



**MINISTRY OF EMPLOYMENT  
AND LABOUR RELATIONS**

# **STATISTICAL REPORT 2021**





**MINISTRY OF EMPLOYMENT  
AND LABOUR RELATIONS**

**2021**

**STATISTICAL  
REPORT**

**PREPARED BY:  
RSIM DIRECTORATE**

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**2021**

**STATISTICAL  
REPORT**



## PREFACE

Credible and reliable data and statistics is most crucial to any development agenda. There is greater emphasis on the need for quality as well as timely data/statistics to provide a basis for measuring and monitoring Government developmental goals, programmes, targets and more importantly achieving the Sustainable Development Goals (SDGs). The availability of comprehensive employment and labour related data will provide users with a wealth of information for problem solving interventions emanating from good policies and decision-making for relevant stakeholders.

Since 2014, the Ministry has institutionalised the production of Annual Statistical Report to ensure that Government's policy responses are geared towards promoting employment, peaceful industrial relations, decent working conditions as well as ensuring a green environment. The production of the Annual Statistical Report by the Ministry is also an achievement of a strategic and significant task of collating requisite information and data which reflects trends and happenings within the Sector on annual basis.

The Report is envisaged to assist in addressing some of the pressing issues identified within the Sector and also to improve upon the quality-of-service delivery by the Sector Ministry in line with its policy objectives of coordinating Sector specific interventions for accelerated employment creation for national development. The Report has gone through extensive engagements with the Departments/Agencies under the MELR and validated by relevant stakeholders.

Being a product of extensive engagement and consultations, the purpose of this report like the previous ones, is to underpin policy formulation, planning, monitoring, performance assessment and to stimulate stronger engagements with key institutions and Social Partners.



HON. IGNATIUS BAFFOUR AWUAH (MP)  
MINISTER, MELR



## **ACKNOWLEDGEMENTS**

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The MELR is thankful to the Ghana Statistical Service (GSS) for their collaboration and unflinching support through the provision of resources under the Harmonizing and Improving Statistics in West Africa Project (HISWAP).

The Minister and the Chief Director of the MELR 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

BNSSS	-	Basic National Social Security Scheme
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
GIZ	-	German Agency for International Cooperation
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 2021 Statistical Report is the eighth 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 2021 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 2021 National Daily Minimum Wage (NDMW) was pegged at Gh¢12.53 which was a 6 percent (Gh¢0.71 pesewas) increase over the 2020 amount of Gh¢11.82. On the other hand, the base pay for 2021 was fixed at Gh¢10.60 representing a 4 percent (Gh¢0.41 pesewas) increase compared to that of 2020.

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) has finalized the migration of 480,385 Public Sector employees onto the Single Spine Salary Structure (SSSS). Relatedly, a total of 139 Public Service institutions have been migrated onto the SSSS. Ten institutions had their scheme of service revised and re-migrated onto the SSSS in 2021. This brought 3,476 Public Sector employees onto the SSSS. As at December 2021, an estimated number of 689,577 Public Service employees were on the SSSS. Out of this total, 375,694 (54.5%) were males whereas 313,883 (45.5%) were females. As with the previous year, the Ghana Revenue Authority (GRA), the Internal Audit Agency (IAA) and the Parliamentary Service are the three (3) Public Service Institutions yet to be migrated onto the SSSS. In 2021, the FWSC received 5 grievances which were boarded on condition of services and allowances. Out of this number, the Commission was able to resolve 2 grievances (40%) whereas the remaining 3 (60%) cases were outstanding.

In 2021, the Labour Department conducted 689 labour inspections, indicating an increase by 169.14 percent relative to the previous year. The highest number (240) of inspections were conducted in the Wholesale and Retail Trade, Restaurant and Hotel Industry, however – the Transport and Communication Industry recorded the least number of 7 inspections, constituting 1 percent. Majority (190) of the inspections was conducted in the Eastern Region while the least number of 5 inspections, indicating 0.7 percent of the total, were undertaken in the Bono East Region. Within the same period, a total of 3,490 jobseekers, comprising 2,275 males and 1,215 females were registered, an indication of 68 percent more jobseekers relative to 2,077 (1,450 males and 627 females) in 2020. A total of 1,706 job vacancies were received from the various industries with the Greater Accra Region and the Construction industry recording the highest percentage of 33 percent and 35.81 percent, respectively. Only Private Employers



notified the Department of job vacancies during the reporting year. Within the year under consideration, the Labour Department recorded a total number of 1,366 unemployed people on the live register with majority aged 15-19. The Private Employment Agencies (PEAs) matched all the 7,961 (5,902 males and 2,059 females) registered jobseekers with local employers. From a regional perspective, the Labour Department registered a total of 59 PEAs in six regions. As was the case the preceding year, labour inspections carried out across the region reveals that there was 100 percent compliance to all labour laws nationwide. The Department received 142 workplace complaints/disputes in 2021, out of which 68 (47.9%) cases were resolved. The period under review witnessed 25.67 percent rise in work accidents and reported claims by industry as compared to the preceding year. Out of the 803 work accidents and reported claims recorded by the Department, 23 (2.86%) were fatal while 780 (97.14%) were non-fatal. The private sector recorded the highest number of 602 (74.97%) reported work accidents while the public sector recorded 201 (25.03%) work accidents. Furthermore, the Department recorded a total of 3,615 (2,348 males and 1,267 females) redundant workers. Data available shows that, the Department registered a total of 8 new labour unions across the various industries: Agricultural, Manufacturing and Services Industries. A total of 76 collective bargaining certificates were issued across the Agricultural, Manufacturing and Services industries by the Department. The year under review witnessed 80.80 percent fall in the number of labour clearance certificates in relation to 5,551 labour clearance certificates issued in the previous year. The year under review witnessed 36 percent fall in strike actions in comparison to 11 strikes in the base year.

The Department of Factories Inspectorate registered 480 new premises throughout the country during the reporting period, up from 363 in 2020 by 117 (32%) new premises. Across the various industries, the Manufacturing and Oil & Gas industries together accounted for around 65 percent of the newly registered premises. In comparison with 2,676 inspected premises in the preceding year, there was 15 percent increase in the number of inspections conducted in 2021. The DFI received reports of 23 occupational accident cases in 2021, a 4 percent decrease from 24 reported accident cases in 2020. Out of this number, 22 were non-fatal accidents involving 13 males and 9 females as well as 1 fatal accident involving a male only. The data further shows that lifting machinery was the cause of the fatal accident among male whereas the two main causes of the 22 non-fatal accidents were handling goods or articles and manufacturing process. In the review year, all 14 occupational accidents which involved males were investigated, constituting a 100 percent of the total whereas 7 (78%) out of the 9 cases which involved females were investigated. A total of 38 OSH talks and trainings were held in the various regions across the country during the year under review.

In aggregate, the Department of Co-operatives (DOC) registered 23,957 Co-operatives as at the reporting year. Out of this number, 2,291 were newly registered co-operatives in 2021. Within the year under review, the DOC conducted 1,087 inspections nationwide on the new co-operative societies. A total of 457 audits were conducted in 2021 across the regions in the various Co-operative Societies. The DOC registered 144,077 new members in all regions in 2021 bringing the aggregate membership strength to 2,053,265. The number of persons employed by the various Co-operatives in 2021 were 2,931: This signifies a decline by 11.37 percent in relation to 3,307 persons employed in the previous year. Within the reporting period, a total of 2,010 new groups were organised into Co-operative Societies across the various



regions. The period under review witnessed 127.55 percent more trainings organised in bookkeeping relative to the previous year.

The National Vocational Technical Institute (NVTI) registered a total of 10,799 Master Craft Persons (MCPs), comprising 4,298 males and 6,501 females, relative to 5,149 (2,178 males and 2,971 females) registered in 2020. Within the same period, a total of 2,671 (1,250 males and 1,421 females) MCPs were mobilized for proficiency test. The number of MCPs accredited in 2021 exceeded the 2020 figure by 48.42 percent. The Institute conducted 1,089 monitoring exercises (492 males and 597 females). Overall, 2,229 trainees comprising of 1,577 males and 652 females were enrolled in the various trades in 2021. During the year under consideration, the NVTI organised 6 short programmes which attracted 431 trainees of varied age groups, an increase by 284 trainees over 2020. The Institute registered 4,914 apprentices in 2021, out of which 33.17 percent were males and 66.83 females. Generally, the instructional staff strength of the institution increased from 291 (181 males and 110 females) in 2020 to 336 (212 males and 124 females) in 2021. The staff strength of the Generic courses in 2021 increase by 30 percent relative to 2020. Within the same period, a total of 35,482 candidates registered for the various Certificate and Proficiency tests. In total, 51 Public and Private Vocational Training Institutions were accredited in 2021 as compared to 29 in 2020.

The Department of Integrated Community Centres for Employable Skills (DICCES) had a total of 976 (504 males and 472 females) trainees enrolled in the various trades in 2021, increasing the total student population to 3,354 (1,825 males and 1,529 females). Out of the 8 short courses offered by the DICCES, there were enrolment for only 3: Catering (Cookery), Detergents Making (Soap/Pomade/Powder) and Textile (Batik, Tie/Dye & Weaving). Overall, 28 trainees, constituting 25 males (89%) and 3 females (11%), progressed to various Universities and Polytechnics/Technical Universities. Furthermore, 232 trainees got employed in the Agricultural, Services, Financial and Industrial/Manufacturing industries within the year under consideration. The data also shows that, 49 trainees were employed in the formal sector while 183 trainees were employed by the informal sector. The Ideal staff strength required for the various trades for the review year was 489, however – the staff strength stood at 342 (70%), resulting in a difference of 147 (30%). Before graduating, a total of 456 trainees gained some work experience through attachment, signifying more than 100 percent trainees relative to the base year.

The Opportunities Industrialization Centre, Ghana (OIC,G) enrolled 550 fresh students (304 males and 246 females) in 2021, bringing the total student population to 1,004 students (599 males and 405 females). Overall, a total of 1,047 trainees — 330 males and 717 females — were enrolled in the Improved Apprenticeship -Outreach programme under the Bread for the World (BfbW) Project in 2021. It is worth noting that the available staff capacity was ideal for the OIC-G to operate effectively. The regional breakdown shows that, the Greater Accra Region had the largest (61%) staff strength in 2021.

The Management Development and Productivity Institute (MDPI) training courses attracted 704 participants from Ghana (96%) and The Gambia (4%) within the period under consideration. A total of 192 (128 males and 64 females) participants enrolled in the various regular training courses mounted by the MDPI. Out of 704 participants, the inplant courses recorded 512 (375 males and 137 females) participants, a decline of 16.07 percent relative to 2020. The Institute offered 3 consultancy services in 2021. In the review year, MDPI staff



strength stood at 16 (10 males and 6 females), compared to 18 (11 males and 7 females) in 2020. Together, 690 participants took part in both the SCORE and BCP programmes run by the MDPI with the aid of ILO & GIZ within the period under review.

In view of the vision to “ensure retirement income security”, the National Pensions Regulatory Authority (NPRA) reported a total of 1,734,168 Active Contributors, indicating 6 percent growth from 1,633,505 active contributors in 2020. Out of the 179,433 registered establishments on the Tier-1 Pension Scheme, 75,978 representing 42 percent were active establishments, dormant establishments were 90,347 indicating 50 percent whereas closed down establishments were 13,108 — constituting 7 percent. The Voluntary Private Pension Schemes (tier-3) had a total of 708,578 contributors. The total number of Private Pension Schemes under regulation in 2020 remained unchanged during the period under review. Furthermore, a total of 84 Corporate Entities — comprising 17 Pension Fund Custodians, 28 Corporate Trustees and 39 Pension Fund Managers — were in operation during the year under review. Cumulatively, the NPRA had a total of 226 Private Pension Schemes under Tier 2 & 3 in operation in 2021. During the reporting period, the number of Active Establishments covered under Tier-1 and Tier-2 pension schemes were 75,978 and 65,544, respectively. As at 2021, the total asset portfolio for the 3-Tier Pension Scheme totalled Gh¢39,562,717,081.02. The Real Rate of Return on Investment (ROI) under the SSNIT Pension Scheme shows a 3.74 percent increase in investment value compared to a value loss of 32 percent in 2020. Additionally, an amount of Gh¢4,747,790,474.47 was paid as benefits to 240,664 retired workers under the 3-Tier Pension Scheme in 2021. The Private Pension Fund stood at Gh¢28,018,717,081.02 at the end of 2021. During the review period, the 3-Tier Scheme grew by Gh¢39,562,717,081.02 in total. Within the same period, a minimum monthly pension paid to a retiree on the Controller and Accountant General's Department (CAGD) payroll in 2021 was Gh¢41.22.

In 2021, a total of 22,229 youth was engaged in the various modules/programmes run by the Youth Employment Agency (YEA). A total number of 14,490 males representing 65.2 percent and 7,739 females indicating 34.8 percent benefitted from the various YEA modules. Similar to the previous year, majority (10,893) of the beneficiaries were 20-24 year: This made-up 49 percent of the total number of beneficiaries. The age disaggregation data reveals that, unemployed people aged 25-34 years continue to dominate the number of jobseekers, relative to the base year.

The National Labour Commission (NLC) received a total of 638 complaints within the year under consideration at the three regional offices. The Greater Accra Regional Office received the highest number of complaints on retirement/end of service benefits, unfair termination and unpaid salaries. At the regional level, a total of 16 strike cases were recorded in 2021, out of which 5 (32%) strike actions took place nationwide. In 2021, a total of 162 cases were referred for mediation as compared to 11 cases referred in 2020. The number of cases referred to voluntary arbitration witnessed an increase from 8 in the previous year to 131 in the review year.



## 1.0 INTRODUCTION

The 2021 Statistical Report is the eighth edition of the Annual Statistical Report compiled by the Ministry of Employment and Labour Relations (MELR). The Report consists of administrative data/statistics collated and verified by the MELR and its Departments/Agencies spanning from January to December 2021. This Report is a build-up on the 2020 base year edition to help monitor the performance and data management processes of the Ministry and its Departments/Agencies in all the 16 administrative regions in the country.

In line with the Ministry's mandate of formulating policies on employment and labour related issues, the MELR compiles Annual Statistical Reports through the use of evidence-based labour market data/statistics generated through its Departments and Agencies. The MELR mostly relies on field officers of its Departments/Agencies to collect these administrative labour market data to compile its Annual Statistical Report.

The 2021 Statistical Report provides a comprehensive analysis on employment and labour related matters for a reliable and timely statistics to inform policy formulation and decision making by the Government and also, for use by the general public. This is also an attestation of the Ministry's continuous firm commitment to adopt an evidence-based approach in addressing challenges faced within the Sector. Through this practical approach, the Ministry is assured of meaningful interventions both by Government and its Development Partners to roll out sustainable measures to address the challenges of the Sector pertaining to employment and labour relations.

The Report spells-out the affairs of the Ministry and its Departments/Agencies which will serve as a useful source of document on employment and labour related matters for an accelerated job creation and national development. 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.

The Statistical Reports have over the years aided in structuring and improving data collection and management processes of the Ministry and its Departments/Agencies through the standardization of data collection and reporting templates. This edition of the Statistical Report is also expected to augment a study conducted by the MELR in various departmental offices across the country.



## 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, data cleaning and analysis of administrative data/statistics to produce a reliable and accurate information and data for 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. Also, the Report serves as a means of showcasing the activities of the Departments and Agencies while ensuring visibility of the Departments/Agencies to the general public.

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></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
		<ul style="list-style-type: none"> <li>vii. Promote best modern management practices, systems and procedures in all sectors of the economy to enhance labour productivity;</li> <li>viii. Ensure fair and equitable wages and salaries for employees in all sectors of the economy;</li> <li>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;</li> <li>x. Ensure occupational safety and health for all workers in both the formal and informal sectors;</li> <li>xi. Ensure all work places conform to labour laws through labour inspection; and</li> <li>xii. Facilitate the development of vibrant co-operatives, medium and small-scale enterprises for employment generation and poverty reduction.</li> </ul>	
2.	Labour Department	<ul style="list-style-type: none"> <li>i. To provide advice on labour policy and all matters relating to labour;</li> <li>ii. To administer labour legislation;</li> <li>iii. To enforce labour laws and working conditions through inspection of workplaces;</li> <li>iv. To promote effective tripartism through co-operation with employers and workers' organisations.</li> <li>v. To investigate, find and facilitate payment of workmen's compensation claims;</li> <li>vi. To implement employment policies, through the labour market, and sound management of employment services;</li> <li>vii. To provide career/vocational guidance and counselling.</li> <li>viii. To co-ordinate, check and promote self-employment generation in the informal sector for sustainable full employment, economic and social progress;</li> </ul>	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



No.	Department/ Agency	Functions	Type of Data Collected
		ix. Child Labour sensitization, training and law enforcement; co-ordination and monitoring of all child labour elimination programmes; x. To license and monitor operations of Private Employment Agencies; xi. Registration and Certification of Trade Unions and Employers' Organisations; xii. To provide labour market information/statistics in collaboration with other government agencies for human resource planning, development, and use; and xiii. To ensure Government's continued relationship with and membership of the International Labour Organization (ILO) and other labour organisations throughout the world.	Trade Unions and Associations, issuance of labour clearance certificates, data on labour migration
3.	Department of Factories Inspectorate	i. To register workplaces; ii. To renew certificates of registration of workplaces; iii. To develop and disseminate guidelines relating to the cleanliness of workplaces; iv. To register and investigate occupational accidents and cases of occupational disease occurring in the workplaces; v. To facilitate the prosecution of occupational safety and health offenders; vi. To conduct occupational safety and health inspections and hygiene surveys; vii. To collaborate with all stakeholders for the promotion of occupational safety and health standards in all sectors of the economy; and viii. To develop and monitor enterprise level occupational safety and health management systems.	Data on Occupational Safety and Health (OSH), accidents and diseases, registration of new factories, inspection of existing factories
4.	Department of Co-operatives	i. To register co-operatives (any group of persons) that have as their objective the promotion of their economic interest as a co-operative with limited liability; ii. To audit and inspect the accounts of all registered co-operatives at least once every year;	Data on functional co-operative societies; number of societies registered and



No.	Department/ Agency	Functions	Type of Data Collected
		<ul style="list-style-type: none"> <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> <li>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;</li> <li>v. To offer advice on questions of law and principles of co-operativism;</li> <li>vi. To offer hands-on training in proper keeping of records of operations;</li> <li>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</li> <li>viii. To train executives and managers of co-operatives in business management and financial appreciation.</li> </ul>	<p>audited; number of societies that convene Annual General Meetings; number of members trained; liquidations conducted.</p>
5.	Department of Integrated Community Centres for Employable Skills	<ul style="list-style-type: none"> <li>i. To provide competency-based technical and vocational training and retraining for young persons – illiterates, semi-literates and out of school youth;</li> <li>ii. To provide counselling interventions for trainees and prospective trainees;</li> <li>iii. To facilitate trainee mobilization for the establishment of micro and small-scale enterprises in collaboration with the cooperative council;</li> <li>iv. To promote community involvement in the provision of technical / vocational and viable handicraft training;</li> <li>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;</li> <li>vi. To liaise with District Assemblies and other stake holders to support the various Centres;</li> <li>vii. To conduct research and develop plans for the sustenance and expansion of community based vocational training concept in Ghana.</li> </ul>	<p>Data on trained graduates and their placement in jobs</p>



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 centre 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 Centre



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 2021 MELR Statistical Report, just as the preceding editions, will partly help the Ministry measure how employment and labour-related issues are being addressed through planning, policy formulation, implementation and decision-making.





### **3.0 OBJECTIVE**

The objective of the 2021 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 from January to December 2021. 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 is organised to present and jointly review the data collection templates with the Departments/Agencies. The revised templates take into consideration comments, suggestions, feedback, and recommendations of all stakeholders, particularly the Department/Agencies. The templates are then forwarded to the various Departments/Agencies to populate and re-submit. After the data collation, a data validation workshop is held to ensure the accuracy of data received before analysis. A draft 2021 MELR Statistical Report is developed and then reviewed at a Stakeholders' Validation meeting. The Validated Report is then printed and disseminated to the relevant stakeholders (both in soft and hard copies).



## 6.0 PRESENTATION OF DATA

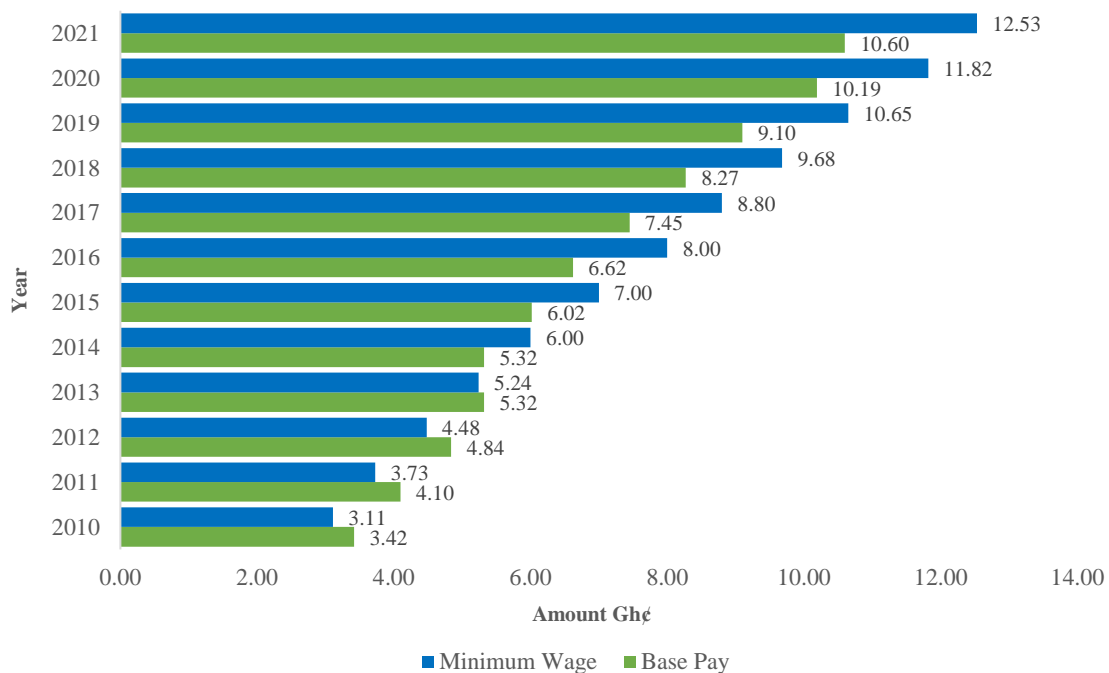
The details of the data collated and analysed are discussed below:

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

#### *National Tripartite Committee (NTC)*

The NTC is composed of five representatives each from all social partners (Government, employer's organisation and organised labour) and is headed by the Minister for Employment and Labour Relations. As part of its mandate, the NTC sets the National Daily Minimum Wage (NDMW) for all workers except the Armed Forces, the Police Service, the Prison Service and the Security and Intelligence Agencies specified under the Security and Intelligence Agencies Act. The minimum wage rate applies to all of Ghana except the free trade zones where employers are free to negotiate and establish contracts of employment including wage levels that are consistent with ILO conventions.

The 2021 National Daily Minimum Wage was pegged at Gh¢12.53 which was a 6 percent (Gh¢0.71 pesewas) increase over the 2020 amount of Gh¢11.82. On the other hand, the base pay for 2021 was fixed at Gh¢10.60 representing a 4 percent (Gh¢0.41 pesewas) increase compared to that of 2020. (See Figure 1 and Appendix 1)



**Figure 1: Pay Negotiation (Gh¢) 2010-2021**

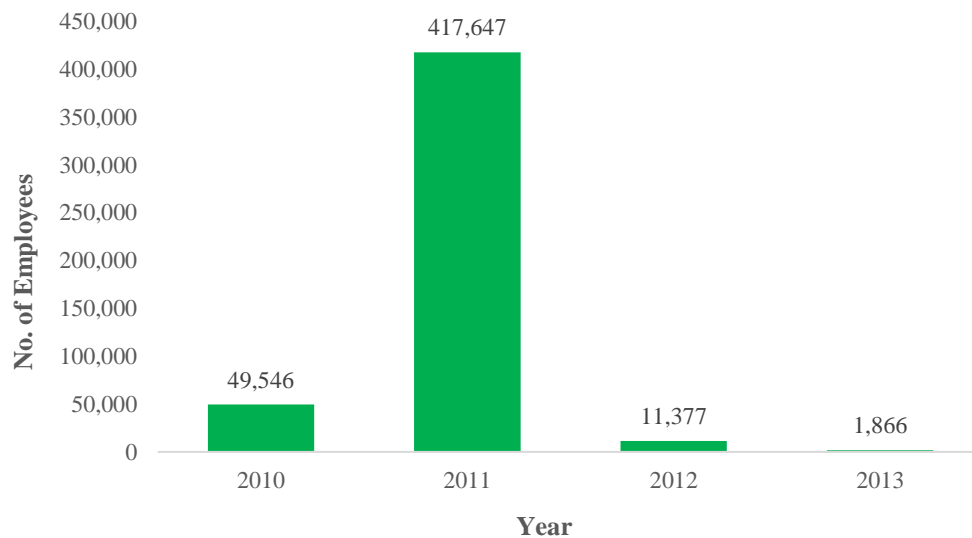


## Fair Wages and Salaries Commission (FWSC)

The FWSC is mandated to determine and manage salaries for all public servants whose salaries are drawn from the consolidated fund. The Commission is also to advise government on all issues pertaining to salaries in Ghana. The Commission achieves its mandate through close collaboration with the Ministry of Employment and Labour Relations (sector ministry), the Ministry of Finance, the Controller & Accountant-General's Department and the Public Services Joint Standing Negotiation Committee to achieve its mandate.

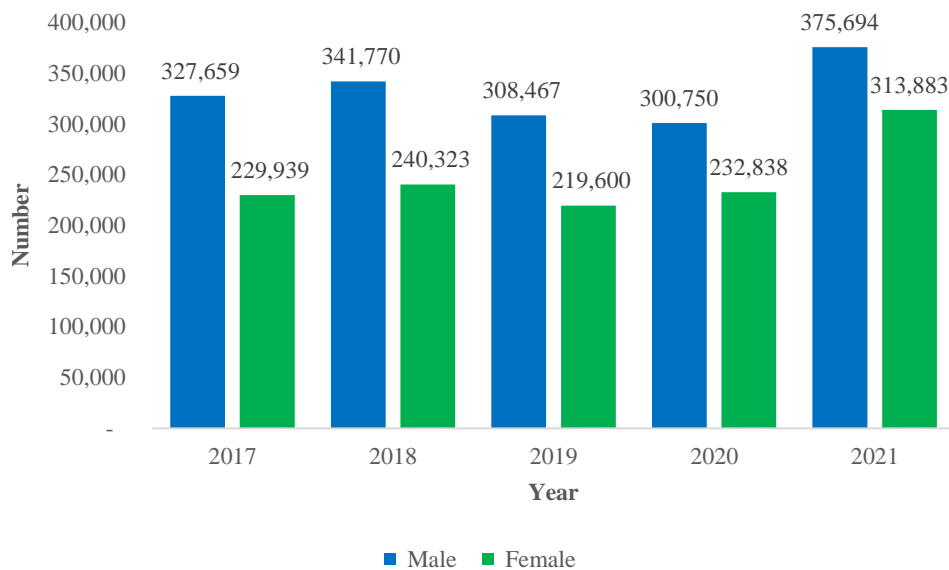
The Fair Wages and Salaries Commission (FWSC) has finalized the migration of 480,385 Public Sector employees onto the Single Spine Salary Structure (SSSS). *(See Appendix 2)*

Relatedly, a total of 139 Public Service institutions have been migrated onto the SSSS. The last batch of 1,866 Public Service employees were migrated onto the SSSS in 2013. Subsequently, 10 institutions had their scheme of service revised and re-migrated onto the SSSS in 2021. This brought 3,476 Public Sector employees onto the SSSS. The number of employees migrated within the year under review saw a decrease of 1,504 (30.2%) relative to 4,980 employees migrated in 2020. *(See Figure 2 and Appendix 3)*



**Figure 2: Migration of Public Service Employees onto the SSSS (2010 to date)**

As at December 2021, an estimated number of 689,577 Public Service employees were on the SSSS: This indicates increase by 155,989 (29.23%) compared to that of 2020. Out of 689,577 Public Service employees on the SSSS, 375,694 (54.5%) were males whereas 313,883 (45.5%) were females. The increase in the number of Public Service employees on the SSSS represents 74,944 males (24.9%) and 81,045 females (34.8%) over the 2020 period. *(See Figure 3)*



**Figure 3: Estimated number of Public Service employees on the SSSS as at December 2021**

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

As with the previous year, the Ghana Revenue Authority (GRA), the Internal Audit Agency (IAA) and the Parliamentary Service are the three (3) Public Service Institutions yet to be migrated onto the SSSS.

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

In 2021, the FWSC received 5 grievances which were boarded on condition of services and allowances. Out of the 5 grievances received, the Commission was able to resolve 2 grievances representing 40 percent whereas the remaining 3 (60%) cases were outstanding. The 2 institutions that had their grievances settled/resolved were the Health Services Workers Union and Ghana Enterprises Agency whereas the remaining 3 outstanding cases were from the education tertiary institutions. Compared to 2020, the number of grievances received by the Commission in 2021 decreased by 14 (73.68%) cases whereas the number of cases resolved also decreased by 5 (71.43%). (See Appendix 4)



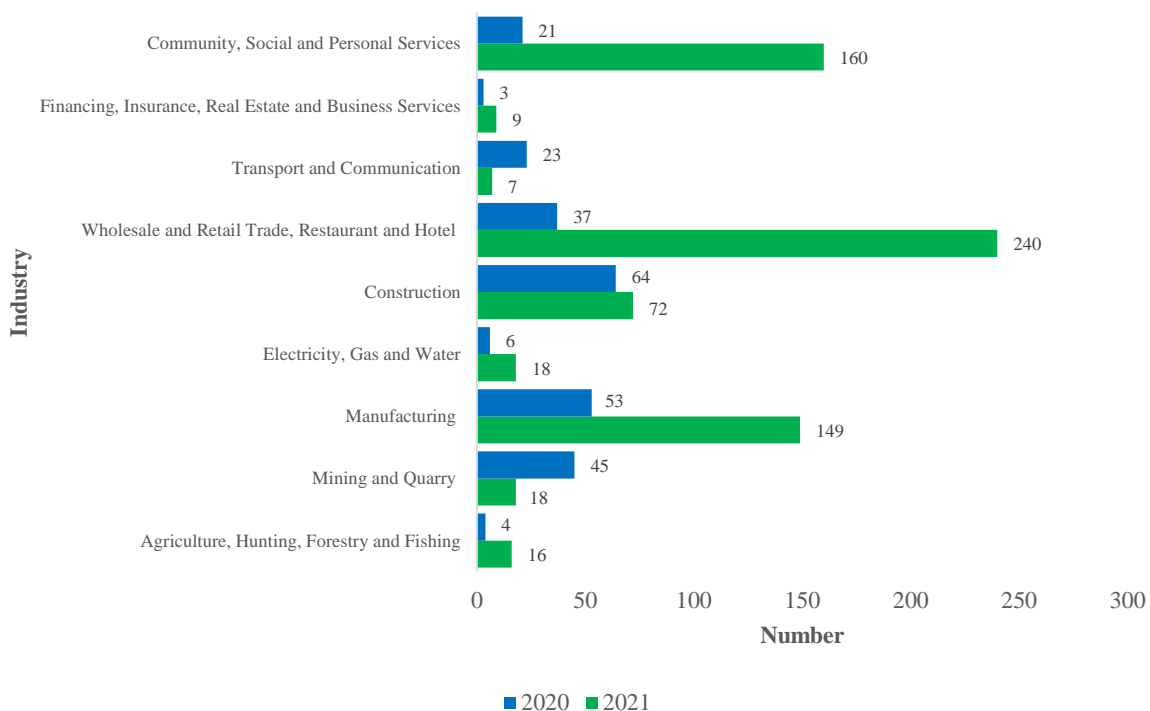
## 6.2 Labour Inspections and Employment Registration

### *Labour Department (LD)*

The Labour Department exists to enforce labour laws and regulations in Ghana, and provide employment-related services such as job-matching, job counselling, and mediation to both workers and employers, and generate reliable labour market information for employment policy and national development planning.

### *Labour Inspections*

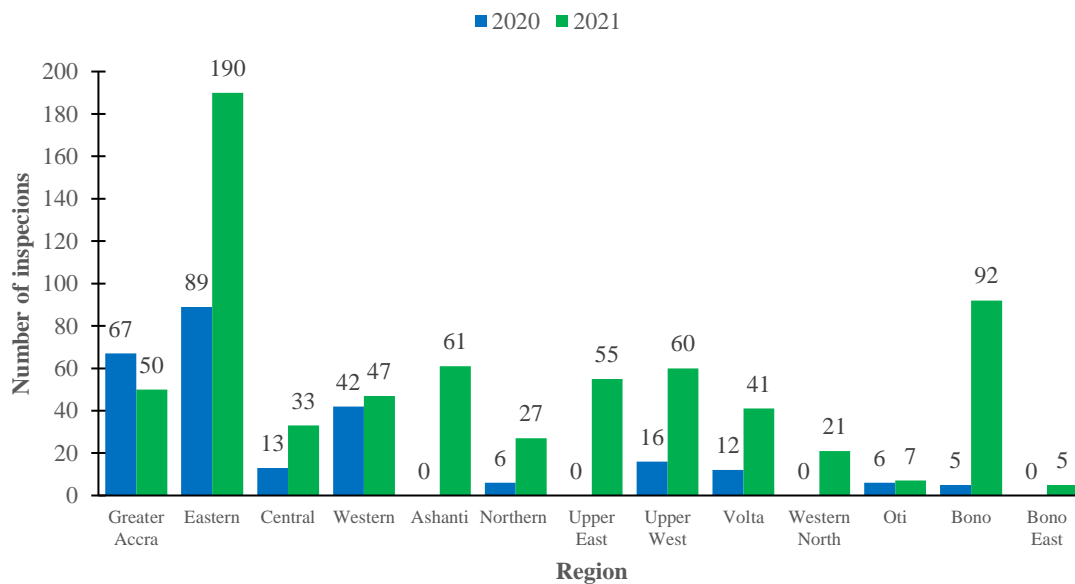
In 2021, the Labour Department conducted 689 labour inspections, indicating an increase by 169.14 percent relative to the previous year. The highest number (240) of inspections were conducted in the Wholesale and Retail Trade, Restaurant and Hotel Industry: This constitutes 34.8 percent of the total. The Community, Social and Personal Services Industry recorded 160 inspections, constituting 23.2 percent of the total. Additionally, 9 inspections — representing 1.3 percent of the total — were carried out in the Finance, Insurance, Real Estate and Business Services Industry. Conversely, the Transport and Communication Industry recorded the least number of 7 inspections, constituting 1 percent. With the exception of the Mining and Quarry; and Transport and Communication industries, all the remaining industries witnessed an increase in the number of inspections relative to last year. (See Figure 4)



**Figure 4: Labour inspections by Industry**



Similar to the previous year, the regional analysis of the 2021 data reveals that, majority (190) of the inspections was conducted in the Eastern Region: This constitutes 27.6 percent of 689 inspections undertaken during the reporting period. The 190 inspections covered 2,988 Ghanaians – comprising 1,743 males and 1,245 females. The number of inspections conducted in the Eastern Region in 2021 shows more than 100 percent increase relative to that of the previous year, however: more Ghanaians and foreigners were covered in 2020. The least number of 5 inspections, indicating 0.7 percent of the total, were undertaken in the Bono East Region. Although 42 more inspections were undertaken in the Bono Region (92) relative to Greater Accra Region (50), the number of persons covered in the Greater Accra Region were more than twice the persons covered in the Bono Region. Similarly, more than three times of the inspections carried out in the Greater Accra Region were undertaken in the Eastern Region, however, 4,841 persons were covered in the Greater Accra Region as compared to 1,245 persons in the Eastern Region in 2021. In relation to the preceding year, there was increase in inspections in all the regions in the review year but the Greater Accra Region. No foreigners were covered in inspection as against 120 foreigners covered in 2020. Whereas fewer males (12,714) were covered in 2021 as against 19,333 males in 2020, more females (5,481) were covered in the inspections in 2021 as against 2,386 females in 2020. Just as the preceding year, no inspections were conducted in the Ahafo, Savannah and North East Regions. (See Figure 5 and Table 2)



**Figure 5: Regional distribution of labour inspections conducted**



**Table 2: Regional distribution of labour inspections conducted and number of people covered**

Region	No. of Inspection Conducted		Number of Persons Covered							
			Ghanaians				Non-Ghanaians			
			Male		Female		Male		Female	
	2020	2021	2020	2021	2020	2021	2020	2021		
Greater Accra	67	50	5,734	3,667	1,765	1,174	56	0	2	0
Eastern	89	190	7,756	1,743	198	1,245	3	0	0	0
Central	13	33	674	216	5	266	7	0	0	0
Western	42	47	3,897	943	231	327	47	0	3	0
Ashanti	0	61	0	1,942	0	684	0	0	0	0
Ahafo	0	0	0	0	0	0	0	0	0	0
Northern	6	27	89	206	3	87	0	0	0	0
Upper East	0	55	0	689	0	226	0	0	0	0
Upper West	16	60	765	928	87	281	2	0	0	0
Volta	12	41	176	460	43	256	0	0	0	0
Western North	0	21	0	985	0	109	0	0	0	0
Savannah	0	0	0	0	0	0	0	0	0	0
Oti	6	7	10	17	2	9	0	0	0	0
Bono	5	92	232	861	52	788	0	0	0	0
Bono East	0	5	0	57	0	29	0	0	0	0
North East	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>256</b>	<b>689</b>	<b>19,333</b>	<b>12,714</b>	<b>2,386</b>	<b>5,481</b>	<b>115</b>	<b>0</b>	<b>5</b>	<b>0</b>



## Employment Services by Public Employment Centres (PECs)

### Employment Data

A total of 3,490 jobseekers, comprising 2,275 males and 1,215 females, were registered in 2021, an indication of 68 percent more jobseekers relative to 2,077 (1,450 males and 627 females) in 2020. Out of 3,490 registered jobseekers, a total of 1,627 (1,004 males and 623 females) were placed in jobs whereas the remaining 1,863 (1,271 males and 592 females) were placed on live register. The data further reveals that, 13 percent more jobseekers were successfully placed in jobs in 2021 (47%) in relation to the previous year (34%). Similar to the preceding year, the Greater Accra Region registered the highest number of 1,117 jobseekers (694 males and 423 females), out of which 563 (330 males and 233 females) were placed in jobs whereas the remaining 554 (364 males and 190 females) were placed on live register. Six jobseekers — being the least — were registered in the Oti Region, out of which 5 (3 males and 2 females) were placed in jobs while the remaining male jobseeker was placed on live register. Much like in 2020, the Greater Accra Region recorded the highest number of jobseekers, job placements as well as live register figures in 2021. Just as the previous year, more males were registered for jobs, placed in jobs and also placed on live register as compared to their female counterpart. None of the 15 male jobseekers registered in the Savannah Region were placed in jobs. Additionally, much like in 2020, the North East Region did not register any job seeker in 2021. (See Figure 6 and Table 3)

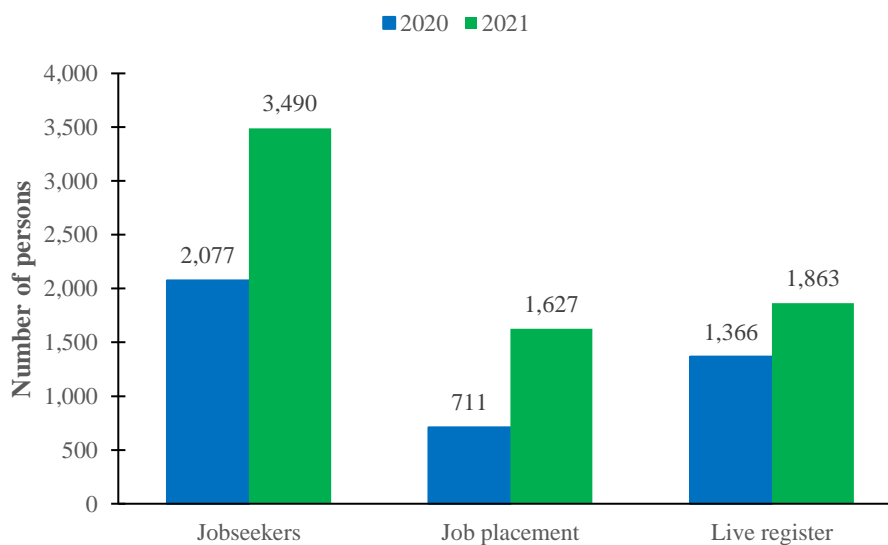


Figure 6: Registration, Placement and Live Registered (Unemployed)





**Table 3: Registration, Placement and Live Register (Unemployed)**

Region	Registration of Jobseekers				Job Placements				Live Register (unemployed)			
	Male		Female		Male		Female		Male		Female	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Greater Accra	540	694	223	423	202	330	79	233	338	364	144	190
Eastern	36	173	39	145	19	69	18	84	17	104	21	61
Central	124	90	64	50	44	26	38	16	80	64	26	34
Western	201	72	53	33	9	7	2	3	192	65	51	30
Ashanti	119	117	74	33	51	21	26	10	68	96	48	23
Ahafo	101	84	72	29	72	54	17	9	29	30	55	20
Northern	2	52	0	8	2	4	0	0	0	48	0	8
Upper East	56	50	34	8	2	26	8	4	54	24	26	4
Upper West	0	31	0	27	0	19	0	8	0	12	0	19
Volta	41	90	0	17	14	74	0	17	27	16	0	0
Western North	46	207	1	36	0	0	0	0	46	207	1	36
Savannah	0	15	0	0	0	0	0	0	0	15	0	0
Oti	0	4	0	2	0	3	0	2	0	1	0	0
Bono	87	430	35	272	24	225	9	144	63	205	26	128
Bono East	97	166	32	132	54	146	21	93	43	20	11	39
North East	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1,450</b>	<b>2,275</b>	<b>627</b>	<b>1,215</b>	<b>493</b>	<b>1,004</b>	<b>218</b>	<b>623</b>	<b>957</b>	<b>1,271</b>	<b>409</b>	<b>592</b>



### ***Vacancy Notifications by Region and Industry***

A total of 1,706 job vacancies were received from the various industries, representing 140 percent increase relative to 711 job vacancies in 2020. With regard to regional variations, the Greater Accra Region had the highest percentage (33%) of job vacancies. This was followed by the Bono and Bono East Regions with vacancy notifications of 21.6 percent and 14 percent, respectively, whereas the Northern Region had the least vacancy notification of 0.2 percent. All but four regions: the Central, Western, Ashanti and Ahafo Regions, experienced increase in vacancy notifications by 100 percent or more, relative to the previous year. Just like the base year, the Western North, Savannah and North East Regions reported no job vacancy in all the industries during the year under review. Within the same period, the Bono Region had the highest vacancy notifications of 30, 89 and 168 in the Agricultural, Hunting, Forestry and Fishing; Mining and Quarrying; and Construction industries, respectively. Additionally, the Greater Accra Region had the highest job vacancy notifications of 156, 18 and 211 within the Manufacturing; Transport, Storage and Communication; Community, Social and Personal Services industries. Conversely, the Western North, Savannah and North East Regions recorded no job vacancy in 2021, just like in 2020.

The data further suggests that, the Construction industry reported the highest number (611) of job vacancies, representing 35.81 percent of the total. Within the same period, 19 percent of job vacancies were within the Community, Social and Personal Services; however, the Electricity, Gas and Water industry had the least job vacancy notifications of 0.2 percent. Relative to the base year, there was an increase in job vacancies in all the industries — but Electricity, Gas and Water. (*See Table 4*)

### ***Vacancy Notifications by Employment Sector***

Only Private Employers notified the Department of job vacancies during the reporting year: There was no job vacancy notification from Public Corporations, the Central Government and Local Authorities. In 2021, there were 144 percent more job vacancy notifications from private employers than there were in the base year.

The Construction Industry reported the highest (611) number of job vacancies, making up 35.81 percent of the total. This was followed by the Community, Social and Personal Services Industry and the Manufacturing Industry with 324 (18.99%) and 323 (18.93%) job vacancies, respectively. The least number of vacancies — 3 (0.18%) — were reported by the Electricity, Gas and Water Industry. (*See Table 5*)



**Table 4: Regional Distribution of Vacancies notified by Industry, 2020-2021**

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	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Greater Accra	0	1	0	0	116	156	0	0	40	115	10	51	0	18	0	11	115	211	0	0
Eastern	0	0	0	12	4	29	10	0	16	59	6	9	0	0	0	12	1	32	0	0
Central	4	0	0	0	17	10	0	0	29	30	7	0	0	0	0	0	25	2	0	0
Western	0	2	0	5	9	0	0	0	0	3	2	0	0	0	0	0	0	0	0	0
Ashanti	0	0	12	5	25	15	0	0	11	11	2	0	0	0	0	0	27	0	0	0
Ahafo	3	5	9	20	26	8	0	0	25	17	2	9	5	0	0	0	19	4	0	0
Northern	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0	3	0	0
Upper East	0	1	0	0	0	0	0	0	6	16	0	3	0	0	0	0	4	10	0	0
Upper West	0	0	0	0	0	2	0	0	0	8	0	4	0	0	0	0	0	13	0	0
Volta	0	2	0	0	0	14	0	3	14	54	0	86	0	0	0	0	0	10	0	0
Western North	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Savannah	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Oti	0	2	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0
Bono	2	30	1	89	10	43	0	0	13	168	1	14	0	0	0	6	6	19	0	0
Bono East	2	5	3	12	10	46	0	0	54	125	2	25	0	0	0	6	4	20	0	0
North East	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>11</b>	<b>48</b>	<b>25</b>	<b>143</b>	<b>217</b>	<b>323</b>	<b>10</b>	<b>3</b>	<b>210</b>	<b>611</b>	<b>32</b>	<b>201</b>	<b>5</b>	<b>18</b>	<b>0</b>	<b>35</b>	<b>201</b>	<b>324</b>	<b>0</b>	<b>0</b>



**Table 5: Vacancies notified by Industry and classified by Sector, 2020-2021**

Industry	Private Employer	Public Corporations	Central Government	Local Authority	Private Employer	Public Corporations	Central Government	Local Authority
	2020	2021	2020	2021	2020	2021	2020	2021
Agriculture, Hunting, Forestry and Fishing	11	48	0	0	0	0	0	0
Mining and Quarrying	25	143	0	0	0	0	0	0
Manufacturing	217	323	0	0	0	0	0	0
Electricity, Gas and Water	0	3	10	0	0	0	0	0
Construction	210	611	0	0	0	0	0	0
Wholesale and Retail Trade, Restaurants and Hotels	32	201	0	0	0	0	0	0
Transport, Storage and Communication	5	18	0	0	0	0	0	0
Finance, Insurance, Real Estate and Business Services	0	35	0	0	0	0	0	0
Community, Social and Personal Services	199	324	1	0	0	0	1	0
Activities NOT Adequately Defined	0	0	0	0	0	0	0	0
<b>Total</b>	<b>699</b>	<b>1,706</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>



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

Within the year under consideration, the Department was notified of 1,706 job vacancies by the various industries in 2021: This indicates more than 100 percent increase in the number of vacancy notifications in relation to 711 during the preceding year. Activities not adequately defined constituted the highest percentage (45.90%) of job notification while professional, technical and related workers was the least (0.53%). As in the previous year, the regional analysis of the data reveals that, majority (563) of the vacancies were in the Greater Accra Region, representing 33 percent of the total. In contrast, the Northern Region recorded the least (0.23%), as with the base year. As in the previous year, the Western North, Savannah and North East Regions did not report any job vacancies within the year under consideration. (*See Appendix 5*)

The Department recorded 1,863 unemployed people on the live register in 2021: This signifies 36.38 percent increase relative to the previous year. The majority (651) of job seekers placed on live register were within the age group of 20-24 years: This comprised 418 males and 233 females, constituting 34.94 percent of the total. On the contrary, the least number of 108 job seekers (75 males and 33 females) placed on live register were within the age group of 55-59 years, making up 5.80 percent. Furthermore, jobseekers within the age group of 15-19 years were 601 (418 males and 183 females), accounting for 32.26 percent of the total. Relatedly, 328 (246 males and 82 females) jobseekers within the age group of 25-44 years were placed on live register, constituting 17.61 percent. As in the previous year, the regional analysis of the data indicates that, the Greater Accra Region recorded the highest number (554) of jobseekers placed on live register, constituting 29.7 percent. This was followed by the Bono Region with 333 (17.87%) jobseekers on live register. The Oti Region had 1 (0.1%) unemployed person — being the least — on live register. As with the base year, the North East Region recorded no person on live register. Additionally, all but 5 regions — Central, Western, Ahafo, Upper East and Volta Regions — witnessed decrease in the number of unemployed people on live register. (*See Appendix 6*)

### ***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 2021, the Private Employment Agencies (PEAs) matched all the 7,961 (5,902 males and 2,059 females) registered jobseekers with local employers. This shows 10.52 percent increase relative to 7,203 (5,669 males and 1,534 females) job placements in 2020. Although a total of 3,843 more males were registered and placed in jobs than females in 2021, it is worth noting that relative to the base year, 4 percent and 34 percent more males and females, respectively, were registered and placed during the period under review. (*See Table 6*)

The regional breakdown shows that, the Greater Accra Region had the highest percentage (38.5%) of job placements, followed by Ashanti and Western Regions with 19.6 percent and 16.1 percent, respectively. Further, the Bono Region matched the least percentage (0.6%) of jobseekers with local employers. The Western North, Savannah, Oti, Bono East and North East Regions did not register any jobseeker within the period under review. (*See Table 7*)



The majority (1,806) of job seekers, constituting 22.69 percent of the total, were placed in jobs as Factory Hands. Out of the 1,806 Factory Hands workers, 1,141 were males and 665 were females. Additionally, majority of the male jobseekers (1,170), accounting for 29.99 percent, were placed in jobs as Dockers whereas majority of the female jobseekers (665), making up 32.3 percent, were placed in job as Factory Hands. (*See Appendix 7*)

**Table 6: Regional Distribution of Employment Market by PEAs**

Region	No. of Registered Job Seekers		Job Placement	
	Male	Female	Male	Female
	2021	2021	2021	2021
Greater Accra	2,410	654	2,410	654
Eastern	562	125	562	125
Central	427	176	427	176
Western	927	357	927	357
Ashanti	1,081	476	1,081	476
Ahafo	45	37	45	37
Northern	129	59	129	59
Upper East	57	24	57	24
Upper West	117	75	117	75
Volta	115	58	115	58
Western North	0	0	0	0
Savannah	0	0	0	0
Oti	0	0	0	0
Bono	32	18	32	18
Bono East	0	0	0	0
North East	0	0	0	0
<b>Total</b>	<b>5,902</b>	<b>2,059</b>	<b>5,902</b>	<b>2,059</b>

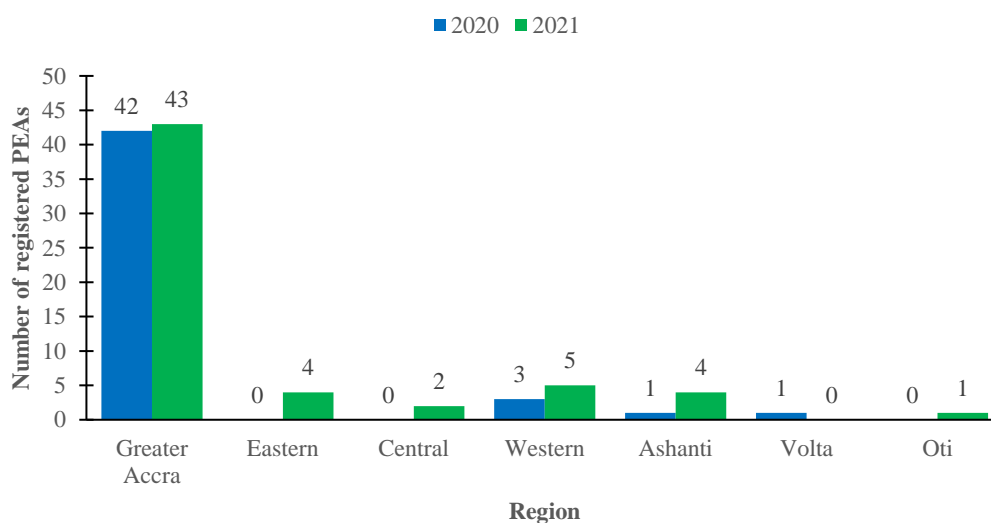
**Table 7: Regional Distribution of Employment Market by PEAs (Local Job Placement)**

Region	Job Placement			
	Male		Female	
	2020	2021	2020	2021
Greater Accra	2,103	2,410	525	654
Eastern	602	562	109	125
Central	336	427	50	176
Western	847	927	302	357
Ashanti	1,096	1,081	380	476
Ahafo	82	45	15	37
Northern	133	129	33	59
Upper East	105	57	27	24
Upper West	95	117	24	75
Volta	225	115	54	58
Western North	0	0	0	0
Savannah	0	0	0	0
Oti	0	0	0	0
Bono	45	32	15	18
Bono East	0	0	0	0
North East	0	0	0	0
<b>Total</b>	<b>5,669</b>	<b>5,902</b>	<b>1,534</b>	<b>2,059</b>



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

The regional analysis of registered PEAs reveals that, in 2021, the Labour Department registered a total of 59 PEAs in six regions: the Greater Accra, Eastern, Central, Western, Ashanti and Oti Regions. This shows 25.5 percent increase in registered PEAs relative to 47 PEAs in four regions within the previous year. Similar to the previous year, the Greater Accra Region registered the highest number of 43 PEAs, representing 72.9 percent of the total. Additionally, the Western and Eastern Regions registered 5 and 4 PEAs, constituting 8.5 percent and 6.8 percent, respectively. Only one (1) PEA — being the least — was registered in the Oti Region, representing 1.7 percent. (See Figure 7)



**Figure 7: Regional distribution of Private Employment Agencies**

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

As part of its routine labour inspection, the Labour Department conducted 689 inspection to ensure compliance to labour laws within the country: This indicates more than 100 percent increase in labour inspection in comparison to the base year. The highest number of 190 inspection were undertaken in the Eastern Region, accounting for 27.58 percent. This was followed by 92 (13.35%) labour inspection carried out in the Bono Region, whereas the least number of 5 (0.73%) inspection were carried out in the Bono East Region. Within the period under review, labour inspection was not conducted in three regions: Ahafo, Savannah and North East Regions as against seven regions during the preceding year. As was the case the preceding year, analysis of labour inspection by region further reveals that, there was 100 percent compliance to all labour laws across the regions during the reporting period. (See Table 8)



**Table 8: Regional Distribution of Level of Compliance to the Labour Laws as per Inspection**

Region	Total No. of Inspection		Compliance	
	2020	2021	2020	2021
Greater Accra	67	50	67	50
Eastern	89	190	89	190
Central	13	33	13	33
Western	42	47	42	47
Ashanti	0	61	0	61
Ahafo	0	0	0	0
Northern	6	27	6	27
Upper East	0	55	0	55
Upper West	16	60	16	60
Volta	12	41	12	41
Western North	0	21	0	21
Savannah	0	0	0	0
Oti	6	7	6	7
Bono	5	92	5	92
Bono East	0	5	0	5
North East	0	0	0	0
<b>Total</b>	<b>256</b>	<b>689</b>	<b>256</b>	<b>689</b>

Out of the 689 labour inspection carried across the various industries, the highest number of 240 inspection were conducted in the Wholesale and Retail Trade, Restaurant and Hotel Industry. This constitutes 34.83 percent of the total. The Community, Social and Personal Services and the Manufacturing Industry conducted 160 (23.22%) and 149 (21.63%) inspection, respectively. The least number of 7 (1.02%) inspection was conducted in the Transport and Communication Industry. The labour inspection in the various industries revealed that, labour laws were duly complied with. (*See Table 9*)

**Table 9: Level of Compliance to the Labour Laws as per Inspection by Industry**

Industry Groups	Total No. of Inspections		Compliance	
	2020	2021	2020	2021
Agric, Hunting, Forestry and Fishing	4	16	4	16
Mining and Quarry	45	18	45	18
Manufacturing	53	149	53	149
Electricity/Gas and water	6	18	6	18
Construction	64	72	64	72
Wholesale and Retail Trade, Restaurant and Hotel	37	240	37	240
Transport and Communication	23	7	23	7
Financing, Insurance, Real Estate and Business Services	3	9	3	9
Community, Social and Personal Services	21	160	21	160
Activity not adequately defined	0	0	0	0
<b>Total</b>	<b>256</b>	<b>689</b>	<b>256</b>	<b>689</b>





### ***Workplace Disputes/Complaints***

The Labour Department received 142 workplace complaints/disputes in 2021, a decline by 71.49 percent compared to the year 2020. Out of this total, 68 (47.9%) cases were resolved, 3 (2.1%) cases were referred whereas 71 (50%) cases were outstanding. In addition to the 68 resolved cases, 2 cases; one each from the Ashanti and Volta Regions, from the previous year were resolved within the reference period. Out of the total number of complaints/disputes recorded, 110 were lodged by males whereas 32 were lodged by females. Data available shows that, while about 50 percent of the 142 complaints/disputes recorded in 2021 were outstanding, only 9 percent of the 498 complaints/disputes recorded in the preceding year were outstanding.

Regional analysis of the data reveals that, the 142 workplace complaints/disputes were recorded in only 4 regions: Greater Accra, Western, Ashanti and Central Regions as opposed to 498 cases recorded in nine (9) regions during the previous year. Within the reporting period, the Greater Accra, Central, Western, and Ashanti Regions recorded 78(54.93%), 5(3.52), 55(38.73%) and 4(2.82%) workplace complaints/disputes – respectively – while no cases were recorded in the other regions. Much like in 2020, the Greater Accra Region recorded the highest number (78) of cases, out of which 27 cases representing 34.6 percent were resolved, 2 cases indicating 2.6 percent were referred while the remaining 62.8 percent were outstanding cases. On the contrary, the Ashanti Region recorded the least number (4) of cases and obtained 100 percent resolution rate. (*See Appendix 8*)

Out of the 142 workplace complaints/disputes, the Construction industry recorded the highest with 50 (35.21%) cases. Out of this number, 36 cases indicating 72 percent were resolved, 3(6%) cases were referred while the remaining 11 (22%) cases were outstanding. The least number of 15 complaints/disputes (11%) were recorded from the Agric, Hunting, Forestry and Fishing industry, out of which 7(47%) cases were resolved while 8 (53%) cases were outstanding. There was no workplace complaints/dispute in the Manufacturing; Wholesale and Retail Trade, Restaurant and Hotel; Transport and Communication industries within the period under consideration. (*See Appendix 9*)

### **Child Labour**

During the year under review, the Department did not record any Child Labour cases. The Department organised sensitisation programmes in the reference year within selected regions across the country. The programmes were aimed at educating the general public living within the Tamale Metropolis in the Northern Region on the dangers associated with Child Labour. Specifically, the Department organised Child Labour sensitisation talks at: Winners Chapel, involving 100 participants; Christ Foundation Church, involving 100 participants; as well as Second Chance Chapel, involving 350 participants. Additionally, the sensitisation talks were held in 23 schools, involving 2,677 students (1,217 males and 1,460 females) as well as 50 teachers. Again, the Department organised a sensitization programme to educate fishermen, boat owners and fishmongers living along the Volta Lake in Kpando on the dangers associated with involving children in fishing.



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

The period under review witnessed 25.67 percent rise in work accidents and reported claims by industry as compared to the preceding year. Out of the 803 work accidents and reported claims recorded by the Department within the year under review, the highest percentage (31.76%) was in the Manufacturing industry as it was in the previous year. The Construction industry also recorded 167 cases of work accidents and reported claims, making up 20.80 percent of the total. However – the Community, Social and Personal Services recorded the least number of 14 (1.74%) work accidents and reported claims. Relative to the previous year, the Mining and Quarry; Manufacturing; Wholesale and Retail Trade, Restaurant and Hotel; as well as industry related activities not adequately defined witnessed a rise in work accidents and reported claims while there was a fall in work accidents and reported claims in the remaining industries. (See Table 10)

**Table 10: Work Accidents and Reported Claims by Industry**

<b>Industry</b>	<b>2020</b>	<b>2021</b>
Agric, Hunting, Forestry and Fishing	80	18
Mining and Quarry	23	139
Manufacturing	149	255
Electricity/Gas and water	37	34
Construction	37	167
Wholesale and Retail Trade, Restaurant and Hotel	43	53
Transport and Communication	115	40
Financing, Insurance, Real Estate and Business Services	80	43
Community, Social and Personal Services	70	14
Activity not Adequately defined	5	40
<b>Total</b>	<b>639</b>	<b>803</b>

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

Data on the nature of work accidents reveal that, out of the 803 work accidents and reported claims recorded by the Department, 23 (2.86%) were fatal while 780 (97.14%) were non-fatal. The data further indicates that, there is a general rise in fatal (109%) and non-fatal (24%) work accidents and reported claims across the industries in relation to the base year. (See Table 11)

**Table 11: Work Accidents and Reported Claims by Nature of Accident**

<b>Nature of Accidents</b>	<b>2020</b>	<b>2021</b>
Fatal	11	23
Non-fatal	628	780
<b>Total</b>	<b>639</b>	<b>803</b>



### Work accidents and Reported Claims by Region

Regional assessment of the work accidents and reported claims show that, the Greater Accra Region recorded the highest number (558) of work accidents and reported claims as it were in the preceding year: This accounts for 69.49 percent of the total. In addition, the Northern and Eastern Regions recorded 102 (12.70%) and 56 (6.97%) work accidents and reported claims — respectively. The least number (1) of work accident was recorded in the Upper East Region, accounting for 0.12 percent of the total. The Ahafo, Western North, Savannah, Bono East and North East Regions recorded no work accidents and reported claims in 2021. (See Figure 8)

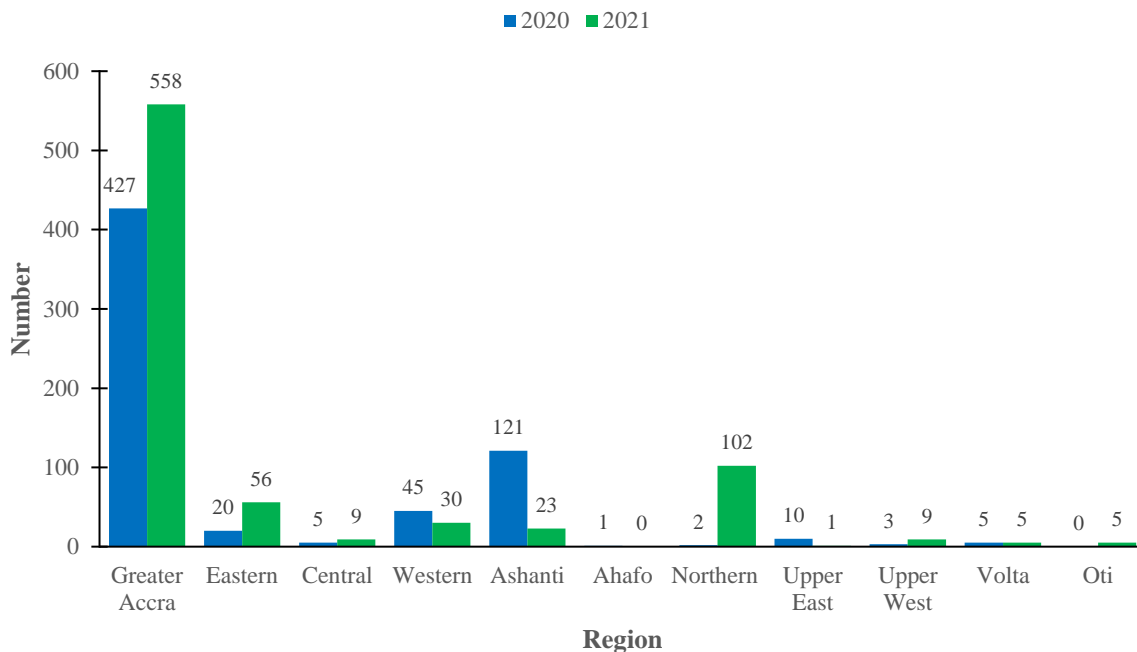


Figure 8: Work accidents and Reported claims by Region

### Workplace Injuries and Compensations Paid

Out of 803 reported cases of work accidents, the Private Sector recorded the highest number of 602 (74.97%) reported cases while the Public Sector recorded 201 (25.03%) cases. The Private Sector finalized 592 cases and paid an amount of Gh¢5,904,467.34 in compensations. The sector had 10 outstanding cases at the end of 2021. In addition, the Public Sector finalized 174 cases and paid Gh¢2,377,299.45 in compensations. The Public Sector had 27 outstanding cases in 2021. There were more finalized cases than reported in the Private Sector in 2020 because some outstanding cases in the preceding year (s) were resolved in 2020. (See Table 12)



**Table 12: Work Injuries and Compensations Paid by Sector**

Sector	Reported Cases		Cases Finalised		Amount Paid (Gh¢)		Cases Outstanding		Amount outstanding (Gh¢)
	2020	2021	2020	2021	2020	2021	2020	2021	2020
Public	95	201	42	174	1,428,084	2,377,299.45	648	27	4,842,482
Private	544	602	605	592	5,220,804	5,904,467.34	2,492	10	5,311,850
<b>Total</b>	<b>639</b>	<b>803</b>	<b>647</b>	<b>766</b>	<b>6,648,888</b>	<b>8,281,766.79</b>	<b>3,140</b>	<b>37</b>	<b>10,154,332</b>

The outstanding amount for the reference period cannot be determined because the cases are yet to be resolved. Additionally, in order to determine the amount payable, the process requires a medical report stating the degree of injury which is computed against the victim's number of years in service and the highest paying executive (this is referred to as the ceiling, which is currently Gh¢15,681.12).

### ***Redundant Workers Compensated by Industry***

In 2021, the Department recorded a total of 3,615 (2,348 males and 1,267 females) redundant workers. Out of this number, 2,126 (1,470 males and 656 females), representing 59 percent, were compensated with an amount of Gh¢7,930,885.95 whereas an outstanding payment of GH¢7,140,982.56 is to be made to the remaining 1,489 (41 percent) affected workers. About 74 percent of the total compensation (Gh¢7,140,982.56) was paid by the Financing, Insurance, Real Estate and Business Services industry while the least amount of Gh¢855,158 was paid to affected workers in the Community, Social and Personal Services. Industries categorized as Activity not adequately defined recorded the highest number (1,384) of redundant workers, accounting for 38.28 percent of the total. Conversely, the Construction industry recorded the least (25) number of redundant workers, making up 0.69 percent of the total. It is worth noting that all 25 redundant workers in the Construction industry were compensated. Furthermore, 78 percent of the 830 redundant workers in the Community, Social and Personal Services were compensated while only 35 percent of redundant workers in the Agric, Hunting, Forestry and Fishing industry received compensation. The Mining and Quarry industry, and the Electricity/Gas and Water industries recorded no redundant workers. *(See Appendix 10)*

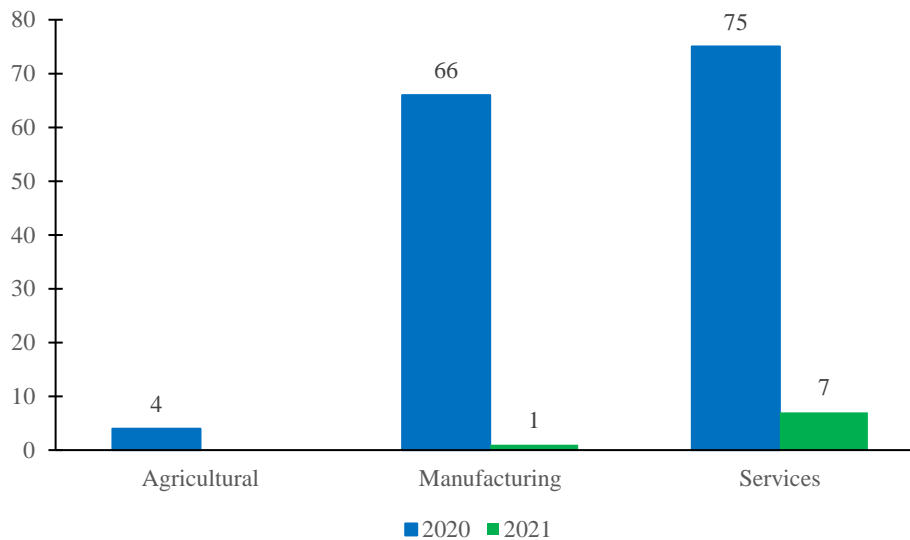
### ***Newly Registered Unions***

Within the year under review, the Department registered a total of 8 new labour unions across the various industries: Agricultural, Manufacturing and Services Industries. Compared to the previous year, this shows a decline by 94.48 percent. Similar to the previous year, the highest number (7) of registered labour unions were in the Services Industry, accounting for 87.5 percent of the total while the remaining one labour union — constituting 12.5 percent — was in the Manufacturing Industry. The Agricultural Industry registered no labour union. Relative to the previous year, all the industries recorded a decline in the number of registered labour unions in 2021. *(See Figure 9)*

As in the preceding year, the regional breakdown of the registered labour unions reveals that large disparities continue to exist in the distribution of registered labour unions across the



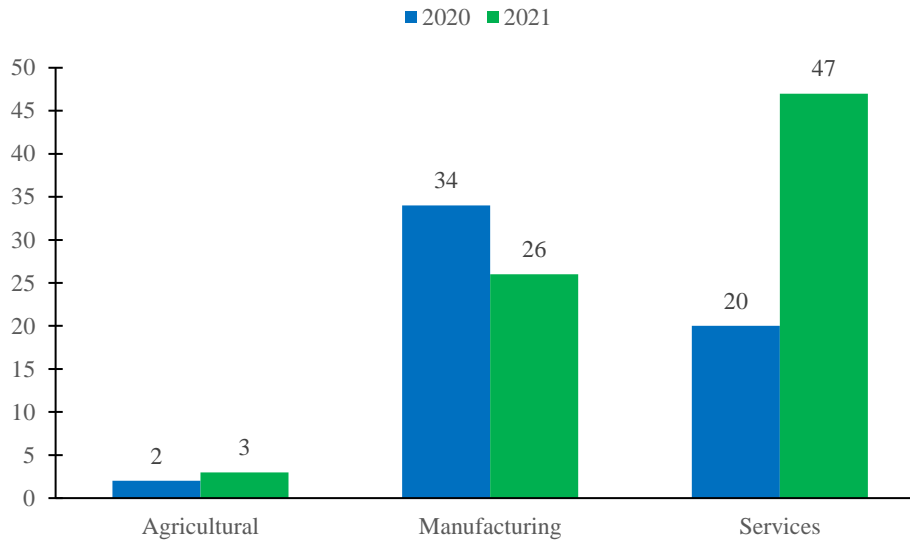
regions, with Greater Accra Region recording 8 registered labour unions indicating 100 percent of the total while none was recorded in the remaining 15 regions in 2021.



**Figure 9: Registered Labour Unions by Industry**

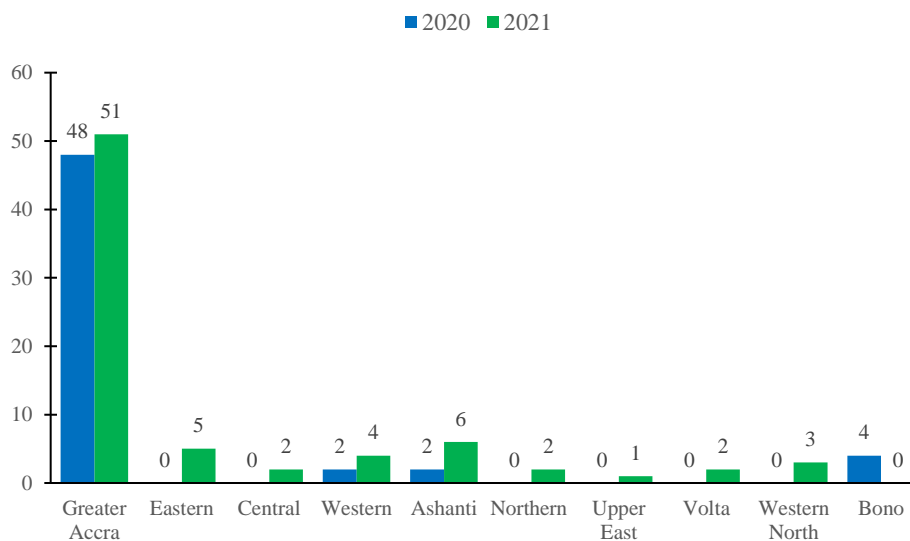
### ***Collective Bargaining Certificates***

The Department issued 76 collective bargaining certificates across the Agricultural, Manufacturing and Services industries during the period under review — a 35.71 percent increase from the previous year. The Services Industry received the highest number of collective bargaining certificates — 47 (61.84%), followed by the Manufacturing Industry — 26 (34.21%), and the Agricultural Industry received the least — 3 (3.95%). (See Figure 10)



**Figure 10: Collective Bargaining Certificates issued by Industry**

Across the various regions, the Department issued the highest number (51) of certificates in the Greater Accra Region as with the preceding year: This accounted for 67.11 percent of the total. Conversely, the least number (1) of certificate was issued in the Upper East Region. Within the same period, two (2.63%) bargaining certificates each were issued in the Central, Northern and Volta Regions. No certificates were issued in the Ahafo, Upper West, Savannah, Oti, Bono, Bono East and North East Regions. (See Figure 11)



**Figure 11: Regional Distribution of Collective Bargaining Certificates Issued**



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

The year under review witnessed 80.80 percent fall in the number of labour clearance certificates in relation to 5,551 labour clearance certificates issued in the previous year. The regional breakdown of the data indicates that, out of 1,066 labour clearance certificates issued by the Department in 2021, the Greater Accra Regional Office/Head Office issued the highest number (756) of labour clearance certificates, constituting 70.92 percent. Furthermore, the Western and Eastern Regions issued 85 (7.97%) and 66 (6.19%) certificates — respectively. On the contrary, the Volta Region issued the least number (9) of certificates — making up 0.84 percent of the total. No certificates were issued in the Central, Upper East, Upper West, Savannah, Oti, Bono East and North East Regions. *(See Appendix 11)*

The data further shows that, out of the 1,066 labour clearance certificates, the Construction Industry was issued 855 (80.21%) certificates: This was the highest number of certificates issued within the period under review. This was followed by 157(14.73%) labour clearance certificates issued to operators within the Wholesale and Retail Trade, Restaurant and Hotel Industry. The Manufacturing industry was issued the least number (54) of certificates, comprising 5.07 percent of the total. The Department did not issue any labour clearance certificate to the Agric, Hunting, Forestry and Fishing Industry; the Mining and Quarry Industry; Electricity/Gas and water industry; Transport/Shortage and Communication industry; Financing, Insurance, Real Estate and Business Services Industry; and the Community, Social and Personal Services Industry. *(See Appendix 12)*

### ***Strike Actions***

The year under review witnessed 36 percent fall in the number of strike actions in comparison to 11 strikes in the base year. Much like the preceding year, all the strike actions (7) recorded within the year took place within the Greater Accra Region while no strike action was recorded in the other regions.

Across the various industries, the highest number of 5 (71.43%) strike actions were in industries categorized as Activity not defined while 2 (28.57%) strikes actions took place in the Construction Industry. *(See Appendix 13)*

The 5 strike actions involved Teachers & Educational Workers' Union (TEWU), Senior Staff Association-University of Ghana, Ghana Association of Laboratory Scientist, and Technical Universities Teachers Association of Ghana whereas the 2 strike actions involved CHIGO Construction and JSC Construction. *(See Appendix 14)*



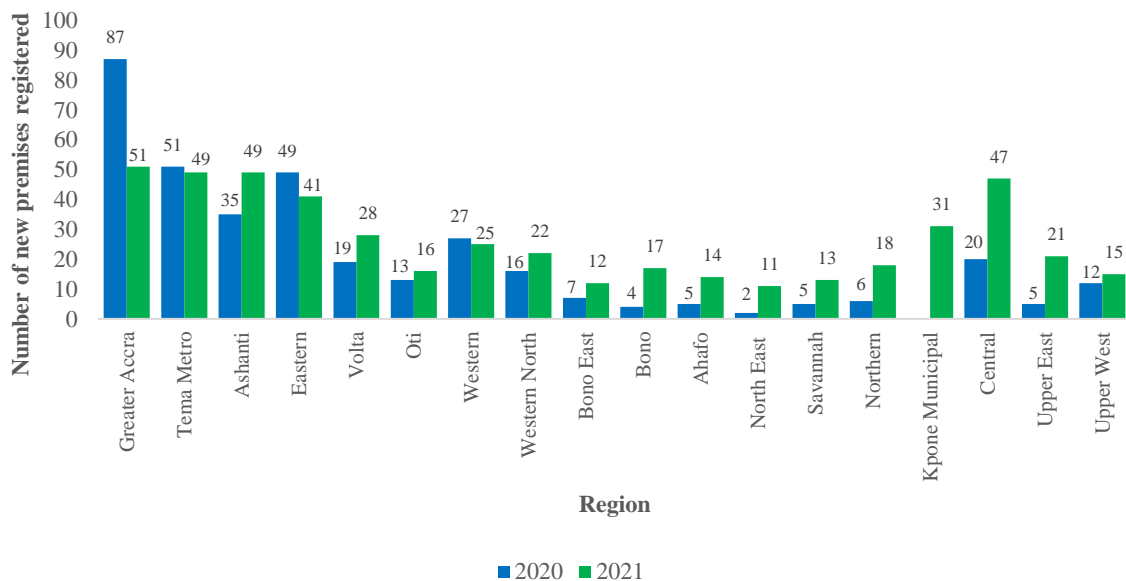
### 6.3 Occupational Safety and Health (OSH)

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

The Department of Factories Inspectorate seeks to prevent occupational accidents and diseases arising from workers exposure to unsafe working conditions and environment by ensuring that satisfactory standards of safety, health and welfare are maintained in accordance with the provisions of Factories, Offices and Shops Act, 1970 (Act 328).

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

The Department of Factories Inspectorate registered 480 new premises throughout the country during the reference period, up from 363 in 2020 by 117 (32%) new premises. Majority (51%) of new premises registered in 2021 were situated within the Greater Accra Region. Additionally, 49 (10%) new premises each were registered in the Tema Metropolitan and Ashanti Region. However, the North East Region registered the least number of new premises—11—representing 2 percent of the total. The Kpone Municipal, which recorded no new premises in the previous year, registered an appreciable number of 31 new premises in the review year. In contrast to the preceding year, all regions saw an increase in the number of newly registered premises, with the exception of Tema Metropolitan, Greater Accra, Eastern, and Western Regions. (See Figure 12)



**Figure 12: Regional Distribution of New Premises Registered**

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

The Manufacturing and Oil & Gas industries together accounted for around 65 percent of the newly registered premises within the reporting period. The remaining 35 percent were covered

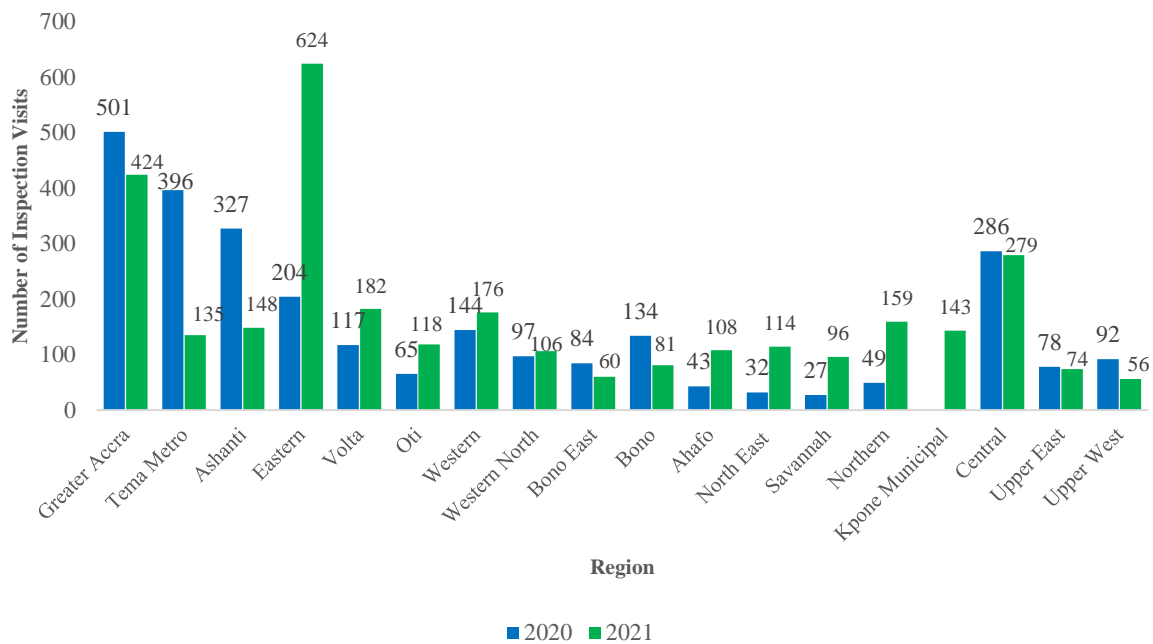




in other industries. The DFI did not register new premises in 21 industries during the year in review as opposed to 51 industries in the previous year. (See Appendix 15)

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

The DFI inspected 3,083 premises throughout the country in the reporting year. This reflects 15 percent increase in the number of inspections conducted during the review period compared to 2,676 premises in the preceding year. Regional analysis of the data reveals that, majority (624) of the premises inspected, representing 20.24 percent, were situated in the Eastern Region. Additionally, 424 (13.8%) inspection visits were undertaken in the Greater Accra Region, followed by 279 (9%) inspection visits in the Central Region. However, 56 (1.8%) inspection visits — being the least — were carried out in the Upper West Region. The number of inspections conducted in the Greater Accra, Tema Metropolitan, Ashanti, Bono East, Bono, Central, Upper East, and Upper West Regions decreased by an average of 31 percent from the base year while increasing in the other geographical areas. (See Figure 13)



**Figure 13: Regional Distribution of Routine Inspection of Registered Workplaces**

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

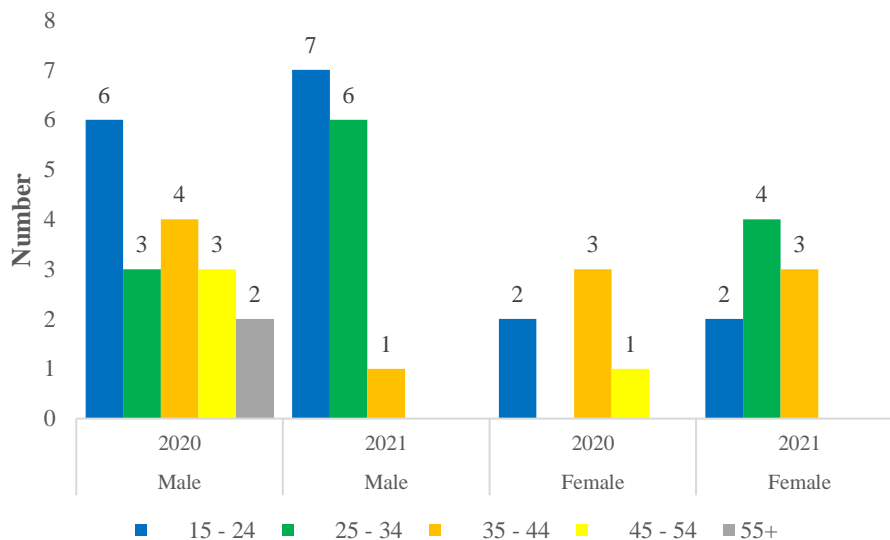
In relation to the previous year, a total of 18 industries witnessed an increase in the number of inspections carried out by the DFI whereas the remaining 11 industries experienced a fall in the number of inspections carried out. Similar to the previous year, the highest number of 814 (26%) inspections were carried out in the Oil and Gas industry. This was followed by 403 (13%), 219 (7%), 212 (7%), and 207 (7%) inspections in the Mineral/Sachet Water Production, Restaurant, Iron and steel as well as Breweries industries, respectively. The least number of 11 inspections were conducted in the Plastics/Rubber Industry. In contrast to the previous year,



there were no inspection visits to Offices/Shops, Food Manufacturing, Furniture, Metal Fabrication, Ports and docks, and Distilleries Industries in 2021. (See Appendix 16)

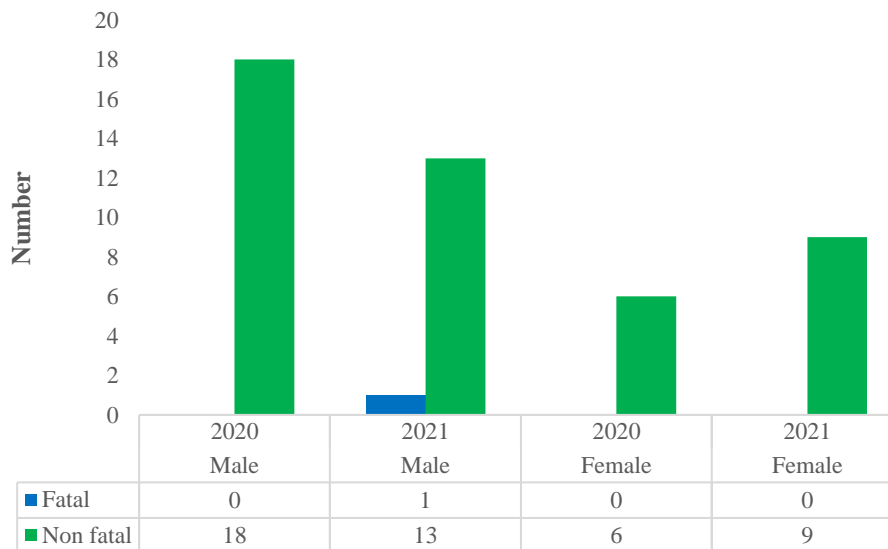
### **Severity of Reported Occupational Accidents by Sex and Age groups**

The DFI received reports of 23 occupational accident cases in 2021, a 4 percent decrease from 24 reported accident cases in 2020. Ten accident victims, involving 6 males and 4 females within the age group of 25-34 reported the highest number of accidents in 2021. Aside the 15-24 and 25-34 age groups, the remaining age brackets witnessed a fall in accident victims in 2021, in relation to the previous year. Half (7) of the males reported to be involved accidents were 15-24 years whereas majority (4) of females reported to be involved in accident were aged 25-34. (See Figure 14 and Appendix 17)



**Figure 14: Reported Occupational Accidents by Sex and Age Group**

With regards to the severity of reported accidents, one male within the age bracket of 25-34 years was involved in fatal accident in 2021 as opposed to no fatal accident in 2020. Additionally, 13 males and 9 females were involved in non-fatal accidents during the period under review. Relative to 2020, the number of male and female reported to be involved in non-fatal accidents fell by 5 and 3, respectively, in 2021. Similar to the previous year, majority (7) of males involved in non-fatal accidents were within the 15-24 age bracket; however, 4 females were within the 25-34 age group. Overall, 14 males and 9 females representing 61 percent and 39 percent, respectively, were reported to be involved in the various accidents in 2021. (See Figure 15 and Appendix 18)



**Figure 15: Severity of Reported Occupational Accidents by Sex and Age Group**

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

In 2021, the various industries reported a total of 22 non-fatal accidents involving 13 males and 9 females as well as 1 fatal accident involving a male only. The Construction Industry recorded the highest number of 6 (46%) males involved in non-fatal accident, followed by the Iron, Steel and other Metal Rolling Industry with 3 males indicating 23 percent. Two males each in the Flour & other milling as well as Other miscellaneous industries were also involved in non-fatal accident, constituting 15 percent each of the total. Additionally, all 9 females involved in non-fatal accidents were in other miscellaneous industries. The number of non-fatal accidents recorded in the year under review fell by 8 percent whereas fatal accidents increased by 100 percent relative to the previous year. With the exception of the Clay, Stone, Lime and Cement industry which reported one male fatal accident, there were no reported cases from other industries. (See Appendix 19)

### ***Causes of Reported Occupational Accidents***

The data shows that lifting machinery was the cause of the one (1) male fatal accident whereas the two main causes of the 22 non-fatal accidents were handling goods or articles and manufacturing processes, constituting 27 percent each of the total non-fatal accidents. Four (4) males and 2 females were involved in non-fatal accident caused by handling goods or articles. Similarly, 2 males and 4 females were involved in non-fatal accident caused by manufacturing processes. Molten metal: other hot or corrosive substances; stepping or striking against objects; and miscellaneous causes contributed 14 percent each to non-fatal accidents. The least cause of non-fatal accident involved machinery, representing 5 percent. Out of the total 13 non-fatal occupational accidents involving males which occurred within the year under review, 4(32%)



were caused by Handling Goods or Articles. On the other hand, out of the 9 female non-fatal occupational accidents reported, Manufacturing contributed 4(44.4%). (*See Appendix 20*)

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

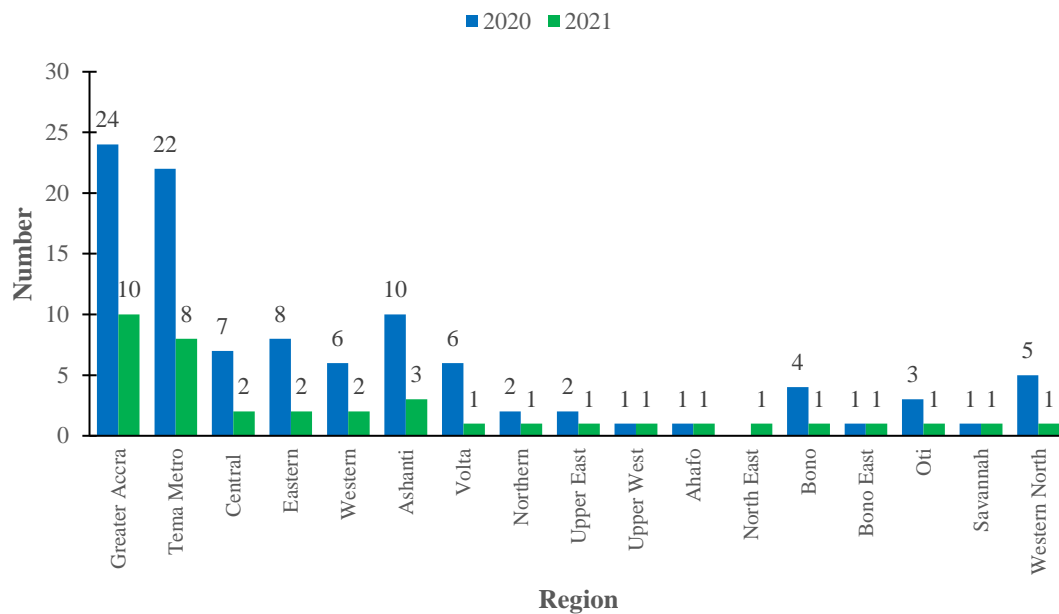
Out of the 14 occupational accidents involving male which was investigated, 1 (7%) male each had burns; sprain on thigh, hip bone and pelvis; laceration of finger and dislocation. Two (14%) males each experienced crushed toe and electrocution. Additionally, 3 (21%) males each suffered laceration of arm and wound (cut). Furthermore, 5 (56%) females had wound (cut), 3 (33%) suffered sprain on thigh, hip bone and pelvis whereas 1 (11%) female experienced contusion. In the review year, all 14 occupational accidents which involved males were investigated, constituting a 100 percent of the total whereas 7 (78%) out of the 9 cases which involved females were investigated. Relative to the previous year, the number of male accidents reported decreased by 4 (22%) and female accidents reported increased by 3(50%). (*See Appendix 21*)

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

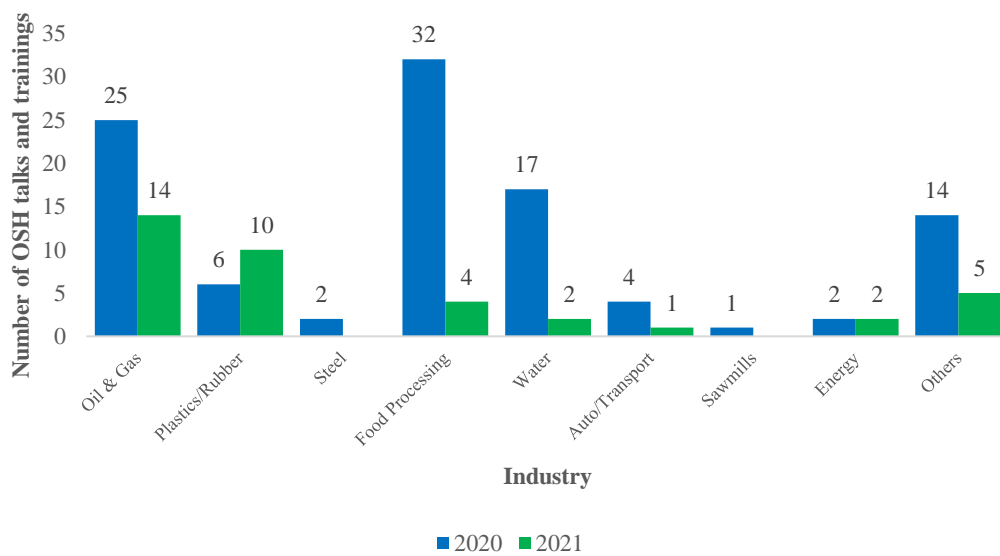
A total of 38 OSH talks and trainings were held in the various regions across the country during the year under review. The 2021 data reveals a 63 percent decrease in OSH talks and trainings over the previous year. Just as the previous year, the highest number of 10 (26%) OSH talks and trainings were organised in the Greater Accra Region, followed by 8 (21%) OSH talks and trainings within the Tema Metropolitan. Three (8%) OSH talks and trainings took place in the Ashanti region. Additionally, two (5%) OSH talks and trainings each were organised in the Central, Eastern and Western Regions. One (3%) OSH talk and training each was organised in the remaining regions within the year under review. Overall, more than 50% of the OSH talks and trainings organised in 2021 were concentrated in the Greater Accra, Tema Metropolitan and Ashanti Regions, just as the preceding year. (*See Figure 16*)

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

The 2021 data reveals a 63 percent decrease in OSH talks and trainings over the previous year. Just as the previous year, Greater Accra recorded the highest number of 10 (26%) OSH talks and trainings, followed by 8 (21%) OSH talks and trainings within the Tema Metropolitan. Three (8%) OSH talks and trainings took place in the Ashanti Region. Additionally, two (5%) OSH talks and trainings each were organised in the Central, Eastern and Western Regions. One (3%) OSH talk and training each was organised in the remaining regions within the year under review. Overall, more than 50% of the OSH talks and trainings organised in 2021 were concentrated in the Greater Accra, Tema Metropolitan and Ashanti regions, just as the preceding year. About 63 percent of the OSH talks and trainings that took place during the reporting period were in the Plastics/Rubber and Oil and Gas industries. The remaining industries hosted the remaining 27% of OSH talks and trainings. In the review year, no OSH talks and trainings were organised for the Steel or Sawmill industries. (*See Figure 17*)



**Figure 16: Regional Distribution of OSH Talks and Training**



**Figure 17: OSH Talks and Training by Industry**



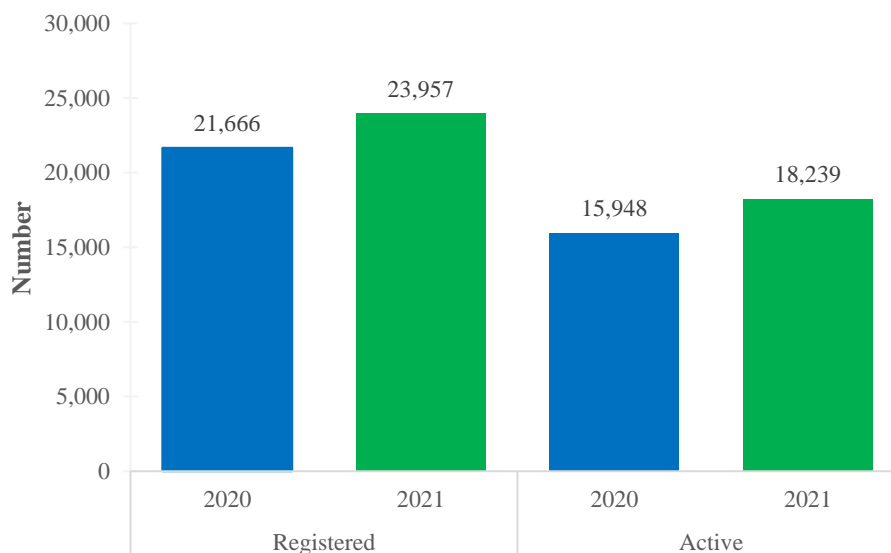
## 6.4 Employment Creation

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

Cooperatives are private, jointly owned, and democratically controlled commercial enterprises formed to meet the common needs of its members. The Department of Co-operatives (DoC) sees to the formation, registration, and audit inspections of Co-operative Societies across the country.

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

In aggregate, the DOC registered 23,957 Co-operatives as at the reporting year, indicating 10.57 percent increase from the 21,666 Co-operatives which had been registered as at 2020. Relatedly, the Agricultural, Service, Financial and Industrial Co-operatives recorded an increase in the number of registered co-operatives by 12.85 percent, 2.34 percent, 2.59 percent and 2.36 percent, respectively, over the previous year. Out of the total 23,957 Co-operatives registered, 18,239 were active and operational: This indicates that 2 percent more registered co-operatives were active and operational in relation to the base year. The Agriculture Co-operatives registered the highest number (19,095) of co-operatives, representing 79.71 percent, whereas the Service Co-operatives registered the least (873), indicating 3.64 percent of the total. Out of 19,095 registered Agricultural Co-operatives, 15,553 (81.45%) were active and operational while 50.02 percent of the 2,255 registered Financial Co-operatives were active and operational. (See Figure 18)



**Figure 18: Cumulative Number of Registered and Active Co-operatives by Sector**



### ***Newly Registered Co-operatives***

In comparison to 2020, the reference period witnessed 61.53 percent fall in the number of newly registered co-operatives. In 2020, the Department collaborated with Ghana COCOBOD to register most of the cocoa farmer groups into co-operatives which accelerated the number of newly registered co-operatives during the base year. As with the 5,955 newly registered co-operatives during the previous year, all the 2,291 newly registered co-operatives in 2021 remained active and operational throughout the year. Among the various types of co-operatives, Agricultural Co-operatives registered the highest number (2,174) of new co-operatives, constituting 94.89 percent, whereas the Service Co-operatives registered the least (20) — representing 0.87 percent. Relatedly, the Financial and Industrial Co-operatives registered 2.49 percent and 1.75 percent — respectively. All of the different types of co-operatives had a decrease in the number of newly registered co-operatives compared to the base year, with the exception of Financial Co-operatives. (*See Table 13*)

**Table 13: Newly Registered Co-operatives by Sector**

<b>Type of Co-operatives</b>	<b>Number registered</b>		<b>Number still active</b>	
	<b>2020</b>	<b>2021</b>	<b>2020</b>	<b>2021</b>
Agricultural Co-operatives	5,852	2,174	5,852	2,174
Service Co-operatives	28	20	28	20
Financial Co-operatives	23	57	23	57
Industrial Co-operatives	52	40	52	40
<b>Total</b>	<b>5,955</b>	<b>2,291</b>	<b>5,955</b>	<b>2,291</b>

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

With regard to the regional variations, the Ashanti Region recorded the highest membership (620) of Agricultural Co-operatives, representing 28.52 percent, as with the previous year; however, the Greater Accra Region recorded the least (4) — accounting for 0.18 percent. Additionally, the Northern, Upper West, North East and Savannah Regions registered 30(1.38%), 33(1.52%), 10(0.46%) and 12(0.55%) co-operatives, respectively. In relation to the preceding year, these four (4) regions registered more co-operatives in 2021 while the remaining regions registered less.

In 2021, the Service Co-operatives registered 20 co-operatives in six (6) regions — representing 28.57 percent decrease in relation to the previous year. As with the preceding year, no co-operative was registered in the Eastern, Upper West, Ahafo, Bono, Oti and Western North Regions in 2021. Relative to 2020, the Northern, North East and Savannah Regions registered more co-operatives in 2021.

There was 147.83 percent increase in the number of Financial Co-operatives registered in 2021 in comparison to the previous year. Just as the previous year, the Ashanti Region registered the highest percentage of (47.37%) Financial Co-operatives whereas the Eastern and Western North Regions had the least (1.75% each). The Volta, Northern, Upper East, North East, Oti



and Savannah Regions did not register Financial Co-operatives within the year under consideration.

Out of 40 newly registered Industrial Co-operatives, the Savannah Region registered the highest percentage (45%) while the Eastern and Ashanti Regions recorded the least (2.5% each). However, the Central, Western, Volta, Ahafo, North East, Bono, Bono East, Oti and Western North Regions did not register new Industrial Co-operatives in 2021. (*See Appendix 22*)

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

Within the year under review, the DOC conducted 1,087 inspections nationwide on the new co-operative societies: This indicates 27.77 percent fall in relation to inspections conducted during the base year.

Similar to the previous year, the Ashanti Region recorded the highest number (280) of inspections, representing 25.76 percent of the total inspections conducted nationwide in 2021. In contrast, the Savannah Region recorded the least (9), indicating 0.83 percent.

The Agricultural Co-operative Society recorded the highest number (569) of inspections. Ashanti, Eastern and Central Regional Agricultural Co-operative Societies recorded 203 (35.68%), 108 (18.98%), 102(17.93%) inspections, respectively. However, there was a decline by 24.53 percent, 29.62 percent, 38.33 percent, accordingly, relative to the previous year. Furthermore, the North East Region recorded the same number of Inspections as the previous year whereas the Volta Region recorded the least number (3) of inspections, representing 0.53 percent.

In total, the Service Co-operative Sector recorded 159 inspections in 2021 across the regions. As with the previous year, the Eastern Region recorded the highest number (46) of inspection, indicating 28.93 percent, followed by 30 (18.87%) inspections in the Greater Accra Region. The Savannah Region conducted a single inspection, which was the least in the year under review. Again, the North East Region conducted the same number (4) of inspections as recorded in the previous year.

Out of 257 inspections conducted in the Financial Co-operatives, the Greater Accra Region recorded the highest percentage (33.85%) while Savannah Region recorded the least (0.39%). In comparison with the preceding year, the Upper West and Ahafo Regions were the only regions that conducted more (50%) inspections in 2021.

The Industrial Co-operative Sector conducted a total of 102 inspections nationwide, out of which, the Ashanti Region recorded the highest (17), followed by the Greater Accra Region (16), constituting 16.67 percent and 15.69 percent — respectively. Relatedly, 10 inspections each were conducted in the Western and Upper East Regions, accounting for 9.80 percent. The Northern, Upper West and Bono East Regions recorded the same number (4) of inspections in 2021 as recorded during the preceding year. (*See Table 14*)





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

Region	Agricultural Co-operatives		Service Co-operatives		Financial Co-operatives		Industrial Co-operatives	
	2020	2021	2020	2021	2020	2021	2020	2021
Greater Accra	9	6	41	30	89	87	20	16
Central	172	102	22	21	76	53	30	9
Eastern	140	108	64	46	44	20	12	9
Western	60	78	14	10	20	19	12	10
Ashanti	221	203	45	12	75	48	30	17
Volta	4	3	4	2	4	2	4	3
Northern	4	6	4	8	4	3	4	4
Upper East	38	13	8	2	8	4	15	10
Upper West	6	4	6	3	2	3	4	4
Ahafo	10	7	8	6	2	3	10	5
North East	6	6	4	4	4	3	4	2
Bono	14	8	10	4	8	4	8	3
Bono East	10	9	10	5	4	2	4	4
Oti	9	6	9	3	5	3	7	2
Savannah	6	5	6	1	4	1	4	2
Western North	8	5	8	2	4	2	4	2
<b>Total</b>	<b>717</b>	<b>569</b>	<b>263</b>	<b>159</b>	<b>353</b>	<b>257</b>	<b>172</b>	<b>102</b>



Cumulatively, the number of inspections carried out as at 2021 increased by 16.66 percent relative to the previous year. Out of the 7,610 inspections conducted in the year under review, 2,909 (38.23%) inspections were conducted in the Agricultural Co-operative Societies, followed by 2,725 (35.81%) inspections in the Financial Co-operative Societies, 996 (13.09%) inspections in the Service Co-operative Societies while the Industrial Co-operative Societies witnessed the least (980) inspections, accounting for 12.88 percent across the various regions within the year under review.

Two Thousand, Nine Hundred and Nine (2,909) inspections were conducted in the Agriculture Co-operative Societies; the highest number (603) of inspections were undertaken in the Eastern Region, just as in 2020. On the contrary, the least number (11) of inspections were conducted in the Savannah Region.

The Greater Accra Region witnessed majority (209) of the inspections carried out within the Service Co-operative Societies, just as in 2020. In contrast, the Savannah Region witnessed the least number of 7 inspections, representing 0.70 percent. In comparison to the previous year, all the regions witnessed increase — from 4 percent to 100 percent — in inspections undertaken during the year under review.

Additionally, the Greater Accra Region recorded the highest percentage (23.93%) of inspections carried out in the Financial Co-operative Societies. Conversely, the least percentage (0.18%) of inspections was conducted in the Savannah Region. Relative to the preceding year, all the regions recorded an increase — ranging from 1.34 percent to 75 percent — in the number of inspections conducted in 2021.

Out of the 980 Industrial Co-operative Inspections conducted as at 2021, the highest percentage (17.65%) of inspections were conducted in the Ahafo Region, just as in the previous year. In contrast, the least percentage (0.61% each) of inspections was carried out in the North East, Savannah and Western North Regions. (*See Table 15*)



**Table 15: Inspection of Co-operative Societies (Cumulative)**

Region	Agricultural Co-operatives		Service Co-operatives		Financial Co-operatives		Industrial Co-operatives	
	2020	2021	2020	2021	2020	2021	2020	2021
Greater Accra	70	76	179	209	565	652	50	66
Central	300	402	89	110	273	326	136	145
Eastern	495	603	108	154	313	333	125	134
Western	215	293	74	84	249	268	68	78
Ashanti	375	578	109	121	385	433	113	130
Volta	49	52	50	52	149	151	56	59
Northern	314	320	46	54	116	119	57	61
Upper East	90	103	45	47	102	106	48	58
Upper West	103	107	49	52	97	100	26	30
Ahafo	276	283	41	47	190	193	168	173
North East	6	12	4	8	4	7	4	6
Bono	14	22	10	14	8	12	8	11
Bono East	10	19	10	15	4	6	4	8
Oti	9	15	9	12	5	8	7	9
Savannah	6	11	6	7	4	5	4	6
Western North	8	13	8	10	4	6	4	6
<b>Total</b>	<b>2,340</b>	<b>2,909</b>	<b>837</b>	<b>996</b>	<b>2,468</b>	<b>2,725</b>	<b>878</b>	<b>980</b>



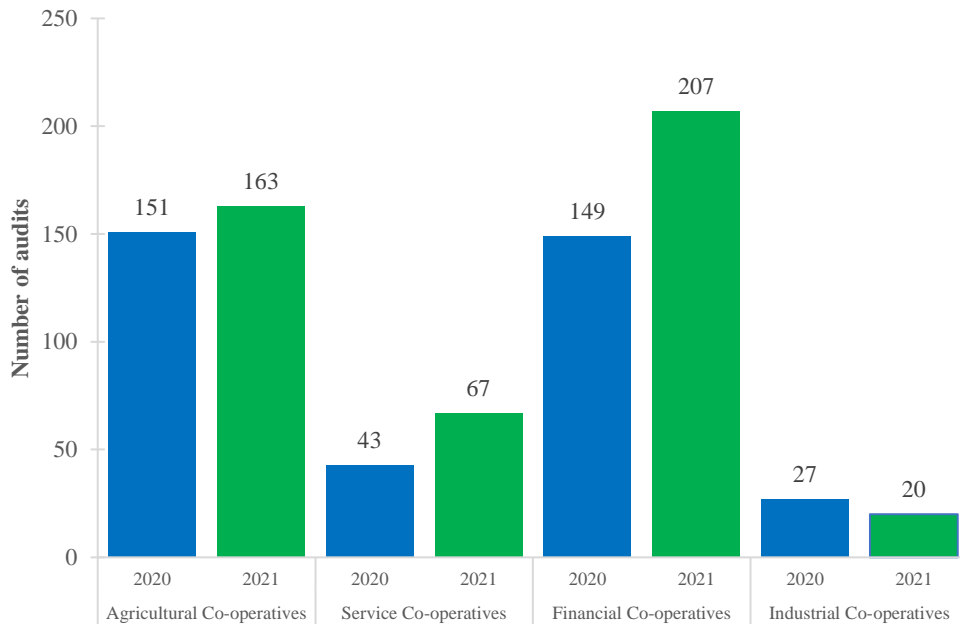
### ***Audit of New Co-operative Societies***

In the review year, 457 audits were conducted in 2021 across the regions in the various Co-operative Societies: This signifies 23.51 percent increase relative to 370 audits conducted in the previous year. Among the four (4) Co-operative Societies, the Financial Co-operatives witnessed majority (207) of the total audits, indicating 45.30 percent. Out of this number, the highest number of 45 audits (21.74%) were undertaken in the Western Region, followed by 42 audits (20.29%) in the Greater Accra Region. The least number (1 each) of audit was undertaken in six (6) regions: Northern, North East, Bono, Bono East, and Western North Regions. However, no audit was carried out in the Savannah Region.

One hundred and sixty-three (163) representing 35.67 percent audits were conducted in the Agriculture Co-operatives in 2021. Out of this number, the Western North Region recorded the highest number (23) of audits, constituting 14.11 percent, whereas the least number (1 each) of audit — indicating 0.61 percent — was undertaken in Northern, North East and Savannah Regions. Relatedly, 22 (13.50%), 18 (11.04%) and 17 (10.43%) audits were conducted in the Ashanti, Western and Upper West Regions — respectively. Additionally, no audit was carried out in the Oti Region, as in the prior year.

Out of 67 audits conducted in the Service Co-operatives, the Greater Accra Region witnessed the highest number (18) of audits — indicating 26.87 percent. In contrast, the least number (1) of audit, representing 1.49 percent, was carried out in the Upper East Region. The data further reveals that no audit was undertaken in the Northern, Bono, Bono East, Oti and Savannah Regions in 2021 as recorded in the previous year.

Within the reporting period, the least number (20) of audits, indicating 4.38 percent, was conducted in the Industrial Co-operatives in nine (9) regions. Out of the total number, 4 (20%) audits — being the highest — were recorded in the Greater Accra Region; however, 1 (5%) audit each was recorded in the Upper West, Bono East and Western North Regions. Relatedly, the Central, Western and Ashanti Regions recorded 3 (15%) audits each. Within the same year, no audit was conducted in the seven (7) regions: Northern, Upper East, Ahafo, North East, Bono, Oti and Savannah Regions. (*See Figure 19*)



**Figure 19: Regional Distribution of Audits of New Co-operative Societies**

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

The DOC registered 144,077 new members in all regions in 2021: This indicates 52.29 percent increment over 2020. The Agricultural Co-operatives recorded 115,701 (80.30%) members whereas the Financial, Service and Industrial Co-operatives recorded 25,635 (17.79%), 543 (0.38%) and 2,198 (1.53%) new members, respectively.

In the review year, the Agricultural Co-operatives in the Ashanti Region recorded the highest number of new membership strength (34,856), representing 30.13 percent, followed by Western North Region with 28,211 new membership strength, constituting 24.38 percent of the total. The North East Region recorded the least number (231) of new membership strength, making up 0.20 percent of the total.

Out of the 25,635 new members recorded in the Financial Co-operatives, the Ashanti Region recorded the highest number (12,898), representing 50.31 percent, just as the preceding year. However, the Upper West Region registered 33 new members, representing the least (0.13%). The Volta, Northern, Upper East, North East, Oti and Savannah Regions recorded no new membership within the period under consideration.

Within the Service Co-operatives, the Greater Accra Region recorded the highest number (300) of new members, representing 55.25 percent of the total. In contrast, the North East Region registered the least with 17 (3.13%) members. The Central, Eastern, Ashanti, Volta, Upper East, Upper West, Ahafo, Bono, Oti and Western North Regions recorded no new membership within the review period.

The Savannah Region recorded the highest percentage (32.39%) of new membership, out of 2,198 new Industrial Co-operatives members. This was followed by the Ahafo Region (656) and Northern Region, representing 29.85 percent and 28.07 percent, respectively. The Central, Western, Volta, Upper East, North East, Bono, Bono East, Oti and Western North Regions



recorded no new membership. In relation to the preceding year, the Agricultural, Financial and Industrial Co-operatives recorded an increase in new membership while Service Co-operatives recorded a decline. (*See Table 16*)

Cumulatively, the total membership strength of the Co-operative Societies was 2,053,265, representing a 7.55 percent increment over 2020. Overall, all Co-operative Societies recorded increases in membership strength. Comparatively, there was an increase in membership by 19.87 percent, 0.82 percent, 2.17 percent and 2.84 percent in Agricultural, Service, Financial and Industrial Co-operatives, respectively, over 2020.

As with the preceding year, the Financial Co-operatives had the highest membership strength (1,209,040), representing 58.88 percent whereas Service Co-operative Society had the least (66,809) — representing 3.25 percent— within the year under review.

Within the same period, the Ashanti Region recorded the highest number (147,882) of membership strength in the Agricultural Co-operatives, representing 21.19 percent of the total whereas the North East Region had the least membership strength with 261 (0.04%). In relation to the preceding year, membership strength in 2021 grew by 30.84 percent whereas that of the North East Region grew by 8 folds. Relative to the previous year, Agricultural Co-operatives membership strength increased across all the regions in 2021.

As with the previous year, the Greater Accra Region had the highest number (28,945) of Service Co-operative membership strength in 2021: This represents 43.33 percent whereas the North East recorded the least (17), constituting 0.03 percent of the total. However, the Bono, Oti and Western North Regions had no members, just as the previous year. The data further shows that, 13 regions either witnessed a slight increase in membership strength or had same in relation to the preceding year.

Similar to 2020, the Ashanti Region had the highest membership (266,308) of Financial Co-operatives, indicating 22.03 percent whereas North East Region had the least (170), accounting for 0.01 percent of the total. In comparison with the preceding year, 10 regions witnessed an increase in membership strength whereas 4 regions had the same membership strength. Within the period under review, there was no members in the Oti and Savanna Regions, just as in 2020.

As with the previous year, the Western Region had the highest percentage (13%) of Industrial Co-operatives membership strength while the North East Region had the least with 0.09 percent of the total. Additionally, there were no members in the Bono, Bono East, Oti and Western North Regions, as with the preceding year. (*See Table 17*)



**Table 16: Membership Strength of New Co-operative Societies by Sector and Region**

Region	Agricultural Co-operatives		Financial Co-operatives		Service Co-operatives		Industrial Co-operatives	
	2020	2021	2020	2021	2020	2021	2020	2021
Greater Accra	95	259	250	4,506	130	300	65	42
Central	15,200	11,712	150	2,896	70	0	30	0
Eastern	1,200	8,362	350	261	0	0	0	20
Western	15,700	5,043	0	1,978	210	35	32	0
Ashanti	26,802	34,856	1,750	12,898	45	0	35	29
Volta	750	2,686	170	0	70	0	0	0
Northern	55	925	0	0	0	133	180	617
Upper East	912	4,583	0	0	25	0	168	0
Upper West	150	857	250	33	0	0	130	122
Ahafo	1,656	11,997	220	342	0	0	0	656
North East	30	231	170	0	0	17	73	0
Bono	6,503	2,949	420	622	0	0	0	0
Bono East	1,340	1,214	470	1,887	26	38	0	0
Oti	1,320	1,456	0	0	0	0	0	0
Savannah	130	360	0	0	0	20	75	712
Western North	17,200	28,211	0	212	0	0	0	0
<b>Total</b>	<b>89,043</b>	<b>115,701</b>	<b>4,200</b>	<b>25,635</b>	<b>576</b>	<b>543</b>	<b>788</b>	<b>2,198</b>



Table 17: Membership Strength (Cumulative) as at 2021

Region	Agricultural Co-operatives		Service Co-operatives		Financial Co-operatives		Industrial Co-operatives	
	2020	2021	2020	2021	2020	2021	2020	2021
Greater Accra	22,764	23,023	28,645	28,945	229,961	234,467	10,146	10,188
Central	88,114	99,826	4,483	4,483	191,006	193,902	6,798	6,798
Eastern	63,499	71,861	3,163	3,163	84,502	84,763	7,700	7,720
Western	130,268	135,311	5,732	5,767	55,459	57,437	10,337	10,337
Ashanti	113,026	147,882	1,716	1,716	253,410	266,308	8,285	8,314
Volta	13,559	16,245	2,903	2,903	83,132	83,132	7,273	7,273
Northern	28,523	29,448	1,131	1,264	41,389	41,389	8,704	9,321
Upper East	32,044	36,627	8,742	8,742	35,994	35,994	5,392	5,392
Upper West	28,642	29,499	6,518	6,518	47,987	48,020	5,083	5,205
Ahafo	35,260	47,257	3,207	3,207	159,505	159,847	7,429	8,085
North East	30	261	0	17	170	170	73	73
Bono	6,503	9,452	0	0	420	1,042	0	0
Bono East	1,340	2,554	26	64	470	2,357	0	0
Oti	1,320	2,776	0	0	0	0	0	0
Savannah	130	490	0	20	0	0	75	787
Western North	17,200	45,411	0	0	0	212	0	0
<b>Total</b>	<b>582,222</b>	<b>697,923</b>	<b>66,266</b>	<b>66,809</b>	<b>1,183,405</b>	<b>1,209,040</b>	<b>77,295</b>	<b>79,493</b>





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

The number of persons employed by the various Co-operatives in 2021 were 2,931: This signifies a decline by 11.37 percent in relation to 3,307 persons employed in the previous year. The Agricultural Co-operative Society employed the highest number (2,777) of people across the regions, representing 94.75 percent of the total. As with the base year, the Ashanti Region employed the highest number (677) of people in 2021 — indicating 24.38 percent — despite 20.07 percent decline relative to the previous year. This was followed by 518 (18.65%) people employed in the Western North Region. The North East Region employed the least number (2) of people, albeit 0.07 percent increase compared to 2020.

Just as the previous year, the lowest number of 24 people were employed in the Service Co-operatives. Out of this number, 5 (20.83%) people were employed in the Western Region, being the highest. In contrast, 1 (4.17%) person each was employed in Central, Upper West, Oti, Savannah and Western North Regions. Relatedly, 4 (16.67%) people were employed in the Greater Accra Region. Within the same period, the Ashanti and Northern Regions employed 3 (12.5%) people each. However, the Eastern, Volta, Upper East, Ahafo and North East Regions employed none.

With respect to the 80 persons employed in the Financial Co-operatives, the Ashanti Region recorded the highest percentage (40%), just as in the base year. On the contrary, 1 (1.25%) person each was employed in the Oti and Savannah Regions. Furthermore, 21 (26.25%) people were employed in the Greater Accra Region. There were no persons employed in the Upper East, Volta, Upper West, Ahafo and North East Regions.

The Industrial Co-operatives employed a total of 50 people, out of which the Savannah Region employed the highest number (20) of people — representing 40 percent; however, the Central and Western North Regions employed 1 (2%) each, being the least. Additionally, the Northern and Greater Accra Regions employed 11 (22%) and 7 (14%) people, respectively. In the review year, there were no employed persons in nine (9) regions: the Eastern, Western, Ashanti, Volta, Ahafo, North East, Bono, Bono East and Oti Regions. (*See Table 18*)



**Table 18: Number of People Employed by New Co-operative Societies**

Region	Agricultural Co-operatives		Service Co-operatives		Financial Co-operatives		Industrial Co-operatives	
	2020	2021	2020	2021	2020	2021	2020	2021
Greater Accra	8	7	2	4	2	21	3	7
Central	780	501	2	1	1	5	2	1
Eastern	425	478	0	0	2	3	0	0
Western	542	248	3	5	0	3	1	0
Ashanti	847	677	1	3	10	32	5	0
Volta	10	29	2	0	1	0	0	0
Northern	2	32	0	3	0	2	20	11
Upper East	40	68	0	0	0	0	21	6
Upper West	3	10	0	1	1	0	14	4
Ahafo	70	64	0	0	1	0	0	0
North East	0	2	0	0	1	0	7	0
Bono	120	104	0	2	2	4	0	0
Bono East	10	15	1	2	2	5	0	0
Oti	12	10	0	1	0	1	0	0
Savannah	2	14	0	1	0	1	9	20
Western North	320	518	0	1	0	3	0	1
<b>Total</b>	<b>3,191</b>	<b>2,777</b>	<b>11</b>	<b>24</b>	<b>23</b>	<b>80</b>	<b>82</b>	<b>50</b>



In aggregate, a total of 20,956 people were employed by the various Co-operative Societies as at 2021: This depicts 16.26 percent increase in relation to 18,025 persons employed in the previous year. As with the preceding year, the Ashanti Region recorded the highest (5,413) employment figure in 2021: This represents 25.83 percent out of the total persons employed. On the contrary, 10 persons were employed in the North East Region, representing the least (0.05%).

Out of the 20,956, Agricultural Co-operative Societies employed 14,654 (69.93%) persons. The Ashanti Region employed 4,105 persons — representing the highest (28.01%); however, the least number of 2 (0.01%) people were employed in the North East Region. Additionally, 3,391 (23.14%) and 2,930 (19.99%) persons were employed in the Central and Western Regions.

The Financial Co-operative Sector recorded 5,444 (25.98%) employed people, out of which the Ashanti Region employed 1,241 (22.80%) persons — being the highest. However, the North East, Oti and Savannah Regions recorded 1 employed person each, constituting the least (0.02%). Furthermore, the Greater Accra and Central Regions employed 949 (17.43%) and 747 (13.72%) people, respectively.

Just as in 2020, the lowest number (322) of persons were employed in the Services Co-operatives. Out of this number, the Central Region recorded the highest percentage (20.19%), as with the preceding year. Conversely, the Oti, Savannah and Western North Regions recorded 1 employed person each, representing the least (0.31% each). Relatedly, the Greater Accra Region recorded 64 (19.88%) employed persons. However, there were no employed persons in the North East Region within the year under consideration.

Out of the total 536 people employed in the Industrial Co-operatives, the Western Region employed 138 (25.75%) persons, as recorded in 2020 while the lowest number of 1 (0.19%) person was employed in the Western North Region. Additionally, 99 (18.47%) people were employed in the Central Region. Within the same year, no person was employed in the Bono, Bono East and Oti Regions, as with the preceding year. (*See Table 19*)



**Table 19: Number of People Employed by Co-operative Societies (Cumulative)**

Region	Agricultural Co-operatives		Service Co-operatives		Financial Co-operatives		Industrial Co-operatives	
	2020	2021	2020	2021	2020	2021	2020	2021
Greater Accra	55	62	60	64	928	949	40	47
Central	2,890	3,391	64	65	742	747	98	99
Eastern	941	1,419	6	6	271	274	27	27
Western	2,682	2,930	16	21	571	574	138	138
Ashanti	3,428	4,105	41	44	1,209	1,241	23	23
Volta	94	123	16	16	592	592	9	9
Northern	486	518	18	21	186	188	49	60
Upper East	309	377	17	17	100	100	60	66
Upper West	120	130	19	20	168	168	20	24
Ahafo	408	472	40	40	592	592	6	6
North East	0	2	0	0	1	1	7	7
Bono	120	224	0	2	2	6	0	0
Bono East	10	25	1	3	2	7	0	0
Oti	12	22	0	1	0	1	0	0
Savannah	2	16	0	1	0	1	9	29
Western North	320	838	0	1	0	3	0	1
<b>Total</b>	<b>11,877</b>	<b>14,654</b>	<b>298</b>	<b>322</b>	<b>5,364</b>	<b>5,444</b>	<b>486</b>	<b>536</b>



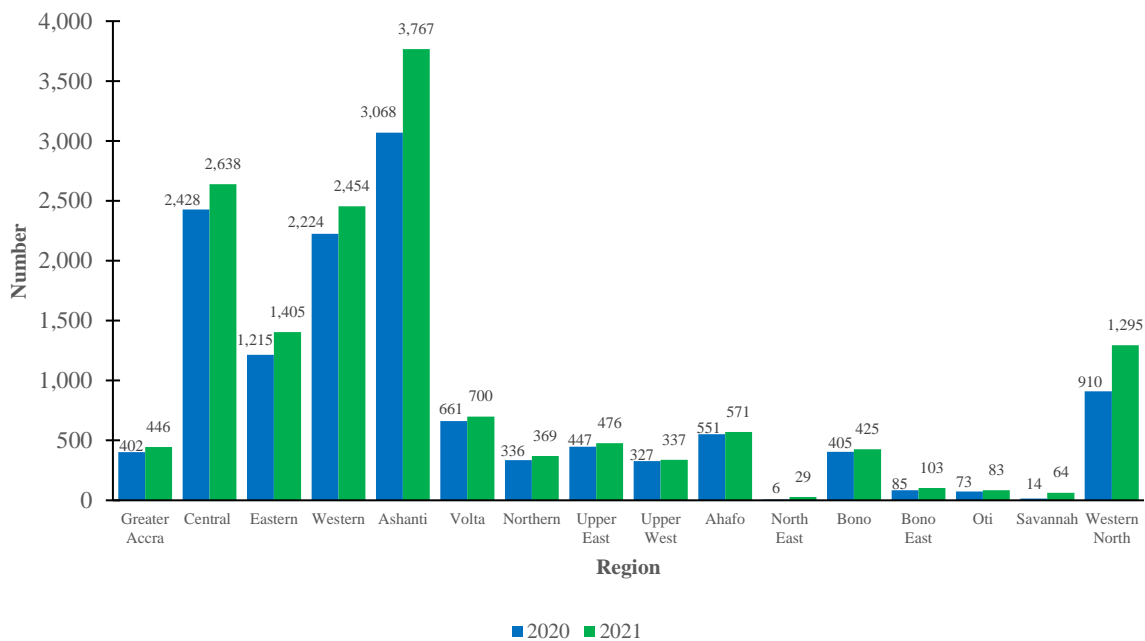
### ***Groups Organised into Co-operatives***

Within the reporting period, a total of 2,010 new groups were organised into Co-operative Societies across the various regions: This depicts a decline by 66.25 percent relative to the previous year. Similar to the previous year, the Ashanti Region saw the greatest number of newly formed Co-operative Societies (699), constituting 34.78 percent of the total. However, the least number of 10 (0.50%) new groups each were organised into Co-operative Societies in the Upper West and Oti Regions. Additionally, 385 (19.15%) new groups were organised into Co-operative Societies in the Western North Region. In comparison to the preceding year, the Greater Accra, Northern, North East and Savannah Regions witnessed an increase (ranging from 83% to 257%) in the number of new groups organised into Co-operatives while the remaining 12 regions recorded a decrease, ranging from 18 percent to 95 percent. (See Table 20)

**Table 20: Number of New Groups organised into Co-operatives**

<b>Region</b>	<b>2020</b>	<b>2021</b>
Greater Accra	24	44
Central	1,181	210
Eastern	628	190
Western	836	230
Ashanti	1,462	699
Volta	48	39
Northern	17	33
Upper East	100	29
Upper West	17	10
Ahafo	149	20
North East	6	23
Bono	405	20
Bono East	85	18
Oti	73	10
Savannah	14	50
Western North	910	385
<b>Total</b>	<b>5,955</b>	<b>2,010</b>

In aggregate, 15.28 percent more groups had been organised into Co-operatives as at 2021. Out of 15,162 groups organised into Co-operatives in 2021, the Ashanti Region organised the highest number of 3,767 (24.85%) new groups into Co-operatives. In contrast, the North East Region organised 29 new groups into Co-operative Societies, representing the least (0.19%). Relatedly, the Central Region organised 2,638 (17.4%) new groups into Co-operatives. Just as in the previous year, the Ashanti and North East Regions organised the highest and least number of groups into Co-operative Societies in 2021, respectively. (See Figure 20)

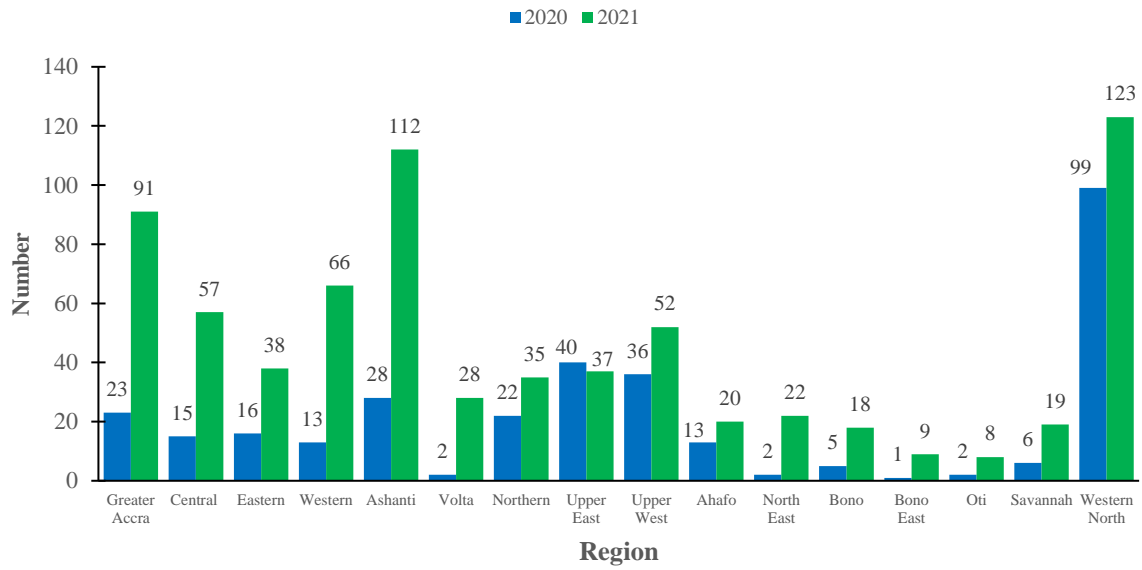


**Figure 20: Number of groups organised into Co-operatives (cumulative)**

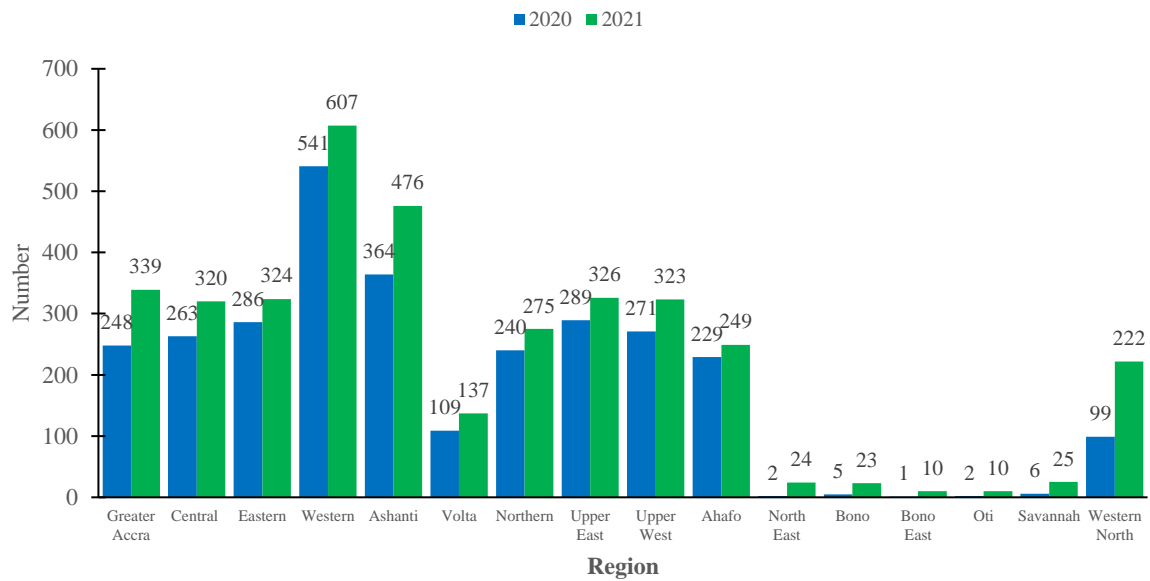
### ***Organised Training in Bookkeeping***

The period under review witnessed over 100 percent trainings organised in bookkeeping relative to the previous year. As with the previous year, the highest number (123) of trainings were conducted in the Western North region: This represents 16.73 percent of the 735 new trainings organised in bookkeeping in 2021. This was followed by the Ashanti Region with 112 (15.24%) trainings. The Oti Region organised 8 trainings in bookkeeping — representing the least (1.09%). With the exception of the Upper East Region, the remaining regions organised more trainings in bookkeeping in relation to the preceding year. *(See Figure 21)*

In aggregate, 3,690 trainings in bookkeeping had been organised as at 2021: This indicates that 24.87 percent more trainings in bookkeeping took place in the year under review relative to 2020. Just as in the previous year, the Western Region recorded the highest number of trainings in bookkeeping: The Region organised 607 (16.45%) trainings in 2021. This was followed by 476 (12.90%) trainings organised in the Ashanti Region. However, the Bono East and Oti Regions recorded the least number of 10 (0.27%) trainings each. *(See Figure 22)*



**Figure 21: Regional Distribution of training organised in Bookkeeping**



**Figure 22: Regional Distribution of training organised in Bookkeeping (Cumulative)**



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

Nationwide, the Capital Base of Co-operatives in 2021 amounted to Gh¢2,693,420. Out of the total, the Financial Co-operatives recorded the highest amount of capital base with Gh¢ 1,896,400 (70.41%); however, the least amount of Capital Base was recorded by the Service Co-operatives with Gh¢55,370 (2.06%). Relative to the base year, all the various Co-operative Societies recorded a decrease, ranging from 93 percent to 97 percent, in Capital Base in 2021. (See Table 21)

**Table 21: Capital Base of New Co-operative Societies by Sector**

Type	2020 (Gh¢)	2020 (%)	2021 (Gh¢)	2021 (%)
Agricultural Co-operatives	15,671,243.00	2.79%	670,500.00	24.89%
Service Co-operatives	851,815.00	0.15%	55,370.00	2.06%
Financial Co-operatives	542,638,086.00	96.51%	1,896,400.00	70.41%
Industrial Co-operatives	3,095,151.00	0.55%	71,150.00	2.64%
<b>Total</b>	<b>562,256,295.00</b>	<b>100.00%</b>	<b>2,693,420.00</b>	<b>100.00%</b>

In total, the Capital Base of Co-operatives as at 2021 increased to Gh¢564,949,715: This signifies Gh¢2,693,420 (0.48%) increase relative to 2020. The Financial Co-operatives recorded the highest capital base of Gh¢544,534,486 — representing 96.39 percent of the total. In contrast, the Service Co-operatives recorded a capital base of Gh¢907,185, constituting the least (0.16%). (See Table 22)

**Table 22: Capital Base of Co-operative Societies by Sector (Cumulative)**

Type	2020 (Gh¢)	2020 (%)	2021 (Gh¢)	2021 (%)
Agricultural Co-operatives	15,671,243.00	0.0279	16,341,743.00	2.89%
Service Co-operatives	851,815.00	0.0015	907,185.00	0.16%
Financial Co-operatives	542,638,086.00	0.9651	544,534,486.00	96.39%
Industrial Co-operatives	3,095,151.00	0.0055	3,166,301.00	0.56%
<b>Total</b>	<b>562,256,295.00</b>	<b>100.00%</b>	<b>564,949,715.00</b>	<b>100.00%</b>





## 6.5 Skills Training and Development

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

The NVTI exists to provide demand-driven employable skills and enhance the income generating capacities of basic and secondary school leavers, and such other persons through Competency-Based Apprenticeship, Master Craftsmanship, Testing and Career Development.

#### *Master Craft Persons*

In the year under review, a total of 10,799 Master Craft Persons (MCPs), comprising 4,298 males and 6,501 females, were registered relative to 5,149 (2,178 males and 2,971 females) registered in 2020: The 2021 figure represents an increase of 110 percent over the 2020 figure. Out of 10,799 MCPs registered, 5 (0.05%) were 15-19 years, 7,158 (66.28%) were 20-24 years and 3,636 (33.67%) were aged 25-29. Majority (61.36%) of the MCPs were in Dressmaking/Tailoring trade, followed by Cookery with 7.45 percent (450 males and 355 females), 6.57 percent (710 females only) were in Hairdressing trade while Motor Vehicle Electricals had the least with 0.14 percent (15 males only).

Within the same period, a total of 2,671 (1,250 males and 1,421 females) MCPs were mobilized for proficiency test, indicating 133 percent increase over 1,144 (283 males and 861 females) during the preceding year. Out of the total number mobilized for Proficiency Test, 24.34 percent were (650 females only) in the Cookery trade, 22.46 percent (600 males only) in the Motor Vehicle Mechanic trade while 1.87 percent (50 males only) in the Carpentry, Motor Vehicle Electricals, and Motor Vehicle Body Repairs, respectively. Within the period under consideration, 58 percent of MCPs (683 males and 871 females) mobilized for proficiency test were aged 20-24 whereas the remaining 42 percent (567 males and 550 females) were 25-29 years. Those mobilized for proficiency test were much younger than 1,144 (283 males and 861 females) MCPs aged 30-34 in 2020. Relative to the preceding year, 1,527 more MCPs were mobilized for proficiency test in 2021. Just like the previous year, no MCP was either registered or mobilized for Proficiency Test within the period under review.

The number of MCPs accredited in 2021 exceeded the 2020 figure by 48.42 percent. Out of 2,109 accredited MCPs within the year under review, 71.17 percent were males and 28.83 percent were females, aged 30-34. The artisans in the General Electricals trade had the most accreditation representing 51.02 percent — involving 1,051 males and 25 females. Next to General Electricals was Motor Vehicle Electricals and Cookery with 15.65 percent each — made up of 215 males and 115 females as well as 25 males and 305 females, respectively. The least percentage (0.81%) of MCPs accredited was made up of 15 males and 2 females in the Carpentry trade.

The Institute conducted 1,089 monitoring exercises (492 males and 597 females) within the reporting period which represents 63.76 percent more than the 665 monitoring exercises (153 males and 451 females) undertaken in the base year. Out of the total number monitored within the review year, 35.81 percent (390 females only) were in the Dressmaking/Tailoring trade; 19.01 percent (207 females only) were in the Cookery trade while 3.21 percent of MCPs (20 males and 15 females) in the ICT was the least monitored. The monitoring exercises covered MCPs aged 20-24 as well as 25-29 as compared to 20-24 in the preceding year. (*See Appendix 23*)



### ***Training Provided***

Overall, 2,229 trainees comprising of 1,577 males and 652 females were enrolled in the various trades in 2021: The 2021 figure shows 49.50 percent less enrolment in relation to the 2020 enrolment figure. Most trades (17) that had significant enrolment in 2020, recorded lower enrolment in 2021: General Electricals had the highest enrolment of 1,283 in 2020 but decreased by 50.43 percent in 2021, Masonry decrease by 73.58 percent from 931 enrolment in 2020. However, trades such as Machining, Refrigeration & Air-conditioning, Motor Vehicle electricals, and Computer Hardware increased by 70 percent, 50 percent, 9.23 percent, and 14.29 percent — respectively — in 2021. Heavy Duty Diesel which had no enrolment in 2020 had 4 trainees enrolled in 2021. General Agric and Hairdressing had no enrolment in 2021. As with the previous year, the various trades witnessed more male enrolment as compared to their female counterparts. Similar to the previous year, General Electricals had the highest enrolment (624 males and 12 females) while Heavy Duty Diesel recorded the least enrolment involving 4 males only.

The total student population of trainees as at 2021 was 9,386 (6,789 males and 2,597 females) as compared with 7,758 (5,715 males and 2,043 females) in 2020, indicating 20.98 percent increase. Similar to the preceding year, General Electricals had the highest percentage (30.61%) of student population (2,811 males and 62 females). This was followed by Dressmaking with 15.19 percent, Masonry with 13.06 percent and Cookery with 9.99 percent while Hairdressing had the lowest percentage (0.05%) of the student population.

The number of graduates went up from 2,093 to 2,423 in 2021, an increase of 15.77 percent. As with the previous year, General Electricals recorded the highest percentage (29.92%) of graduates (703 males and 22 females), followed by Masonry with 15.64 percent (378 males and 1 female) and Dressmaking with 12.84 percent (21 males and 290 females); however, only 1 male graduated from Textile Decoration, indicating 0.04 percent. As with the preceding year, no trainee enrolled in or graduated from General Agric within the year under review. Majority (74%) of the graduates were males while the remaining 26 percent were females. About 16 trades had either 1 female trainee or no female trainee graduating. (*See Table 23*)



**Table 23: Trainees in various Trades**

Trades	Enrolment				Total Student Population				No. of Graduates			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	2020		2021		2020		2021		2020		2021	
Dressmaking	80	606	14	367	179	860	63	1,363	25	278	21	290
Carpentry and Joinery	53	3	39	0	118	7	165	4	41	3	42	1
Masonry	926	5	245	1	1,190	82	1,219	7	256	52	378	1
Gen. Electricals	1,247	36	624	12	2,170	114	2,811	62	547	78	703	22
Motor Vehicle Body Repairs	22	3	18	2	34	2	34	2	11	0	7	0
ICT	46	41	37	6	112	56	134	25	28	7	24	6
Cookery	15	499	9	214	47	696	22	916	33	253	1	255
Building Draughtsmanship	28	0	25	0	98	1	96	1	13	1	35	1
Machining	20	0	34	0	89	0	127	10	9	0	33	0
General Agric	0	0	0	0	0	0	0	0	0	0	0	0
Electronics	22	0	13	0	81	0	72	1	9	4	22	1
General Printing	6	2	6	2	23	13	23	8	8	0	10	3
Heavy Duty Mechanics	89	0	49	0	202	1	149	1	64	2	44	0
Secretarial studies	12	55	5	20	27	86	12	76	7	21	4	16
Plumbing	77	0	47	0	190	1	205	1	22	3	67	1
Welding & Fabrication	135	12	107	7	367	15	494	31	74	39	111	11
Refrigeration & Air-Conditioning	19	1	29	1	58	1	88	1	14	0	20	0
Motor Vehicle Mechanics	199	3	183	2	467	9	742	6	111	3	175	1
Motor Vehicle Electricals	65	0	71	0	193	0	222	0	29	0	67	0
Leather Works	22	7	6	2	27	12	24	7	9	1	4	0
Heavy Duty Diesel	0	0	4	0	0	0	22	0	0	0	7	0
Textile Weaving	0	40	0	12	0	66	0	57	0	18	0	23
Hairdressing	0	0	0	0	0	0	0	5	0	0	0	2
Computer Hardware	10	4	12	4	39	16	60	12	19	1	13	0
Textile Decoration	1	1	0	0	4	5	5	1	0	0	1	0
<b>Total</b>	<b>3,094</b>	<b>1,318</b>	<b>1,577</b>	<b>652</b>	<b>5,715</b>	<b>2,043</b>	<b>6,789</b>	<b>2,597</b>	<b>1,329</b>	<b>764</b>	<b>1,789</b>	<b>634</b>

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



### ***Short Courses***

During the year under consideration, the NVTI organised 6 short programmes which attracted 431 trainees of varied age groups, an increase by 284 trainees over 2020. One Hundred and Seventy-Eighty (62 males and 116 females) trainees enrolled in MCPs Skills Upgrading programme, representing 41.30 percent: The trainees were within the age ranges of 20-24 (11 males and 55 females), 25-29 (10 males and 41 females), 30-34 (21 males and 15 females) and 25 trainees (20 males and 5 females) aged 35 and above. This is followed by Affiliated Trainee Certified programme with 115 trainees (2 males and 113 females), covering the age ranges of 15-19 (52 females only), 20-24 (2 males and 46 females), and 25-29 (15 females only). This was followed by Defensive Driving programme which attracted 87 (85 males and 2 females) trainees, aged 20-24 (3 males only), 25-29 (14 males only), 30-34 (21 males only) and 35 and above (47 males and 2 females). The least enrolled trade was Office Management with 4 trainees (1 female aged 30-34 and 3 females aged 35 and above). No trainee was enrolled in Transport Management and TVET Instructor Training programmes. All the 431 trainees enrolled in the various trades and within the various age groups graduated in 2021 as against 122 graduates in 2020 out of 147 trainees enrolled. (*See Table 24*)

### ***Apprenticeship***

The NVTI registered 4,914 apprentices in 2021, out of which 33.17 percent were males and 66.83 females: The 2021 data shows an increase of 38.97 percent over 3,536 registered apprentices in 2020. Within the reporting period, Dressmaking recorded the highest number of 3,409 (895 males and 2514 females) apprentices, an increase of more than 100 percent in relation to 1,171 (204 males and 967 females) apprentices in 2020. This was followed by 450 female apprentices in the Hairdressing trade. Draughtsmanship recorded the least number of 7 male apprentices.

Within the same period, only 11 percent (221 males and 302 females) were monitored compared to 81 percent of 3,536 registered apprentices monitored during the previous year. All 25 ICT male apprentices were monitored whereas only 3 percent of the 3,409 apprentices in the Dressmaking trade were monitored — being the least. (*See Table 25*)



Table 24: Short Courses

Trades	Enrolment													
	30-34		35+		15-19		20-24		25-29		30-34		35+	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	2020						2021							
Defensive Driving	42	1	62	0	0	0	3	0	14	0	21	0	47	2
Office Management	0	0	0	0	0	0	0	0	0	0	0	1	0	3
Transport Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Driver Instructor Training	6	1	34	1	0	0	4	0	2	1	13	1	11	1
TVET Instructor Training	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MCPs Skills Upgrading	0	0	0	0	0	0	11	55	10	41	21	15	20	5
Affiliated Trainee Certified	0	0	0	0	0	52	2	46	0	15	0	0	0	0
Strategic Driving	0	0	0	0	0	0	0	0	2	0	2	0	10	0
<b>Total</b>	<b>48</b>	<b>2</b>	<b>96</b>	<b>1</b>	<b>0</b>	<b>52</b>	<b>20</b>	<b>101</b>	<b>28</b>	<b>57</b>	<b>57</b>	<b>17</b>	<b>88</b>	<b>11</b>

Cont'd

Trades	No. of Graduates													
	30-34		35+		15-19		20-24		25-29		30-34		35+	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	2020						2021							
Defensive Driving	34	1	58	0	0	0	3	0	14	0	21	0	47	2
Office Management	0	0	0	0	0	0	0	0	0	0	0	1	0	3
Transport Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Driver Instructor Training	4	1	24	0	0	0	4	0	2	1	13	1	11	1
TVET Instructor Training	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MCPs Skills Upgrading	0	0	0	0	0	0	11	55	10	41	21	15	20	5
Affiliated Trainee Certified	0	0	0	0	0	52	2	46	0	15	0	0	0	0
Strategic Driving	0	0	0	0	0	0	0	0	2	0	2	0	10	0
<b>Total</b>	<b>38</b>	<b>2</b>	<b>82</b>	<b>0</b>	<b>0</b>	<b>52</b>	<b>20</b>	<b>101</b>	<b>28</b>	<b>57</b>	<b>57</b>	<b>17</b>	<b>88</b>	<b>11</b>



**Table 25: Apprentice Registered and Monitored**

Trades	Registered				Monitored			
	Male	Female	Male	Female	Male	Female	Male	Female
	2020		2021		2020		2021	
Dressmaking	204	967	895	2514	200	207	0	112
Carpentry and Joinery	179	0	25	0	307	0	5	0
Masonry	0	0	130	0	315	0	15	0
Motor vehicle Mechanic	671	0	200	0	220	0	28	0
General Electrical	450	0	250	0	389	0	84	0
Motor Vehicle Electricals	271	0	55	0	35	0	45	0
Motor Vehicle Body Repairs	200	0	43	0	20	0	17	0
ICT	5	0	25	0	11	0	15	10
Cookery	234	355	0	320	1,150	0	2	45
Hairdressing	0	0	0	450	0	0	0	130
Draughtsmanship	0	0	7	0	0	0	10	5
<b>Total</b>	<b>2,214</b>	<b>1,322</b>	<b>1,630</b>	<b>3,284</b>	<b>2,647</b>	<b>207</b>	<b>221</b>	<b>302</b>

*NB: Apprentice registered are independent of those monitored*

### ***Instructional Staff***

Generally, the instructional staff strength of the institution increased from 291 (181 males and 110 females) in 2020 to 336 (212 males and 124 females) in 2021: This indicates a 15.46 percent rise in the number of instructors. Most of the trades in 2021 were dominated by male instructors just as in 2020. With the exception of Dressmaking, Cookery and Weaving, the rest of the trades with instructors were occupied by males in the year under consideration. There exist 41.51 percentage gap between the male instructors and their female counterparts. Within the same period, Dressmaking, Cookery, General Electricals/Installations and Building/Masonry had 56 (7 males and 49 females), 55 (4 males and 51 females), 54 (47 males and 7 females) and 52 male instructors, indicating an increase by 24.44 percent, 19.57 percent, 28.57 percent and 10.64 percent, respectively. Additionally, Leather works, Garment and Textiles, Metal Machining, Heavy Duty Mechanics, Computer Hardware and General Agric had 1 instructor each whereas Spraying/Painting, Hairdressing and Stenographers/Typist had no instructors. Ideally, NVTI needed 377 instructors to function optimally; however, the current staff membership fell short of the required staff by 41. Nine out of 26 trades had deficiency in instructors, ranging from 1 to 58: General Electricals/Installation had the highest staff deficit of 58 while Leather Works and Hairdressing had the least with 1 each. However, trades such as Cookery and Carpentry exceeded their required staff. (See Table 26)

The staff strength of the Generic courses in 2021 increase by 30 percent relative to 2020. The Generic courses had its staff strength increased in all the subjects as follows: Science (114.29%), Entrepreneurship (41.67%), ICT (24%), English (22.73%) and Mathematics (6.25%). All the available Generic courses required ideal staff strength of 230 each. Meanwhile the staff strength fell short of 196 for Mathematics, 203 for English, 196 for Entrepreneurship, 215 for Science, 199 for ICT and 228 for Social Studies. (See Table 27)



**Table 26: Current vs. Ideal Instructional Staff Strength of NVTI by Trades**

Trades	Staff Strength				Ideal Staff Strength				Variance			
	Male		Female		Male		Female		Male		Female	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Maintenance Fitting	1	4	0	0	3	4	0	0	-2	0	0	0
Leather Works	1	1	0	0	3	2	0	0	-2	-1	0	0
Motor Vehicle Mechanic	14	20	0	0	21	32	1	0	-7	-12	-1	0
Motor Vehicle Electricals	2	5	0	0	9	9	0	0	-7	-4	0	0
Motor Vehicle Body Repairs	2	2	0	0	3	2	0	0	-1	0	0	0
Spraying /Painting	0	0	0	0	2	0	0	0	-2	0	0	0
Carpentry	19	18	1	1	38	5	2	1	-19	13	-1	0
Dressmaking	1	7	44	49	3	6	57	50	-2	1	-13	-1
Garment and Textiles	1	1	0	0	3	1	1	0	-2	0	-1	0
Metal Machining	3	1	1	0	4	3	0	1	-1	-2	1	-1
Ref. & Air Conditioning	5	7	1	1	9	4	0	0	-4	3	1	1
Electronic & Radio/TV Repairs	3	4	1	1	6	3	0	0	-3	1	1	1
Hairdressing	0	0	0	0	0	0	0	1	0	0	0	-1
Gen. Electricals/Installation	39	47	3	7	68	80	4	32	-29	-33	-1	-25
Plumbing Work	7	8	0	0	9	7	0	0	-2	1	0	0
Building/Masonry	47	52	0	0	134	48	7	0	-87	4	-7	0
Composing & Printing	3	2	0	0	4	2	0	0	-1	0	0	0
Welding & Fabrication	13	15	0	0	20	20	1	1	-7	-5	-1	-1
Heavy Duty Mechanics	1	1	0	0	6	7	0	0	-5	-6	0	0
Cookery	2	4	44	51	3	15	54	25	-1	-11	-10	26
Stenographers/Typist	7	0	6	0	11	0	7	0	-4	0	-1	0
Secretarial ICT	0	6	0	6	0	3	0	2	0	3	0	4
Computer Hardware	4	1	0	0	8	2	0	1	-4	-1	0	-1
Weaving	0	0	8	7	0	0	8	3	0	0	0	4
General Agric	0	1	0	0	4	1	0	0	-4	0	0	0
Draughtsmanship	6	5	1	1	9	3	0	1	-3	2	1	0
<b>Total</b>	<b>181</b>	<b>212</b>	<b>110</b>	<b>124</b>	<b>380</b>	<b>259</b>	<b>142</b>	<b>118</b>	<b>-199</b>	<b>-47</b>	<b>-32</b>	<b>6</b>



**Table 27: Current vs. Ideal Generic Staff Strength of the NVTI by Subject**

Subject	Staff Strength				Ideal Staff Strength				Variance			
	Male		Female		Male		Female		Male		Female	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Mathematics	31	32	1	2	75	165	4	65	-44	-133	-3	-63
English	13	14	9	13	47	130	32	100	-34	-116	-23	-87
Entrepreneurship	12	17	12	17	47	130	32	100	-35	-113	-20	-83
Science	5	11	2	4	47	130	32	100	-42	-119	-30	-96
ICT	23	29	2	2	47	130	32	100	-24	-101	-30	-98
Social Studies	0	1	0	1	0	130	0	100	0	-129	0	-99
<b>Total</b>	<b>84</b>	<b>104</b>	<b>26</b>	<b>39</b>	<b>263</b>	<b>815</b>	<b>132</b>	<b>565</b>	<b>-179</b>	<b>-711</b>	<b>-106</b>	<b>-526</b>





### ***Academic Proficiency and Conduct of Test***

In the year under consideration, various examinations were conducted by the National Vocational Training Institute. In all, 36,097 candidates registered for the examinations. Out of the number presented for the examination, 91.91 percent passed while the remaining 8.09 percent were referred. Out of the 36,097 candidates who sat for the various examinations, majority (78.37%) took Proficiency I exam, followed by Proficiency II exam with 9.70 percent of the total candidates; however, 0.16 percent candidates — being the least — took Level III exam. Out of the 33,176 candidates who passed the exam, Level I exam recorded 99.84 percent pass rate. The rest of the examination recorded pass rate ranging from 34 percent to 95 percent. With respect to those who were referred, the highest percentage of candidates referred took Proficiency I (42.25%) exam whereas the least (0.17%) referred candidates sat for Level I exam. (See Table 28)

**Table 28: Summary of Examination conducted in March, May/June, September, November/December - 2021**

<b>Examination Type</b>	<b>Registered</b>	<b>No. of Passes</b>	<b>No. Referred</b>
Proficiency II	3,502	3,304	198
Proficiency I	28,288	27,054	1,234
Typist	70	49	21
Stenographer	89	31	58
Stenographer Secretary	82	38	44
Private Secretary	65	35	30
Certificate I	2,708	1,836	872
Certificate II	984	587	397
Level I	162	157	5
Level II	88	53	35
Level III	59	32	27
<b>Total</b>	<b>36,097</b>	<b>33,176</b>	<b>2,921</b>

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

Within the year under consideration, a total of 35,482 candidates registered for the various Certificate and Proficiency tests. Out of 2,708 candidates who sat for Certificate I test, 67.80 percent passed while the remaining 32.20 percent were referred. With respect to the various trades under Certificate I, General Printing (Press); Mechanical Engineering Fitting; Radio, TV & Electronics Servicing; Tailoring; Textile Decorating; and Textile Handweaving recorded 100 percent pass rate each. Additionally, Motor Vehicle Electrical, Welding (ARC), Cookery and Computer Hardware Servicing had pass rate of 84.38 percent, 83.33 percent, 82.17 percent and 78.95 percent — respectively; however, all candidates who registered for Cable Jointing (power), Waiting and Database Management System were referred. (See Appendix 24)

Data available further shows that 984 candidates registered for the Certificate II exam within the same year. Out of this number, 59.65 percent passed whereas 40.35 percent were referred.



All candidates who sat for the following exam: Computer Hardware Servicing, General Printing (Press), Graphic Design, Hairdressing, Hardware, Textile Decorating, passed, however – all candidates who took the following exam: Heavy Duty Mechanic; Machining; Radio, TV& Electronics Servicing; and Welding, were referred. Furthermore, Motor Vehicle Mechanic, Health Care, Refrigeration & Airconditioning Servicing and Cookery had a pass rate of 88.89 percent, 86.44 percent, 81.82 percent and 80.65 percent, respectively. (*See Appendix 25*)

Out of 28,288 candidates who registered for Proficiency I exam in the review year, 95.64 percent passed while the remaining 4.36 percent were referred. Out of 103 trade areas, 46 recorded 100 percent pass rate while Concrete slab had the lowest pass rate with 33.33 percent. Additionally, most trade areas recorded pass rate ranging from 83.33 percent to 98.98 percent. Fuel Injection Pump Mechanic and Videography registered 1 and 3 candidates, respectively, but were all referred. (*See Appendix 26*)

Furthermore, 3,502 candidates registered for the Proficiency II test. Out of this number 3,304 (94.35%) passed while 198 (5.65%) were referred. Proficiency II candidates witnessed impressive pass rate with 59 out of 63 trade areas with a pass rate of 83.33 percent to 100 percent. Vulcanizing trade recorded the lowest pass rate with 50 percent. All candidates who took the Cable Jointing (Power); and Videography exam were referred. (*See Appendix 27*)

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

In total, 51 Public and Private Vocational Training Institutions were accredited in 2021 as compared to 29 in 2020. Across the regions, the Greater Accra Region had the highest accredited P/PVTIs of 35 (1 Public and 34 Private) representing 68.63 percent. The Ashanti Region was next with 7 privately accredited vocational training institutions, indicating 13.73 percent. The Central and Volta Regions had 3 privately accredited vocational training institutions each, constituting 5.88 percent. The Eastern Region had 2 (1 Public and 1 Private) accredited P/PVTIs — making up 3.92 percent. The Bono Region had the least number of accredited P/PVTIs with 1 privately accredited vocational training institution — accounting for 1.96 percent of the total accredited Institutions. There were no accreditations for the P/PVTIs in the remaining regions. (*See Table 29*)

Overall, 100 trades were run by 51 accredited P/PVTIs in 2021 as compared with the same number of trades run by 29 accredited P/PVTIs in 2020. As with the previous year, Dressmaking constituted the highest trade run by 29 accredited P/PVTIs (2 Public and 27 Private) relative to 16 accredited P/PVTIs (2 Public and 14 Private) in 2020. This was followed by Cookery (1 Public and 14 Private), Cosmetology (1 Public and 10 Private), Interior Decoration (4 Private) indicating 15 percent, 11 percent and 4 percent — respectively. Furthermore, ICT (3 Private), Shoe Making (1 Public and 2 Private), Plumbing (1 Public and 2 Private) and Computer Hardware (1 Public and 2 Private) accounted for 3 percent each. Comparatively, most (87%) of the trades were run by the Private Vocational Training Institutions whereas the remaining 13 percent were run by Public Vocational Training Institutions. (*See Table 30*)



**Table 29: Regional Distribution of Accredited P/PVTIs**

Region	Public		Private	
	2020	2021	2020	2021
Greater Accra	0	1	25	34
Central	0	0	1	3
Eastern	0	1	0	1
Ashanti	0	0	0	7
Volta	2	0	1	3
Bono	0	0	0	1
<b>Total</b>	<b>2</b>	<b>2</b>	<b>27</b>	<b>49</b>

**Table 30: Trades run by Accredited P/PVTIs**

Trade Area	P/PVTIs			
	Public		Private	
	2020	2021	2020	2021
Dressmaking	2	2	14	27
Cookery	1	1	9	14
Cosmetology	0	1	5	10
Healthcare	0	0	0	1
ICT	0	0	1	3
Interior Decoration	0	0	1	4
Survey Mapping	0	0	0	1
Hat Making	0	0	0	1
Weaving	0	0	0	1
Shoe Making	0	1	0	2
Soap Making	0	0	2	2
Barbering	0	0	1	1
Blacksmithing	0	0	0	1
Carpentry & Joinery	1	1	3	1
Masonry	1	2	4	0
Bead Making	0	0	0	2
Plumbing	0	1	1	2
Computer Hardware	0	1	0	2
Electronics	0	0	0	1
General Electrical	2	1	4	1
Health & Safety	0	0	0	1
Graphic Design	0	0	1	2
Welding & Fabrication	0	1	0	0
Motor Vehicle Mechanics	0	1	6	0
Batik Tie & Dye	0	0	0	1



Trade Area	P/PVTIs			
	Public		Private	
	2020	2021	2020	2021
Media & Movie	0	0	0	2
Recycling	0	0	0	1
Biogas	0	0	0	1
Photography	0	0	1	2
Forklift Operation	0	0	1	0
Digital Video editing	0	0	1	0
Animation	0	0	1	0
Make-up Design	0	0	1	0
Mobile and Web Development	0	0	1	0
Sound Production	0	0	1	0
Floor and Balloon Décor	0	0	1	0
Pastries	0	0	2	0
Sugar Craft	0	0	1	0
Cake Making and Decoration	0	0	1	0
Beads Design and Accessories	0	0	1	0
Painting	0	0	1	0
Jewelry and Beading	0	0	1	0
Hair and Body Products	0	0	1	0
Hairdressing	0	0	6	0
Beauty Therapy	0	0	5	0
Braiding	0	0	2	0
Skills Enhancement	0	0	1	0
Spa Therapy	0	0	2	0
Tyre Servicing	0	0	1	0
Computerize Wheels Alignment	0	0	1	0
Computerize Wheels Balancing	0	0	1	0
Brake Servicing	0	0	1	0
Tyre Suspension System	0	0	1	0
Vehicle Auto Electrical Diagnostic	0	0	1	0
Floor Beading Designing	0	0	1	0
Machine Operation	0	0	1	0
Health Massage	0	0	1	0
<b>Total</b>	<b>7</b>	<b>13</b>	<b>93</b>	<b>87</b>



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

The DICCES exists to equip the youth with employable skills through vocational skills training at the community level.

### ***Trainee Population***

A total of 976 (504 males and 472 females) trainees enrolled in the various trades in 2021, increasing the total student population to 3,354 (1,825 males and 1,529 females). Comparatively, the 2021 enrolment and total student population figures decreased by 18 percent and 7 percent, respectively, to that of the base year. Just like 2020, more than 70 percent of the trainees enrolled in Fashion (Dressmaking and Tailoring), Electrical Installation and Building Construction (masonry, blockwork and concreting) during the year under review. Electrical installation recorded the highest male enrolment of 265 (53%) whereas Fashion (Dressmaking and Tailoring) had the highest female enrolment of 326 (69%). While 50 males (56%) and 40 females (44%) exited early over the course of the training, 659 males (58%) and 468 females (42%) went on to graduate. The total graduates for the review year increased by 49 (5%) compared to the base year. Additionally, the number of males early-exiters fell by 17 percent whereas the female early-exiters increased by 11 percent relative to the previous year. Not only did Building Construction (masonry, blockwork and concreting) and Fashion (Dressmaking and Tailoring) witness high enrolment figures in 2021, they also witnessed high male and female early-exiters, respectively. Similar to 2020, no trainee enrolled in Detergent making/Cosmetics (soap, pomade and powder), Secretarial Studies, Health Care Studies, and Paint and Decoration. (*See Table 31*)

All the 976 trainees who enrolled in 2021 were 15-19 years. Out of the 3,354 student population, 2,298 were within the ages of 15-19 and 1,056 were within the ages of 20-24. The number of trainees between the ages of 15-19 far exceeded that of those within the ages of 20-24 by 1,242 trainees. There were 50 early-exiters within the ages of 15-19. Out of the 50 early-exiters aged 15-19, Fashion: (Dressmaking & Tailoring) recorded the highest of 28 trainees (56%), Building Construction (Masonry) followed with 15 trainees (30%) whereas Textiles (Batik, Tie/Dye & Weaving) had the least with a trainee. Additionally, 40 early exiters were within the age brackets of 20-24 with Textiles: (Batik, Tie/Dye & Weaving) recording the highest number of 12 early-exiters (30%), followed by 9 (22.5%) early-exiters each from Building Construction (Masonry) and Carpentry & Joinery/Alum Fabrication trades. The least number of 4 trainees (10%) exited the Electrical Installation trade. Out of the 1,127 trainees who graduated, 900 were within the ages of 15-19 and 227 also fell within the ages of 20-24. (*See Table 32*)



**Table 31: Trainee Population by Trade, 2020-2021**

Trades	Enrolment				Total Student Population				No. of early-exiters				No. of Graduates			
	Male	Male	Female	Female	Male	Male	Female	Female	Male	Male	Female	Female	Male	Male	Female	Female
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Auto Mechanics	4	4	0	0	19	23	0	0	2	0	0	0	2	0	0	0
Building Construction (Masonry/Blockwork & Concreting)	173	155	11	1	898	863	18	11	11	22	6	2	212	168	2	6
Carpentry & Joinery/Alum Fabr.	32	24	0	2	191	192	0	1	7	9	0	0	18	14	0	1
Catering (Cookery)	1	7	167	106	3	10	463	415	1	0	13	2	1	0	118	152
Detergents Making/Cosmetics:(Soap/Pomade/Powder)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Draughtsmanship (Auto Cad)	4	2	0	0	24	24	0	0	0	0	0	0	8	2	0	0
Electrical Installation	318	265	3	11	613	502	9	18	19	6	2	2	278	370	4	0
Electronics Studies & Repairs	5	0	0	0	13	13	0	0	4	0	0	0	10	0	0	0
Fashion (Dressmaking & Tailoring)	3	19	381	326	14	8	981	989	2	0	8	34	2	25	211	284
Hairdressing	0	0	6	15	0	0	35	26	0	0	3	0	0	0	11	24
Health Care Studies	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ICT Studies (Hardware & Software)	2	8	0	0	31	30	0	0	1	0	0	0	12	9	0	0
Painting & Decoration	0	0	0	0	4	1	0	0	0	0	0	0	3	3	0	0
Plumbing and Gas fitting	10	4	1	0	10	14	1	1	0	0	0	0	0	0	0	0
Secretarial Studies	0	0	0	0	0	0	21	21	0	0	2	0	0	0	14	0
Textiles: (Batik, Tie/Dye & Weaving)	32	0	15	0	111	49	30	30	7	13	1	0	31	49	18	0
Welding & Fabrication	16	16	1	11	99	96	7	17	6	0	1	0	33	19	2	1
<b>Total</b>	<b>600</b>	<b>504</b>	<b>585</b>	<b>472</b>	<b>2,030</b>	<b>1,825</b>	<b>1,565</b>	<b>1,529</b>	<b>60</b>	<b>50</b>	<b>36</b>	<b>40</b>	<b>610</b>	<b>659</b>	<b>380</b>	<b>468</b>



**Table 32: Trainee Population by Trade and Age Group, 2020-2021**

Trades	Enrolment			Total Student Population				No. of early-exiters				No. of Graduates			
	2020		2021	2020		2021		2020		2021		2020		2021	
	15-19	20-24	15-19	15-19	20-24	15-19	20-24	15-19	20-24	15-19	20-24	15-19	20-24	15-19	20-24
Auto Mechanics	3	1	4	15	4	19	4	0	2	0	0	0	2	0	0
Building Construction (Masonry)	169	15	156	788	128	807	67	1	16	15	9	3	211	122	52
Carpentry & Joinery/Alum Fabr.	30	2	26	134	57	147	46	3	4	0	9	0	18	13	2
Catering (Cookery)	156	12	113	420	46	385	40	5	9	2	0	2	117	146	6
Detergents Making:(Soap/Pomade/Powder)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Draughtsmanship (Auto Cad)	2	2	2	18	6	19	5	0	0	0	0	0	8	1	1
Electrical Installation	165	156	276	132	490	125	395	4	17	4	4	1	281	279	91
Electronics Studies & Repairs	5	0	0	5	8	5	8	0	4	0	0	0	10	0	0
Fashion: (Dressmaking & Tailoring)	297	87	345	685	310	715	282	3	7	28	6	5	208	287	22
Hairdressing	2	4	15	14	21	10	16	0	3	0	0	0	11	19	5
Painting and decoration	0	0	0	0	4	0	1	0	0	0	0	0	3	0	3
ICT Studies (Hardware & Software)	2	0	8	12	19	13	17	0	1	0	0	0	12	7	2
Plumbing and Gas fitting	9	2	4	9	2	13	2	0	0	0	0	0	0	0	0
Secretarial Studies	0	0	0	3	18	3	18	1	1	0	0	1	13	0	0
Textiles: (Batik, Tie/Dye & Weaving)	4	43	0	16	125	2	77	2	6	1	12	0	49	13	36
Welding & Fabrication	10	7	27	21	85	35	78	0	7	0	0	1	34	13	7
<b>Total</b>	<b>854</b>	<b>331</b>	<b>976</b>	<b>2,272</b>	<b>1,323</b>	<b>2,298</b>	<b>1,056</b>	<b>19</b>	<b>77</b>	<b>50</b>	<b>40</b>	<b>13</b>	<b>977</b>	<b>900</b>	<b>227</b>

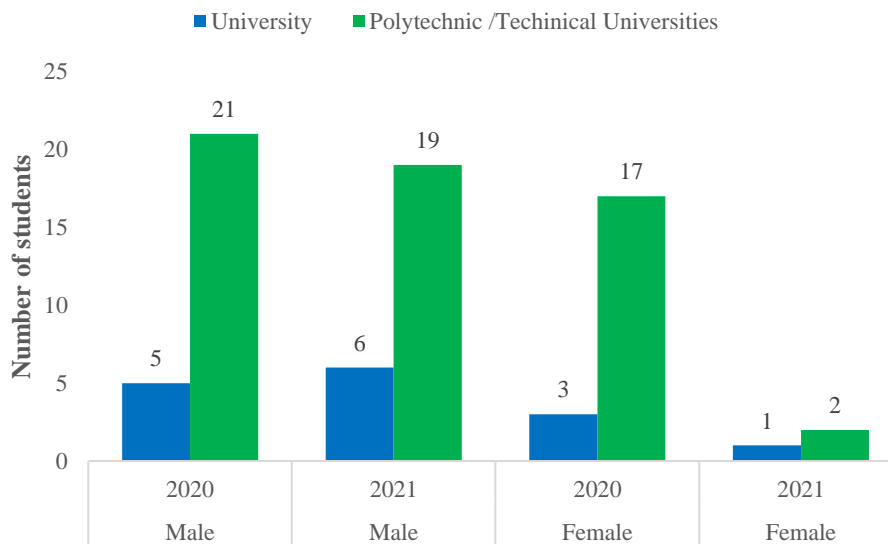


### ***Training in Short Courses***

Out of the 8 short courses offered by the DICCES, there were enrolment for only 3: Catering (Cookery), Detergents Making (Soap/Pomade/Powder) and Textile (Batik, Tie/Dye & Weaving) within the reporting period. This is an improvement over the base year which witnessed enrolment in only Catering (Cookery). A total of 111 trainees enrolled in the 3 short courses. All the 111 trainees were female. The 2021 data further shows 76 percent increase in female enrolment whereas male enrolment fell by 100 percent, relative to the previous year. Catering (Cookery), Detergents Making (Soap/Pomade/Powder) and Textile (Batik, Tie/Dye & Weaving) had 37(33.3%) trainees each. The short courses do not run over a year and as a result, all the 111 trainees graduated successfully. Overall, enrolment and graduates increased by 45 trainees each representing 68.1 percent each, relative to the base year. (*See Table 33*)

### ***Academic Progression***

Overall, 28 trainees, constituting 25 males (89%) and 3 females (11%), progressed to various Universities and Polytechnics/Technical Universities. In comparison with the base year, the total number of male and female students who progressed to the University/Polytechnic decreased by 4 percent and 85 percent, respectively. (*See Figure 23*)



**Figure 23: Academic Progression**





**Table 33: Short Programmes by DICCES, 2020-2021**

Trades	Enrolment				Total Student Population				No. of early-exiters				No. of Graduates			
	Male	Male	Female	Female	Male	Male	Female	Female	Male	Male	Female	Female	Male	Male	Female	Female
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Catering (Cookery)	3	0	63	37	3	0	63	37	0	0	0	0	3	0	63	37
Detergents Making:(Soap/Pomade/Powder)	0	0	0	37	0	0	0	37	0	0	0	0	0	0	0	37
Hairdressing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ICT Studies (Hardware & Software)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Painting & Decoration	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Secretarial Studies	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Textiles: (Batik, Tie/Dye & Weaving)	0	0	0	37	0	0	0	37	0	0	0	0	0	0	0	37
Dressmaking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>3</b>	<b>0</b>	<b>63</b>	<b>111</b>	<b>3</b>	<b>0</b>	<b>63</b>	<b>111</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>63</b>	<b>111</b>



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

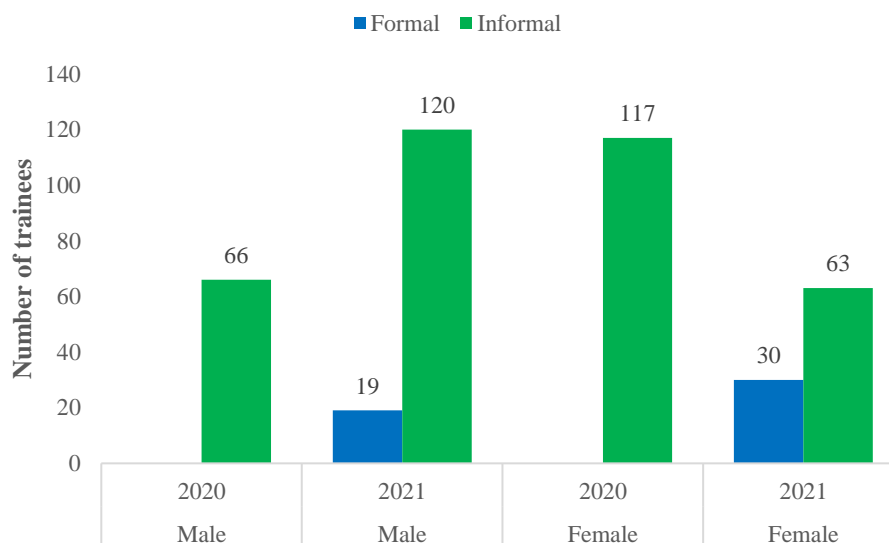
Two hundred and thirty-two trainees —139 (60%) males and 93 (40%) females — got employed in the Agricultural, Services, Financial and Industrial/Manufacturing industries within the year under consideration. The Agricultural Industry employed 2(0.8%) males only, the Service Industry employed 18 males and 5 females constituting 9.9 percent, the Financial Sector employed 1 male and 1 female indicating 0.9 percent, while the Industrial/Manufacturing Sector employed 118 males and 87 females making up 88.4 percent of the total. Male trainees who were engaged in post-training employment increased by more than 100 percent whereas their female counterpart decreased by 20.5 percent, relative to the preceding year. (See Table 34)

**Table 34: Post Training Employment by Industry**

Industry	Male	Male	Female	Female
	2020	2021	2020	2021
Agricultural	0	2	0	0
Services	5	18	0	5
Financial	0	1	0	1
Industrial/Manufacturing	61	118	117	87
<b>Total</b>	<b>66</b>	<b>139</b>	<b>117</b>	<b>93</b>

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

Forty-nine trainees, comprising 19 males and 30 females, were employed in the formal sector while 183 trainees, consisting of 120 males and 63 females were employed by the informal sector. (See Figure 24)



**Figure 24: Post Training Employment by Sector**



### ***Instructional Staff***

The Ideal staff strength required for the various trades for the review year was 489, however – the staff strength stood at 342 (70%), resulting in a difference of 147 (30%). Additionally, 256 male staff and 233 female staff were needed, however: 181 (71%) male staff and 161 (69%) female staff were available. Carpentry and Joinery/Aluminium Fabrication; Fashion (Dressmaking and Tailoring); Hairdressing; Healthcare studies, Painting and Decoration; Secretarial studies and Textiles (Batik, Tie/Dye & Weaving) were the only trades that had the required staff strength for the period under consideration. The ideal staff strength and actual staff strength for the review year increased by 66 (15.6%) and 15 (4.6%), respectively, relative to the previous year. (*See Appendix 28*)

### ***Attachments undertaken by DICCES Trainees***

Before graduating, a total of 456 trainees gained some work experience through attachment, signifying more than 100 percent trainees relative to the base year. Out of the total, 343 were males and 113 were females constituting 75.22 percent and 24.78 percent, respectively. Out of 343 males on attachment, 241 (70.26%) were in Building Construction (Masonry), 98 (28.57%) were in Electrical Installation, 2 (0.58%) in ICT Studies (Hardware and Software) and 2 (0.58%) in Welding and Fabrication. With respect to the 113 females, 68 (60.18%) were in Catering (Cookery) and the remaining 45 (39.82%) were in Fashion (Dressmaking and Tailoring). Out of the 456 trainees on attachment, 397 (87.06%) were monitored. All the trainees in the Building Construction (Masonry), ICT Studies (Hardware and Software) and Welding and Fabrication were monitored, as compared to 75.55 percent of trainees in Electrical Installations. Additionally, all 68 female trainees in Catering (Cookery) were monitored whereas 8 (44.44%) of trainees in Fashion (Dressmaking and Tailoring) were monitored. (*See Appendix 29*)



### ***Opportunities Industrialization Centres, Ghana (OIC,G)***

OICG exists to contribute to the human resource development of Ghana through the provision of vocational/technical and entrepreneurship skills training to disadvantaged youth to enable them to earn a decent living.

#### ***Training Provided***

The OIC,G enrolled 550 fresh students (304 males and 246 females) in 2021, bringing the total student population to 1,004 students (599 males and 405 females). The 2021 enrolment data (550) shows that 418 more students (249 males and 169 females) — indicating more than 300 percent increase — were enrolled in relation to 132 students in 2020. However, the total student population reduced by 37 students (3.6%) in 2021 as compared to 2020. This could be due to high early-exiters as well as graduates during the reporting year in relation to the base year. The Electrical trade witnessed the highest percentage of enrolment (28%), comprising 152 males and 1 female, followed by 22 percent in Fashion Design (10 males and 113 females). The least enrolment percentage (1%) was in Building Draughtsmanship (5 males only). There was no enrolment in Stenography, Tie/Dye & Soap Making, Hairdressing and Textiles for the reference period.

Furthermore, the number of early-exiters increased by 27 students (16 males and 11 females) in 2021 compared to the base year. The total number of graduates also rose from 185 trainees in 2020 to 537 in 2021. More females (286) graduated in 2021 as against their male counterpart (251), although the converse was true in 2020 thus, more males (129) graduated as compared to females (56).

Among the 50 early-exiters, female students made up the highest percentage with 64 percent whereas 18 male students constituted the remaining 36 percent. The data further reveals that, Fashion Design reported the highest percentage (30%) number of graduates (11 males and 151 females), followed by the Electrical trade with 20 percent (109 males and 1 female). All 5 male students who enrolled in Building Draughtsmanship trade graduated, representing the least (1%). (See Appendix 30)

#### ***Short Courses***

Overall, a total of 1,047 trainees — 330 males and 717 females — were enrolled in the Improved Apprenticeship -Outreach programme under the Bread for the World (BfbW) Project in 2021. Out of this number, 7 female trainees, representing 1 percent exited-early whereas 802 (247 males and 555 females), indicating 77 percent, graduated. The data further indicates that, majority (23.6%) of the trainees, comprising 9 males and 238 females, enrolled in Fashion Design/Dressmaking. This was followed by Hairdressing and Hair braiding with only female trainees — 166 and 122, constituting 15.9 percent and 10.7 percent, respectively. The least number of 2 females — representing 0.2 percent — enrolled in Painting. Additionally, Electricals had the highest male enrolment (73) whereas Fashion Design/Dressmaking had the highest female enrolment (238). Whereas 6 trades did not have any male enrolment, twice that number had no female enrolment. Out of 1,047, only 7 female trainees exited-early whereas 802 trainees (247 males and 555 females) graduated. Relative to the male trainees, more female



trainees enrolled in the various trades, exited early and graduated. No trainee enrolled in Batik, Tie & Dye, Soaping; Beading; and Bags & Accessories within the year under review. (See Appendix 31)

### ***Instructional Staff***

The OIC,G had a staff strength of 121, comprising 71 males (58.68%) and 50 females (41.32%) within the reference period. It is worth noting that the available staff strength was ideal for the OIC-G to operate effectively as against a deficit of 69 (65.72%) instructional staff faced in 2020. The Integrated Subject (Sub skill) recorded the highest percentage (31%) of staff strength involving 27 males and 11 females, followed by Catering with 20 instructional staff (3 males and 17 females) representing 17 percent of the total staff membership. Additionally, Block laying/Masonry, Electricals, and Counselor trades had 9 (7%) instructional staff each whereas Carpentry, Building Draughtsmanship and Tie/Dye & Soap making trades recorded the least number of one (1%) instructional staff each. There was no instructional staff for Hospitality, Stenography and Hairdressing trades for the year under review. (See Appendix 32)

Regional assessment of instructional staff strength reveals that, as with the preceding year, the Greater Accra Region had the largest (44.63%) staff strength comprising 31 males and 23 females, Ashanti Region recorded a staff strength of 38 (23 males and 15 females) making up 31.40 percent. The Western Region had least number with 29 (17 males and 12 females) indicating 23.97 percent. (See Table 35)

**Table 35: Regional Distribution of Instructional Staff (staff strength and ideal staff strength) by Sex by OIC,G**

Region	Staff strength				Ideal staff strength			
	Male	Male	Female	Female	Male	Male	Female	Female
	2020	2021	2020	2021	2020	2021	2020	2021
Greater Accra	9	31	13	23	27	31	15	23
Western	4	17	4	12	20	17	16	12
Ashanti	3	23	3	15	15	23	12	15
<b>Total</b>	<b>16</b>	<b>71</b>	<b>20</b>	<b>50</b>	<b>62</b>	<b>71</b>	<b>43</b>	<b>50</b>



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

The MDPI exists to promote increased productivity, in both public and private organizations, to contribute to the sustainable growth of the economy. It achieves this through Productivity Improvement Activities, Management Development Programs and dissemination of information through Research and Publications.

### ***Training Provided***

The MDPI training courses attracted participants from Ghana and The Gambia within the period under consideration, unlike the previous year which attracted only Ghanaian participants as a result of the travel restrictions to curb the spread of the Coronavirus. Together, 704 participants enrolled in both regular and inplant courses. There was 1 percent decline in relation to 709 participants in the previous year. Out of 704 participants, 73 percent took inplant courses while 27 percent pursued regular courses.

A total of 192 (128 males and 64 females) participants enrolled in the various regular training courses mounted by the MDPI: This indicates that 93.94 percent more participants took regular courses in 2021 relative to 99 participants during the base year. Twenty-nine (21 males and 8 females) participants, indicating 15.10 percent, took Managerial Leadership Skills Development. This was followed by 19 (17 males and 2 females) participants — making up 9.90 percent — in the Preparing Assets Register & Maintenance Schedule course. The Delighting the Customer course recorded 14 (5 males and 9 females) participants, accounting for 7.29 percent. Seventeen courses had only 1 participant each, making up 0.52 percent each. Overall, male participants outnumbered female participants by at least a factor of two during the period under consideration, much like the previous year. (*See Appendix 33*)

Out of 704 participants, the inplant courses recorded 512 (375 males and 137 females) participants, a decline of 16.07 percent relative to 2020. The Managerial Leadership Skills received the highest enrolment of 126 (97 males and 29 females) — representing 24.6 percent. The Managing Attitudinal Change for Improved Productivity course recorded 95 (66 males and 29 females) participants, constituting 18.6 percent. Next was the Customer Relationship Management course with 64 (47 males and 17 females) participants — constituting 12.5 percent and 50 (36 males and 14 females) participants — making up 9.8 percent — took the Office Management & Administration course. Effective Leadership Skills; Stores Management; Accounting for Non-Accountants; and Business Communication Excellence had only 1 female participant each, indicating 0.2 percent each. Out of the 85 inplant courses mounted, 60 had no participants as compared to 73 in 2020. (*See Appendix 34*)

As part of the 704 participants, 96 percent were Ghanaians whereas the remaining 4 percent were Gambians. The 675 Ghanaian participants in 2021 indicates 4.80 percent decrease relative to 709 Ghanaian participants in 2020. Out of 675 Ghanaians, 163 and 512 participants pursued regular and inplant courses, respectively. All 29 Gambians enrolled in regular courses.

### ***Consultancy***

The MDPI runs consultancy services to Private sector, State owned, as well as Public Sector Institutions. Three consultancy services were offered by the MDPI in 2021 to different sectors



of the economy as compared to 2 consultancy services rendered in 2020. One consultancy service each was rendered to the Private Sector, State owned institutions and Public Service within the year under review. (See Table 36)

**Table 36: Consultancy Services by MDPI**

Consultancy Services	2020	2021
Private Sector	1	1
State owned Institutions	0	1
Public Service	1	1
<b>Total</b>	<b>2</b>	<b>3</b>

### ***Instructional Staff***

In the review year, MDPI staff strength stood at 16 (10 males and 6 females), compared to 18 (11 males and 7 females) in 2020, a reduction of 11.11 percent. The current male and female staff strength was 53 percent and 37.5 percent, respectively, of the ideal staff strength. The Directorate recorded the highest percentage (25%) of staff strength among the departments. There were 3 (18.8%) staff members each in the following departments: FM/MIS, General Management, Marketing, and Industrial Engineering. The Research Department had no staff in 2021 just as the previous year. In 2021, the Institute's present staff strength was more than 100 percent below the ideal staff strength needed to operate efficiently. The current staff membership of the departments thus Directorate, Industrial Engineering, General Management, Marketing, FM/MIS and Research fell short of the ideal staff strength by 60 percent, 40 percent, 57 percent, 25 percent, 40 percent and 100 percent, respectively. Additionally, only the FM/MIS met its ideal male staff strength and only the Marketing Department met its ideal female staff strength. (See Table 37)

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

Department	Staff Strength				Ideal Staff Strength				Variance			
	Male		Female		Male		Female		Male		Female	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Directorate	3	2	3	2	6	5	4	5	-3	-3	-1	-3
Ind. Engineering	2	3	0	0	2	4	1	1	0	-1	-1	-1
Gen. Management	0	0	3	3	1	2	3	5	-1	-2	0	-2
Marketing	2	2	1	1	2	3	2	1	0	-1	-1	0
FM / MIS	4	3	0	0	4	3	1	2	0	0	-1	-2
Research	0	0	0	0	0	2	0	2	0	-2	0	-2
<b>Total</b>	<b>11</b>	<b>10</b>	<b>7</b>	<b>6</b>	<b>15</b>	<b>19</b>	<b>11</b>	<b>16</b>	<b>-4</b>	<b>-9</b>	<b>-4</b>	<b>-10</b>



## ***ILO/GIZ SCORE***

Sustaining Competitive and Responsible Enterprises (SCORE) and Business Continuity Planning (BCP) programmes were run by the MDPI in collaboration with ILO & GIZ to train Ghanaian small-scale enterprises to mitigate the effects of COVID-19. Together, 690 participants took part in both the SCORE and BCP programmes within the period under review. Out of this number, 600 participants (240 regular participants and 360 inplant participants) pursued the SCORE programme whereas 90 inplant participants were in the BCP programme. (See Table 38)

**Table 38: Regular and Inplant Participants of ILO/GIZ SCORE and BCP Programmes**

<b>Programme</b>	<b>Regular Participants</b>	<b>Inplant Participants</b>
SCORE	240	360
BCP	0	90
<b>Total</b>	<b>240</b>	<b>450</b>





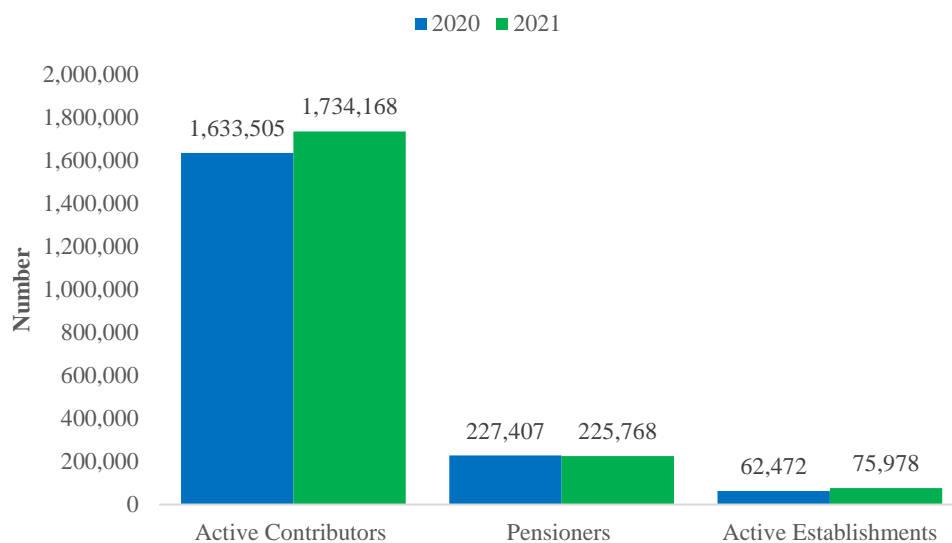
## 6.6 Pensions Regulation

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

The object of the Authority is to regulate and monitor the operations of the 3-Tier Pension Scheme and ensures the effective administration of pensions in the country. It achieves this through effective policy direction to secure income for the retired in Ghana.

### *Growth Indicators of SSNIT Scheme*

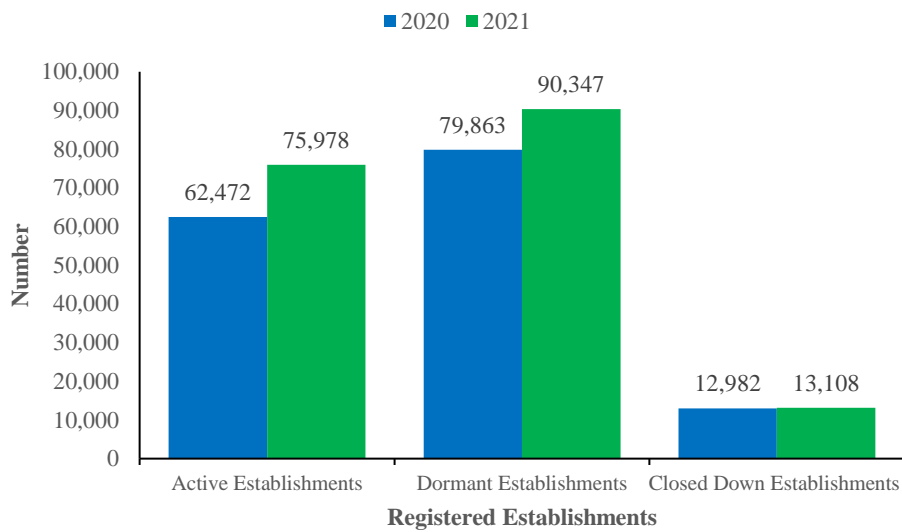
At the end of the year under review, active contributors stood at 1,734,168, indicating 6 percent growth from 1,633,505 active contributors in 2020. The number of registered pensioners for the reference period was 225,768, reflecting 0.7 percent decrease in comparison to 227,407 in the preceding year. Additionally, the number of active establishments for the reporting period was 75,978, constituting 22 percent increase relative to 62,472 in 2020. Furthermore, in 2021, the number of active contributors in relation to pensioners suggests that, there were 8 active contributors supporting a pensioner as opposed 7 active contributors supporting a pensioner in the previous year. (See Figure 25)



**Figure 25: Growth Indicators of SSNIT Scheme**

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

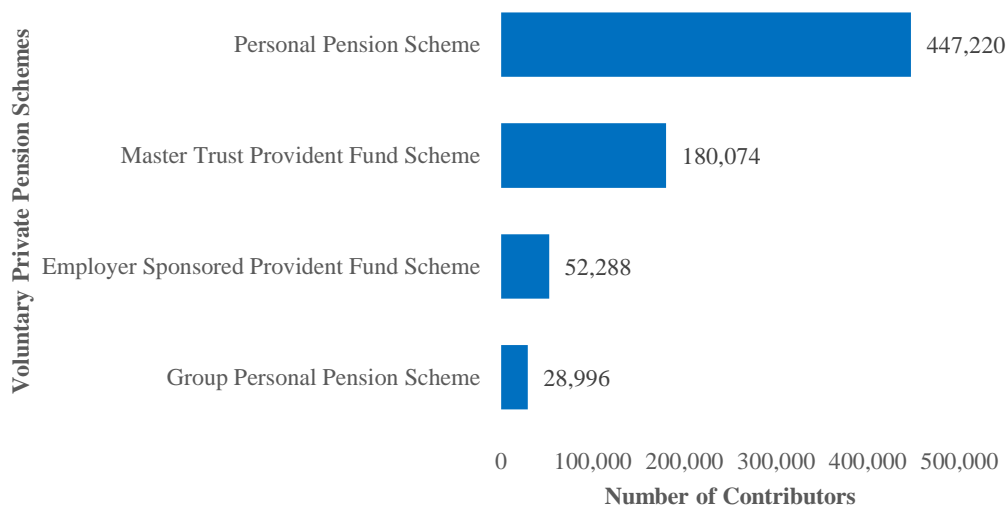
Out of the 179,433 registered establishments on the Tier-1 Pension Scheme, 75,978 representing 42 percent were active establishments, dormant establishments were 90,347 indicating 50 percent whereas closed down establishments were 13,108 — constituting 7 percent. Relative to the previous year, there was 22 percent, 13 percent and 1 percent rise in the number of active, dormant and closed down establishments — respectively — during the reporting period. Overall, compared to the preceding year, there were 16 percent more registered establishments during the reporting year. (See Figure 26)



**Figure 26: Classification of Establishments on Tier-1 Scheme (SSNIT)**

### ***Contributors to Voluntary Private Pension Schemes (Tier 3)***

The voluntary private pension schemes (tier-3) had a total of 708,578 contributors. The Personal Pension Scheme had the highest percentage of contributors (63%), followed by the Master Trust Provident Fund Scheme (25%), the Employer Sponsored Provident Fund Scheme (7%), and the Group Personal Pension Scheme with 4 percent — being the least. (See Figure 26)

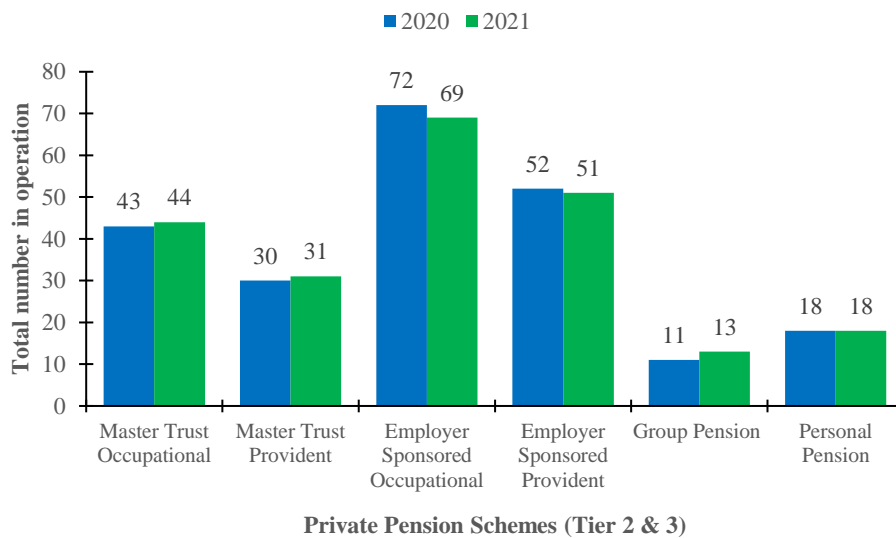


**Figure 27: Number of Contributors to Voluntary Private Pension Schemes (Tier 3)**



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

The total number of Private Pension Schemes under regulation in 2020 remained unchanged in 2021: Within the reporting period, the NPRA had 226 Private Pension Schemes under regulation. Same as the preceding year, the Employer Sponsored Occupational Pension Scheme and the Group Pension Scheme recorded the highest and lowest number in operation — respectively — in 2021. In terms of scheme categories, the Employer Sponsored Occupational Pension Scheme recorded the highest number of 69 in operation whereas the Group pension had the least number of 13 in operation. In comparison to the preceding year, there were more Private Pension Schemes in operation with the exception of Employer Sponsored Occupational Pension Scheme and Employer Sponsored Occupational Provident Scheme. (See Figure 28)



**Figure 28: Status of Private Pension Schemes (Tiers 1&2) as at 2021**

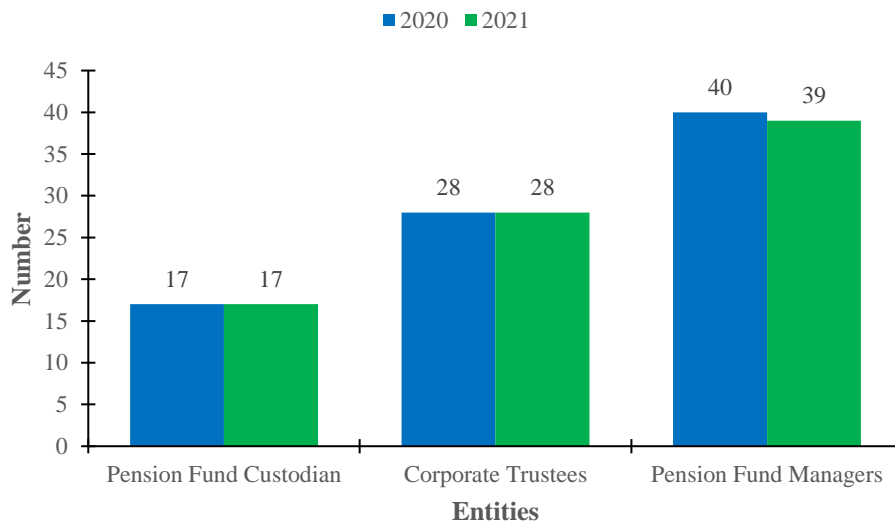
### ***Trustees and Service Providers of Privately Managed Pension Schemes (Tiers 2& 3)***

Corporate entities working in the private pensions sector include Pension Fund Custodians, Corporate Trustees, and Pension Fund Managers. Private managers of the mandatory Tier-2 and voluntary Tier-3 Schemes are Corporate and Individual Trustees. Additionally, Pension Fund Custodians and Pension Fund Managers serve as service providers for Corporate Trustees.

A total of 84 corporate entities — comprising 17 Pension Fund Custodians, 28 Corporate Trustees and 39 Pension Fund Managers — were in operation during the year under review: This represents 1.18 percent fall in the number of corporate entities in relation to the previous year. With the exception of Pension Fund Managers, the number of the remaining corporate entities in the preceding year remained the same during the period under review. The 226 Private Pension Schemes were administered by 28 Corporate Trustees and supported by 17



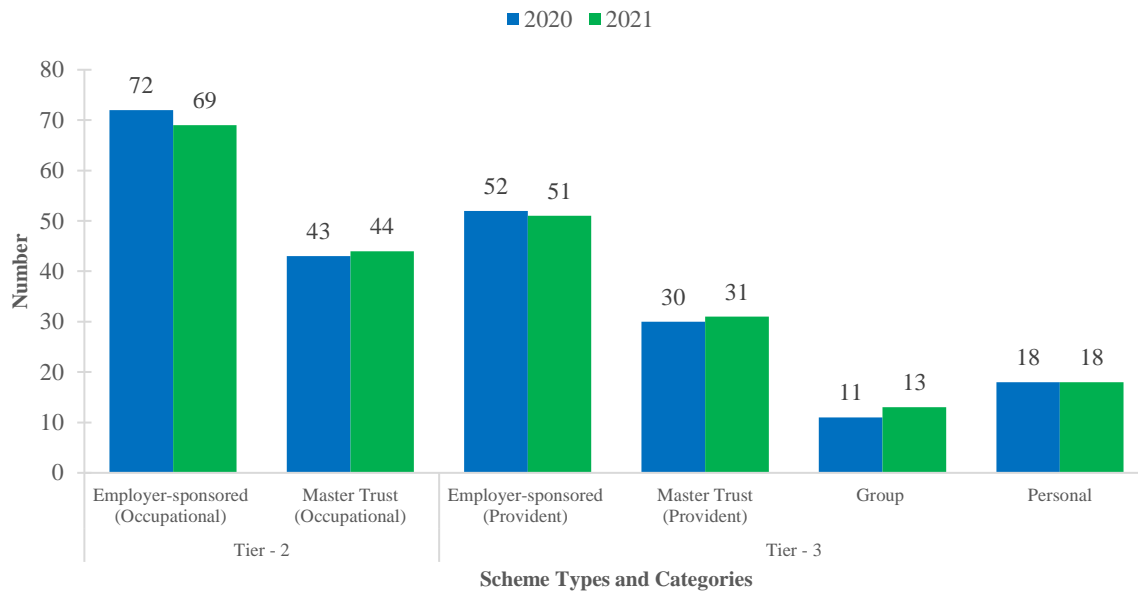
Pension Fund Custodians and 39 Pension Fund Managers as investment advisors within the year under consideration. (See Figure 29)



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

The Private Pension Scheme comprises Tier-2 Occupational Pension Scheme and Tier-3 Provident Fund and Personal Pension Schemes.

Cumulatively, the NPRFA had a total of 226 Private Pension Schemes under Tier 2 & 3 in operation in 2021: This comprises 113 Tier-2 Occupational Pension Schemes and 113 Tier-3 Private Pension Schemes. Out of the 113 Tier-2 Occupational Pension Schemes, 69 were Employer-Sponsored Occupational Pension Schemes whereas 44 were Master Trust Occupational Pension Schemes. With respect to the 113 Tier-3 Private Pension Schemes in regulation, 51 were Employer-Sponsored Provident Fund Schemes, 31 were Master Trust Provident Fund Schemes, 13 were Group Personal Pension Schemes and 18 were Personal Pension Schemes. Although the 2021 data reveals the same total number of Private Pension Schemes in regulation as with the previous year, the number of Tier-2 Private Pension Schemes in regulation within the year under review represent 1.74 percent fall whereas there was 1.80 percent increase in Tier-3 Private Pension Schemes in regulation relative to the base year. (See Figure 30)



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

### ***Coverage of Mandatory Scheme***

During the reporting period, the number of Active Establishments covered under Tier-1 and Tier-2 pension schemes were 75,978 and 65,544, respectively. The 2021 data reveals that 22 percent more Active Establishments were covered under Tier-1 Pension Scheme in relation to the base year. Additionally, Tier-1 Pension Scheme witnessed 6 percent growth in the number of active contributors from 1,633,505 in the base year. The Tier-2 and Tier-3 Pension Schemes had coverage of 3,229,031 and 708,578 active contributors, respectively. Overall, the year under review ended with 6,087,727 active contributors with 415,950 coming from the informal sector. (See Table 39)

**Table 39: Coverage of Mandatory Scheme**

Scheme	Active Establishments		Contributors	
	2020	2021	2020	2021
Tier - 1	62,472	75,978	1,633,505	1,734,168
Tier - 2		65,544		3,229,031
Tier-3		NA		708,578
Informal Sector		NA		415,950

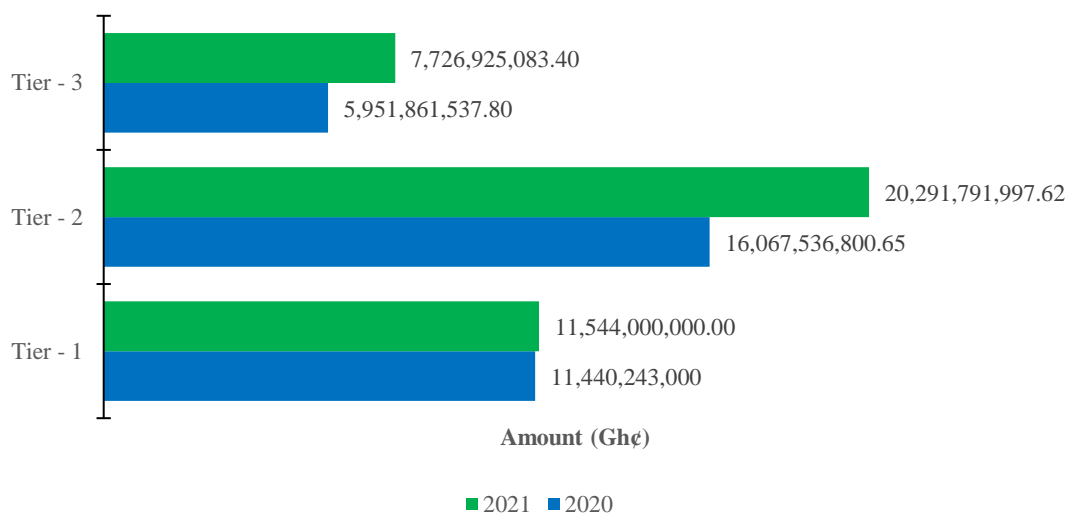
*NA = Not Available*



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

As at 2021, the total asset portfolio for the 3-Tier Pension Scheme totalled Gh¢39,562,717,081.02, depicting 18 percent growth over Gh¢33,459,641,338.45 in the previous year. The Asset Portfolio for Tier-1, Tier-2 and Tier-3 grew by Gh¢103,757,000.00, Gh¢4,224,255,196.97 and Gh¢1,775,063,545.60, respectively.

Tier-1 asset portfolio amounted to Gh¢11,544,000,000.00, indicating 29 percent of the total asset portfolio and 1 percent increase over that of the previous year. Additionally, Tier-2 recorded the highest percentage of (51%) asset portfolio within the year under review and 26 percent increase relative to the preceding year. Tier-3 had the least percentage (20%) of asset portfolio within the reporting year and 30 percent growth over the base year. (See Figure 31)



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

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

The Real Rate of Return on Investment (ROI) under the SSNIT Pension Scheme was 3.74 percent at the end of the period under review. This shows an increase in investment value compared to a value loss of 0.32 percent in 2020. (See Table 40)

**Table 40: Real Rate of Return on Investment (ROI)**

Scheme Type	Rate of Return (%)	
	2020	2021
Tier - 1 (SSNIT)	-0.32	3.74



### ***Benefits Payment under Tier 1, 2 & 3***

An amount of Gh¢4,747,790,474.47 was paid as benefits to 240,664 retired workers under the 3-Tier Pension Scheme in 2021. About 76 percent of the total amount (Gh¢3,628,000,000.00) was allocated to 225,768 Pensioners on Tier-1 pension scheme — indicating 94 percent of the total beneficiaries. Additionally, Gh¢766,745,877.00, representing 16 percent of the total amount, was allocated to 2,206 Pensioners on Tier-3 pension scheme whereas 12,690 retirees on Tier-2 pension scheme, constituting 5 percent, benefitted from the least amount of Gh¢353,044,597.47 — indicating 7 percent. (See Table 41)

**Table 41: Benefits Payment under the 3-Tier Pension Scheme**

<b>Pension Scheme</b>	<b>Number of Pensioners</b>	<b>Amount</b>
Tier 1	225,768	3,628,000,000.00
Tier 2	12,690	353,044,597.47
Tier 3	2,206	766,745,877.00
<b>Total</b>	<b>240,664</b>	<b>4,747,790,474.47</b>

### ***Performance of Pension Funds***

#### ***Growth of the Private Pension Fund***

The Private Pension Fund stood at Gh¢28,018,717,081.02 at the end of 2021. This indicates that the Private Pension Funds grew by Gh¢5,999,318,742.57 (27%) from Gh¢22,019,398,338.44 in the previous year. The growth of the Private Pensions Funds accounted for about 6.10 percent of GDP in 2021. (See Table 42)

**Table 42: Growth of the Private Pension Fund**

<b>Year</b>	<b>Trustees AUM</b>	<b>% of GDP (estimates)</b>
2020	22,019,398,338.44	ND
2021	28,018,717,081.02	6.10

*ND = No Data*

#### ***Growth of 3-Tier Scheme***

The 3-Tier Scheme grew by Gh¢39,562,717,081.02 in total in 2021. The 3-Tier Scheme increased by Gh¢6,103,075,742.58 (18%) between 2020 and 2021. Compared to 0.08 percent in 2020, the value of the 3-Tier Scheme accounted for 8.62 percent of GDP during the period under consideration. Additionally, the value of Tier-1 (SSNIT) was Gh¢11,544,000,000.00, a 1 percent increase over Gh¢11,440,243,000.00 in the preceding year. The Asset Under Management (AUM) under Tier 2 and 3 increased by Gh¢5,999,318,742.58 (27%) from Gh¢22,019,398,338.44 in the previous year. (See Table 43)



**Table 43: Growth of the 3-Tier Scheme**

<b>Year</b>	<b>SSNIT (Tier 1)</b>	<b>AUM (Tier 2 &amp; 3)</b>	<b>Total (Gh¢)</b>	<b>% of GDP (estimates)</b>
2020	11,440,243,000.00	22,019,398,338.44	33,459,641,338.44	0.08
2021	11,544,000,000.00	28,018,717,081.02	39,562,717,081.02	8.62

***CAP-30***

In total, 66,528 employees retired under CAP-30 in 2021. A minimum monthly pension paid to a retiree on the Controller and Accountant General's Department (CAGD) payroll in 2021 was Gh¢41.22. Within the same period, the total monthly expenditure on payment of pensions was Gh¢358,060,114.32 whereas a total of Gh¢ 84,369,559.95 was paid as lump sum, bringing the total expenditure to Gh¢442,429,674.27. (See Tables 44 and 45 below)

**Table 44: CAP-30 (CAGD Payroll)**

<b>Year</b>	<b>Number of Pensioners</b>	<b>Minimum Monthly Pension Payable (Gh¢)</b>
2021	66,528	41.22

**Table 45: Total Expenditure on Payment of Pensioners Under CAP-30**

<b>Year</b>	<b>Monthly Pension (Gh¢)</b>	<b>Lump Sum (Gh¢)</b>	<b>Total (Gh¢)</b>
2021	358,060,114.32	84,369,559.95	442,429,674.27





## 6.7 Youth Employment Agency

The YEA was established under the Youth Employment Act 2015 (Act 887), to oversee the development, coordination, supervision and facilitation of employment for the youth and related matters in Ghana.

### *Beneficiaries Modules*

In 2021, a total of 22,229 youth was engaged in the various modules/programmes run by the YEA. This indicates 0.5 percent decrease in relation to 22,349 youth in 2020. The data further reveals that, there was 0.6 percent and 0.4 percent decrease in male and female youth, respectively, engaged in the various modules as compared to 2020.

The 20-24 age group recorded the highest beneficiaries with 10,893 (7,413 males and 3,480 females) representing 49 percent. This was followed by the 25-29 age group with 7,680 beneficiaries comprising 4,660 males and 3,020 females, accounting for 35 percent. The 15-19 age group recorded the same number of male and female beneficiaries (741 males and 152 females) as with 2020. Within the year under review, there was no beneficiary within the 40-44 and 45-49 age groups as against 21 male and 8 female beneficiaries within the 40-44 and 45-49 age brackets, respectively, in 2020.

The Community Policing/Community Protection Personnel had the largest cohort of beneficiaries (9,358 males and 3,561 females) whereas the Youth in Sports had the least with 1,642 male and 348 female beneficiaries. With the exception of the Maize Flagship Project and Youth in Export modules, the remaining modules/programmes recorded the same number of beneficiaries for both 2021 and the base year. (*See Appendix 35*)

### *Beneficiaries by Sex*

A total number of 14,490 males representing 65.2 percent and 7,739 females indicating 34.8 percent benefitted from the various YEA modules. The Community Policing Assistant/Community Protection module engaged the highest number of 9,358 male beneficiaries making up 64.6 percent of the total male beneficiaries. Next to Community Policing Assistant/Community Protection module was the School Support and Youth in Sport modules with 3,490 and 1,642 male beneficiaries indicating 24.1 percent and 11.3 percent, respectively. On the other hand, the School Support module recorded majority of female beneficiaries (3,830), accounting for 49.5 percent, followed by 3,561 female beneficiaries indicating 46 percent in the Community Policing Assistant/Community Protection module, 348 females representing 4.5 percent in the Youth in Sports module. The Youth in Export and Flagship (Maize production) modules did not have any beneficiaries. All the modules but Flagship (Maize production) and Youth in Export modules, recorded the same number of male and female beneficiaries as with the base year. (*See Table 46*)

### *Beneficiaries by Age*

Similar to the previous year, majority (10,893) of the beneficiaries were 20-24 year: This made-up 49 percent of the total number of beneficiaries. Beneficiaries aged 25-29 years were 7,680



constituting 3.5 percent. The least number of 791 beneficiaries indicating 3.6 percent were 35-39 years. Aside the 15-19 age bracket, all the age groups recorded a fall in the number of beneficiaries relative to the previous year. There were no beneficiaries aged 45 years and above as with the base year. (See Table 47)

**Table 46: Beneficiary by Sex**

Modules	Male	Male	Female	Female
	2020	2021	2020	2021
Community Policing Assistant/Community Protection Personnel	9,358	9,358	3,561	3,561
School Support Module	3,490	3,490	3,830	3,830
Youth In Sports	1,642	1,642	348	348
Flagship (Maize Production)	75	0	25	0
Youth in Export	16	0	4	0
<b>Total</b>	<b>14,581</b>	<b>14,490</b>	<b>7,768</b>	<b>7,739</b>

**Table 47: Beneficiary by Age Group**

Age	Male	Male	Female	Female
	2020	2021	2020	2021
15-19 Years	741	741	152	152
20-24 Years	7420	7,413	3,484	3,480
25-29 Years	4677	4,660	3,033	3,020
30-34 Years	1144	1,112	861	860
35-39 Years	578	564	230	227
40-44 Years	21	0	8	0
45-60 Years & Above	0	0	0	0
<b>Total</b>	<b>14,581</b>	<b>14,490</b>	<b>7,768</b>	<b>7,739</b>

### **Job Centre**

During the reporting year, a total of 6,663 (4,286 males and 2,377 females) jobseekers applied to job vacancies at YEA, representing 14.8 percent more, in relation to 5,802 in 2020. As with the base year, the Greater Accra and Ashanti Regions together had more than 60 percent of jobseekers with 47.2 percent and 16.4 percent, respectively. The Ahafo Region had the least jobseekers with 0.6 percent. However, the YEA received a total of 1,029 job vacancies. Although the number of job vacancies represent only 15 percent of the number of jobseekers, it was 90 percent increase as compared to the 543 vacancies received in 2020. Over 70 percent of the job vacancies were in the Greater Accra (52.5%) and Ashanti Regions (18.8%) whereas 0.1 percent job vacancies were in the Eastern Region — being the least. All 16 regions posted job vacancy within the period under review as against 7 regions in the previous year. Out of



4,286 male and 2,377 female jobseekers, 576 males and 453 females were placed in jobs whereas the remaining 5,634 jobseekers (3,710 males and 1,924 females) were placed on live register. Relative to 2020, this indicates over 100 percent increase in job placement and 6 percent more jobseekers on the live register. The Greater Accra Region had the highest job placements with 52.5 percent, involving 308 males and 232 females whereas the Bono East Region had 0.3 percent (2 males and 1 female), being the least. (*See Appendix 36*)

By age disaggregation, the data further reveals that, unemployed people aged 25-34 years continue to dominate the number of jobseekers, relative to the base year. Within the period under review, the highest number of 3,881 job seekers (2,318 males and 1,563 females) were 25-34 years, representing 58.2 percent. This was followed by 1,926 jobseekers (1,345 males and 581 females) aged 20-24 years — making up 28.9 percent whereas 121 male and 50 female jobseekers within the 15-19 age bracket were the least with 2.6 percent. The number of job seekers registered for the year 2021 increased for all the age groups as compared to the previous year. Out of 576 males and 453 females placed in jobs, 717 (414 males and 303 females) aged 25-34 years recorded the highest placement, indicating 69.7 percent whereas the 15-19 age group recorded the least placement involving 21 males and 22 females, constituting 4.2 percent. Majority of job seekers in all the year group bracket were on the live register. (*See Appendix 37*)

The 1,029 job vacancies from employers were from 13 sectors of the economy. About 26.1 percent of the job vacancies, being the highest, were within the Insurance sector. A total of 119 males and 150 females were required to occupy job vacancies in the Insurance sector; however, the YEA presented 151 males and 175 females to fill the job positions. Additionally, about 11.8 percent job vacancies were from Service Providers, requesting 70 males and 51 females for employment. In response, the YEA presented 85 males and 21 females to occupy the job vacancies. The Press and Media as well as the Education Sector contributed 4.3 percent each — being the least. A total of 27 males and 17 females as well as 25 males and 19 females were expected to fill job vacancies within the Press and Media; and Education Sectors, respectively. To fill job vacancies within the Press and Media Sector, the YEA presented 28 males and 17 females whereas 26 males and 22 females were shortlisted to fill job vacancies within the Education Sector. Overall, out of the 1,281 jobseekers shortlisted by the YEA, 1,029 (80%) were successfully placed in jobs within the various sectors of the economy. (*See Appendix 38*)



## 6.8 Labour Complaints and Disputes Regulation

### *National Labour Commission*

The National Labour Commission was established under Section 135 of the Labour Act 2003, (Act 651) to facilitate and settle industrial disputes. The Commission adjudicates labour disputes and promotes harmonious industrial relations environment borne out of the firm understanding of, and committed compliance with the Labour Laws by social partners and stakeholders in industrial relations for employment sustainability and growth.

### *Complaints/Petitions Received*

A total of 638 complaints were received by the Commission within the year under consideration at the three regional offices. This represents 5.2 percent decrease in the number of complaints received by the NLC as compared to 673 complaints received in 2020. Majority (36%) of the complaints received within the period under review were related to unfair termination whereas 1 complaint was on workmen's compensation, representing 0.2 percent. Similar to 2020, the Greater Accra Regional Offices recorded the highest number of 518 complaints, representing 81 percent of the total complaints received by the NLC in 2021. This was followed by the Western Regional Office with 70 complaints, representing 11 percent, however – the Ashanti Regional Office had the least complaints (8 percent). Just as 2020, about 94 percent of the 78 dismissal complaints in 2021 were received by the Greater Accra Regional offices. Half of the 10 dismissal complaints recorded in 2020 by the Ashanti Regional Office were received in 2021. The Western Regional office received no complaint on dismissal as opposed 6 complaints within the base year. Complaints on dismissal received in 2021 were about 36 percent less than the 2020 figure.

In relation to 170 complaints received in the previous year, the 3 regional offices received 35 percent more complaints on unfair termination in 2021. Just like the previous year, the Greater Accra and the Ashanti Regional Offices received the highest and lowest complaints on unfair termination, respectively, in 2021.

All 15 complaints on retirement/end of service benefits were received by the Greater Accra Regional Office in 2021. This shows 52 percent decrease in comparison to 31 complaints received in the preceding year. Similarly, the only complaint on workmen's compensation was received by the Greater Accra Regional Office. This indicates 75 percent decrease in relation to 4 complaints received in 2020.

Complaints received on unpaid salaries in the year under consideration exceeded the 2020 figure by two (2). The Greater Accra Regional Office received the highest number of 132 complaints just as the previous year.

Furthermore, in relation to the preceding year, there was 26 and 14 percent decrease in complaints on redundancy and other matters such as poor condition of service, maternity protection and unfair labour practices, respectively. No medically related complaint was received in the reporting year as opposed to a complaint received by the Greater Accra Regional Office in 2020. (*See Appendix 39*)



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

Only 21 percent (15) of the 70 complaints/petitions received by the Western Regional Office were resolved whereas the remaining 79 percent (55) were outstanding. On average, this represents 14 percent fall in the rate of resolved complaints during the review period when compared to the preceding year. Furthermore, 44 percent (19) of the 43 complaints/petitions rolled over from previous years were settled in 2021. Contrary to the previous year, no complaint/petition on dismissal and severance pay/end of service benefit was received. Consequently there was no complaint/petition referred to committee for hearing nor adjourned. Overall, a total of 58 complaints/petition from both the previous year and the period under review were pending resolution. *(See Table 48)*

Out of the 50 complaints/petitions received by the Ashanti Regional Office, 34 percent were settled whereas 66 percent were outstanding. On average, this shows 19 percent increase in resolution rate in comparison to that of 2020. In addition, a total of 25 complaints/petitions rolled over from previous years were settled during the year under consideration. There was increase in deadlock cases from 12 in the previous year to 44 in the year under review. Also, 25 complaints/petitions from previous years were settled during the period under consideration. *(See Table 49)*

About 15.6 percent of the 513 complaints/petitions received by the Greater Accra Regional Office was resolved, however – 84.2 percent was outstanding. The remaining complaint/petition (0.2%) was referred to the Labour Department for redress. During the review year, although the Greater Accra Regional Office received less complaints/petitions in relation to the previous year, the number of complaints/petitions resolved in 2021 was 1 percent less than that of the previous year. The data further indicates that a total of 383 complaints/petitions were rolled over from the previous year and settled during the year under review. Just like 2020, most (34%) of the complaints/petitions received were related to unfair termination. Similar to the previous year, retirement/end of service complaints/petitions witnessed the highest resolution rate of 47 percent during the year under review. In relation to the preceding year, dismissal, retirement/end of service and redundancy witnessed lower resolution rates whereas unfair termination, unpaid salaries and other matters such as maternity protection, poor condition of service and unfair labour practices had higher resolution rate. The rest recorded the same resolution rate. *(See Table 50)*



**Table 48: Complaints/Petitions Received by Western Region**

Type	Total No. Received		Resolved/settled		Referred to Committee		Outstanding		Rollover cases from previous years	Adjourned Sine Die		Ongoing/pending cases		Rollover cases from previous years settled in 2021	Average Number of Days for settling disputes
	2020	2021	2020	2021	2020	2021	2020	2021	2021	2020	2021	2020	2021		
Dismissal	6	0	5	0	0	0	0	0	7	0	0	1	0	3	minimum 2 weeks and maximum 3 months
Unfair Termination	19	33	7	5	0	0	0	28	17	0	0	12	28	6	"
Unpaid Salaries	10	14	3	4	0	0	0	10	9	0	0	0	10	5	"
Redundancy	0	10	0	2	0	0	0	8	5	0	0	7	8	2	"
Severance Pay/End of Serv. Benefits	5	0	1	0	0	0	0	0	0	0	0	4	0	0	"
Others e.g. Maternity Protection, Poor Conditions of Service etc.	20	13	4	4	10	0	3	9	5	2	0	1	12	3	"
<b>Total</b>	<b>60</b>	<b>70</b>	<b>20</b>	<b>15</b>	<b>10</b>	<b>0</b>	<b>3</b>	<b>55</b>	<b>43</b>	<b>2</b>	<b>0</b>	<b>25</b>	<b>58</b>	<b>19</b>	



**Table 49: Complaints/Petitions Received by Ashanti Region**

Type	Total No. Received		Resolved/settled		Outstanding		Deadlock Cases from previous years		Referred to Labour Department		Rollover cases from previous years settled in 2021	Average Number of Days for settling disputes
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021		
Summary dismissal	10	5	0	2	8	3	2	9	0	0	4	minimum 2 weeks and maximum 3 months
Unfair Termination	17	19	7	5	6	14	4	20	0	0	12	"
Unpaid Salaries	11	9	5	4	6	5	0	7	0	0	3	"
Redundancy	0	4	0	2	0	2	0	2	0	0	2	"
Severance Pay/Retirement/End of serv. Benefit	14	0	1	0	10	0	3	3	0	0	2	"
Workmen's Compensation	1	0	0	0	0	0	0	0	1	0	0	"
Others e.g. Maternity Protection, Poor Conditions of Service etc.	9	13	2	4	4	9	3	3	0	0	2	"
<b>Total</b>	<b>62</b>	<b>50</b>	<b>15</b>	<b>17</b>	<b>34</b>	<b>33</b>	<b>12</b>	<b>44</b>	<b>1</b>	<b>0</b>	<b>25</b>	



**Table 50: Complaints/Petitions Received by Greater Accra Region**

Type	Total No. Received		Resolved/settled		Referred (labour department)		Outstanding		Withdrawal		Settled/Rollover cases from previous years settled in 2020	Settled/Rollover cases from previous years settled in 2021	Enforcement (Rollover/previous years cases)		Average Number of Days for settling disputes
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021			2020	2021	
Dismissal	105	73	27	12	0	0	78	61	0	0	69	68	4	10	minimum 2 weeks and maximum 3 months
Unfair Termination	134	177	25	35	0	0	109	142	0	0	98	110	10	15	"
Retirement/End of Service Benefits	11	15	7	7	0	0	4	8	0	0	21	25	0	0	"
Unpaid Salaries	132	132	14	14	0	0	118	118	0	0	57	57	0	0	"
Workmen's Compensation	3	1	0	0	2	1	0	0	1	0	0	0	0	0	"
Redundancy	54	26	9	2	0	0	45	24	0	0	19	25	0	0	"
Lay-off/Severance Pay	1	0	0	0	0	0	0	0	1	0	0	0	0	0	"
Medical	1	0	0	0	0	0	1	0	0	0	2	0	0	0	"
Others e.g. Maternity Protection, Poor Conditions of Service etc.	110	94	10	11	0	0	100	83	0	0	201	98	4	5	"
<b>Total</b>	<b>551</b>	<b>518</b>	<b>92</b>	<b>81</b>	<b>2</b>	<b>1</b>	<b>455</b>	<b>436</b>	<b>2</b>	<b>0</b>	<b>467</b>	<b>383</b>	<b>18</b>	<b>30</b>	

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





### ***Strikes Recorded by NLC***

At the regional level, a total of 16 strike cases were recorded in 2021, out of which 5 (32%) strike actions took place nationwide. This represents 45 percent increase in strike actions as compared to 11 in the previous year. Similar to the preceding year, half (50%) of the total strike actions recorded in 2021 took place in the Greater Accra Region, however – the Ashanti Region witnessed the least number of 1 strike action, indicating 6 percent. With the exception of the Ahafo Region, there was increase in strike actions in the Greater Accra, Ashanti and Northern Regions as well as nationwide by 14percent, 100 percent, 200 percent and 67 percent, respectively, in the period under review when compared to the previous year. *(See Table 51)*

**Table 51: Recorded Strikes by Region**

<b>Region</b>	<b>2020</b>	<b>2021</b>
Greater Accra	7	8
Ashanti	0	1
Northern	0	2
Ahafo	1	0
Nationwide	3	5
<b>Total</b>	<b>11</b>	<b>16</b>

The year 2021 witnessed a total of 16 different labour unions or institutions strike actions. This indicates 45 percent increase in labour unions or institutions as compared to 10 labour unions or institutions involved in 11 strike actions recorded in the preceding year. All the nationwide strikes recorded in the year under review were undertaken by labour unions or institutions related to the education sector. Only the Ghana Mineworkers Union (Accra) undertook strike actions in the preceding year and during the year under review. *(See Appendix 40)*

### ***Mediators***

The Commission resorts to arbitration and mediation as alternative dispute resolution mechanisms outside the judiciary courts. In 2021, a total of 162 cases were referred for mediation as compared to 11 cases referred in 2020, indicating more than 100 percent increase. The data further indicates that only 19 percent (31) of the cases referred for mediation were settled whereas the remaining deadlock cases, representing 81 percent (131), were referred to voluntary arbitration. Overall, the year under consideration witnessed more cases referred for mediation and settled. Some cases were referred for voluntary arbitration in relation to the preceding year; however, no case was withdrawn as opposed to 2 in the previous year. *(See Table 52)*

Same as the previous year, the period under review had a total of 83 mediators in the Greater Accra Region only, comprising 63 males and 20 females. *(See Table 53)*



**Table 52: Mediation Cases**

Number of cases referred to Mediation		No. Settled		Withdrawn		Deadlocked, referred to Voluntary Arbitration	
2020	2021	2020	2021	2020	2021	2020	2021
11	162	8	31	2	0	1	131

**Table 53: Gender Distribution of Mediators**

Sex	2020	2021
Male	63	63
Female	20	20
<b>Total</b>	<b>83</b>	<b>83</b>

### **Arbitrators**

Just as the previous year, the period under review had a total of 42 arbitrators in the Greater Accra Region only, comprising 30 males and 12 females. The number of cases referred for voluntary arbitration witnessed an increase from 8 in the previous year to 131 in the review year, representing more than 100 percent increase. Contrary to the previous year where all cases referred for voluntary arbitration were awarded, only 4 percent (5) of the 131 cases referred for voluntary arbitration in 2021 were awarded. (See Table 54 and 55)

**Table 54: Arbitration Cases**

Year	No. of Cases referred to Voluntary Arbitration	Award
2020	8	8
2021	131	5

**Table 55: Gender Distribution of Arbitrators**

Sex	2020	2021
Male	30	30
Female	12	12
<b>Total</b>	<b>42</b>	<b>42</b>



## 7.0 CONCLUSION

Government's commitment in achieving Goal 8 of the SDGs remains resolute, and the MELR is extremely engrossed in ensuring full employment and promoting decent work by 2030. This report provides an up-to-date statistical information of the activities undertaken by the Ministry's Departments and Agencies which is immensely useful for policy formulation as well as monitoring and evaluation.

The 2021 Statistical Report consists of administrative data in all the 16 regions across the country. Be it as it may, the data/statistics provided in this report is not a holistic representation of employment and labour-related issues in the entire country, but activities undertaken by all institutions under the MELR. Thus, the Report details and expatiates on the activities undertaken by the Ministry's Departments and Agencies in a bid to assess their performance and operations for better planning and policy decision-making.

In line with the Ministry's mandate of formulating policies on employment and labour issues, the RSIMD compiles and analyses data/statistics generated by the Ministry's Departments and Agencies to ensure the availability of employment and labour related data thereby maintaining a data bank for effective and efficient decision-making.

Furthermore, the continuous support by the GSS through the provision of guidance and resources under the Harmonizing and Improving Statistics in West Africa Project (HISWAP) will further strengthen the administrative data systems of the Ministry to ensure the production and dissemination of a broad range of high-quality official statistics which will aid in monitoring the progress of key indicators for an accelerated national development agenda.

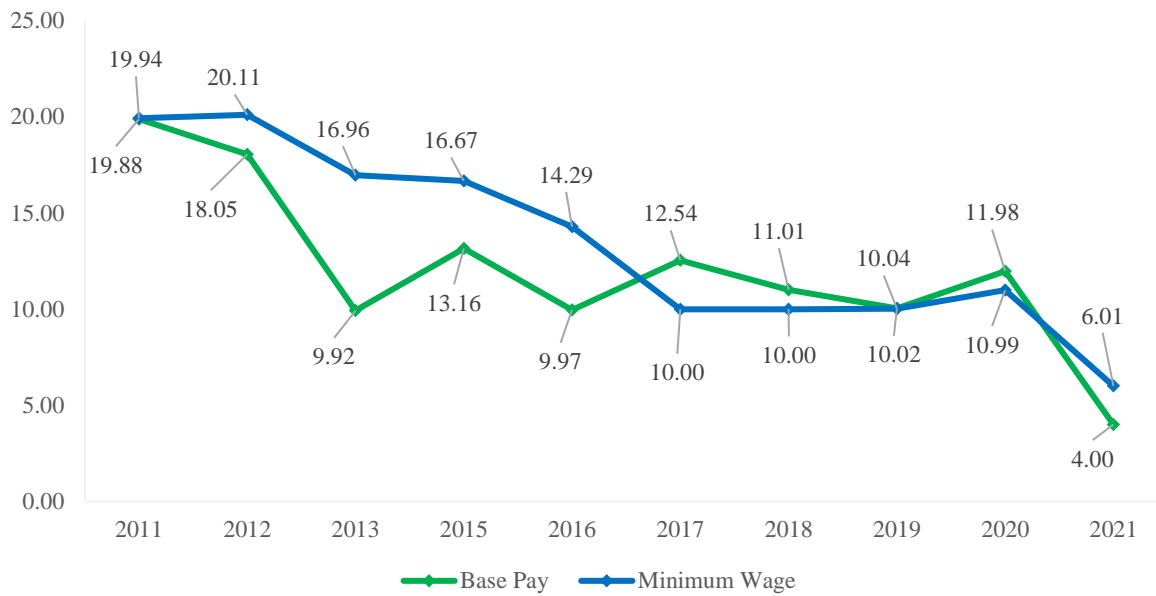
Subsequently, the active usage and monitoring of the GLMIS will enhance the availability of extensive administrative data/statistics on employment/labour related issues which would be of enormous benefit to the Ministry to continue to improve on successive statistical reports and also ensure timely and accurate labour market reports.



# APPENDICES



**Appendix 1: Pay Negotiation (percent increment) 2010-2021**



***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: Institutions migrated unto the SSSS**

S/N	Institutions	Number of Employees Migrated			
		2010	2011	2012	2013
1	Ghana Police Service	25,542			
2	National Commission for Civic Education	1,518			
3	Ghana Prisons Service	4,567			
4	Ghana Immigration Service	3,109			
5	Ghana National Fire Service	5,874			
6	Ghana Cooperative Council	13			
7	State Enterprises Commission	36			
8	Narcotics Control Board	106			
9	Abibigroma	23			
10	National Dance Company (Ghana Dance Ensemble)	41			
11	National Symphony Orchestra	39			
12	W. E. B. Dubois Memorial Centre	7			
13	Gratis Foundation	227			
14	National Board for Small Scale Industries	355			
15	Irrigation Company of Upper East Region (ICOUR)	147			
16	Centre for National Culture	904			
17	Folklore Board	5			
18	Centre for Scientific Research into Plant Medicine	171			
19	Kwame Nkrumah Memorial Park	16			
20	Ghana Museums and Monuments Board	260			
21	National Development Planning Commission	37			
22	Ghana Export Promotion Council	77			
23	Ghana News Agency	180			
24	Civilian Employees of Ghana Armed Forces	6,005			
26	National Theatre of Ghana	67			
27	National Media Commission	18			
28	Grains and Legumes Development Board	151			
29	Ghana Education Service		257,424		
30	National Disaster Management Organisation		1,813		
31	Water Resources Commission		31		
32	Ghana Broadcasting Corporation		2,093		
33	National Youth Council		405		
34	Ghana Institute of Languages		158		
35	Commission on Human Rights and Administrative Justice		758		
36	Northern Region Irrigation Project (NORRIP)		50		
37	National Road Safety Commission		51		



S/N	Institutions	Number of Employees Migrated			
		2010	2011	2012	2013
38	National Vocational Training Institute		774		
39	Opportunities Industrialisation Centre		105		
40	Ghana Highways Authority		1,846		
41	Tourist Board		225		
42	Public Service Commission		67		
43	Civil Service		11,000		
44	Local Government Service		32,000		
45	Judicial Service		5,079		
46	Kwame Nkrumah University of Science and Technology (KNUST) (Snr. Staff, Jnr. Staff and Snr. Members)		3,087		
47	University of Education (UEW) (Snr. Staff, Jnr. Staff and Snr. Members)		1,552		
48	University of Ghana (Legon) (Snr. Staff, Jnr. Staff and Snr. Members)		5,325		
49	University of Mines and Technology (UMAT) (Snr. Staff, Jnr. Staff and Snr. Members)		360		
50	University for Development Studies (UDS) (Snr. Staff, Jnr. Staff and Snr. Members)		1,297		
51	University of Cape Coast (UCC) (Snr. Staff, Jnr. Staff and Snr. Members)		4,061		
52	Ghana Standards Board		284		
53	Forestry Commission		3,828		
54	Veterinary Council		4		
55	Electoral Commission		1,389		
56	Wa Polytechnic		167		
57	Sunyani Polytechnic		415		
58	Bolga Polytechnic		207		
59	Tamale Polytechnic		447		
60	Accra Polytechnic		548		
61	Cape Coast Polytechnic		336		
62	Ho Polytechnic		394		
63	Koforidua Polytechnic		462		
64	Kumasi Polytechnic		535		
65	Takoradi Polytechnic		838		
67	Organisation of African Trade Union Unity (OATUU)		16		
66	Ghana Library Board		596		
68	CEDECOM		65		
69	Hydrological Service		75		
71	National Sports College		56		
70	Ghana Health Service		74,600		



S/N	Institutions	Number of Employees Migrated			
		2010	2011	2012	2013
72	Ghana Atomic Energy Commission		882		
73	Lands Commission (Lands Valuation Division)		639		
74	Jachie Training Centre		22		
75	Ghana Arm Forces Medical Personnel		1,281		
76	Non-Formal Education			2,765	
77	Veterinary Service			105	
78	National Sports Authority			419	
79	National Film and Television Institute (NAFTI)			58	
80	Office of the Administrator of Stool Lands			270	
81	Integrated Community Centres for Employable Skills (ICCES)			329	
82	Community Water and Sanitation Agency			208	
83	Institute of Professional Studies ((Snr. Staff, Jnr. Staff and Snr. Members)			278	
84	Government Technical Training Centre			30	
85	St. Theresa's Handicap Centre			28	
86	Ghana National Commission for UNESCO			8	
87	Environmental Protection Agency			278	
88	Ghana Cooperative College			9	
89	National Centre for Radiotherapy and Nuclear Medicine			20	
90	Law Reforms Commission			20	
91	Food and Drugs Board			383	
92	Council for Law Reporting			25	
93	Irrigation Development Authority			304	
94	National Commission on Culture			5	
95	National Service Secretariat			339	
96	National Labour Commission			38	
97	Ghana Institute of Journalism (jnr. and snr staff; snr members)			74	
98	African Peer Review Mechanism			11	
99	Pharmacy Council			89	
100	Postal and Courier Service			7	
101	Ghana Investment Promotion Centre			54	
102	Gaming Commission			13	
103	Hotel Catering and Tourism Training Institute			10	
104	Management Development and Productivity Institute			63	
105	National Population Council			89	
106	Nurses and Midwives Council			45	
107	Ghana Statistical Service			539	
108	Legal Aid Scheme			92	
109	Ghana Meteorological Agency (GMA)			476	





S/N	Institutions	Number of Employees Migrated			
		2010	2011	2012	2013
110	Attorney General's Department			156	
111	Bamboo and Rattan Development			4	
112	Council For Scientific and Industrial Research			3,720	
113	Medical and Dental Council			16	
114	National Accreditation Board				45
115	Traditional Medicine Council				26
116	Divestiture Implementation Committee				14
117	Ghana Association of University Administrators (GAUA)				723
117	Ghana Academy of Arts and Sciences				17
118	National Council for Tertiary Education				49
119	Ghana College of Physicians and Surgeons				12
120	National Board for Professional and Technician Examination (NABTEX)				34
121	Ghana Science Association				7
122	Energy Commission				62
123	Kofi Annan ICT				32
124	Public Procurement Authority				62
125	St John Ambulance				34
126	GH Book Development Council				10
127	AIDS Commission				50
128	All African Students Union				10
129	Architects Registration Council				5
130	Driver Vehicle Licensing Authority				347
131	Internal Audit Agency				51
132	Private Hospitals and Maternity Homes Board				1
133	St Joseph Orphanage				13
134	Encyclopedia Africana Project				8
135	Pan African Writers Association				2
136	Securities And Exchange Commission				45
137	Nat. Council on Persons with Disability				7
138	National Identification Authority				184
139	District Assemblies Common Fund				16
<b>Total</b>		<b>49,495</b>	<b>417,647</b>	<b>11,377</b>	<b>1,866</b>
<b>Grand Total</b>		<b>480,385</b>			



**Appendix 3: Institutions re-migrated onto the SSSS**

<b>Institutions</b>		<b>Number of Employees Migrated</b>	
<b>2020</b>	<b>2021</b>	<b>2020</b>	<b>2021</b>
Non-Formal Education Division	Non-Formal Education (Brong Ahafo only)	3,149	967
National Sports Authority	Ghana Communication Technology University	299	801
National Sports College	Wa Technical Universities	44	168
National Service Secretariat	Bolgatanga Technical Universities	328	233
African Peer Review Mechanism	Department of Integrated Community Centres for Employable Skills	49	400
Ghana Tourism Authority	National Council for Curriculum & Assessment (NaCCA)	185	28
Land Use and Spatial Authority	National Vocational Training Institute (NVTI)	394	785
National Premix Fuel Secretariat	Opportunity Industrialization Centres, Ghana	38	12
National Inspectorate Board	National Labour Commission	18	50
National House of Chiefs	National Teaching Council	476	32
<b>Total</b>		<b>4,980</b>	<b>3,476</b>



**Appendix 4: Number of SSSS grievances resolved and outstanding**

Resolved				Outstanding			
Type of grievance		Institution(s)		Institution (s)		Service Classification	
2020	2021	2020	2021	2020	2021	2020	2021
Negotiation of Collective Agreement	CoS/ Allowances	GRNMA	Health Services Workers Union	TEWU (Public Universities)	TEWU of Public Universities	education tertiary	education tertiary
		TEWU (GES)	Ghana Enterprises Agency	Senior Staff Association	Senior Staff Association (Universities of Ghana)	education tertiary	education tertiary
		WRC		NBSSI	University Teachers' Association of Ghana	PPPSARS	education tertiary
		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	



Appendix 5: Regional Distribution of Vacancies notified by Industry, 2020-2021

Region	Professional, Technical and Related Workers		Administrative and Managerial Workers		Clerical and Related Workers		Sales workers		Service Workers		Agriculture, Animal Husbandry, Forestry workers, Fisherman and Hunters		Production and Related workers, Transport equipment opts & Labourers		Activities not adequately defined	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Greater Accra	13	3	0	0	0	0	58	15	0	71	0	0	116	133	94	341
Eastern	10	0	0	0	0	0	0	0	16	17	0	0	1	47	10	89
Central	4	1	0	0	0	0	6	0	25	0	4	15	17	5	26	21
Western	0	0	0	3	0	2	2	0	0	4	0	1	9	0	0	0
Ashanti	9	0	3	0	1	0	2	7	22	10	0	5	25	3	15	6
Ahafo	17	2	2	10	2	5	0	0	11	17	0	10	26	2	31	17
Northern	0	0	0	0	0	0	0	0	2	0	0	0	0	3	0	1
Upper East	4	0	0	0	0	0	0	0	6	0	0	14	0	2	0	14
Upper West	0	0	0	0	0	9	0	4	0	0	0	0	0	10	0	4
Volta	0	1	0	1	0	0	0	84	11	0	0	0	0	5	0	78
Western North	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Savannah	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Oti	0	0	0	0	0	0	0	0	3	0	0	0	0	4	0	2
Bono	5	2	1	33	1	6	1	247	13	0	2	0	10	0	0	81
Bono East	0	0	0	0	0	46	2	0	54	13	2	16	10	35	7	129
North East	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>62</b>	<b>9</b>	<b>6</b>	<b>47</b>	<b>4</b>	<b>68</b>	<b>71</b>	<b>357</b>	<b>163</b>	<b>132</b>	<b>8</b>	<b>61</b>	<b>214</b>	<b>249</b>	<b>183</b>	<b>783</b>



**Appendix 6: Regional Distribution of Live Register (Unemployment) by Age Group**

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	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Greater Accra	68	92	56	54	101	89	53	65	132	104	27	17	33	47	8	31	4	32	0	23
Eastern	5	33	9	14	7	43	5	22	3	20	5	13	2	6	2	9	0	2	0	3
Central	16	15	10	9	21	24	14	18	41	10	2	6	1	9	0	1	1	6	0	0
Western	74	25	21	4	76	14	11	17	36	11	9	7	6	6	10	2	0	9	0	0
Ashanti	14	34	23	6	20	26	15	13	28	15	8	4	5	14	2	0	1	7	0	0
Ahafo	11	10	18	8	12	11	16	8	4	4	20	2	2	3	1	2	0	2	0	0
Northern	0	27	0	3	0	15	0	3	0	5	0	1	0	1	0	1	0	0	0	0
Upper East	16	7	12	1	24	10	13	3	9	4	1	0	3	3	0	0	2	0	0	0
Upper West	0	4	0	9	0	5	0	7	0	2	0	3	0	1	0	0	0	0	0	0
Volta	5	5	0	0	7	8	0	0	8	0	0	0	6	3	0	0	1	0	0	0
Western North	14	69	0	17	11	83	1	11	17	32	0	5	3	11	0	2	1	12	0	1
Savannah	0	4	0	0	0	7	0	0	0	3	0	0	0	1	0	0	0	0	0	0
Oti	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bono	18	87	4	47	21	75	12	51	16	31	7	15	6	7	3	9	2	5	0	6
Bono East	8	6	2	11	13	7	5	15	17	5	3	9	3	2	1	4	2	0	0	0
North East	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>249</b>	<b>418</b>	<b>155</b>	<b>183</b>	<b>313</b>	<b>418</b>	<b>145</b>	<b>233</b>	<b>311</b>	<b>246</b>	<b>82</b>	<b>82</b>	<b>70</b>	<b>114</b>	<b>27</b>	<b>61</b>	<b>14</b>	<b>75</b>	<b>0</b>	<b>33</b>



**Appendix 7: Employment Market by PEAs (Local Job Placement)**

Occupation	Male		Female	
	2020	2021	2020	2021
Dockers	118	1,770	0	0
2nd Dockers Headman	76	0	0	0
1st Dockers Headman	123	0	0	0
Retail Sales Manager 1	2	29	0	15
Retail Sales Manager 11	0	0	0	0
Micro Finance Manager	0	0	0	0
Stores Manager	15	15	0	0
Head Customer	0	0	0	0
Warehouse Manager	60	2	24	0
Marketing Executive	10	0	4	0
Controller	1	2	3	0
Fleet Manager	0	0	0	0
Sales Manager	24	2	41	0
Temporary Sales Manager	0	0	0	0
Transport Manager	1	1	0	0
Fuel Station Manager	0	0	0	0
Health & Safety Manager	0	1	0	0
Sales Director	75	0	65	0
Customer Manager	0	0	0	0
Branch Manager	1	0	0	0
General Manager	1	0	0	0
Project Manager	2	2	0	0
Medical Practice Manager	0	0	0	0
HR Officer/Manager	33	5	8	3
IT Consultant	56	3	43	0
IT Professional	5	4	12	4
House Manager	2	0	12	0
Operations Manager	13	0	23	0
Data Analyst	19	0	23	0
C. Sharp Manager	0	0	0	0
Credit Controller	5	2	8	0
Country Sales Manager	15	0	14	0
Cluster Sales Manager	6	0	0	0
Skills Manager	0	0	0	0
Finance Manager	45	3	3	1
Finance Controller	13	0	2	0
Restaurant Manager	23	3	12	17
Practice Manager	0	0	3	0



Occupation	Male		Female	
	2020	2021	2020	2021
Banker	0	100	1	91
Bulk Tellers	0	0	0	0
Verification Officers	0	0	0	0
Tellers	1	161	2	140
Customer Service/Care	5	33	13	75
Support Staff	54	51	21	26
Sales Executive	12	0	25	0
Supply Chain Managers	6	0	12	0
Sales Rep	126	537	32	394
In-House Logistics Officers	3	6	1	1
Sales Office	186	0	11	0
KYC Officer	0	13	0	12
Branch Processing Officer	1	0	3	0
Insurance Officer	0	0	0	0
Real Estate Developer	5	0	1	0
Teacher	32	3	44	0
Rural Merchandiser	0	0	0	0
Able Seaman	51	56	0	0
Busom	23	6	0	0
Oiler	17	5	0	0
Sales/Marketing Officer	59	0	36	0
Administrator	35	23	5	23
Mechanical Engineer	1	46	0	4
Mechanical Technician	0	4	0	0
Electrical Technician	12	8	0	0
Technician	2	31	0	0
Admin Secretary	0	0	4	0
Admin Assistant	3	0	10	0
Opts/Maintenance Officer	2	0	0	0
Promoter	3	0	6	0
Accountant	17	16	3	8
Electrical Engineer	43	0	0	0
Health & Safety Officer	45	0	0	0
Marketing Officer	13	0	8	0
Marketing Assistant	54	0	2	0
Personal Assistant	0	0	0	0
NOC. Executive	0	0	0	0
Data Ambassadors	0	0	0	0
Call Centres Officers	45	0	2	0
Househelps	0	0	408	0
Cash Opt.	1	3	0	0
Driver/Dispatch Rider	14	0	0	0
Dispatch Rider	6	0	0	0
Mobile Support	2	0	0	0



Occupation	Male		Female	
	2020	2021	2020	2021
Opts Assistant	0	0	0	0
Front Desk Executive	1	3	5	7
Finance & Admin Manager	23	1	1	0
Accountant/Finance Officer	0	20	0	20
Transport Officer	4	0	9	0
Sampling/Sales/Marketing Officer	49	0	4	0
Warehouse Keeper	2	0	3	0
Fuel/Service Attendants	7	0	0	0
Station Supervisor	2	0	1	0
Logistics Supervisor	0	0	0	0
Maintenance Supervisor	0	0	0	0
Lub. Sales Executive	2	0	0	0
Accounts Payable Officer	0	10	0	3
Pay Roll Ser. Officer	0	0	0	0
Collection Officer	0	30	0	23
Chief Executive Officer	0	0	0	0
Facilities Assistant	24	0	1	0
Stores Officer	2	23	154	0
Housekeeper	15	2	0	53
Pipe Handler	654	81	51	0
Helpers	15	0	2	0
Yard Assistant	27	0	0	0
Crewing Officer	16	0	9	0
Mineral Lab. Assistant	5	8	0	4
Painter	10	4	0	0
Mechanic	24	36	3	7
Lab Technician	8	27	0	10
Civil and Structure Prof.	62	0	47	0
Washer	1	0	0	0
Corporate Sales Officer	0	0	0	0
Lead Generator	0	3	0	4
Pos. Executive	41	0	37	0
Secretary	0	0	0	0
In-Plant Teller	3	0	21	0
Processing Assistant	1	0	23	0
Contact Centre Rep	128	0	0	0
Loaders	987	32	140	0
Factory Hands	0	1,141	0	665
Kiosic Agent	2	0	5	0
Steward	97	5	0	2
Welders	0	167	0	0
Channel Developer	543	0	12	0
Caterers/Chefs/Cooks	93	3	0	1
Electrician	0	119	0	0





Occupation	Male		Female	
	2020	2021	2020	2021
Modern Trade Assistant	161	0	22	0
Ware House Assistant	145	0	18	0
Supervisor	23	206	0	54
Plant Supervisor	187	0	14	0
Cleaner/Gardener	113	7	0	30
Driver	224	423	0	0
Masons	0	60	0	0
Mooring	0	0	0	0
Tally Clerk	4	115	0	66
Civil Workers	0	0	0	0
Stevedore Driver	67	0	0	0
Forklift Operator	16	103	0	0
Auto Electrician	2	0	2	0
Record Clerk	99	0	0	16
Heavy Duty Driver	19	0	0	0
Foreman	38	58	0	0
Forklift Opt/Heavy Duty	0	6	0	0
Crane Opt	0	0	0	0
Office Staff	0	0	0	0
Janitor	3	0	0	24
Rewinder	23	0	0	0
Moulder Operator	34	0	0	0
Barriman	36	0	0	0
Cutter	0	0	0	0
Melter	0	0	0	0
Machinist	4	0	0	0
Induction Furnace Man	0	0	0	0
IT Officer	0	1	0	0
Fish Health Officer	0	1	0	0
Fishing	0	10	0	0
Floor Hands	0	5	0	0
HSE SPV	0	2	0	0
Liaison Officer	0	4	0	0
Land TnT Specialist	0	1	0	0
Marine Supervisor	0	1	0	0
Medical Liaison	0	1	0	0
Motormen	0	2	0	0
Nanny	0	0	0	54
Net Master	0	1	0	0
Office Administrator	0	0	0	1
Office Assistant	0	0	0	10
Project Coordinator	0	0	0	1
Quantity Surveyor	0	1	0	0
Receptionist	0	0	0	10



Occupation	Male		Female	
	2020	2021	2020	2021
Resident Project Facilitator	0	0	0	1
Rigs Admins	0	0	0	3
Roustabouts	0	6	0	0
Sales Officer	0	12	0	9
Sales Representative	0	2	0	2
Sales Team Lead	0	1	0	0
Seaman	0	31	0	0
F Guard	0	1	0	1
Service Advisor	0	1	0	0
Shipping Officer	0	1	0	0
Storekeeper	0	2	0	20
Transport Dispatcher	0	1	0	0
Travel Officer	0	0	0	1
Treasury Executive	0	1	0	0
Warehouse Supervisors	0	2	0	0
Seafarer	0	5	0	0
HR Business Partner	0	1	0	0
Direct Sales Supervisors	0	25	0	15
Shop Executives	0	5	0	10
Business Intelligence Executive	0	10	0	0
HVC Account Manager	0	20	0	20
Team Lead	0	22	0	13
BDE's	0	8	0	6
KYC Executive	0	2	0	8
Customer Service Representative	0	12	0	42
Product Experience Executive	0	11	0	0
Marine Navigators	0	2	0	0
Marine Engineers	0	2	0	0
Marine Chief Officers	0	2	0	0
Marine Mechanics	0	2	0	0
Marine Cooks	0	2	0	0
Bosun	0	2	0	0
Welding Inspectors	0	1	0	0
Coating Inspectors	0	1	0	0
Labourer	0	1	0	0
Carpenters	0	4	0	0
Steel Benders	0	11	0	0
Cooks	0	1	0	29
Mechanics	0	13	0	0
2nd Mate	0	3	0	0
Cash Boys	0	3	0	0
IT Developer	0	1	0	0
<b>Total</b>	<b>5,669</b>	<b>5,902</b>	<b>1,534</b>	<b>2,059</b>



Appendix 8: Regional Distribution of Workplace Complaints/Disputes

Region	Recorded				Resolved				Referred				Outstanding			
	Male		Female		Male		Female		Male		Female		Male		Female	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Greater Accra	126	57	73	21	119	14	63	13	0	2	0	0	7	41	10	8
Eastern	16	0	3	0	16	0	3	0	0	0	0	0	0	0	0	0
Central	75	4	31	1	67	1	31	0	0	0	0	0	8	3	0	1
Western	34	45	19	10	32	30	19	6	0	1	0	0	2	14	0	4
Ashanti	26	4	10	0	24	4	9	0	0	0	0	0	2	0	1	0
Ahafo	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Northern	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Upper East	5	0	5	0	5	0	5	0	0	0	0	0	0	0	0	0
Upper West	10	0	13	0	8	0	11	0	0	0	0	0	2	0	2	0
Volta	9	0	0	0	0	1	0	0	0	0	0	0	9	0	0	0
Western North	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Savannah	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Oti	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bono	37	0	6	0	35	0	5	0	0	0	0	0	2	0	1	0
Bono East	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
North East	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>338</b>	<b>110</b>	<b>160</b>	<b>32</b>	<b>306</b>	<b>50</b>	<b>146</b>	<b>19</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>32</b>	<b>58</b>	<b>14</b>	<b>13</b>



**Appendix 9: Workplace Complaints/Disputes by Industry Group**

Industry Group	Recorded		Resolved		Referred		Outstanding	
	2020	2021	2020	2021	2020	2021	2020	2021
Agric, Hunting, Forestry and Fishing	32	15	32	7	0	0	0	8
Mining and Quarry	89	18	76	11	0	0	13	7
Manufacturing	42	0	30	0	0	0	12	0
Electricity/Gas and water	139	35	135	11	0	0	4	24
Construction	12	50	12	36	0	3	0	11
Wholesale and Retail Trade, Restaurant and Hotel	0	0	0	0	0	0	0	0
Transport/Shortage and Communication	37	0	34	0	0	0	3	0
Financing, Insurance, Real Estate and Business Services	147	22	133	5	0	0	14	17
Community, Social and Personal Services	0	2	0	0	0	0	0	2
Activity not Adequately defined	0	0	0	0	0	0	0	0
<b>Total</b>	<b>498</b>	<b>142</b>	<b>452</b>	<b>70</b>	<b>0</b>	<b>3</b>	<b>46</b>	<b>69</b>

**Appendix 10: Redundant Workers compensated by Industry**

Industry	No. Recorded		No. Compensated		Amount Paid (Gh¢)	Amount Outstanding (Gh¢)
	Male	Female	Male	Female		
Agric, Hunting, Forestry and Fishing	175	25	56	13	91,173.15	173,096.60
Mining and Quarry	0	0	0	0	0	0
Manufacturing	233	142	102	37	45,400.69	77,083.19
Electricity/Gas and water	0	0	0	0	0	0
Construction	25	0	25	0	53,055.79	0
Wholesale and Retail Trade, Restaurant and Hotel	92	200	46	76	99,206.31	237,444.61
Transport/Shortage and Communication	47	12	23	7	58,212.14	56,271.74
Financing, Insurance, Real Estate and Business Services	275	175	125	75	5,904,467.34	5,904,467.34
Community, Social and Personal Services	499	331	434	217	855,158	235,135.61
Activity not Adequately defined	1,002	382	659	231	824,212.53	457,483.47
<b>Total</b>	<b>2348</b>	<b>1267</b>	<b>1470</b>	<b>656</b>	<b>7,930,885.95</b>	<b>7,140,982.56</b>



**Appendix 11: Regional Distribution of Labour Clearance Certificates Issued**

<b>Region</b>	<b>2020</b>	<b>2021</b>
Greater Accra/ Head Office	3,240	756
Eastern	1,051	66
Central	87	0
Western	121	85
Ashanti	178	24
Ahafo	21	53
Northern	56	10
Upper East	5	0
Upper West	0	0
Volta	0	9
Western North	0	15
Savannah	0	0
Oti	0	0
Bono	792	48
Bono East	0	0
North East	0	0
<b>Total</b>	<b>5,551</b>	<b>1,066</b>

**Appendix 12: Labour Clearance Certificates issued by Industry**

<b>Industry</b>	<b>2020</b>	<b>2021</b>
Agric, Hunting, Forestry and Fishing	0	0
Mining and Quarry	0	0
Manufacturing	67	54
Electricity/Gas and water	345	0
Construction	3,937	855
Wholesale and Retail Trade, Restaurant and Hotel	0	157
Transport/Shortage and Communication	76	0
Financing, Insurance, Real Estate and Business Services	317	0
Community, Social and Personal Services	809	0
Activity not Adequately defined	0	0
<b>Total</b>	<b>5,551</b>	<b>1,066</b>



#### Appendix 13: Strike Action by Industry

<b>Industry</b>	<b>2020</b>	<b>2021</b>
Agric, Hunting, Forestry and Fishing	0	0
Mining and Quarry	3	0
Manufacturing	1	0
Electricity/Gas and water	0	0
Construction	0	2
Wholesale and Retail Trade, Restaurant and Hotel	0	0
Transport/Shortage and Communication	2	0
Financing, Insurance, Real Estate and Business Services	1	0
Community, Social and Personal Services	4	0
Activity not Adequately defined	0	5
<b>Total</b>	<b>11</b>	<b>7</b>

#### Appendix 14: Strike Action by Labour Unions/Institutions

<b>Labour Unions/Institutions</b>	<b>2021</b>
GNAT	0
GHOPSA	0
TEWU	1
Senior Staff Association-University of Ghana	2
Ghana Association of Lab. Scientist	1
Technical Universities Teachers Association of Ghana	1
CHIGO Construction	1
JSC Construction	1
<b>Total</b>	<b>7</b>



**Appendix 15: Registration of New Premises by Industry**

<b>Industry</b>	<b>2020</b>	<b>2021</b>
Assembling	0	2
Asphalt Production Plant	0	1
Banking	0	10
Blow Moulding	0	1
Block Moulding	0	1
Construction/Civil Eng.	2	13
Cleaning and Janitorial Services	0	1
Cold Storage	0	1
Cannery	0	2
Automobile/Transportation	1	3
Cyber Security	0	1
E-Waste Processing	0	1
Energy	0	2
Engineering And Maintenance	0	2
Imports And Exports	0	2
Metal Fabrications	11	3
Freight Forwarding	0	3
Fuel Dispenser	0	7
Garments	0	4
Generation and Transmission	0	2
Grinding	0	1
Haulage	0	5
I.T Services	0	0
Inland	0	0
Lifting	0	1
Oil and Gas	178	285
Other Miscellaneous Industries	47	11
Manufacturing	0	28
Maritime	0	1
Motor Bike	0	1
Offices	5	2
Processing	0	8
Packaging	0	3
Production	0	22
Physical Security	0	1
Power	0	3
Procurement	0	1
Recycling	6	5
Rufuse	0	1
Retail and Sales	0	6
Sawmilling	1	1
Screw Mesh	0	0
Shore Catering	0	0
Stevedoring	0	3



<b>Industry</b>	<b>2020</b>	<b>2021</b>
Shopping Mall	0	1
Storage	0	3
Stocking	0	2
Supply	0	1
Tanker Yard	0	1
Telecommunication	2	1
Testing	0	1
Warehousing	12	11
Waste Management	0	5
Water Treatment	0	1
Wholesale	0	1
Ports and Docks	0	0
Cement/Concrete Products	0	0
Distilleries	1	0
Breweries	0	0
Paper Conversion/Printing	2	1
Textiles	0	0
Iron and Steel	1	0
Chemicals/Pharmaceuticals	2	0
Laundering	2	0
Flour and other Milling	0	0
Light Metallic Product	2	0
Meat Products	0	0
Fruit Processing	8	0
Plastics/Rubbers	40	0
Mineral/Sachet Water Production	31	0
Restaurant	4	0
Food Manufacturing	4	0
Furniture	1	0
<b>Total</b>	<b>363</b>	<b>480</b>





**Appendix 16: Number of inspection visits to Registered Premises by Industry**

<b>Industry</b>	<b>2020</b>	<b>2021</b>
Oil & Gas	769	814
Warehousing	56	112
Food/Fruit Processing	102	24
Plastics/Rubbers	205	11
Saw milling	15	104
Recycling waste	131	25
Construction/Civil Engineering	62	13
Telecommunication/Elect. Eng.	29	114
Mineral/Sachet Water Production	316	403
Restaurant	44	219
Energy	20	85
Offices/Shops	72	0
Food Manufacturing	56	0
Furniture	18	0
Metal Fabrication	57	0
Ports and Docks	4	0
Cement/Concrete Products	22	41
Distilleries	29	0
Breweries	6	207
Paper Conversion/Printing	68	102
Textiles/Dressmaking	18	57
Iron and Steel	11	212
Chemicals/Pharmaceuticals	42	97
Laundering	12	74
Flour and other Milling	9	35
Automobiles/Transportation	15	96
Light Metallic Product	52	66
Meat Products	42	146
Other Miscellaneous Industries	394	26
<b>Total</b>	<b>2,676</b>	<b>3,083</b>



**Appendix 17: Gender Distribution of Reported Accidents**

Age in Years	Male	Male	Female	Female
	2020	2021	2020	2021
15 - 24	6	7	2	2
25 - 34	3	6	0	4
35 - 44	4	1	3	3
45 - 54	3	0	1	0
55+	2	0	0	0
<b>Total</b>	<b>18</b>	<b>14</b>	<b>6</b>	<b>9</b>

**Appendix 18: Severity of Reported Accidents**

Age in Years	Fatal				Non-fatal			
	Male	Male	Female	Female	Male	Male	Female	Female
	2020	2021	2020	2021	2020	2021	2020	2021
15 - 24	0	0	0	0	6	7	2	2
25 - 34	0	1	0	0	3	5	0	4
35 - 44	0	0	0	0	4	1	3	3
45 - 54	0	0	0	0	3	0	1	0
55+	0	0	0	0	2	0	0	0
<b>Total</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>13</b>	<b>6</b>	<b>9</b>



**Appendix 19: Industry classification of Severity of Reported Occupational Accidents**

Type of Industry	Severity of Accidents							
	Non-Fatal				Fatal			
	Male	Male	Female	Female	Male	Male	Female	Female
	2020	2021	2020	2021	2020	2021	2020	2021
Cotton	0	0	0	0	0	0	0	0
Clay, Stone, Lime and Cement	0	0	1	0	0	1	0	0
Iron, Steel and other Metal Rolling	6	3	1	0	0	0	0	0
Motor Vehicles (Motor Cycles, Cars)	0	0	0	0	0	0	0	0
Sawmills, joinery and general woodworking	0	0	0	0	0	0	0	0
Textiles printing, Bleaching and Dyeing	1	0	1	0	0	0	0	0
Rubber trades	3	0	0	0	0	0	0	0
Flour & other milling	0	2	0	0	0	0	0	0
Tobacco and Matches	0	0	0	0	0	0	0	0
Alcoholic drink	0	0	1	0	0	0	0	0
Soap, Starch, Candles	0	0	0	0	0	0	0	0
Docks	0	0	0	0	0	0	0	0
Building Operations	1	0	0	0	0	0	0	0
Construction	0	6	0	0	0	0	0	0
Packaging	1	0	0	0	0	0	0	0
Oil/Gas	1	0	0	0	0	0	0	0
Other miscellaneous industries	5	2	2	9	0	0	0	0
<b>Total</b>	<b>18</b>	<b>13</b>	<b>6</b>	<b>9</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>



**Appendix 20: Causes of Reported Occupational Accidents**

Cause	Severity of Accidents							
	Fatal				Non-Fatal			
	Male	Male	Female	Female	Male	Male	Female	Female
	2020	2021	2020	2021	2020	2021	2020	2021
Lifting Machinery	0	1	0	0	1	0	0	0
Milling Machines	0	0	0	0	0	0	0	0
Power Presses	0	0	0	0	1	0	0	0
Circular Saws	0	0	0	0	0	0	0	0
Vertical Spindle Moulding Machine	0	0	0	0	0	0	0	0
Other Woodworking	0	0	0	0	0	0	1	0
Other Power Driven Machinery	0	0	0	0	2	0	0	0
Electricity	0	0	0	0	2	0	0	0
Explosions	0	0	0	0	2	0	0	0
Molten Metal: Other Hot or Corrosive Substances	0	0	0	0	0	3	0	0
Struck by a falling body	0	0	0	0	0	0	0	0
Persons falling	0	0	0	0	0	0	1	0
Stepping or striking against objects	0	0	0	0	1	0	0	3
Handling goods or articles	0	0	0	0	1	4	0	2
Manufacturing processes	0	0	0	0	0	2	0	4
Miscellaneous	0	0	0	0	5	3	3	0
Eye injuries from particles or fragments thrown off	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>13</b>	<b>6</b>	<b>9</b>



**Appendix 21: Investigation of Reported Occupational Accidents**

Type of Accidents	Reported				Investigated			
	Male	Male	Female	Female	Male	Male	Female	Female
	2020	2021	2020	2021	2020	2021	2020	2021
Trapping & Severing of Left arm	1	0	0	0	1	0	0	0
Burns	3	1	1	0	3	1	1	0
Laceration of arm	1	3	0	0	1	3	0	0
Laceration of top of head & jaw	0	0	0	0	0	0	0	0
Crushed toe	0	2	0	0	0	2	0	0
Sprain on thigh, hip bone & pelvis	0	1	0	3	0	1	0	2
Crush injury of finger	0	0	1	0	0	0	1	0
Laceration of lips	0	0	0	0	0	0	0	0
Laceration of finger	1	1	1	0	1	1	1	0
Wound (cut)	6	3	2	5	6	3	2	4
Contusion	0	0	0	1	0	0	0	1
Fractured	0	0	0	0	0	0	0	0
Amputation/severing	0	0	0	0	0	0	0	0
Dislocation	2	1	0	0	2	1	0	0
Explosion	0	0	0	0	0	0	0	0
Fire Outbreak	0	0	0	0	0	0	0	0
Electrocuting	0	2	0	0	0	2	0	0
Others	4	0	1	0	4	0	1	0
<b>Total</b>	<b>18</b>	<b>14</b>	<b>6</b>	<b>9</b>	<b>18</b>	<b>14</b>	<b>6</b>	<b>7</b>



Appendix 22: Registered Co-operatives by Region and Sector

Region	Agricultural Co-operatives		Service Co-operatives		Financial Co-operatives		Industrial Co-operatives	
	2020	2021	2020	2021	2020	2021	2020	2021
Greater Accra	8	4	9	9	2	10	5	2
Central	1,176	210	3	0	1	2	1	0
Eastern	626	240	0	0	2	1	0	1
Western	827	77	8	3	0	2	1	0
Ashanti	1,448	620	3	0	10	27	1	1
Volta	44	41	3	0	1	0	0	0
Northern	4	30	0	5	0	0	13	10
Upper East	87	77	1	0	0	0	12	4
Upper West	7	33	0	0	1	2	9	4
Ahafo	148	126	0	0	1	2	0	0
North East	1	10	0	1	1	0	4	0
Bono	403	105	0	0	2	2	0	0
Bono East	82	48	1	1	2	8	0	0
Oti	73	15	0	0	0	0	0	0
Savannah	8	12	0	1	0	0	6	18
Western North	910	526	0	0	0	1	0	0
<b>Total</b>	<b>5,852</b>	<b>2,174</b>	<b>28</b>	<b>20</b>	<b>23</b>	<b>57</b>	<b>52</b>	<b>40</b>



Appendix 23: Master Craft Persons Registered, Trained, Accredited and Monitored

Trades	Registered								Mobilized for Proficiency Test					
	20-24		15-19		20-24		25-29		30-34		20-24		25-29	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	2020		2021						2020		2021			
Dressmaking/Tailoring	240	501	0	0	1,090	4,200	550	786	50	120	0	321	0	0
Carpentry	24	0	0	0	100	0	373	0	12	0	28	0	22	0
Masonry	34	0	0	0	200	0	320	0	32	0	150	0	50	0
Motor Vehicle Mechanic	15	0	0	0	250	0	230	0	21	0	280	0	320	0
Gen. Electricals	70	0	0	0	300	0	350	0	75	0	180	0	120	0
Motor Vehicle Electricals	13	0	0	0	6	0	9	0	45	0	25	0	25	0
Motor Vehicle Body Repairs	12	0	0	0	250	0	250	0	11	0	20	0	30	0
ICT	10	0	0	0	12	0	8	0	9	0	0	250	0	200
Cookery	1,110	1,270	0	5	0	450	0	350	28	350	0	300	0	350
Hairdressing	650	1,200	0	0	0	300	0	410	0	391	0	0	0	0
Draughtsmanship	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>2,178</b>	<b>2,971</b>	<b>0</b>	<b>5</b>	<b>2,208</b>	<b>4,950</b>	<b>2,090</b>	<b>1,546</b>	<b>283</b>	<b>861</b>	<b>683</b>	<b>871</b>	<b>567</b>	<b>550</b>

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



Cont'd

Trades	Accredited				Monitored					
	25-29		30-34		20-24		20-24		25-29	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	2020		2021		2020		2021			
Dressmaking/Tailoring	129	0	10	55	73	0	0	240	0	150
Carpentry	120	0	15	2	0	40	28	0	22	0
Masonry	5	0	20	5	80	0	22	0	30	0
Motor Vehicle Mechanic	8	0	70	5	0	21	30	0	25	0
Gen. Electricals	25	0	1,051	25	0	3	120	0	80	0
Motor Vehicle Electricals	20	0	215	115	0	78	30	0	20	0
Motor Vehicle Body Repairs	11	0	25	0	0	43	25	0	25	0
ICT	19	0	50	25	0	65	20	0	15	0
Cookery	185	457	25	305	0	90	0	150	0	57
Hairdressing	0	439	0	63	0	109	0	0	0	0
Draughtsmanship	3	0	20	8	0	2	0	0	0	0
<b>Total</b>	<b>525</b>	<b>896</b>	<b>1,501</b>	<b>608</b>	<b>153</b>	<b>451</b>	<b>275</b>	<b>390</b>	<b>217</b>	<b>207</b>

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





**Appendix 24: Conduct of test for candidates – Certificate I**

<b>Trades</b>	<b>Registered</b>	<b>Passed</b>	<b>Referred</b>
Cable Jointing (Power)	1	0	1
Carpentry And Joinery	37	15	22
Computer Hardware Servicing	19	15	4
Cookery	286	235	51
Database Management System	7	0	7
Dressmaking	609	389	220
General Agriculture	12	9	3
General Electrical	733	512	221
General Printing (Press)	7	7	0
General Welding	46	30	16
Graphic Design	2	1	1
Hairdressing	11	8	3
Hardware	14	10	4
Health Care	359	245	114
Heavy-duty Mechanics	8	5	3
Machining	18	10	8
Masonry	271	171	100
Mechanical Engineering Fitting	7	7	0
Motor Vehicle Body Repairs	3	2	1
Motor Vehicle Electrical	32	27	5
Motor Vehicle Mechanic	122	73	49
Plumbing	54	22	32
Radio, TV & Electronics Servicing	1	1	0
Refrigeration & Airconditioning Servicing	12	9	3
Tailoring	13	13	0
Textile Decorating	1	1	0
Textile Handweaving	4	4	0
Waiting	1	0	1
Welding (Arc)	18	15	3
<b>Total</b>	<b>2,708</b>	<b>1,836</b>	<b>872</b>



**Appendix 25: Conduct of test for candidates – Certificate II**

<b>Trades</b>	<b>Registered</b>	<b>Passed</b>	<b>Referred</b>
Building Draughtsmanship	9	7	2
Carpentry And Joinery	6	4	2
Computer Hardware Servicing	5	5	0
Cookery	124	100	24
Database Management System	17	3	14
Dressmaking	169	57	112
General Agriculture	12	2	10
General Electrical	230	93	137
General Printing (Press)	3	3	0
General Welding	8	6	2
Graphic Design	4	4	0
Hairdressing	1	1	0
Hardware	3	3	0
Health Care	236	204	32
Heavy-duty Mechanics	1	0	1
Leatherworks	3	2	1
Machining	1	0	1
Masonry	89	53	36
Motor Vehicle Mechanic	18	16	2
Plumbing	25	10	15
Radio, TV & Electronics Servicing	2	0	2
Refrigeration & Airconditioning Servicing	11	9	2
Tailoring	5	4	1
Textile Decorating	1	1	0
Welding (ARC)	1	0	1
<b>Total</b>	<b>984</b>	<b>587</b>	<b>397</b>



**Appendix 26: Conduct of test for candidates – Proficiency I**

<b>Trades</b>	<b>Registered</b>	<b>Passed</b>	<b>Referred</b>
Earthmoving Equipment Operating (Payloader)	3	3	0
Aluminium Fabrication	110	94	16
Animal Farm Practice	1	1	0
Baking	96	85	11
Barbering	14	13	1
Basketry	5	5	0
Bead Designing	60	56	4
Beauty Therapy	195	169	26
Biogas	15	15	0
Blacksmithing	4	3	1
Book Binding	1	1	0
Borehole Drilling	2	2	0
Building Draughtsmanship	14	12	2
Business System Servicing	3	3	0
Cable Jointing (Power)	1	1	0
Cake Decoration and Sugar Craft	186	174	12
Car Air-Conditioning	6	6	0
Carpentry And Joinery	370	324	46
Computer Hardware Servicing	31	31	0
Concrete Slab	3	1	2
Construction Electrical	74	72	2
Cookery	1,512	1,420	92
Diesel Mechanics	5	5	0
Dressmaking	11,589	11,277	312
Driver Mechanic	165	142	23
Earthmoving Equipment Operating	8	8	0
Earthmoving Equipment Operating (Backhoe)	1	1	0
Earthmoving Equipment Operating (Crane)	1	1	0
Earthmoving Equipment Operating (Excavator)	7	6	1
Earthmoving Equipment Operating (Grader)	1	1	0
Earthmoving Equipment Operating (Tractor)	1	1	0
Electrical Motor Rewinding & Repairing	1	1	0
Embroidery	2	2	0
Engine Attendant	1	1	0
Floral And Balloon Decoration	172	170	2
Forklift Operation	28	28	0
Fuel Injection Pump Mechanic	1	0	1
General Electrical	1,623	1,532	91
General Photography	9	9	0
General Printing (Press)	9	9	0
General Welding	271	261	10



<b>Trades</b>	<b>Registered</b>	<b>Passed</b>	<b>Referred</b>
Graphic Design	30	27	3
Hair Braiding	393	386	7
Hair Plaiting	368	362	6
Hairdressing	3,716	3,577	139
Hand Sanitizers	14	14	0
Hardware	14	14	0
Health Care	196	194	2
Heavy-duty Mechanics	80	75	5
Installation And Maintenance	1	1	0
Interior Decoration	48	40	8
Land Surveying	1	1	0
Lathe Turning	3	3	0
Leatherworks	43	43	0
Linesman (Power)	5	5	0
Machining	16	14	2
Maintenance Fitting	24	24	0
Make-Up	2	2	0
Manicure And Pedicure	2	2	0
Masonry	641	581	60
Massage Therapy	10	10	0
Mechanical Engineering Fitting	10	9	1
Motor Bicycle Repairs	43	41	2
Motor Vehicle Body Repairs	30	23	7
Motor Vehicle Electrical	170	162	8
Motor Vehicle Mechanic	463	444	19
Needlework & Craft	4	4	0
Painting (Signwriting)	3	3	0
Painting (Structural)	94	70	24
Painting And Decoration	23	21	2
Pastry	159	141	18
Pedicure	4	4	0
Photography (Motion Picture)	1	1	0
Photography (Still Picture)	2	2	0
Pipe Fitting	36	35	1
Plaster Of Paris (Pop)	36	32	4
Plumbing	398	361	37
Pottery And Ceramics	3	3	0
Radio, TV & Electronics Servicing	27	16	11
Refrigeration & Airconditioning Servicing	100	93	7
Rural Crafts (Rope Work)	9	9	0
Satellite Installation	21	20	1
Sculpture	2	2	0



Trades	Registered	Passed	Referred
Shoemaking	22	20	2
Small Engines Mechanic	41	36	5
Soap And Detergent Formulation	26	26	0
Soap Making (Cake)	6	6	0
Soap Making (Liquid)	11	10	1
Software	8	8	0
Solar Energy Installation	2	1	1
Spray Painting (Car)	41	39	2
Spray Painting (Furniture)	1	1	0
Steel Bending	61	54	7
Tailoring	2,229	2,165	64
Tailoring (Smock)	52	50	2
Textile Decorating	28	27	1
Textile Handweaving	1,450	1,387	63
Tile Laying	182	167	15
Upholstery	4	4	0
Videography	3	0	3
Vulcanizing	18	15	3
Welding (ARC)	248	213	35
Welding (GAS)	9	8	1
<b>Total</b>	<b>28,288</b>	<b>27,054</b>	<b>1,234</b>

**Appendix 27: Conduct of test for candidates – Proficiency II**

Trades	Registered	Passed	Referred
Aluminium Fabrication	19	19	0
Baking	1	1	0
Barbering	2	2	0
Bead Designing	10	10	0
Beauty Therapy	19	18	1
Building Draughtsmanship	1	1	0
Business System Servicing	1	1	0
Cable Jointing (Power)	1	0	1
Cake Decoration and Sugar Craft	31	31	0
Carpentry And Joinery	83	79	4
Computer Hardware Servicing	12	12	0
Construction Electrical	20	20	0
Cookery	626	591	35
Diesel Mechanics	2	2	0
Dressmaking	770	702	68
Driver Mechanic	42	41	1
Earthmoving Equipment Operating	4	4	0
Electrical Motor Rewinding & Repairing	4	4	0



Floral And Balloon Decoration	9	8	1
General Electrical	561	540	21
General Printing (Press)	4	3	1
General Welding	138	136	2
Graphic Design	2	2	0
Hair Braiding	10	10	0
Hair Plaiting	36	36	0
Hairdressing	122	117	5
Hardware	4	4	0
Heavy-duty Mechanics	40	38	2
Interior Decoration	1	1	0
Leatherworks	22	22	0
Linesman (Power)	2	2	0
Machining	3	3	0
Maintenance Fitting	9	9	0
Masonry	186	177	9
Mechanical Engineering Fitting	1	1	0
Motor Vehicle Body Repairs	2	2	0
Motor Vehicle Electrical	31	31	0
Motor Vehicle Mechanic	142	134	8
Needlework & Craft	2	2	0
Painting (Structural)	25	21	4
Painting And Decoration	6	5	1
Pastry	21	18	3
Pipe Fitting	31	28	3
Plumbing	109	104	5
Radio, TV & Electronics Servicing	16	15	1
Refrigeration & Airconditioning Servicing	21	20	1
Rural Crafts (Cane Work)	3	3	0
Rural Crafts (Rope Work)	5	5	0
Shoemaking	6	5	1
Small Engines Mechanic	3	3	0
Soap Making (Liquid)	12	12	0
Spray Painting (Car)	9	8	1
Steel Bending	11	11	0
Tailoring	106	92	14
Textile Decorating	6	6	0
Textile Handweaving	58	57	1
Tile Laying	10	10	0
Tyre Alignment	1	1	0
Videography	1	0	1
Vulcanizing	2	1	1
Waiting	1	1	0
Welding (ARC)	62	60	2
Welding (GAS)	2	2	0
<b>Total</b>	<b>3,502</b>	<b>3,304</b>	<b>198</b>



Appendix 28: Instructional Staff of DICCES

Trades	Staff Strength				Ideal Staff Strength				Variance			
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
	Male	Male	Female	Female	Male	Male	Female	Female	Male	Male	Female	Female
Auto Mechanics	1	1	0	0	3	2	0	2	2	1	0	2
Building Construction (Masonry)	58	63	1	1	58	70	1	10	0	7	0	9
Carpentry & Joinery/Alum Fabr.	37	36	0	0	37	36	0	0	0	0	0	0
Catering (Cookery)	3	3	36	36	5	10	40	40	2	7	4	4
Detergents Making:(Soap/Pomade/Powder)	0	0	2	2	0	5	2	5	0	5	0	3
Draughtsmanship (Auto Cad)	2	3	0	0	5	10	0	10	3	7	0	10
Electrical Installation	43	48	1	1	70	70	10	10	27	22	10	9
Electronics Studies & Repairs	1	1	0	0	1	1	0	1	0	0	0	1
Fashion: (Dressmaking & Tailoring)	7	7	81	83	7	7	81	83	0	0	0	0
Hairdressing	0	0	13	13	0	0	13	13	0	0	0	0
Health Care Studies	1	1	0	0	1	1	0	0	0	0	0	0
ICT Studies (Hardware & Software)	5	6	1	1	30	30	25	30	25	24	24	29
Painting & Decoration	0	1	0	0	0	1	0	0	0	0	0	0
Secretarial Studies	0	0	10	10	0	0	10	10	0	0	0	0
Textiles: (Batik, Tie/Dye & Weaving)	8	8	14	14	8	8	14	14	0	0	0	0
Welding & Fabrication	2	3	0	0	2	5	0	5	0	2	0	5
<b>Total</b>	<b>168</b>	<b>181</b>	<b>159</b>	<b>161</b>	<b>227</b>	<b>256</b>	<b>196</b>	<b>233</b>	<b>59</b>	<b>75</b>	<b>38</b>	<b>72</b>



Appendix 29: Attachment undertaken by DICCES Trainees

Trades	No. on Attachment				No. Monitored			
	2020	2021	2020	2021	2020	2021	2020	2021
	Male	Male	Female	Female	Male	Male	Female	Female
Auto Mechanics	0	0	0	0	0	0	0	0
Building Construction (Masonry)	87	241	2	0	56	241	2	0
Carpentry & Joinery/Alum Fabr.	0	0	0	0	0	0	0	0
Catering (Cookery)	0	0	58	68	0	0	26	68
Detergents Making:(Soap/Pomade/Powder)	0	0	0	0	0	0	0	0
Draughtsmanship (Auto Cad)	0	0	0	0	0	0	0	0
Electrical Installation	0	98	0	0	0	76	0	0
Electronics Studies & Repairs	0	0	0	0	0	0	0	0
Fashion: (Dressmaking & Tailoring)	0	0	18	45	0	0	18	8
Hairdressing	0	0	0	0	0	0	0	0
Health Care Studies	0	0	0	0	0	0	0	0
ICT Studies (Hardware & Software)	0	2	0	0	0	2	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
Welding & Fabrication	2	2	0	0	2	2	0	0
<b>Total</b>	<b>89</b>	<b>343</b>	<b>78</b>	<b>113</b>	<b>58</b>	<b>321</b>	<b>46</b>	<b>76</b>





Appendix 30: Training Provided (Centre Based Training) by OICG, 2021

Trade	Fresh Enrolment				Total Student Population				No. of early-exiters				No. of Graduates			
	Male	Male	Female	Female	Male	Male	Female	Female	Male	Male	Female	Female	Male	Male	Female	Female
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Plumbing	2	31	0	2	50	58	1	2	1	2	0	0	5	21	0	1
Electrical	30	152	1	1	284	326	6	5	1	1	0	1	97	109	5	1
Office/Computer	1	3	2	4	4	4	13	9	0	0	0	0	0	3	0	8
Catering and Hospitality	0	5	28	84	13	4	165	151	0	0	1	8	2	14	24	90
Auto Mechanic	9	35	1	3	69	49	2	1	0	8	8	0	4	47	0	4
Graphic Arts	2	8	0	2	26	22	3	4	0	0	0	0	0	12	0	1
Fashion Design	3	10	35	113	33	32	223	170	0	0	5	15	8	11	26	151
Stenography	1	0	5	0	1	0	5	0	0	0	0	0	0	1	0	5
Building Draughtsmanship	2	5	0	0	9	9	1	0	0	0	0	1	0	5	0	0
Welding & Fabrication	0	12	0	2	11	16	1	3	0	0	0	0	0	7	0	0
Tie/Dye & Soap Making	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dressmaking	1	0	4	32	5	2	55	56	0	2	7	6	0	1	0	25
Hairdressing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Textiles	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Block laying/Masonry	2	40	0	0	41	73	2	2	0	0	0	0	10	8	1	0
ICT	2	3	1	3	18	4	0	2	0	5	0	1	3	12	0	0
<b>Total</b>	<b>55</b>	<b>304</b>	<b>77</b>	<b>246</b>	<b>564</b>	<b>599</b>	<b>477</b>	<b>405</b>	<b>2</b>	<b>18</b>	<b>21</b>	<b>32</b>	<b>129</b>	<b>251</b>	<b>56</b>	<b>286</b>



**Appendix 31: Short course - Improved Apprenticeship (Collaboration with Master Crafts Persons) as at 31st December, 2021**

Trades	Enrolment		Total student population		No. of early-exiters		No. of graduates	
	Male	Female	Male	Female	Male	Female	Male	Female
Bakery/Cookery	5	66	2	12	0	0	3	54
Hairdressing	0	166	0	23	0	0	0	143
Hair braiding	0	112	0	19	0	2	0	91
Make-up	1	57	1	20	0	0	0	37
Fashion Design/Dressmaking	9	238	2	47	0	5	7	186
Tailoring	1	25	1	12	0	0	0	13
Welding & Fabrication	14	0	5	0	0	0	9	0
Steel Bending	27	0	7	0	0	0	20	0
Tiling	45	0	14	0	0	0	31	0
POP	8	0	5	0	0	0	3	0
Masonry	59	0	11	0	0	0	48	0
Painting	0	2	0	2	0	0	0	0
Batik, Tie & Dye, Soap Making	0	0	0	0	0	0	0	0
Shoe/Sandal Making	4	0	4	0	0	0	0	0
Beading	0	0	0	0	0	0	0	0
Bags & Accessories	0	0	0	0	0	0	0	0
Decoration	3	47	1	16	0	0	2	31
Aluminium Fabrication	41	0	8	0	0	0	33	0
Plumbing	37	4	12	4	0	0	25	0
DSTV Installation	3	0	2	0	0	0	1	0
Electricals	73	0	8	0	0	0	65	0
<b>Total</b>	<b>330</b>	<b>717</b>	<b>83</b>	<b>155</b>	<b>0</b>	<b>7</b>	<b>247</b>	<b>555</b>



Appendix 32: Instructional Staff (staff strength and ideal staff strength) by OICG

Trades	Staff strength				Ideal staff strength			
	Male	Male	Female	Female	Male	Male	Female	Female
	2020	2021	2020	2021	2020	2021	2020	2021
Block laying/Masonry	2	9	0	0	9	9	0	0
Carpentry	1	1	0	0	3	1	0	0
Plumbing	1	3	0	0	6	3	0	0
Electricals	2	8	0	1	9	8	0	1
Office/Management Skills	1	0	5	3	3	0	6	3
ICT/Computer Skills	0	4	2	2	5	4	4	2
Catering	0	3	3	17	0	3	9	17
Auto Mechanics	1	5	0	0	3	5	0	0
Graphic Arts	1	2	0	1	3	2	0	1
Hospitality	1	0	0	0	3	0	0	0
Fashion Design	0	1	1	4	1	1	2	4
Stenography	0	0	0	0	0	0	0	0
Building Draughtsmanship	1	1	0	0	3	1	0	0
Welding & Fabrication	1	2	0	0	3	2	0	0
Tie/Dye & Soap Making	0	0	1	1	1	0	2	1
Dressmaking	0	1	2	5	0	1	6	5
Hairdressing	0	0	0	0	0	0	3	0
Counselor	1	4	3	5	4	4	5	5
Integrated Subject (Sub skill)	3	27	3	11	6	27	6	11
<b>Total</b>	<b>16</b>	<b>71</b>	<b>20</b>	<b>50</b>	<b>62</b>	<b>71</b>	<b>43</b>	<b>50</b>



**Appendix 33: Participants Trained in Regular Courses**

Course	Number of Participants			
	Male		Female	
	2020	2021	2020	2021
Managerial Leadership Skills Development	0	21	0	8
Emotional Intelligence	0	0	0	2
Office Management and Administration	11	0	3	3
Effective Leadership Skills	0	1	0	0
Executive Assistants/Secretary Program	0	0	0	2
Proposal Writing	5	0	2	0
Managerial Skills for Professionals	0	5	0	1
Introduction to Management	0	0	0	0
Supervisory Management	0	0	0	0
Administrative Management Skills	0	2	0	6
Report Writing & Presentation	0	0	2	2
Management Development for Admin Staff	6	0	4	0
Training Needs Analysis and Training Evaluation	0	0	0	0
Change Management	0	1	0	0
Excel for Decision Making	4	0	1	0
Human Resource Management	0	2	0	0
Church Leadership and Administration	0	0	0	1
Team Development and Quality Circle Workshop	0	1	0	1
Effective Performance Management	0	4	0	3
Managing Interpersonal Relations	0	3	0	4
Procurement Practice and Principles	0	2	0	0
Management Accounting	0	0	0	0
Database Management	0	0	0	0
Risk-Based Internal Auditing	0	0	0	1
Financial Accounting & IFRS	1	5	0	0
Records Management	0	0	0	0
Internal Auditing	0	0	0	0
Stores Management	0	3	0	0
Public Procurement Policy in Ghana	0	0	0	0
Inventory Management	0	1	0	0
Budgeting and Budgetary Control	0	0	0	0
Investigative & Forensic Audit	3	2	0	0
Logistics Systems and Administration	0	0	0	0
Compensation Management	0	0	0	0
Microsoft Power Point	0	0	0	0
Purchasing and Supply Management	0	0	0	0
Hotel and Hospitality Management	0	0	0	1
Front Desk Management	3	1	8	4



Course	Number of Participants			
	Male		Female	
	2020	2021	2020	2021
Conducting Market Research	1	1	1	0
Developing Effective Negotiation Skills	0	0	0	1
Managing Sales Force Effectiveness	6	1	2	1
Delighting the Customer	0	5	0	9
Customer Relationship Management	0	3	0	0
Transport Management	0	2	0	1
Facilities Management	0	3	0	1
Professional-Led Research Development	0	2	0	1
Production Planning & Control Techniques	0	0	0	1
Results-Based Monitoring & Evaluation	0	3	0	0
Work Ethics, Attitudinal Change and Improved Productivity	0	1	0	0
Monitoring & Evaluation	0	1	0	1
Preparing Assets Register & Maintenance Schedule	0	17	0	2
Maintenance Management	0	4	0	0
Human Relations and Communication	0	0	0	0
Training the Trainer	0	1	0	0
Senior Executive Development	0	0	0	0
Training Management and Administration	0	2	0	0
Management Development for Engineers	0	0	0	0
Contract Management	0	1	0	0
Procurement & Supply Chain Management	0	2	0	0
Effective Stores & Inventory Management	0	0	0	0
Financial Management	0	0	0	0
Fraud Investigation & Security Management	0	4	0	0
Starting your own business	0	0	0	0
Winning in a Competitive Environment	0	0	0	0
Marketing a Service- How to do it Effectively	0	0	0	0
Effective Customer Service	0	0	0	0
Business Communication Excellence	0	0	0	0
Developing a Strategic Marketing Plan	0	0	0	0
Productivity and Compensation Management	1	0	0	0
Strategies for Growing SME's	0	0	0	0
Customer Delight-The New Strategy	0	0	0	0
Workplace Improvement Technique for Increased Productivity	0	1	0	0
Total Quality Management	5	2	1	0
Managing Occupational Health & Safety	0	1	0	1
Productivity Measurement & Improvement Techniques	0	6	0	0
Productivity Improvement Technique for Drivers	0	0	0	0
Microsoft Access	0	0	0	0
Marketing for Procurement Officers	0	0	0	0



Course	Number of Participants			
	Male		Female	
	2020	2021	2020	2021
Time and stress Management	0	0	0	0
Effective Marketing Service	13	0	8	0
Effective Marketing Communication	0	0	0	0
Event Management	0	0	0	0
Strategic Performance Management	0	1	0	0
Managing Life after Formal Employment	0	4	0	0
Data Analysis Using SPSS	0	0	0	3
Risk Management and Corporate Governance	3	0	0	0
Improving Sales Performance	0	0	0	0
MIS Compact	0	0	0	0
Project Management	0	2	0	1
Archival and Records Management	0	1	0	0
Accounting for Non-Accountants	0	0	0	1
Financial Control	0	1	0	0
Financial Accounting	0	0	0	0
Managing Customer Service	0	0	0	0
<b>Total</b>	<b>67</b>	<b>128</b>	<b>32</b>	<b>64</b>



**Appendix 34: Participants Trained in Inplant Courses**

Course	Number of Participants			
	Male		Female	
	2020	2021	2020	2021
Effective Customer Service	0	0	0	0
Effective Leadership Skills	0	0	0	1
Emotional Intelligence	0	7	0	3
Achieving Marketing Success	0	0	0	0
Production Management	0	0	0	0
Introduction to Management	2	0	4	0
5S at the Office	0	0	0	0
Security Management	0	0	0	0
Result-Based Monitoring and Evaluation	0	0	0	0
Maintenance Management	8	7	3	3
Project Management	0	0	0	0
Customer Delight (On Line)	1	0	2	0
Productivity Improvement Through 5S	0	0	0	0
Effective Business Negotiation Skills (on Line)	2	0	2	0
Strategic Debt Management	0	0	0	0
Risk Management in Public Debt	0	0	0	0
Effective Office Management	0	7	0	4
Strategic Management	0	2	0	0
Senior Executive Development	0	4	0	0
Managerial Skills Development	0	0	0	0
Managing your Life After Formal Employment	0	0	0	0
Supervisory Management	7	18	7	3
Mindset and Attitudinal Change	0	0	0	0
Communication	0	0	0	0
Performance & Leadership Management	0	0	0	0
Managerial Leadership Skills	0	97	0	29
Office Management & Administration	0	36	0	14
Administrative Management Skills	11	2	6	7
Managing Attitudes	0	0	0	0
Management Development Programme	0	0	0	0
Report Writing & Presentation Skills	0	0	0	0
Port Management and Operations	0	0	0	0
Performance Management	0	0	0	0
Time Management	0	0	0	0
Customized Training for Staff of Artisan Directory Programme	0	12	0	5
Training The Trainer	0	0	0	0
Effective Supervision & Performance Management	0	0	0	0



Course	Number of Participants			
	Male		Female	
	2020	2021	2020	2021
Supervisory Responsibilities	0	0	0	0
Office Management for Personal Assistants	0	0	0	0
Productivity Improvement Techniques for Drivers	0	18	0	0
Stores Management	4	0	1	1
Accounting for Non-Accountants	0	0	0	1
Labour Market Information Systems	0	0	0	0
Linking Productivity and Revenue	0	0	0	0
Policy Analysis, Monitoring and Evaluation	0	0	0	0
Research Methodology and Information Systems	0	0	0	0
Public Private Partnership	0	0	0	0
Productivity Awareness Programme	0	0	0	0
Export Development Programme	0	0	0	0
Economic Partnership Agreement	0	0	0	0
Human Resource Management	0	0	0	0
Corporate Leadership and Governance	75	0	51	0
Effective Selling Skills	0	0	0	0
Database Management	0	0	0	0
Budgeting and Finance	0	0	0	0
Financial Management in Public Debt	0	0	0	0
Records Management	0	0	0	0
Financial Accounting and IFRS	0	3	0	0
Productivity Measurement and Improvement Technique	0	0	0	0
Supply Chain Management	0	2	0	0
Managing Attitudinal Change for Improved Productivity	0	66	0	29
Productivity and Total Quality Management	0	0	0	0
Facilities Management	0	13	0	2
Effective Stores and Inventory Management	0	28	0	10
Data Entry Management	0	0	0	0
Financial Management	101	0	86	0
Procurement Principles & Practice	0	1	0	1
Business Communication Excellence	0	0	0	1
Customer Relationship Management	0	47	0	17
Procurement and Contract Management	18	0	2	0
Front Desk Management	36	0	88	0
Effective Communication Skills	45	0	48	0
Budgeting and Budgetary Control	0	0	0	0
Masterclass In Enterprise Risk Management	0	0	0	2
Intermediate Microsoft Excel	0	5	0	4
Data Management using Microsoft Access	0	0	0	0
Human resource and Communication	0	0	0	0





Course	Number of Participants			
	Male		Female	
	2020	2021	2020	2021
MIS Compact	0	0	0	0
Transport Management	0	0	0	0
Data Analysis Using SPSS	0	0	0	0
Advanced Internal Auditing	0	0	0	0
Advanced Technical Reporting	0	0	0	0
Advanced Procurement Principles	0	0	0	0
Women in Management	0	0	0	0
Management Accounting	0	0	0	0
<b>Total</b>	<b>310</b>	<b>375</b>	<b>300</b>	<b>137</b>



Appendix 35: Beneficiary Modules by YEA

Beneficiaries Modules run by YEA	15-19				20-24				25-29			
	Male	Male	Female	Female	Male	Male	Female	Female	Male	Male	Female	Female
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Community Policing/ Community Protection Personnel	429	429	71	71	5,489	5,489	2,780	2,780	2,676	2,676	562	562
School Support Module	0	0	0	0	1,012	1,012	481	481	1,566	1,566	2,410	2,410
Youth In Sports	312	312	81	81	912	912	219	219	418	418	48	48
Maize Flagship Project	0	0	0	0	7	0	4	0	13	0	10	0
Youth in Export	0	0	0	0	0	0	0	0	4	0	3	0
<b>Total</b>	<b>741</b>	<b>741</b>	<b>152</b>	<b>152</b>	<b>7,420</b>	<b>7,413</b>	<b>3,484</b>	<b>3,480</b>	<b>4,677</b>	<b>4,660</b>	<b>3,033</b>	<b>3,020</b>

30-34				35-39				40-44				45-49			
Male	Male	Female	Female	Male	Male	Female	Female	Male	Male	Female	Female	Male	Male	Female	Female
2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
723	723	148	148	41	41	0	0	0	0	0	0	0	0	0	0
389	389	712	712	523	523	227	227	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25	0	1	0	9	0	2	0	21	0	0	0	0	0	8	0
7	0	0	0	5	0	1	0	0	0	0	0	0	0	0	0
<b>1,144</b>	<b>1,112</b>	<b>861</b>	<b>860</b>	<b>578</b>	<b>564</b>	<b>230</b>	<b>227</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>0</b>



Appendix 36: Job Centre by Region

Region	No. of job seekers				Vacancies by employers		Placements				Live Register (Unemployed)			
	Male	Male	Female	Female			Male	Male	Female	Female	Male	Male	Female	Female
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Ahafo	18	28	1	11	3	16	2	5	1	11	16	23	0	0
Ashanti	668	764	248	327	18	193	65	104	24	89	603	660	224	238
Bono	83	93	23	39	1	27	8	16	3	11	75	77	20	28
Bono East	41	57	16	16	0	3	0	2	0	1	41	55	16	15
Central	262	272	113	103	10	23	26	12	11	11	236	260	102	92
Eastern	251	252	125	135	34	1	25	1	12	0	226	251	113	135
Greater Accra	1,685	1802	1,227	1341	472	540	191	308	118	232	1,494	1494	1,109	1109
North East	90	102	30	42	0	11	0	8	0	3	90	94	30	39
Northern	191	207	61	95	5	75	19	35	6	40	172	172	55	55
Oti	23	48	7	19	0	37	0	25	0	12	23	23	7	7
Savannah	11	30	2	14	0	25	0	19	0	6	11	11	2	8
Upper East	49	43	16	11	0	13	0	8	0	5	49	35	16	6
Upper West	68	86	21	41	0	16	0	11	0	5	68	75	21	36
Volta	124	264	54	89	0	8	0	5	0	3	124	259	54	86
Western	171	182	67	82	0	26	0	11	0	15	171	171	67	67
Western North	47	56	9	12	0	15	0	6	0	9	47	50	9	3
<b>Total</b>	<b>3,782</b>	<b>4,286</b>	<b>2,020</b>	<b>2,377</b>	<b>543</b>	<b>1,029</b>	<b>336</b>	<b>576</b>	<b>175</b>	<b>453</b>	<b>3,446</b>	<b>3,710</b>	<b>1,845</b>	<b>1,924</b>



**Appendix 37: Job Centre by Age Group**

Age	No. of job seekers				Placements				Live Register (Unemployed)			
	Male	Male	Female	Female	Male	Male	Female	Female	Male	Male	Female	Female
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
15-19 Years	11	121	7	50	1	21	1	22	10	100	6	28
20-24 Years	633	1,345	525	581	57	119	44	101	576	1,226	481	480
25-34 Years	3,123	2,318	1,483	1,563	277	414	129	303	2,846	1,904	1,354	1,260
35-39 Years	15	502	5	183	1	22	1	27	14	480	4	156
<b>Total</b>	<b>3,782</b>	<b>4,286</b>	<b>2,020</b>	<b>2,377</b>	<b>336</b>	<b>576</b>	<b>175</b>	<b>453</b>	<b>3,446</b>	<b>3,710</b>	<b>1,845</b>	<b>1,924</b>



Appendix 38: Job Centre by Sector

Sector	Short listed		Placements	
	Male	Female	Male	Female
Accommodation and Food Service	45	41	37	35
Education	26	22	25	19
Health	28	32	26	23
Insurance	151	175	119	150
Financial	37	43	31	33
Manufacturing	80	68	70	31
Press and Media	28	17	27	17
Real Estate	47	25	38	18
Security	38	20	31	17
Service Providers	85	21	70	51
Telecommunication	44	74	39	21
Trade and Related Work	32	35	28	21
Transportation	42	25	35	17
<b>Total</b>	<b>683</b>	<b>598</b>	<b>576</b>	<b>453</b>



**Appendix 39: Complaints Received by Region**

Region	Summary dismissal		Unfair Termination		Retirement/End of Service Benefits		Unpaid Salaries		Workmen's Compensation		Redundancy		Medical		Others e.g. maternity protection, poor conditions of service, unfair labour practices etc.	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Greater Accra	105	73	134	177	12	15	132	132	3	1	54	26	1	0	110	94
Ashanti	10	5	17	19	14	0	11	9	1	0	0	4	0	0	9	13
Western	6	0	19	33	5	0	10	14	0	0	0	10	0	0	20	13
<b>Total</b>	<b>121</b>	<b>78</b>	<b>170</b>	<b>229</b>	<b>31</b>	<b>15</b>	<b>153</b>	<b>155</b>	<b>4</b>	<b>1</b>	<b>54</b>	<b>40</b>	<b>1</b>	<b>0</b>	<b>139</b>	<b>120</b>

*NB: The figures for Greater Accra Region are a combination of data from the Head Office, Accra and Greater Accra Regional Office, Tema*



**Appendix 40: Strike Actions by Labour Unions/Institutions**

<b>Labour Unions/Institutions</b>	<b>Number of Strike</b>	<b>Labour Unions/Institutions</b>	<b>Location of Strike</b>	<b>Number of Strike</b>
<b>2020</b>		<b>2021</b>		
GMA (Health)	1	Electricity Company of Ghana	Accra	1
Workers of Tema Shipyard	1	National Lottery Authority	Accra	1
CLOGSAG (Civil & Local Gov. Staff Association of Ghana)	1	Ghana Airport Company	Accra	1
Centre for Business Transformation	1	University Senior Staff Association of Ghana	Nationwide	1
Ghana Mineworkers Union	2	Komfo Anokye Teaching Hospital (Chapter of Ghana Medical & Laboratory Scientists)	Kumasi	1
Ghana Registered Nurses & Midwives' Association	1	Technical University Teachers Association of Ghana	Nationwide	1
GCNET WORKERS	1	Panteng Health Workers	Accra	1
Mortuary Workers Association of Ghana	1	Ghana Association of University Administrators (GAUA)	Nationwide	1
Fero Fabric Ghana Workers	1	Senior Staff Association (UG)	Accra	1
Newmont Ghana Gold Limited	1	University Teachers Association of Ghana	Nationwide	1
<b>Total</b>	<b>11</b>	Volta River Authority	Accra	1
		Local Union of Nov Oil & Gas Services Limited	Navrongo	1
		Teachers & Educational Workers Union	Nationwide	1
		Committee of University Local Union Executives	Accra	1
		Ghana Mineworkers Union	Accra	1
		C.K.Tedam University of Technology & Applied Sciences	Navrongo	1
		<b>Total</b>		<b>16</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.

***Basic National Social Security Scheme*** – is the first of a 3-Tier Pension Scheme established by the National Pensions Act, 2008 (Act 766). The Basic National Social Security Scheme is a Defined Benefit Social Insurance Scheme under which members contribute during their working life and receive monthly pension in the event of Old Age, Invalidity, or in the case of Death, the members' dependants receive a Survivor's Lump Sum Benefit.

***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.

**Tier-2** – A mandatory fully funded and privately managed Occupational Pension Scheme.



***Tier-3*** – A voluntary fully funded and privately managed Provident Fund and Personal Pension Plan

***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 2021 STATISTICAL REPORT DEVELOPMENT TEAM

NO.	NAME	GRADE
1.	Kizito Ballans	Chief Director
2.	George Owusu-Ansah Amoah	Deputy Director
3.	Francis Yankey	IT/IM Officer
4.	Clarice Panyin Nyan	Research Officer
5.	Evelyn Dede Mensah	Programmes Officer
6.	Kennedy Dometuur	Assistant Programmes Officer
7.	Mary Sarfo Amo	Assistant Programmes Officer
8.	Prince Otu	Assistant Director IIB
9.	Wilberforce Nii France	Assistant Research Officer

**One (1) Day Validation Workshop on MELR Draft 2021 Statistical Report at the Hill View Guest Centre, Teiman, on Tuesday, 27<sup>th</sup> September, 2022.**

### List of Participants

NO.	NAME OF PARTICIPANT	ORGANISATION
1.	Kizito Ballans	MELR
2.	George Owusu-Ansah Amoah	MELR
3.	Daniel Sakyi Asiedu	MELR
4.	Peter Antwi	MELR
5.	Michael Beckoe	GSS
6.	Jane Geraldo-Acolatse	GSS
7.	Festus O. Obeng	DICCES
8.	Kwabena Offei-Addo	FWSC
9.	Elizabeth Sarfo	DOC
10.	Albert Akwasi Boakye	G.C.C
11.	Emmanuel Adjei	DFI
12.	Isaac Annancy Incoom	OICG
13.	Janet Arthur	NPRA
14.	Sarah Akosua Ampong	YEA
15.	Ivy Naa Morkor Tawiah	Labour Department
16.	Anthony Ampiah	MDPI
17.	Francis Okyere	NVTI
18.	Rita Awittor	NLC
19.	Francis Yankey	MELR
20.	Clarice Panyin Nyan	MELR
21.	Evelyn D. Mensah	MELR
22.	Adwoa A. Karikari	MELR



23.	Gifty Tsatsu	MELR
24.	Mary Sarfo Amo	MELR
25.	Kennedy Dometuur	MELR
26.	Prince Otu	MELR
27.	Wilberforce Nii France	MELR
28.	Josephine A. Awuku	MELR
29.	Kofi Agyapong Dako	MELR
30.	Karen Ackom	MELR
31.	Comfort Akyeea Amoako	MELR
32.	Olivia Assuah	MELR



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[info@melr.gov.gh](mailto:info@melr.gov.gh)



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[0307010142](https://api.whatsapp.com/send?phone=0307010142)