4	2	0	0	0	0	0	0	0
Dressmaking	48	380	27	202	5	22	0	2	0	0
Masonry	357	5	522	0	47	0	0	0	0	0
Plumbing	31	0	39	0	6	0	1	0	0	0
General Electrical	855	17	336	15	17	2	37	2	2	0
Building Draughtsmanship	20	0	8	0	0	0	0	0	0	0
Carpentry & Joinery	19	3	25	0	9	0	0	0	0	0
Secretarial Studies	8	17	1	25	2	9	1	4	0	0
ICT	31	7	13	20	2	12	0	2	0	0
Textile Decoration	0	0	1	1	0	0	0	0	0	0
Refrigeration & Air-Conditioning	11	0	8	1	0	0	0	0	0	0
Leatherworks	22	7	0	0	0	0	0	0	0	0
Textile Hand Weaving	0	12	0	24	0	4	0	0	0	0
Electronics	14	0	6	0	2	0	0	0	0	0
<b>Total</b>	<b>1,849</b>	<b>754</b>	<b>1,103</b>	<b>492</b>	<b>98</b>	<b>61</b>	<b>42</b>	<b>11</b>	<b>2</b>	<b>0</b>



Cont'd

Trades	Total Student Population									
	15-19		20-24		25-29		30-34		35+	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Heavy Duty Mechanic	106	0	91	1	5	0	0	0	0	0
Motor Vehicle Electricals	71	0	110	0	12	0	0	0	0	0
Motor Vehicle Mechanic	158	5	283	3	25	1	1	0	0	0
Motor Vehicle Body Repair	22	2	8	0	4	0	0	0	0	0
General Printing	9	2	10	8	4	3	0	0	0	0
Cookery	17	308	22	327	4	58	4	3	0	0
Welding and Fabrication	135	7	204	8	25	0	3	0	0	0
Machining	28	0	37	0	24	0	0	0	0	0
Computer Hardware	19	5	20	8	0	3	0	0	0	0
Dressmaking	138	417	34	379	7	62	0	2	0	0
Masonry	491	35	545	27	127	3	24	0	3	17
Plumbing	91	1	91	0	8	0	0	0	0	0
General Electrical	876	57	996	28	241	5	55	2	2	22
Building Draughtsmanship	4	0	52	1	22	0	20	0	0	0
Carpentry & Joinery	44	5	56	1	18	0	0	0	0	1
Secretarial Studies	16	27	4	26	5	29	2	4	0	0
ICT	60	13	44	28	7	13	1	2	0	0
Textile Decoration	0	1	2	4	2	0	0	0	0	0
Refrigeration & Air-Conditioning	23	0	12	1	18	0	5	0	0	0
Leatherworks	26	12	1	0	0	0	0	0	0	0
Textile Hand Weaving	0	18	0	40	0	8	0	0	0	0
Electronics	20	0	46	0	15	0	0	0	0	0
<b>Total</b>	<b>2,354</b>	<b>915</b>	<b>2,668</b>	<b>890</b>	<b>573</b>	<b>185</b>	<b>115</b>	<b>13</b>	<b>5</b>	<b>40</b>



Cont'd

Trades	No. of Graduates									
	15-19		20-24		25-29		30-34		35+	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Heavy Duty Mechanic	30	0	10	1	24	1	0	0	0	0
Motor Vehicle Electricals	0	0	9	0	20	0	0	0	0	0
Motor Vehicle Mechanic	1	1	77	1	30	1	3	0	0	0
Motor Vehicle Body Repair	0	0	3	0	8	0	0	0	0	0
General Printing	0	0	2	0	6	0	0	0	0	0
Cookery	7	113	19	103	6	35	0	1	1	1
Welding and Fabrication	13	1	34	35	27	3	0	0	0	0
Machining	0	0	4	0	5	0	0	0	0	0
Computer Hardware	9	1	10	0	0	0	0	0	0	0
Dressmaking	7	99	15	158	3	21	0	0	0	0
Masonry	91	34	123	15	36	3	5	0	1	0
Plumbing	0	3	15	0	7	0	0	0	0	0
General Electrical	154	59	310	13	78	4	5	2	0	0
Building Draughtsmanship	2	0	11	1	0	0	0	0	0	0
Carpentry & Joinery	13	3	18	0	9	0	0	0	1	0
Secretarial Studies	0	3	4	2	3	16	0	0	0	0
ICT	2	2	20	3	6	2	0	0	0	0
Textile Decoration	0	0	0	0	0	0	0	0	0	0
Refrigeration & Air-Conditioning	9	0	5	0	0	0	0	0	0	0
Leatherworks	9	1	0	0	0	0	0	0	0	0
Textile Hand Weaving	0	4	0	11	0	3	0	0	0	0
Electronics	1	4	7	0	1	0	0	0	0	0
<b>Total</b>	<b>348</b>	<b>328</b>	<b>696</b>	<b>343</b>	<b>269</b>	<b>89</b>	<b>13</b>	<b>3</b>	<b>3</b>	<b>1</b>

*NB: Enrolment is linked to total student population. The number of graduates has no bearing on the total student population.*



### ***Short Courses***

Within the period under review, a total of six (6) short programmes were organised for 147 trainees. Most of the trainees (105) enrolled in Defensive Driving programme. Out of this number, 62 male trainees were 35 years and above while 43 trainees (42 males and 1 female), representing the least, were within the age bracket of 30-34 years. Driver Instructor Training programme had enrolment of 42 trainees out of which 35 trainees (34 males and 1 female) were 35 years and above while seven (7) trainees (6 males and 1 female) were 30-34 years. At the end of the short programme, 83 percent of the total enrolment graduated. Defensive Driving and Driver Instructor Training recorded 89 percent and 69 percent success rate in graduation respectively. Out of the six courses offered, only two witnessed enrolment. (*See Table 23*)

### ***Apprenticeship***

In 2020, a total of ten (10) trade areas were registered for 3,536 apprentices comprising 2,214 males and 1,322 females. Majority of those registered (204 males and 967 females) were in the Dressmaking trade representing 33.12 percent. This was followed by Motor Vehicle Mechanic trade (671 males) and General Electrical (450 males) representing 18.98 percent and 12.73 percent respectively. The least number of registered apprentices were in the ICT trade comprising only five males accounting for 0.14 percent.

During the period under consideration, 2,854 apprentices were monitored (2,647 males and 207 females). More male apprentices (92.74%) were monitored compared to their female counterparts (7.26%). Most of those monitored were in Traditional Catering trade (1,150 males only) and General Electrical trade (389 males only) representing 40.29 percent and 13.63 percent respectively whereas ICT was the least (11 males only) monitored trade representing 0.38 percent. In addition, 207 females in the Dressmaking trade were monitored. (*See Table 24*)



**Table 23: Short Courses**

Trades	Enrolment								No. of Graduates								
	20-24		25-29		30-34		35+		20-24		25-29		30-34		35+		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Defensive Driving	0	0	0	0	42	1	62	0	0	0	0	0	0	34	1	58	0
Office Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transport Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Driver Instructor Training	0	0	0	0	6	1	34	1	0	0	0	0	4	1	24	0	0
TVET Instructor Training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MCPs Skills Upgrading	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>48</b>	<b>2</b>	<b>96</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>38</b>	<b>2</b>	<b>82</b>	<b>0</b>	<b>0</b>



**Table 24: Apprentice Registered and Monitored**

Trade	Registered		Monitored	
	Male	Female	Male	Female
Dressmaking	204	967	200	207
Carpentry	179	0	307	0
Masonry	0	0	315	0
Motor Vehicle Mechanic	671	0	220	0
Gen. Electricals	450	0	389	0
Auto Electricals	271	0	35	0
Auto Bodyworks	200	0	20	0
ICT	5	0	11	0
Traditional Caterers	234	355	1,150	0
Draughtsmanship	0	0	0	0
<b>Total</b>	<b>2,214</b>	<b>1,322</b>	<b>2,647</b>	<b>207</b>

### ***Instructional Staff***

The NVTI had 401 instructional staff members, involving 291 trade staff (181 males and 110 females) and 110 generic staff (84 males and 26 females).

Regarding Trade staff, Building/Masonry had the highest of only 47 male staff, followed by Cookery with 46 staff (2 males and 44 females), Dressmaking registered 45 staff (1 male and 44 females) and 42 instructors (39 males and 3 females) were in the General Electricals/Installations trade. Maintenance Fitting, Leather Works, Garments and Textiles, and Heavy Duty Mechanics had the least of only one male staff each. Trades such as Spraying/Painting, and General Agric had no instructional staff during the review year. Dressmaking and Cookery had the most female instructors (44 each) whereas Building/Masonry had the most male instructors (47). (*See Table 25*)

Regarding the 110 generic staff, the Mathematics course had most staff of 32 (31 males and 1 female), the ICT course had 25 staff (23 males and 2 females), followed by the Entrepreneurship with 24 staff (12 males and 12 females), the English course had 22 staff (13 males and 9 females), whereas the Science course had the least of seven (7) staff (5 males and 2 females). Mathematics had the most male instructors with 31 while entrepreneurship had the most female instructors with 12. In total, the Training Institute had more male staff (76.36%) than female staff (23.64%). (*See Table 26*)

In order to function optimally, the Training Institute was expected to have a total of 917 teaching personnel. The Training Institute had 401 existing instructional staff for both trade and generic courses in 2020. To meet the ideal staff strength, the Institute was expected to have an additional 516 instructional staff.



Specifically, the staff strength of the various Trades were 55.75 percent of its ideal staff strength. Further, the staff strength of the generic courses was 72.15 percent below its ideal staff strength.

None of the male staff strength of the various Trades and generic courses met or exceeded the ideal staff strength needed. Contrary, the existing female instructional staff of four trades thus Metal Machining, Refrigerator and Air Conditioning, Electronic & Radio/TV Repairs and Draughtsmanship, exceeded the ideal staff required.

**Table 25: Current vs. Ideal Instructional Staff Strength of NVTI by Trades**

Trade	Staff Strength		Ideal Staff Strength		Variance	
	Male	Female	Male	Female	Male	Female
Maintenance Fitting	1	0	3	0	-2	0
Leather Works	1	0	3	0	-2	0
Motor Vehicle Mechanic	14	0	21	1	-7	-1
Motor Vehicle Electricals	2	0	9	0	-7	0
Motor Vehicle Body Repairs	2	0	3	0	-1	0
Spraying/Painting	0	0	2	0	-2	0
Carpentry	19	1	38	2	-19	-1
Dressmaking	1	44	3	57	-2	-13
Garment and Textiles	1	0	3	1	-2	-1
Metal Machining	3	1	4	0	-1	1
Ref. & Air Conditioning	5	1	9	0	-4	1
Electronic & Radio/TV Repairs	3	1	6	0	-3	1
Gen. Electrical / Installation	39	3	68	4	-29	-1
Plumbing Work	7	0	9	0	-2	0
Building/Masonry	47	0	134	7	-87	-7
Composing & Printing	3	0	4	0	-1	0
Welding & Fabrication	13	0	20	1	-7	-1
Heavy Duty Mechanics	1	0	6	0	-5	0
Cookery	2	44	3	54	-1	-10
Secretarial Studies	7	6	11	7	-4	-1
Computer Hardware	4	0	8	0	-4	0
Weaving	0	8	0	8	0	0
General Agric	0	0	4	0	-4	0
Draughtsmanship	6	1	9	0	-3	1
<b>Total</b>	<b>181</b>	<b>110</b>	<b>380</b>	<b>142</b>	<b>-199</b>	<b>-32</b>



**Table 26: Current vs. Ideal Generic Staff Strength of NVTI by Subject**

Generic						
Subject	Staff Strength		Ideal Staff Strength		Variance	
Mathematics	31	1	75	4	-44	-3
English	13	9	47	32	-34	-23
Entrepreneurship	12	12	47	32	-35	-20
science	5	2	47	32	-42	-30
ICT	23	2	47	32	-24	-30
<b>Total</b>	<b>84</b>	<b>26</b>	<b>263</b>	<b>132</b>	<b>-179</b>	<b>-106</b>

### Accredited Public, Private Vocational Training Institutions (P/PVTIS)

From a regional perspective, a total of 29 Public, Private Vocational Training Institutions (P/PVTIs) were accredited during the year under review. Out of this number, two were Public Vocational Training Institutions representing 7 percent whereas 27 were private constituting 93 percent. The Greater Accra Region had the highest number of 25 Private Vocational Training Institutions, followed by Volta Region with two (2) accredited Public Vocational Training Institutions and one (1) accredited Private Vocational Training Institutions whereas Central Region had the least number of one (1) Private Vocational Training Institution. There were no accreditations for the P/PVTIs in the remaining regions. (See Table 27)

A total of 100 vocational trades were run by the 29 accredited P/PVTIs. Dressmaking constituted the highest trade run by 16 accredited P/PVTIs (2 public and 14 private P/PVTIs) representing 16 percent of the total, followed by Cookery (1 public and 9 private P/PVTIs) constituting 10 percent, General Electrical (2 public and 4 private P/PVTIs), Motor Vehicle Mechanic (only 6 Private Vocational Training Institutions), and Hairdressing (only 6 Private Vocational Training Institutions) constituting 6 percent each. Furthermore, Masonry was run by five vocational/technical institutes (1 public and 4 private P/PVTIs), Cosmetology (only 5 Private Vocational Training Institutions) and Beauty Therapy was run by only five Private Vocational Training Institutions, contributing 5 percent each whereas Carpentry & Joinery (1 public and 3 private P/PVTIs) had 4 percent. Soap making, Pastries, Braiding, and Spa Therapy vocational/technical trades were run by two Private Vocational Training Institutions, indicating 2 percent each. The remaining trades contributed 1 percent each. (See Table 28)

**Table 27: Regional Distribution of Accredited P/PVTIs**

Number of Accredited P/PVTIs		
Region	Public	Private
Greater Accra	0	25
Central	0	1
Volta	2	1
<b>Total</b>	<b>2</b>	<b>27</b>





**Table 28: Accredited Public, Private Vocational Training Institutions (P/PVTIS)**

<b>P/PVTIs</b>		
<b>Trade Area</b>	<b>Public</b>	<b>Private</b>
Carpentry & Joinery	1	3
Masonry	1	4
General Electrical	2	4
Dressmaking	2	14
Cookery	1	9
Motor Vehicle Mechanic	0	6
ICT	0	1
Forklift Operation	0	1
Photography	0	1
Digital Video Editing	0	1
Graphic Design	0	1
Animation	0	1
Mark-Up Design	0	1
Mobile and Web Development	0	1
Sound Production	0	1
Interior Decoration	0	1
Soap Making	0	2
Floor and Balloon Décor	0	1
Pastries	0	2
Sugar Craft	0	1
Cake Making and Decoration	0	1
Beads Design and Accessories	0	1
Painting	0	1
Jewelry and Beading	0	1
Hair and Body Products	0	1
Cosmetology	0	5
Hairdressing	0	6
Beauty Therapy	0	5
Braiding	0	2
Skills Enhancement	0	1
Spa Therapy	0	2
Tyre Servicing	0	1
Computerize Wheels Alignment	0	1
Computerize Wheels Balancing	0	1
Brake Servicing	0	1
Tyre Suspension System	0	1
Vehicle Auto Electrical Diagnostic	0	1
Floor Beading Designing	0	1
Plumbing	0	1
Machine Operation	0	1
Health Massage	0	1
Barbering	0	1
<b>Total</b>	<b>7</b>	<b>93</b>



## ***Department of Integrated Community Centres for Employable Skills***

### ***Trainee Population***

The Department of Integrated Community Centres for Employable Skills (DICCES) offered 15 training courses enrolling 1,185 trainees in the various trades in the year 2020. The trainees were made up of 51 percent males and 49 percent females. In total, the Centres had a student population of 3,595 comprising 56 percent males and 44 percent females in the review year. In the 2020 academic year, 60 male and 36 female trainees exited early from the various trades while 610 males and 380 females graduated. Fashion (Dressmaking & Tailoring) had the highest enrolment of 384 (3 males and 381 females) trainees representing 32.4 percent of the total enrolment with 10 (2 males & 8 females) early-exiters and 213 graduates. This was followed by 27 percent enrolment in Electrical Installation and 15.5 percent enrolment in Building Construction (masonry, blockwork & concreting). Twenty-one (21) trainees being the highest from Electrical Installation, followed by 17 from Building Construction (11 males & 6 females) exited early while 282 (278 males & 4 females) and 214 (212 males & 2 females) graduated from Electrical Installation and Building Construction respectively. It is worth noting that, trades such as Auto Mechanics, Carpentry/Alum Fabr., Draughtsmanship, Electronic studies & Repairs, ICT Studies, Plumbing, Electrical Installation and Welding and Fabrication had no female enrolled or were dominated by males while Catering, Fashion, Hairdressing were either dominated by females or had no male trainee. Painting & Decoration and Secretarial Studies had no enrolment in the year under consideration. (*See Table 29*)

All the trainees enrolled fell between the age ranges of 15-19 and 20-24 years. Out of the 1,185 trainees enrolled in 2020, 854 were within the age range of 15-19 years and 331 were in the age brackets of 20-24 years. (*See Table 30*)

### ***Training in Short Courses***

As far as short courses are concerned, DICCES organized training on Catering (cookery) during the year under review. A total of 66 trainees were admitted in the short course comprising three males and 63 females representing 5 percent and 95 percent respectively. All those who were enrolled graduated. (*See Table 31*)



**Table 29: Trainee Population by Trade, 2020**

Trade	Enrolment		Total Student Population		No. of early-exiters		No. of Graduates	
	Male	Female	Male	Female	Male	Female	Male	Female
Auto Mechanics	4	0	19	0	2	0	2	0
Building Construction (Masonry/Blockwork & Concreting)	173	11	898	18	11	6	212	2
Carpentry & Joinery/Alum Fabr.	32	0	191	0	7	0	18	0
Catering (Cookery)	1	167	3	463	1	13	1	118
Draughtsmanship (Auto Cad)	4	0	24	0	0	0	8	0
Electrical Installation	318	3	613	9	19	2	278	4
Electronics Studies & Repairs	5	0	13	0	4	0	10	0
Fashion: (Dressmaking & Tailoring)	3	381	14	981	2	8	2	211
Hairdressing	0	6	0	35	0	3	0	11
Plumbing	10	1	10	1	0	0	0	0
ICT Studies (Hardware & Software)	2	0	31	0	1	0	12	0
Painting & Decoration	0	0	4	0	0	0	3	0
Secretarial Studies	0	0	0	21	0	2	0	14
Textiles: (Batik, Tie/Dye & Weaving)	32	15	111	30	7	1	31	18
Welding & Fabrication	16	1	99	7	6	1	33	2
<b>Total</b>	<b>600</b>	<b>585</b>	<b>2,030</b>	<b>1,565</b>	<b>60</b>	<b>36</b>	<b>610</b>	<b>380</b>



**Table 30: Trainee Population by Trade by Age group, 2020**

Trade	Enrolment		Total Student Population		No. of early-exiters		No. of Graduates	
	15-19	20-24	15-19	20-24	15-19	20-24	15-19	20-24
Auto Mechanics	3	1	15	4	0	2	0	2
Building Construction (Masonry)	169	15	788	128	1	16	3	211
Carpentry & Joinery/Alum Fabr.	30	2	134	57	3	4	0	18
Catering (Cookery)	156	12	420	46	5	9	2	117
Draughtsmanship (Auto Cad)	2	2	18	6	0	0	0	8
Electrical Installation	165	156	132	490	4	17	1	281
Electronics Studies & Repairs	5	0	5	8	0	4	0	10
Fashion: (Dressmaking & Tailoring)	297	87	685	310	3	7	5	208
Hairdressing	2	4	14	21	0	3	0	11
Plumbing	9	2	9	2	0	0	0	0
ICT Studies (Hardware & Software)	2	0	12	19	0	1	0	12
Painting & Decoration	0	0	0	4	0	0	0	3
Secretarial Studies	0	0	3	18	1	1	1	13
Textiles: (Batik, Tie/Dye & Weaving)	4	43	16	125	2	6	0	49
Welding & Fabrication	10	7	21	85	0	7	1	34
<b>Total</b>	<b>854</b>	<b>331</b>	<b>2,272</b>	<b>1,323</b>	<b>19</b>	<b>77</b>	<b>13</b>	<b>977</b>



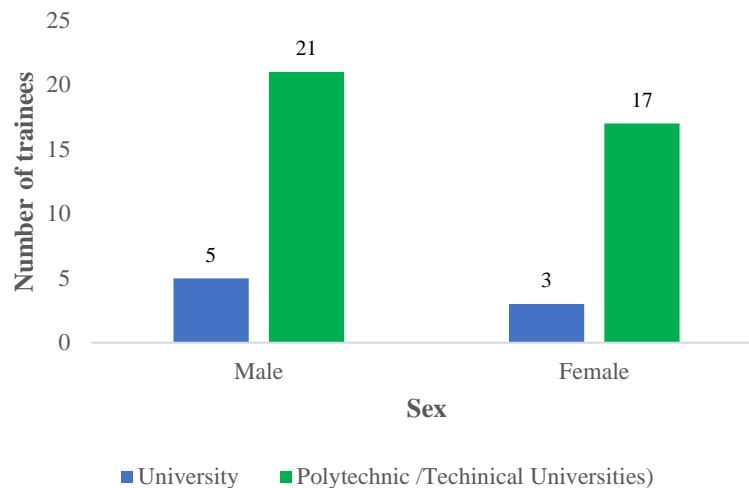
Table 31: Short Programmes by DICCES, 2020

Trade	Enrolment		Total Student Population		No. of early-exiters		No. of Graduates	
	Male	Female	Male	Female	Male	Female	Male	Female
Catering (Cookery)	3	63	3	63	0	0	3	63
Detergents Making:(Soap/Pomade/Powder)	0	0	0	0	0	0	0	0
Hairdressing	0	0	0	0	0	0	0	0
ICT Studies (Hardware & Software)	0	0	0	0	0	0	0	0
Painting & Decoration	0	0	0	0	0	0	0	0
Secretarial Studies	0	0	0	0	0	0	0	0
Textiles: (Batik, Tie/Dye & Weaving)	0	0	0	0	0	0	0	0
Dressmaking	0	0	0	0	0	0	0	0
<b>Total</b>	<b>3</b>	<b>63</b>	<b>3</b>	<b>63</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>63</b>



### ***Academic Progression***

Overall, 46 trainees made up of 26 males and 20 females progressed to various tertiary institutions after graduating. Eight trainees (5 males & 3 females) representing 17.3 percent progressed to University while 38 trainees (21 males & 17 females) representing 82.6 percent progressed to Polytechnic/Technical Universities.



**Figure 23: Academic Progression**

### ***Post Training Employment by Industry***

In aggregate, 183 trainees got employed in the various industries after their training. The 183 trainees consisted of 66 males and 117 females. The Industrial/Manufacturing sector employed the most (97%) comprising 61 males and 117 females, followed by the Service industry with 3 percent (only 5 males). None were employed in the Agriculture and the Financial industry. (See Table 32)

**Table 32: Post Training Employment by Industry**

<b>2020</b>		
<b>Industry</b>	<b>Male</b>	<b>Female</b>
Agricultural	0	0
Services	5	0
Financial	0	0
Industrial/Manufacturing	61	117
<b>Total</b>	<b>66</b>	<b>117</b>



### ***Post Training Employment by Sector***

One hundred and eighty-three (183) were employed by the informal sector. This comprises of 66 males and 117 females. None of the trainees of DICCES were employed by the formal sector in 2020.

**Table 33: Post Training Employment by Sector**

Sector	2020	
	Male	Female
Formal	0	0
Informal	66	117
<b>Total</b>	<b>66</b>	<b>117</b>

### ***Instructional Staff***

Ideally, DICCES was expected to have a staff capacity of 423 instructors (227 males and 196 females) but had 327 instructors (168 males and 159 females) which resulted in a short-fall of 97 instructors (59 males and 38 males) in the review year. With the exception of Auto Mechanics (2 males), Catering (Cookery) (2 males and 4 females), Electrical Installation (27 males and 10 females), ICT Studies (Hardware & Software) (25 males and 24 females), which had deficit of instructors, the rest of the trades met the required staff strength. (*See Table 34*)



**Table 34: Instructional Staff of DICCES**

Trade	Staff Strength		Ideal Staff Strength		Variance	
	Male	Female	Male	Female	Male	Female
Auto Mechanics	1	0	3	0	2	0
Building Construction (Masonry)	58	1	58	1	0	0
Carpentry & Joinery/Alum Fabr.	37	0	37	0	0	0
Catering (Cookery)	3	36	5	40	2	4
Detergents Making:(Soap/Pomade/Powder)	0	2	0	2	0	0
Draughtsmanship (Auto Cad)	2	0	5	0	3	0
Electrical Installation	43	1	70	10	27	10
Electronics Studies & Repairs	1	0	1	0	0	0
Fashion: (Dressmaking & Tailoring)	7	81	7	81	0	0
Hairdressing	0	13	0	13	0	0
Health Care Studies	1	0	1	0	0	0
ICT Studies (Hardware & Software)	5	1	30	25	25	24
Painting & Decoration	0	0	0	0	0	0
Secretarial Studies	0	10	0	10	0	0
Textiles: (Batik, Tie/Dye & Weaving)	8	14	8	14	0	0
Welding & Fabrication	2	0	2	0	0	0
<b>Total</b>	<b>168</b>	<b>159</b>	<b>227</b>	<b>196</b>	<b>59</b>	<b>38</b>





## *Opportunities Industrialization Centres, Ghana (OICG)*

### *Training Provided*

The OICG enrolled 132 fresh students (55 males and 77 females) bringing the total student population to 1,041 (564 males and 477 females) during the reporting period. Majority of the total student population and graduates were males. Also, the female students formed the highest number of fresh students as well as early-exiters.

During the reference period, 29 percent (3 males and 35 females) of fresh students were enrolled in Fashion design, followed by Electrical with 23 percent (30 males and 1 female), Catering and Hospitality with 21 percent (28 females) whereas Plumbing, Graphic Arts, Building Draughtsmanship and Block laying/Masonry had the least of 2 percent each. Students within the Electrical trade made up the highest percentage of total student population with 28 percent (284 males and 6 females), next to Electrical was Fashion design with 25 percent (33 males and 223 females). Students within the Stenography trade formed the least percentage (1%) of the total student population.

During the same period, 23 students exited before the end of the training programmes. Female students constituted the highest percentage (91.3%) of early-exiters while 8.7 percent were made up of male students. Graduate students reported in 2020 numbered 185, with Electrical recording the highest percentage (55%) whereas ICT witnessed the least percentage (2%).

**Table 35: Training Provided (Centre Based Training) by OICG, 2020**

Trade	Fresh Enrolment		Total Student Population		No. of early-exiters		No. of Graduates	
	Male	Female	Male	Female	Male	Female	Male	Female
Plumbing	2	0	50	1	1	0	5	0
Electrical	30	1	284	6	1	0	97	5
Office/Computer Skills	1	2	4	13	0	0	0	0
Catering and Hospitality	0	28	13	165	0	1	2	24
Auto Mechanic	9	1	69	2	0	8	4	0
Graphic Arts	2	0	26	3	0	0	0	0
Fashion Design	3	35	33	223	0	5	8	26
Stenography	1	5	1	5	0	0	0	0
Building Draughtsmanship	2	0	9	1	0	0	0	0
Welding & Fabrication	0	0	11	1	0	0	0	0
Tie/Dye & Soap Making	0	0	0	0	0	0	0	0
Dressmaking	1	4	5	55	0	7	0	0
Hairdressing	0	0	0	0	0	0	0	0
Textiles Design	0	0	0	0	0	0	0	0
Block laying/Masonry	2	0	41	2	0	0	10	1
ICT	2	1	18	0	0	0	3	0
<b>Total</b>	<b>55</b>	<b>77</b>	<b>564</b>	<b>477</b>	<b>2</b>	<b>21</b>	<b>129</b>	<b>56</b>



### Short Courses

Overall, a total of 893 students were enrolled in various short courses, increasing the total student population to 1,149, with 72 students exiting early and 875 graduating at the end of the review year.

In the reporting year, majority (23%) of the trainees were enrolled in Dressmaking (11 males and 195 females), followed by Hairdressing with 22 percent constituting 197 females, 11 percent of the trainees comprising 102 females were enrolled in Bakery/Cookery trade. In the Make-up Artistry trade, 12 females representing the lowest percentage (1%) were enrolled.

During the same period, most (18%) of the total student population were in the Dressmaking trade covering 16 males and 196 females, followed by Hairdressing with 17 percent (197 females) while only 1 percent was in the Spraying trade (4 males and 3 females).

The Dressmaking trade had the largest percentage (15%) of early-exiters during the reference period, followed by Hairdressing with 11 percent and Block laying/Concreting (Masonry) had the lowest rate of 3 percent. At the end of 2020, a total of 875 students graduated. Out of this number, Dressmaking accounted for 18.1 percent, whereas Spraying accounted for 0.5 percent.

The female students formed majority of the total enrolment, total student population, early-exiters, and graduates. Majority of the total student population were enrolled in Dressmaking. Also, most early-exiters and graduates were in the Dressmaking trade. (See Table 36)

**Table 36: Short course - Improved Apprenticeship (Collaboration with Master Crafts Persons) as at 31st December, 2020**

Trade/Skill Area	Enrolment		Total Student Population		No. of early-exiters		No. of Graduates	
	Male	Female	Male	Female	Male	Female	Male	Female
Spraying	0	0	4	3	2	1	2	2
Bakery/Cookery	0	102	0	75	0	3	0	113
Plumbing	25	1	42	2	4	0	32	1
Electrical	53	1	52	2	5	1	29	1
Tiling	36	0	47	2	3	0	22	0
Block Laying/Concreting (Masonry)	48	0	80	0	2	0	74	0
Welding & Fabrication	52	0	57	3	4	1	15	2
Hair Braiding	0	0	0	93	0	0	0	93
Dressmaking	11	195	16	196	2	9	5	153
Events Decoration	11	67	11	99	4	2	3	95
Aluminum Fabrication	47	2	85	5	5	1	23	2
Beads Making	0	33	0	33	0	7	0	11
Make-Up Artistry	0	12	0	23	0	4	0	10
Interior Decoration	0	0	0	8	0	0	0	8
Mobile Repairs	0	0	12	2	3	1	9	1
Hairdressing	0	197	0	197	0	8	0	169
<b>Total</b>	<b>283</b>	<b>610</b>	<b>406</b>	<b>743</b>	<b>34</b>	<b>38</b>	<b>214</b>	<b>661</b>



### ***Instructional Staff***

In order to deliver efficiently, the expected staff strength was supposed to be 105 (62 males and 43 females). However, the existing staff strength stood at 36 (16 males and 20 females), leaving a deficit of 69 (65.72%). There were more (56%) female instructional staff than their male counterparts (44%). Office/Management Skills had the highest number of six (6) instructional staff (1 male and 5 females) while 9 trades had the least number of one instructional staff each. Data available reveals that Stenography and Hairdressing trades had no instructional staff for the period under consideration. (See Table 37)

The Greater Accra Region had the largest (61%) staff strength comprising nine males and 13 females, Western Region had a staff strength of eight (4 males and 4 females) representing 22 percent. The least number (6) of staff was recorded in the Ashanti Region accounting for 17 percent. (See Table 38)

**Table 37: Instructional Staff (staff strength and ideal staff strength) by OICG**

Trade	Staff Strength		Ideal Staff Strength	
	Male	Female	Male	Female
Block Laying/Masonry	2	0	9	0
Carpentry	1	0	3	0
Plumbing	1	0	6	0
Electricals	2	0	9	0
Office/Management Skills	1	5	3	6
ICT/Computer Skills	0	2	5	4
Catering	0	3	0	9
Auto Mechanics	1	0	3	0
Graphic Arts	1	0	3	0
Hospitality	1	0	3	0
Fashion Design	0	1	1	2
Stenography	0	0	0	0
Building Draughtsmanship	1	0	3	0
Welding & Fabrication	1	0	3	0
Tie/Dye & Soap Making	0	1	1	2
Dressmaking	0	2	0	6
Hairdressing	0	0	0	3
Counselor	1	3	4	5
Integrated Subject (Sub skills)	3	3	6	6
<b>Total</b>	<b>16</b>	<b>20</b>	<b>62</b>	<b>43</b>



**Table 38: Regional Distribution of Instructional Staff (staff strength and ideal staff strength) by Sex by OICG**

Region	Staff Strength		Ideal Staff Strength	
	Male	Female	Male	Female
Greater Accra	9	13	27	15
Western	4	4	20	16
Ashanti	3	3	15	12
<b>Total</b>	<b>16</b>	<b>20</b>	<b>62</b>	<b>43</b>



## ***Management Development and Productivity Institute (MDPI)***

### ***Training Provided***

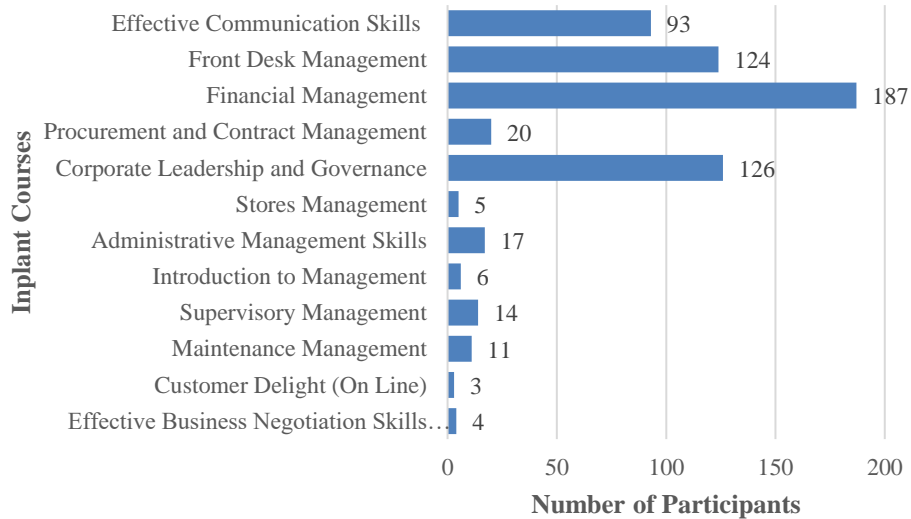
In the review year, a total number of 709 Ghanaians took both regular and inplant courses. Ninety-nine (99) participants took the regular courses constituting 14 percent while 610 (86%) participants pursued inplant courses. There was no foreign participation in the regular and inplant courses offered by MDPI in 2020 as a result of the travel restrictions to curtail the spread of the Coronavirus.

Out of the total number of 99 participants who were enrolled in the various regular courses, Effective Marketing Service recorded the highest number of 21 participants constituting 21.2 percent. This was followed by 14 participants in the Office Management and Administration course representing 14.1 percent and 11 participants making up 11.1 percent took the Front Desk Management course. The Management Development for Administrative Staff course recorded 10 participants indicating 10.1 percent and Managing Sales Force Effectiveness course had eight participants (8.08%). Report Writing & Presentation and Conducting Market Research recorded two participants (2.02%) each while Financial Accounting & IFRS and Productivity and Compensation Management recorded one (1) participant (1.0%) each. (*See Figure 24*)

Out of the 610 participants who were enrolled in the various inplant courses, the highest number of 187 participants indicating 31 percent enrolled in the Financial Management course, followed by 126 participants representing 21 percent in the Corporate Leadership and Governance course, 124 participants accounting for 20 percent enrolled in the Front Desk Management course, 93 participants representing 15 percent took the Effective Communication Skills course whereas Customer Delight (On line) course had the least number of three participants out of the total enrolment. In all, a total of 610 participants enrolled in twelve (12) inplant courses during the period under consideration. (*See Figure 25*)



**Figure 24: Participants in Regular courses**



**Figure 25: Participants in Inplant Courses**



## Consultancy

The MDPI runs consultancy services to Private sector, State owned, as well as Public Sector Institutions. At the end of the year 2020, two (2) consultancy services had been rendered by the Institute. There was one (1) consultancy service each rendered to both private and public sector organisations. On the contrary, there were no consultancy services rendered to State Owned Institutions. (See Table 39)

**Table 39: Consultancy Services by MDPI**

Consultancy Services	2020
Private Sector	1
State owned institutions	0
Public Service	1
<b>Total</b>	<b>2</b>

## Instructional Staff

During the year under review, the MDPI operated with a staff strength of 18 representing 69 percent of the ideal staff strength of 26. The staff strength was made up of 11 males (61%) and 7 (39%) females. Aside General Management and Directorate, the remaining courses met their ideal male staff strength whereas for female, only General Management met its ideal staff strength. Overall, Directorate had the highest number of staff members with six (3 males and 3 females) constituting 33 percent whereas Industrial Engineering had the least (only 2 males) number of staff representing 11 percent of the total staff strength. (See Table 40)

**Table 40: Instructional Staff (staff strength and ideal staff strength) by Sex by MDPI**

Course name	Staff Strength		Ideal Staff Strength		Variance	
	Male	Female	Male	Female	Male	Female
Directorate	3	3	6	4	-3	-1
Ind. Engineering	2	0	2	1	0	-1
Gen. Management	0	3	1	3	-1	0
Marketing	2	1	2	2	0	-1
FM / MIS	4	0	4	1	0	-1
<b>Total</b>	<b>11</b>	<b>7</b>	<b>15</b>	<b>11</b>	<b>-4</b>	<b>-4</b>

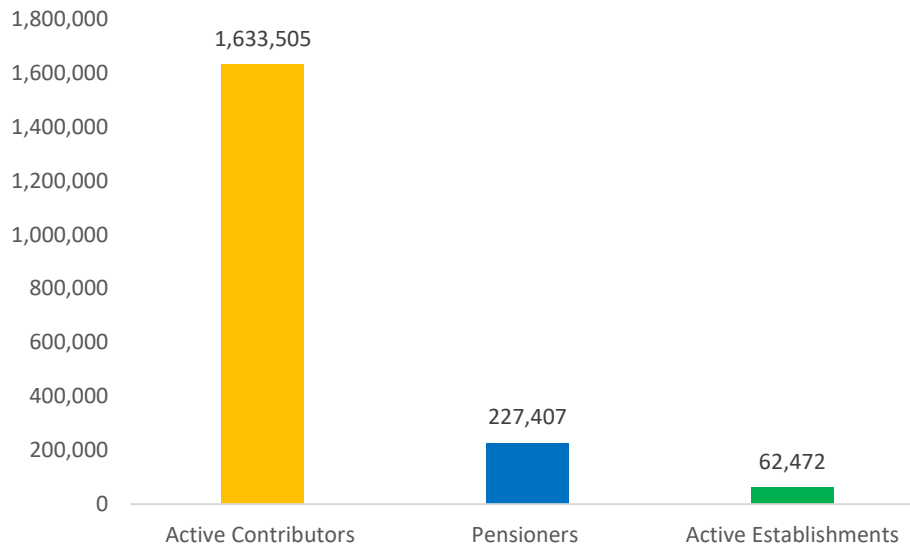


## 6.6 Pensions Regulation

### *National Pensions Regulatory Authority (NPRA)*

#### *Growth Indicators of SSNIT Scheme*

In 2020, the number of active contributors stood at 1,633,505. Registered Pensioners were 227,407 and the number of active establishments was 62,472. (See Figure 26)

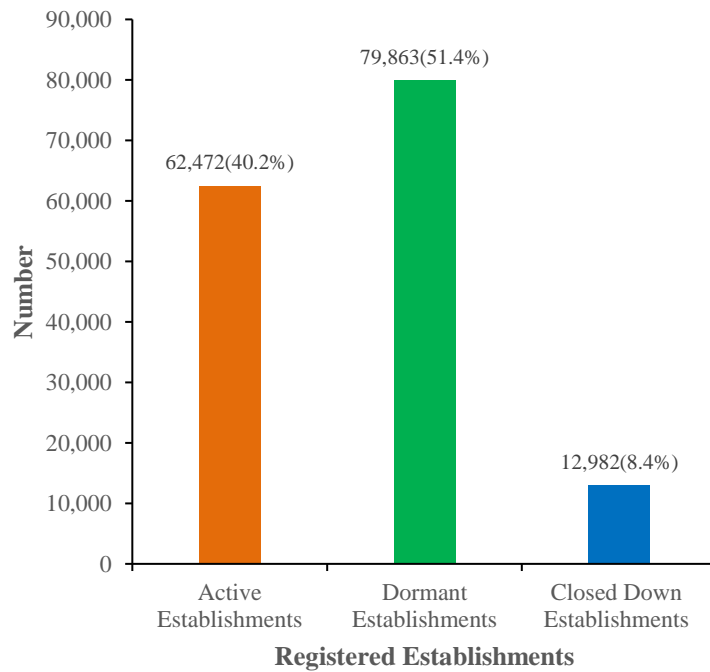


**Figure 26: Growth Indicators of SSNIT Scheme**

#### *Classification of Establishments on Tier-1 Scheme (SSNIT)*

By the close of the year 2020, the SSNIT (Tier 1) Scheme had 62,472 active establishments representing 40.2 percent of the registered establishments while dormant establishments were 79,863 constituting 51.4 percent. Twelve thousand nine hundred and eighty-two (12,982) establishments representing 8.4 percent were closed down in 2020. In all, 155,317 Establishments were recorded under the SSNIT Tier 1 Scheme. (See Figure 27)

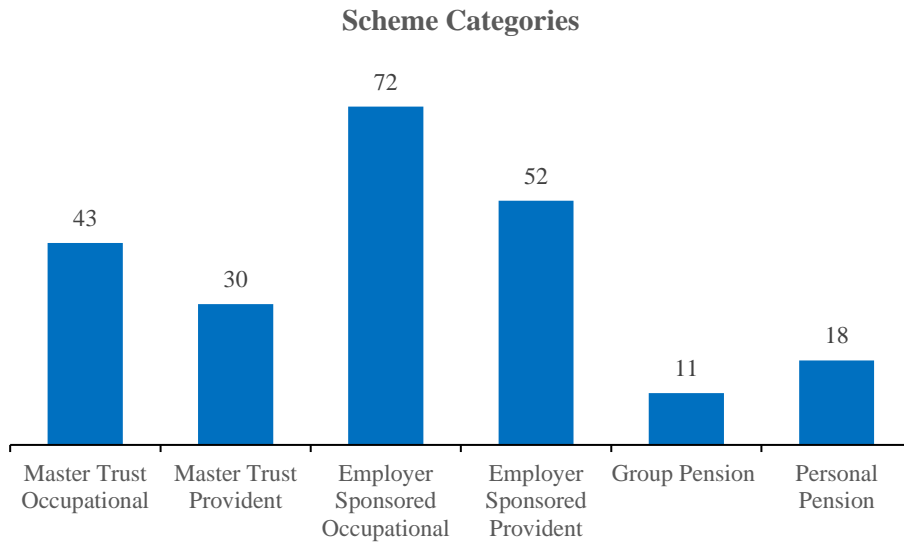




**Figure 27: Classification of Establishments on Tier-1 Scheme (SSNIT)**

### ***Private Pension Schemes (Tiers 2 & 3)***

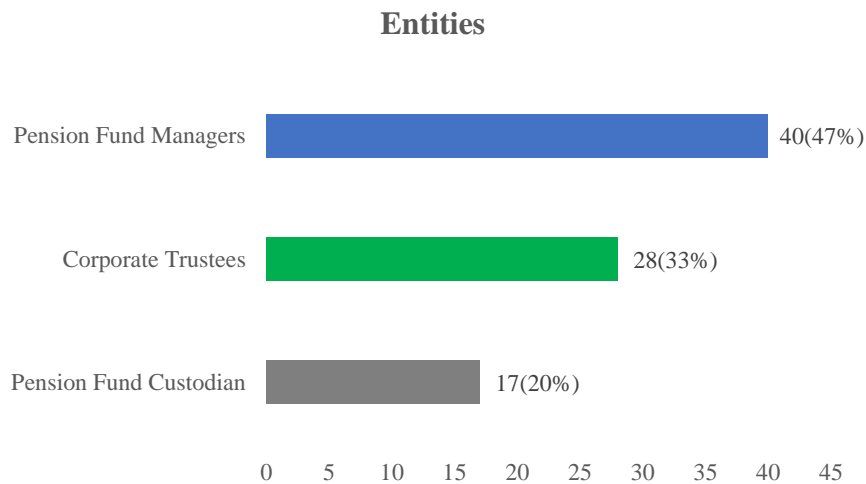
As at the end of 2020, the NPRA had 226 Private Pension Schemes under regulation. In terms of scheme categories, the Employer Sponsored Occupational Pension Scheme recorded the highest number of 72 in operation. The Group Personal Pension Scheme had the least number of schemes in operation with 11. (See Figure 28)



**Figure 28: Status of Private Pension Schemes (Tiers 1&2) as at 2020**

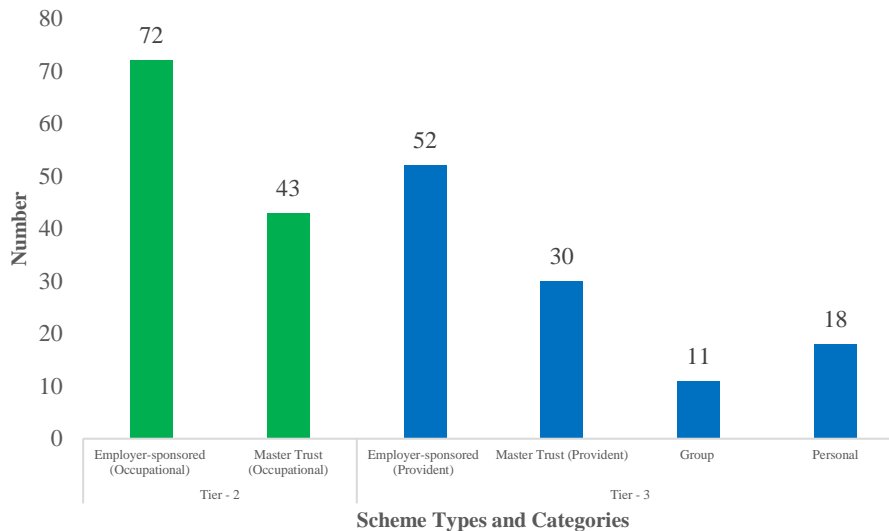
### ***Trustees and Service Providers of Privately Managed Pension Schemes (Tiers 2& 3)***

As at the end of 2020, the NPRA had given approval to a total of 85 entities involved in the management of Private Pension Schemes (Tiers 2 & 3). Out of the 85 entities, 40 (47%) were Pension Fund Managers, 28 (33%) were Corporate Trustees and 17 (20%) were Pension Fund Custodians.



**Figure 29: Tiers 2 & 3 Trustees and Service Providers**

Cumulatively, the NPRA under Tier 2 & 3 had a total of 226 Private Pension Schemes in operation in 2020. Overall, Pension Schemes under Tier 2 accounted for 51.77 percent, whereas Tier 3 Pension Schemes made up 48.23 percent.



**Figure 30: Cumulative Tiers 2 & 3 Pension Schemes**

### ***New Tiers 2 & 3 Pension Schemes***

In total, there were 12 new schemes registered under Tiers 2 and 3. (See table 41).

**Table 41: New Tiers 2 & 3 Pension Schemes**

No.	Name of Scheme	Tier	Sponsor
1.	Gold Fields Ghana Tier 3 Provident Fund Scheme	Tier 3	Gold Fields Ghana Limited.
2.	Coalition of Concerned Teacher Tier 3 Pension Scheme	Tier 3	Coalition of Concerned Teachers, Ghana
3.	Micro Pension Scheme	Tier 3	Axis Pension Scheme
4.	Gold Master Trust Fund	Tier 2	General Trust Company Limited
5.	CSIR Provident Fund Scheme	Tier 3	Council for Scientific and Industrial Research
6.	NAGRAT Tier 3 Pension Scheme	Tier 3	NAGRAT
7.	Judicial Service Provident Fund Scheme	Tier 3	Judicial Service
8.	GCB Tier 3 Pension Scheme	Tier 3	GCB Bank Limited
9.	Fiesta Royal Occupational Pension Scheme	Tier 2	Fiesta Royale Hotel
10.	Progress Trustee Occupational Pension Scheme	Tier 2	Progress Trustee
11.	Progress Trustee Provident Fund Scheme	Tier 3	Progress Trustee
12.	Progress Trustee Personal Pension Scheme	Tier 3	Progress Trustee



### Coverage of Mandatory Scheme

Coverage is measured on two levels, namely: establishments (employers) and contributors (members/workers). Table 42 provides statistics on the coverage as at the close of the year.

Table 42: Coverage of Mandatory Scheme

Scheme	Active Establishments	Contributors
Tier - 1	62,472	1,633,505
Tier - 2	ND	2,107,322

ND = No Data

### Asset Portfolio (Tiers 1, 2 and 3)

The Total Asset Portfolio for Tier-1, Tier-2 and Tier-3 amounted to GH¢33,459,641,338.45. The Asset Portfolio for Tier-1 was GH¢11,440,243,000 representing 34.19 percent, that of Tier-2 was GH¢16,067,536,800.65 representing 48.02 percent while that of Tier-3 totaled GH¢5,951,861,537.80 representing 17.79 percent.

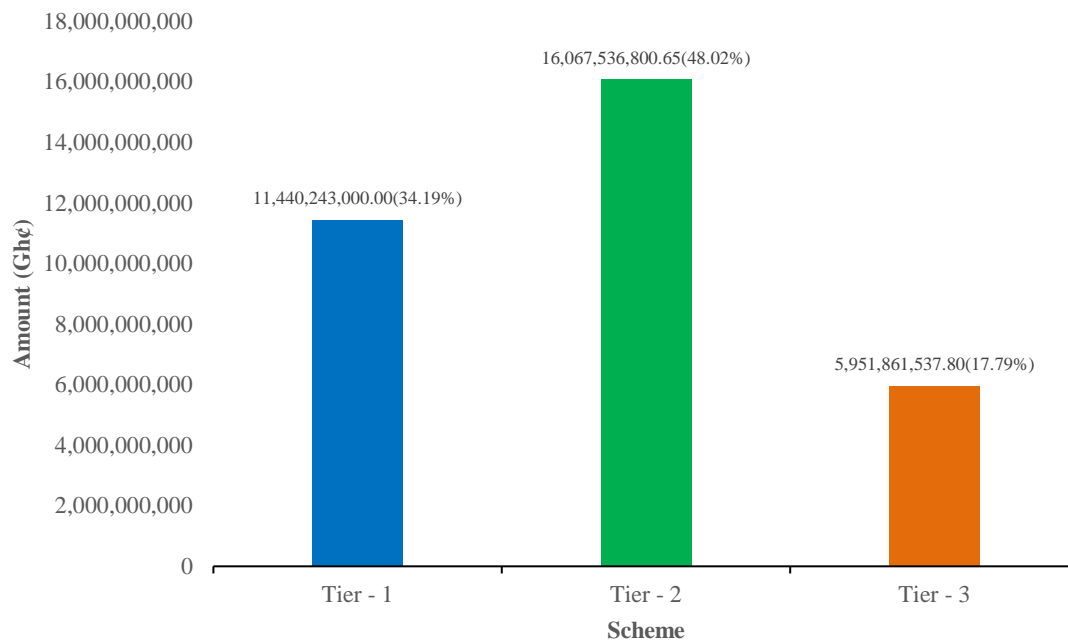


Figure 31: Asset Portfolio (Tiers 1, 2 and 3)



### ***Real Rate of Return on Investment (ROI)***

For the year under review, the Real Rate of Return on Investment (ROI) under the SSNIT Pension scheme for Tier-1 was -0.32 percent.

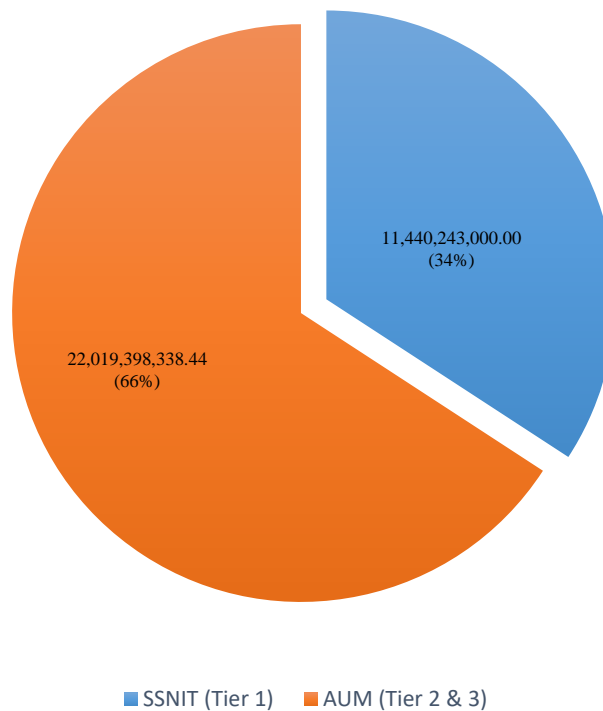
**Table 43: Real Rate of Return on Investment (ROI)**

Scheme Type	Rate of Return
	2020
Tier - 1 (SSNIT)	-0.32%

### ***Funds***

#### ***3-tier scheme***

In 2020, the total value of the 3 Tier pension Schemes amounted to GH¢33,459,641,338.44. The value of Tier 1 (SSNIT) was GH¢11,440,243,000.00 while Asset Under Management (AUM) for Tier 2 & 3 was GH¢22,019,398,338.44.



**Figure 32: 3-tier Scheme Fund**



## 6.7 Youth Employment Agency

### *Job Centre*

In the year under review, a total of 5,802 (3,782 males and 2,020 females) job seekers applied to job vacancies at YEA. The Greater Accra Region had 2,912 jobseekers constituting the majority, followed by Ashanti Region with 916 whereas Savannah Region recorded the lowest number of 13. On the other hand, the YEA received a total of 440 job vacancies from employers in 2020. The Greater Accra Region recorded the highest number of 309 vacancies whereas the Ahafo Region had the least (3) vacancies. Out of the total of 5,802 job seekers, 440 (279 males and 161 females) were placed in jobs, exhausting the total number of job vacancies received. The Greater Accra Region recorded the highest number of 309 job placements whereas the Ahafo Region had the least of three placements. The remaining 5,362 (3,503 males and 1,859 females) jobseekers who were not put in jobs were placed on live register. Overall, 8 percent of the total number of jobseekers were placed in jobs whereas the 92 percent were placed on live register. (*See Appendix 18*)

With respect to the age disaggregation, majority (4,606) of the jobseekers were 25-44 years, out of which 335 were placed in jobs whereas 4,257 were placed on live register. Followed by 20-24 age bracket with 1,158 job seekers, out of which 101 were placed in jobs with the remaining 1,057 placed on live register. The 15-19 age group recorded the least number of 18 job seekers, out of which only two (2) were placed in jobs whereas the remaining 16 were placed on live register. (*See Appendix 19*)

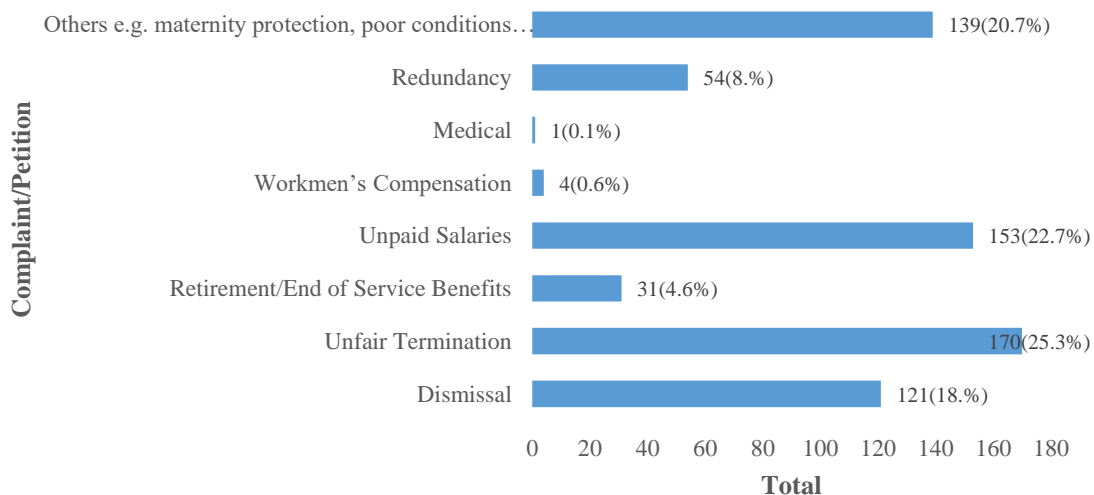


## 6.8 Labour Complaints and Disputes Regulation

### *National Labour Commission*

#### *Complaints/Petitions Received*

The National Labour Commission (NLC) received a total of 673 complaints/petitions at the three regional offices in Greater Accra, Western and Ashanti Regions. Dismissal, unfair termination, retirement/end of service benefit, unpaid salaries, workmen’s compensation, medical, redundancy and other matters such as maternity protection, poor conditions of service and unfair labour practice made up the 673 complaints/petitions. Unfair termination (25.3%) was the common complaint received. This was followed by complaints on unpaid salaries and other matters such as maternity protection, poor conditions of service and unfair labour practice representing 22.7 percent and 20.7 percent respectively. Matters on medical was the least (0.1%) complaint received.



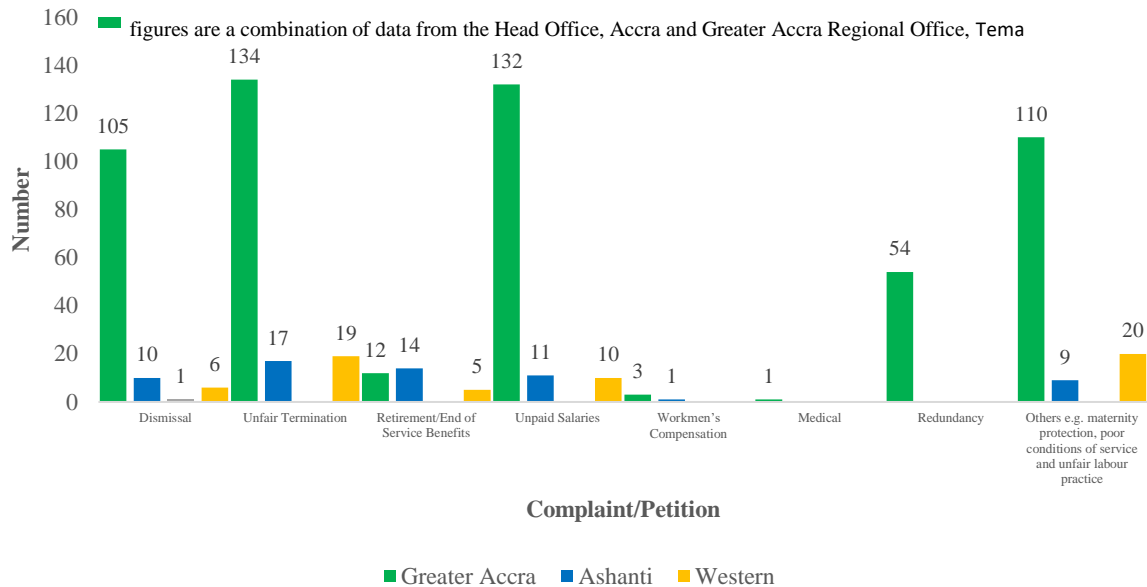
**Figure 33: Number of complaints received by NLC**

#### *Complaints/Petitions received by Region.*

Out of 673 complaints/petitions received, the highest number of 551 complaints/petitions were received by the Greater Accra offices. Sixty-two (62) complaints/petitions were received by the Ashanti regional office. Also, 60 complaints/petitions were received by the Western regional office. About 68.2 percent of the complaints/petitions received by the Greater Accra offices were related to unfair termination (24.3%), unpaid salaries (24%) as well as other matters such as maternity protection, poor conditions of service and unfair labour practices (20%). Similarly, about 83.9 percent of the complaints/petitions received by the Ashanti regional office were on matters relating to unfair termination (27.4%), retirement/end of service benefits (22.6%), unpaid salaries (17.7%), and dismissal (16.1%). Also, about 81.7 percent of the complaints/petitions received by the Western regional office were related to unfair termination (31.7%), unpaid salaries (16.7%) and other matters such as maternity protection,



poor condition of service and unfair labour practices (33.3%). The Commission referred four complaints/petitions on Workmen's compensation to the Labour Department for redress. Overall, unfair termination was the main type of complaint/petition received by the NLC.



**Figure 34: Complaints/Petitions received by Region**

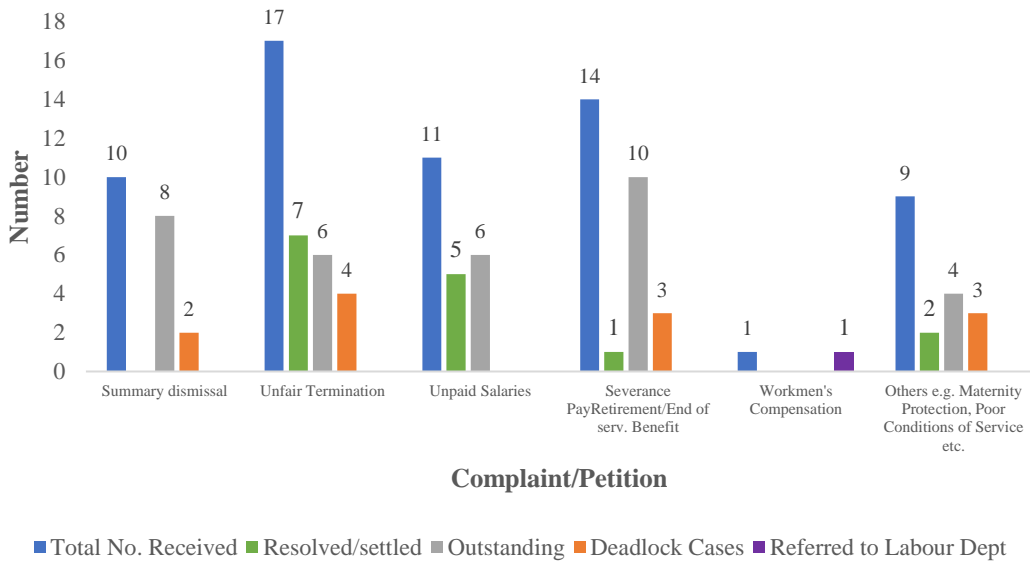
Only 24 percent of the 62 complaints/petitions received by the Ashanti regional office were resolved, 19 percent were deadlock cases whereas 55 percent were outstanding cases. The remaining (2%) cases were referred to Labour Department for redress. Most (45%) of the cases resolved were about unpaid salaries. Less than 50 percent of each type of complaint/petition received was resolved. (See Figure 35)

The Western regional office received 60 complaints/petitions, out of which 33 percent (20) were resolved/settled, 17 percent (10) were referred to committee for hearing, 3 percent (2) were adjourned with no appointed date for resumption whereas three were outstanding and 25 cases were pending. Within the year under consideration, 83 percent of the cases involving summary dismissal were resolved. Conversely, only 37 percent and 20 percent of unfair termination and redundancy cases were resolved, respectively. (See Figure 36)

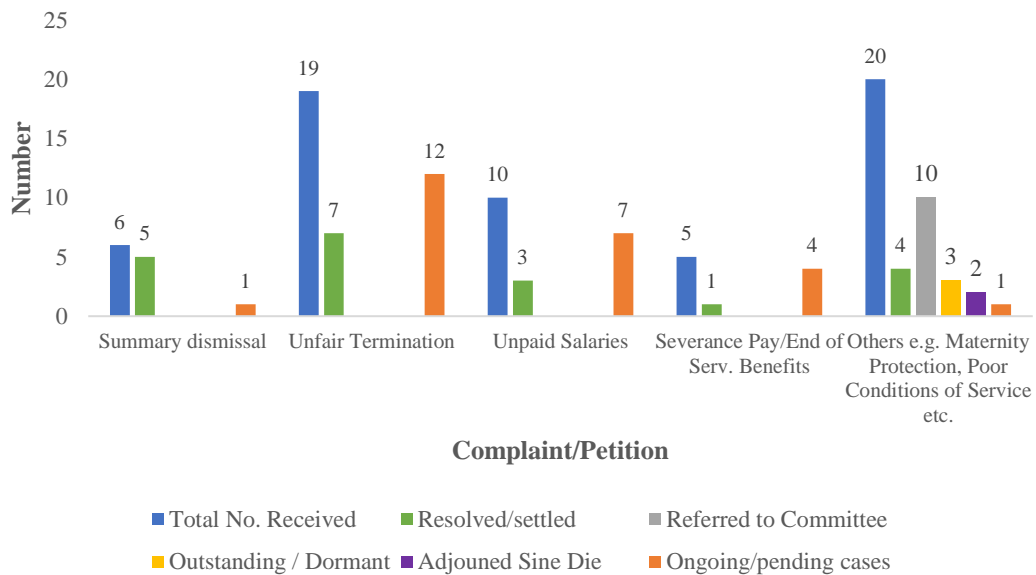
Only 16.7 percent of the 551 complaints/petitions received in 2020 by the Greater Accra offices were resolved, leaving 82.6 percent of the cases outstanding. The remaining cases (0.4%) were sent to the Labour Department for redress. With the exception of retirement/end of service benefits which had a resolution rate of 64 percent, the remaining types of complaints/petitions had a resolution percentage of less than 30 percent. A total of 467 cases from previous years were resolved, making a total of 559 cases resolved in 2020.

On average, the NLC settled complaints/disputes within a minimum of two weeks and maximum of three months. (See Table 44)





**Figure 35: Complaints/Petitions Received by Ashanti Regional Office, 2020**



**Figure 36: Complaints/Petitions Received by Western Regional Office, 2020**



**Table 44: Complaints/Petitions Received by Greater Accra Offices, 2020**

Type	Total No. Received	Resolved/settled	Referred	Outstanding	Withdrawal	Settled/Rollover cases from previous years settled in 2020	Enforcement(Rollover/previous years cases)	Average Number of Days for settling disputes
Dismissal	105	27	0	78	0	69	4	minimum 2 weeks and maximum 3 months
Unfair Termination	134	25	0	109	0	98	10	"
Retirement/End of Service Benefits	11	7	0	4	0	21	0	"
Unpaid Salaries	132	14	0	118	0	57	0	"
Workmen's Compensation	3		2	0	1	0	0	"
Redundancy	54	9	0	45	0	19	0	"
Lay-off/Severance Pay	1	0	0	0	1	0	0	"
Medical	1	0	0	1	0	2	0	"
Others e.g. Maternity Protection, Poor Conditions of Service etc.	110	10	0	100	0	201	4	"
<b>Total</b>	<b>551</b>	<b>92</b>	<b>2</b>	<b>455</b>	<b>2</b>	<b>467</b>	<b>18</b>	

The figures are a combination of data from the Head Office, Accra and Greater Accra Regional Office, Tema.



### Strikes Recorded by NLC

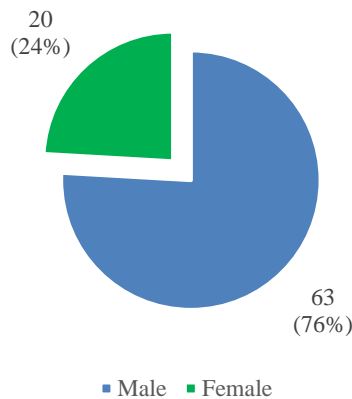
A total number of 11 strike actions were recorded in 2020. Regionally, majority of the strike actions (55%) took place in the Greater Accra Region, the Tema and Ahafo regions recorded one (9%) strike action each, while 27 percent were nationwide strikes. The GMA (Health), Workers of Tema Shipyard, CLOGSAG, Centre for Business Transformation, Ghana Registered Nurses & Midwives' Association, GCNET Workers, Mortuary Workers Association of Ghana, Fero Fabric Ghana Workers and Newmont Ghana Gold Limited recorded the lowest number (1), representing 10 percent each of the total number of strike actions recorded during the year. (See Table 45 and Appendix 20)

**Table 45: Strike Actions by Labour Unions/Institutions**

Labour Unions/Institutions	2020
GMA (Health)	1
Workers of Tema Shipyard	1
CLOGSAG (Civil & Local Gov. Staff Association of Ghana)	1
Centre for Business Transformation	1
Ghana Mineworkers Union	2
Ghana Registered Nurses & Midwives' Association	1
GCNET Workers	1
Mortuary Workers Association of Ghana	1
Fero Fabric Ghana Workers	1
Newmont Ghana Gold Limited	1
<b>Total</b>	<b>11</b>

### Mediators

Within the period under consideration, NLC had a total of 83 mediators in Greater Accra Region only, comprising 63 males and 20 females.



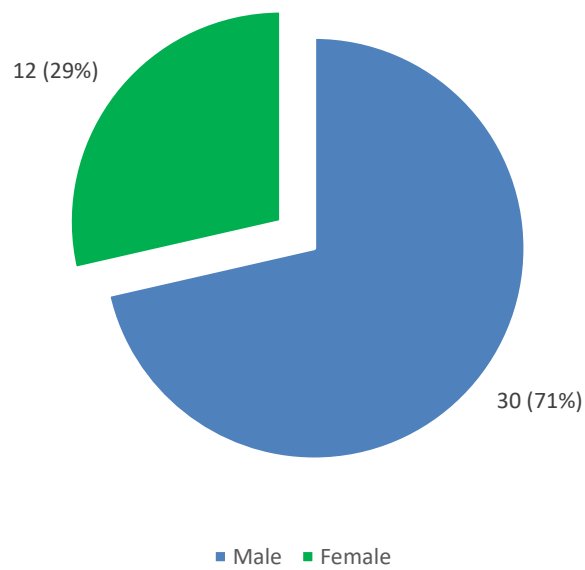
**Figure 37: Gender Distribution of Mediators**



### *Arbitrators*

In 2020, the Commission had a total of 42 Arbitrators made up of 30 males and 12 females. All of the arbitrators were located in the Greater Accra Region.

Within the period under review, eight cases were referred to voluntary arbitration and all the cases were awarded.



**Figure 38: Gender Distribution of Arbitrators**



## 7.0 CONCLUSION

It is imperative that the MELR's vision of becoming a world-class employment and labour relations Ministry cannot be overemphasized. It is relevant to note that the successes of Government agenda are largely linked to its effective availability of better national statistics/data. In order for MELR to contribute its quota in making reliable statistics/data available to inform evidence based national decisions on employment and labour related issues, the RSIM Directorate is mandated to conduct research into the activities of the Ministry, its Departments and Agencies to create a database for the Ministry to ensure the availability of requisite data and information for decision-making.

As part of Ghana's commitment to achieve the Sustainable Development Goals (SDGs), this report provides information immensely useful for informing policy formulation. Like previous editions, this year's report covers employment and labour-related issues.

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 but activities undertaken by institutions under the MELR. However, further research and data collection are required to augment the information provided in this report to be a representative of the country's situation on employment and labour related issues.

Above all, the Ministry is committed to improving the usage and active monitoring of the Ghana Labour Market Information System (GLMIS) to handle the collection, data processing, data analysis and dissemination of accurate, relevant and up-to-date information on all the aspects and dynamics of the labour market. This will enhance the availability of extensive administrative data on employment and labour related matters in the country to enable timely and reliable labour market reports.

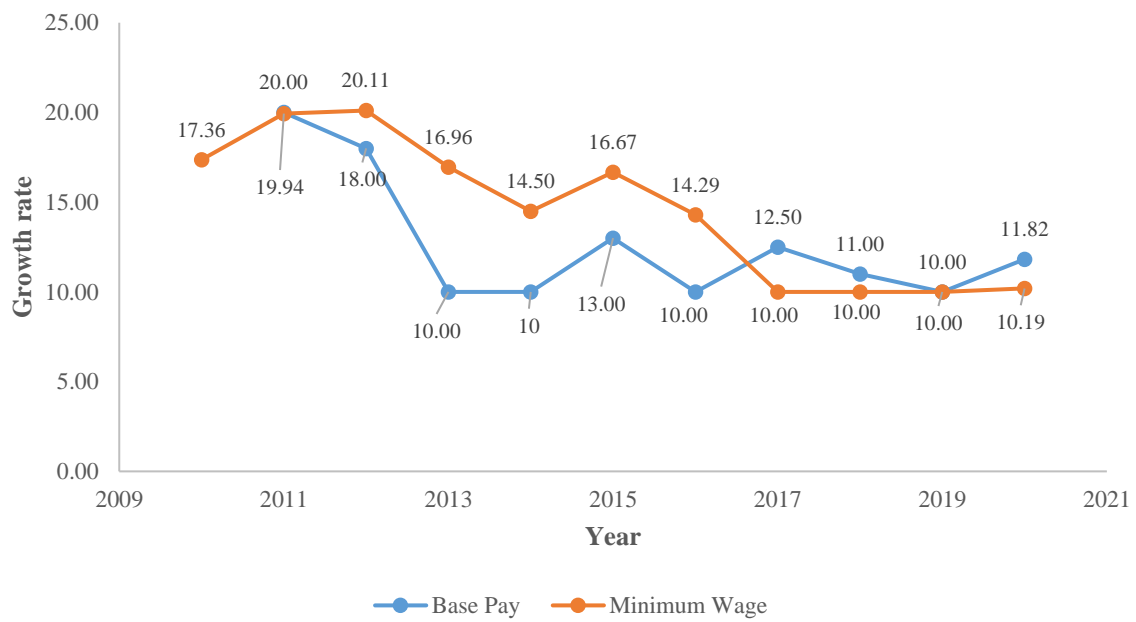
It is envisaged that the support and guidance to be offered under the Harmonizing and Improving Statistics in West Africa (HISWA) Project will strengthen the administrative data systems in the Ministry to produce and disseminate a wide variety of quality official statistics for tracking the progress of key indicators in national development programmes including Sustainable Development Goals (SDGs).



# APPENDICES



**Appendix 1: Pay Negotiation (percent increment) 2010-2020**



***NB: There was no negotiated Base Pay increment in 2014. Rather a Cost of Living Allowance (COLA) of 10 percent 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		45-54 Years		55-59 Years	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Greater Accra	68	56	101	53	132	27	33	8	4	0
Eastern	5	9	7	5	3	5	2	2	0	0
Central	16	10	21	14	41	2	1	0	1	0
Western	74	21	76	11	36	9	6	10	0	0
Ashanti	14	23	20	15	28	8	5	2	1	0
Ahafo	11	18	12	16	4	20	2	1	0	0
Northern	0	0	0	0	0	0	0	0	0	0
Upper East	16	12	24	13	9	1	3	0	2	0
Upper West	0	0	0	0	0	0	0	0	0	0
Volta	5	0	7	0	8	0	6	0	1	0
Western North	14	0	11	1	17	0	3	0	1	0
Savannah	0	0	0	0	0	0	0	0	0	0
Oti	0	0	0	0	0	0	0	0	0	0
Bono	18	4	21	12	16	7	6	3	2	0
Bono East	8	2	13	5	17	3	3	1	2	0
North East	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>249</b>	<b>155</b>	<b>313</b>	<b>145</b>	<b>311</b>	<b>82</b>	<b>70</b>	<b>27</b>	<b>14</b>	<b>0</b>

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**Appendix 3: Employment Market by PEAs (Local Job Placement), 2020**

<b>Occupation</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Dockers	118	0	118
2nd Dockers Headman	76	0	76
1st Dockers Headman	123	0	123
Retail Sales Manager 1	2	0	2
Retail Sales Manager 11	0	0	0
Micro Finance Manager	0	0	0
Stores Manager	15	0	15
Head Customer	0	0	0
Warehouse Manager	60	24	84
Marketing Executive	10	4	14
Controller	1	3	4
Fleet Manager	0	0	0
Sales Manager	24	41	65
Temporary Sales Manager	0	0	0
Transport Manager	1	0	1
Fuel Station Manager	0	0	0
Health & Safety Manager	0	0	0
Sales Director	75	65	140
Customer Manager	0	0	0
Branch Manager	1	0	1
General Manager	1	0	1
Project Manager	2	0	2
Medical Practice Manager	0	0	0
HR Officer/Manager	33	8	41
IT Consultant	56	43	99
IT Professional	5	12	17
House Manager	2	12	14
Operations Manager	13	23	36
Data Analyst	19	23	42
C. Sharp Manager	0	0	0
Credit Controller	5	8	13
Country Sales Manager	15	14	29
Cluster Sales Manager	6	0	6
Skills Manager	0	0	0
Finance Manager	45	3	48
Finance Controller	13	2	15
Restaurant Manager	23	12	35
Practice Manager	0	3	3
Banker	0	1	1

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Occupation	Male	Female	Total
Bulk Tellers	0	0	0
Verification Officers	0	0	0
Tellers	1	2	3
Customer Service/Care	5	13	18
Support Staff	54	21	75
Sales Executive	12	25	37
Supply Chain Managers	6	12	18
Sales Rep	126	32	158
In-House Logistics Officers	3	1	4
Sales Office	186	11	197
KYC Officer	0	0	0
Branch Processing Officer	1	3	4
Insurance Officer	0	0	0
Real Estate Developer	5	1	6
Teacher	32	44	76
Rural Merchandiser	0	0	0
Able Seaman	51	0	51
Busom	23	0	23
Oiler	17	0	17
Sales/Marketing Officer	59	36	95
Administrator	35	5	40
Mechanical Engineer	1	0	1
Mechanical Technician	0	0	0
Electrical Technician	12	0	12
Technician	2	0	2
Admin Secretary	0	4	4
Admin Assistant	3	10	13
Opts/Maintenance Officer	2	0	2
Promoter	3	6	9
Accountant	17	3	20
Electrical Engineer	43	0	43
Health & Safety Officer	45	0	45
Marketing Officer	13	8	21
Marketing Assistant	54	2	56
Personal Assistant	0	0	0
NOC. Executive	0	0	0
Data Ambassadors	0	0	0
Call Centers Officers	45	2	47
House helps	0	408	408
Cash Opt.	1	0	1

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Occupation	Male	Female	Total
Driver/Dispatch Rider	14	0	14
Dispatch Rider	6	0	6
Mobile Support	2	0	2
Opts Assistant	0	0	0
Front Desk Executive	1	5	6
Accountant/Finance Officer	23	1	24
Transport Officer	0	0	0
Sampling/Sales/Marketing Officer	4	9	13
Warehouse Keeper	49	4	53
Fuel/Service Attendants	2	3	5
Station Supervisor	7	0	7
Logistics Supervisor	2	1	3
Maintenance Supervisor	0	0	0
Lub. Sales Executive	0	0	0
Accounts Payable Officer	2	0	2
Pay Roll Ser. Officer	0	0	0
Collection Officer	0	0	0
Chief Executive Officer	0	0	0
Facilities Assistant	0	0	0
Stores Officer	24	1	25
Housekeeper	2	154	156
Pipe Handler	15	0	15
Helpers	654	51	705
Yard Assistant	15	2	17
Crewing Officer	27	0	27
Mineral Lab. Assistant	16	9	25
Painter	5	0	5
Mechanic	10	0	10
Lab Technician	24	3	27
Civil and Structure Prof.	8	0	8
Washer	62	47	109
Corporate Sales Officer	1	0	1
Lead Generator	0	0	0
Pos. Executive	0	0	0
Secretary	41	37	78
In-Plant Teller	0	0	0
Processing Assistant	3	21	24
Contact Centre Rep	1	23	24
Loaders	128	0	128
Factory Hands	987	140	1,127

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<b>Occupation</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Kiosic Agent	0	0	0
Steward	2	5	7
Welders	97	0	97
Channel Developer	0	0	0
Caterers/Chefs/Cooks	543	12	555
Electrician	93	0	93
Modern Trade Assistant	0	0	0
Ware House Assistant	161	22	183
Supervisor	145	18	163
Plant Supervisor	23	0	23
Cleaner/Gardener	187	14	201
Driver	113	0	113
Masons	224	0	224
Mooring	0	0	0
Tally Clerk	0	0	0
Civil Workers	4	0	4
Stevedore Driver	0	0	0
Forklift Operator	67	0	67
Auto Electrician	16	0	16
Record Clerk	2	2	4
Heavy Duty Driver	99	0	99
Foreman	19	0	19
Forklift Opt/Heavy Duty	38	0	38
Crane Opt	0	0	0
Office Staff	0	0	0
Janitor	0	0	0
Rewinder	3	0	3
Moulder Operator	23	0	23
Barriman	34	0	34
Cutter	36	0	36
Melter	0	0	0
Machinist	0	0	0
Induction Furnace Man	4	0	4
<b>Total</b>	<b>5,669</b>	<b>1,534</b>	<b>7,203</b>

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**Appendix 4: Registered Private Employment Agencies (PEAs) by Region**

Region	Number
Greater Accra	42
Western	3
Ashanti	1
Volta	1
<b>Total</b>	<b>47</b>

**Appendix 5: Workplace Complaints/Disputes by Region**

Region	Recorded		Resolved		Referred		Outstanding	
	Male	Female	Male	Female	Male	Female	Male	Female
Greater Accra	126	73	119	63	0	0	7	10
Eastern	16	3	16	3	0	0	0	0
Central	75	31	67	31	0	0	8	0
Western	34	19	32	19	0	0	2	0
Ashanti	26	10	24	9	0	0	2	1
Ahafo	0	0	0	0	0	0	0	0
Northern	0	0	0	0	0	0	0	0
Upper East	5	5	5	5	0	0	0	0
Upper West	10	13	8	11	0	0	2	2
Volta	9	0	0	0	0	0	9	0
Western North	0	0	0	0	0	0	0	0
Savannah	0	0	0	0	0	0	0	0
Oti	0	0	0	0	0	0	0	0
Bono	37	6	35	5	0	0	2	1
Bono East	0	0	0	0	0	0	0	0
North East	0	0	0	0	0	0	0	0
<b>Total</b>	<b>338</b>	<b>160</b>	<b>306</b>	<b>146</b>	<b>0</b>	<b>0</b>	<b>32</b>	<b>14</b>



Appendix 6: Child Labour cases recorded by Region

Region	2020			
	Recorded		Rescued	
	Male	Female	Male	Female
Greater Accra	0	0	0	0
Eastern	51	39	51	31
Central	68	22	68	22
Western	0	0	0	0
Ashanti	231	171	231	171
Ahafo	0	0	0	0
Northern	0	0	0	0
Upper East	0	0	0	0
Upper West	0	0	0	0
Volta	0	0	0	0
Western North	963	369	119	77
Savannah	0	0	0	0
Oti	0	0	0	0
Bono	0	0	0	0
Bono East	0	0	0	0
North East	0	0	0	0
<b>Total</b>	<b>1,313</b>	<b>601</b>	<b>469</b>	<b>301</b>

Appendix 7: Child Labour cases recorded by Sector

Sector	2020
Cocoa	57
Fishing	0
Mining & Quarrying	0
Child Trafficking	115
Child Domestic Service	0
Domestic Servitude	0
Commercial Sexual Exploitation of Children	0
Head Portering of Heavy Load	0
Street Hawking	1,742
<b>Total</b>	<b>1,914</b>



**Appendix 8: Workplace accidents and Reported claims by Nature**

<b>Nature of Accidents</b>	<b>2020</b>
Fatal	11
Non-fatal	628
<b>Total</b>	<b>639</b>

**Appendix 9: Workplace Injuries and Compensation Paid**

<b>Sector</b>	<b>Reported Cases</b>	<b>Cases Finalised</b>	<b>Amount Paid (Gh¢)</b>	<b>Cases Outstanding</b>	<b>Amount Outstanding (Gh¢)</b>
Public	95	42	1,428,084	648	4,842,482
Private	544	605	5,220,804	2,492	5,311,850
<b>Total</b>	<b>639</b>	<b>647</b>	<b>6,648,888</b>	<b>3,140</b>	<b>10,154,332</b>

**Appendix 10: Newly Registered Labour Unions by Industry**

<b>Industry</b>	<b>Number</b>
Agricultural	4
Manufacturing	66
Services	75
<b>Total</b>	<b>145</b>



**Appendix 11: Collective Bargaining Certificate issued by Industry**

<b>Industry</b>	<b>Number</b>
Agricultural	2
Manufacturing	34
Services	20
<b>Total</b>	<b>56</b>

**Appendix 12: Collective Bargaining Certificates issued by Region**

<b>Region</b>	<b>2020</b>
Greater Accra	48
Eastern	0
Central	0
Western	2
Ashanti	2
Ahafo	0
Northern	0
Upper East	0
Upper West	0
Volta	0
Western North	0
Savannah	0
Oti	0
Bono	4
Bono East	0
North East	0
<b>Total</b>	<b>56</b>





### Appendix 13: Registration of New Premises by Industry

Industry	2020
Oil & Gas	178
Warehousing	12
Fruit Processing	8
Plastics/Rubbers	40
Saw milling	1
Recycling waste	6
Construction	2
Telecommunication/Elect. Eng.	2
Mineral/Sachet Water Production	31
Restaurant	4
Energy	0
Offices/Shops	5
Food Manufacturing	4
Furniture	1
Metal Fabrication	11
Ports and Docks	0
Cement/Concrete Products	0
Distilleries	1
Breweries	0
Paper Conversion/Printing	2
Textiles	0
Iron and Steel	1
Chemicals/Pharmaceuticals	2
Laundering	2
Flour and other Milling	0
Automobiles/Transportation	1
Light Metallic Product	2
Meat Products	0
Other Miscellaneous Industries	47
<b>Total</b>	<b>363</b>

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Appendix 14: Inspection of Registered Workplace by Industry

<b>Industry</b>	<b>2020</b>
Oil & Gas	769
Warehousing	56
Fruit Processing	102
Plastics/Rubbers	205
Saw milling	15
Recycling waste	131
Construction	62
Telecommunication/Elect. Eng.	29
Mineral/Sachet Water Production	316
Restaurant	44
Energy	20
Offices/Shops	72
Food Manufacturing	56
Furniture	18
Metal Fabrication	57
Ports and Docks	4
Cement/Concrete Products	22
Distilleries	29
Breweries	6
Paper Conversion/Printing	68
Textiles	18
Iron and Steel	11
Chemicals/Pharmaceuticals	42
Laundering	12
Flour and other Milling	9
Automobiles/Transportation	15
Light Metallic Product	52
Meat Products	42
Other Miscellaneous Industries	394
<b>Total</b>	<b>2,676</b>

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**Appendix 15: Severity of Reported Occupational Accidents by Sex and Age groups**

Age Group	Fatal		Non-fatal	
	Male	Female	Male	Female
15 - 24	0	0	6	2
25 - 34	0	0	3	0
35 - 44	0	0	4	3
45 - 54	0	0	3	1
55+	0	0	2	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>6</b>

**Appendix 16: Causes of Reported Occupational Accidents**

Cause	Severity of Accidents			
	Non-Fatal		Fatal	
	Male	Female	Male	Female
Lifting Machinery	1	0	0	0
Milling Machines	0	0	0	0
Power Presses	1	0	0	0
Circular Saws	0	0	0	0
Vertical Spindle Moulding Machine	0	0	0	0
Other Woodworking	2	0	0	0
Other Power Driven Machinery	0	1	0	0
Electricity	2	0	0	0
Explosions	2	0	0	0
Molten Metal: Other Hot or Corrosive Substances	1	1	0	0
Struck by a falling body	2	0	0	0
Persons falling	0	0	0	0
Stepping or striking against objects	0	1	0	0
Handling goods or articles	1	0	0	0
In manufacturing	1	0	0	0
Miscellaneous	0	0	0	0
Eye injuries from particles or fragments thrown off	5	3	0	0
<b>Total</b>	<b>18</b>	<b>6</b>	<b>0</b>	<b>0</b>



**Appendix 17: Regional Distribution of OSH Talks and Training**

<b>Region</b>	<b>2020</b>
Greater Accra	24
Central	7
Western	11
Eastern	8
Volta	9
Tema Metro	22
Ashanti	10
Brong Ahafo	6
Tamale/Upper West	4
Upper East	2
<b>Total</b>	<b>103</b>



Appendix 18: Job Centre by Region

Region	No. of job seekers		Vacancies by employers	Placements		Live Register (Unemployed)	
	Male	Female		Male	Female	Male	Female
Ahafo	18	1	3	2	1	16	0
Ashanti	668	248	18	8	10	660	238
Bono	83	23	11	8	3	75	20
Bono East	41	16	0	0	0	41	16
Central	262	113	37	26	11	236	102
Eastern	251	125	37	25	12	226	113
Greater Accra	1685	1227	309	191	118	1,494	1,109
North East	90	30	0	0	0	90	30
Northern	191	61	25	19	6	172	55
Oti	23	7	0	0	0	23	7
Savannah	11	2	0	0	0	11	2
Upper East	49	16	0	0	0	49	16
Upper West	68	21	0	0	0	68	21
Volta	124	54	0	0	0	124	54
Western	171	67	0	0	0	171	67
Western North	47	9	0	0	0	47	9
<b>Total</b>	<b>3,782</b>	<b>2,020</b>	<b>440</b>	<b>279</b>	<b>161</b>	<b>3,503</b>	<b>1,859</b>

Appendix 19: Job Centre by Age

Age	No. of job seekers		Placements		Live Register (Unemployed)	
	Male	Female	Male	Female	Male	Female
15-19 Years	12	6	1	1	10	6
20-24 Years	633	525	56	45	570	487
25-44 Years	3,122	1,484	221	114	2,909	1,362
45-54 Years	15	5	1	1	14	4
55-59 Years	0	0	0	0	0	0
60 Years & Above	0	0	0	0	0	0
<b>Total</b>	<b>3,782</b>	<b>2,020</b>	<b>279</b>	<b>161</b>	<b>3,503</b>	<b>1,859</b>

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**Appendix 20: Regional Distribution of Strike Actions, 2020**

<b>Region</b>	<b>2020</b>
Greater Accra	6
Tema	1
Ahafo	1
Nationwide	3
<b>Total</b>	<b>11</b>



## GLOSSARY

***Agricultural Co-operatives*** – These are mainly societies that produce farm related products and provide services to their farmer-members for purchasing inputs, credit, storage, processing and marketing facilities.

***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

***Financial Co-operatives*** – Financial Co-operatives include Co-operative Credit Unions that have been able to mobilize savings and grant loans to its members at a relatively low interest rate.

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

***Industrial Co-operatives*** – Handicraft Co-operatives are societies engaged in Kente weaving, wood craving, brewing and distilling of akpeteshie, batik, tie and dye cloth.

***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.

**Service Co-operatives** – Transport Co-operatives, Traders, Co-operative Pharmaceuticals, Co-operative Housing Societies come under this category.

**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 2020 STATISTICAL REPORT DEVELOPMENT TEAM

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4.	Francis Yankey	Programmer
5.	Clarice Panyin Nyan	Assistant Research Officer
6.	Kennedy Dometuur	Assistant Programmes Officer
7.	Evelyn Dede Mensah	Assistant Programmes Officer
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9.	Wilberforce Nii France	Assistant Research Officer

### One (1) Day Validation Workshop on MELR Draft 2020 Statistical Report at the Hill View Guest Centre, Teiman, on Friday, 12<sup>th</sup> November, 2021.

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