

# 2022



## STATISTICAL REPORT

Ministry of Employment and  
Labour Relations





**MINISTRY OF EMPLOYMENT  
AND LABOUR RELATIONS**

**2022**

**STATISTICAL  
REPORT**

**PREPARED BY:  
RSIM DIRECTORATE**

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## PREFACE

Data has become the most crucial tool for steering policy and shaping decision-making. Government and international donors alike are increasingly demanding and showing interest in using data and evidence to demonstrate the impacts of public investments and development initiatives. Data has taken on a new level of importance, serving as a globalised commodity that can easily be shared, duplicated, and traded, acting as the foundation for promoting inclusive and effective governance.

The 2022 Statistical Report is a testament to the recognition of the importance of quality statistics at every stage of evidence-based decision-making. As with its previous editions, this Report stands as a reliable repository of accurate and timely information, providing invaluable insights and trends to stakeholders, including policymakers, researchers, and the general public.

It is envisaged that the Report will help address critical challenges identified within the Sector and enhance the quality-of-service delivery by the Ministry in line with its policy objective of coordinating targeted interventions to foster accelerated employment creation for national development. Throughout its development, the Report has undergone comprehensive engagements with relevant stakeholders such as the various Departments and Agencies under the Ministry of Employment and Labour Relations (MELR) and the Ghana Statistical Service (GSS) and received validation from same.

Built upon extensive engagement and consultations, this Report is designed to serve as a foundational element for policy formulation, strategic planning, monitoring, and performance assessment. Furthermore, it seeks to foster stronger engagements with key institutions and social partners, nurturing collaborative efforts that drive positive change and inclusive development within the sector.



HON. IGNATIUS BAFFOUR AWUAH (MP)  
MINISTER, MELR



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The Ministry is sincerely thankful to the Ghana Statistical Service for their steadfast collaboration and unwavering support, particularly through the provision of resources under the Harmonizing and Improving Statistics in West Africa Project (HISWAP).

Special recognition goes to the Minister and Chief Director of the MELR for their exemplary commitment and exceptional leadership, which served as the guiding force in bringing this Report to fruition.

It is the firm belief of the Ministry that this Report will serve as a vital resource for informed policy-making, strategic planning, and driving meaningful development outcomes.



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## LIST OF ABBREVIATIONS

CAAG	-	Council for Scientific and Industrial Research Administrators Association of Ghana
CAGD	-	Controller and Accountant General's Department
CEDECOM	-	Central Region Development Commission
CETAG	-	Colleges of Education Tutors Association of Ghana
CENTSAG	-	Colleges of Education Non-Teaching Staff Association of Ghana
CLOGSAG	-	Civil and Local Government Staff Association, Ghana
COVID-19	-	Coronavirus Disease of 2019
CSIR	-	Council for Scientific and Industrial Research
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
GAF	-	Ghana Armed Forces
GAUA	-	Ghana Association of University Administrators
GIZ	-	German Agency for International Cooperation
GMA	-	Ghana Medical Association
GMA	-	Ghana Meteorological Agency
GRNMA	-	Ghana Registered Nurses and Midwives Association
GSS	-	Ghana Statistical Service
HISWAP	-	Harmonizing and Improving Statistics in West Africa Project
ICOUR	-	Irrigation Company of Upper East Region
ILO	-	International Labour Organization
KNUST	-	Kwame Nkrumah University of Science and Technology
LD	-	Labour Department
LGWU	-	Local Government Service Workers Union
MDPI	-	Management Development and Productivity Institute
MELR	-	Ministry of Employment and Labour Relations
MOWAG	-	Mortuary Workers Association of Ghana
NaCCA	-	National Council for Curriculum & Assessment



NAFTI	-	National Film and Television Institute
NABTEX	-	National Board for Professional and Technician Examination
NBSSI	-	National Board for Small Scale Industries
NDMW	-	National Daily Minimum Wage
NITA	-	National Information Technology Agency
NIB	-	National Investment Bank
NLC	-	National Labour Commission
NORRIP	-	Northern Region Irrigation Project
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
ROI	-	Return on Investment
RSIM	-	Research, Statistics and Information Management
SDGs	-	Sustainable Development Goals
SSA-UoG	-	Senior Staff Association-Universities of Ghana
SSNIT	-	Social Security and National Insurance Trust
SSSS	-	Single Spine Salary Structure
SSPP	-	Single Spine Pay Policy
TEWU	-	Teachers & Educational Workers' Union
TUSAAG	-	Technical University Senior Administrators Association of Ghana
TUTAG	-	Technical University Teachers Association of Ghana
UCC	-	University of Cape Coast
UDS	-	University for Development Studies
UEW	-	University of Education, Winneba
UMAT	-	University of Mines and Technology
UTAG	-	University Teachers Association of Ghana
WRC	-	Water Resources Commission
YEA	-	Youth Employment Agency



## EXECUTIVE SUMMARY

The mandate of the Ministry of Employment and Labour Relations (MELR) is to formulate and implement 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 2022 Statistical Report is the ninth 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 2022 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 negotiated 2022 National Daily Minimum Wage (NDMW) was set at Gh¢13.53, reflecting an 8 percent increase from 2021, while the 2022 base pay was pegged at Gh¢11.34, indicating a 7 percent rise compared to the previous year.

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) revised the scheme of service of 14 institutions and as a result, 2,119 Public Sector employees were re-migrated onto the Single Spine Salary Structure (SSSS) in 2022, marking a 39 percent decrease from 2021 and a 57 percent decrease from 2020. The total number of employees on the SSSS reached 741,703, with 55 percent being male and 45 percent female, showing an 8 percent increase from the previous year and a 39 percent increase from 2020. The Ghana Education Service accounted for the largest portion of employees on SSSS, followed by the Health Sector and the Ghana Civil Service, together making up 79 percent of the total in 2022. Despite an increase in grievances related to Condition of Service/Allowances, the Commission successfully resolved 53 percent of the cases during the reporting period. Three institutions are yet to be migrated onto the SSSS as of 2020.

The Labour Department conducted 980 labour inspections, a 42 percent increase from the previous year and over 100 percent increase compared to 2020. Within the review years, the Wholesale and Retail Trade, Restaurant, and Hotel industry had the highest number of inspections with 320. The Greater Accra Region had the highest number of inspections with 327, showing more than six-fold increase from 2021. The Department received 462 workplace complaints and disputes, more than threefold compared to 2021. Private Employment Agencies matched all 11,184 registered job seekers with local employers in 2022. A total of 2,224 individuals were placed on the live register, and 1,916 job vacancies were reported. In the same year, there were 1,043 work accidents and reported claims, with 37 fatalities and 1,006 non-fatal accidents. The private sector accounted for 64 percent of all reported work injury cases. The Department issued 70 collective bargaining certificates, and there were two registered labour unions in 2022. In total, 1,537 labour clearance certificates were issued, with the



Construction Industry issuing more than 70 percent of them. Nine strikes were recorded by the Department in 2022, with the Community, Social, and Personal Services accounting for 67 percent of the total strikes.

In 2022, the number of newly registered premises increased by 10 percent compared to 2021, and by 45 percent compared to 2020. The Greater Accra Region had the majority of new premises, with 24 percent of the total. The Manufacturing industry had the highest number of new registrations, while the Oil and Gas industry saw no new registrations. The Department of Factories Inspectorate (DFI) conducted 3,479 inspections in 2022, with the Greater Accra Region having the highest number. The Oil and Gas industry witnessed the most inspections. There were 18 reported workplace accidents, with males being more affected than females. Machinery was the leading cause of male non-fatal accidents. A total of 121 Occupational Safety and Health (OSH) talks and training sessions were conducted in the various regions, with the majority in the Western and Western North Regions, and the Food Processing industry had the highest number of sessions.

The Department of Co-operatives (DOC) saw positive growth in co-operative registrations and active status across various sectors within the review year. The number of newly registered co-operatives increased by 7 percent over 2021 and 18 percent over 2020, with Agricultural Co-operatives leading in registrations. Agricultural, Service, Financial, and Industrial Co-operatives all showed positive trajectories. Inspections and audits also increased in 2022, especially in the Northern Region. Co-operatives continued to be a major source of employment, with Agricultural Co-operatives employing the highest number of individuals. Training sessions and the capital base of co-operatives also experienced positive growth.

The Management Development and Productivity Institute (MDPI) conducted training courses, attracting participants from Ghana, The Gambia, and Sierra Leone in 2022. The MDPI provided training to a total of 1,127 participants, with the majority being Ghanaians. The number of Ghanaian participants in regular and inplant courses increased compared to the previous years. Both male and female participants increased in 2022 in relation to 2021. The MDPI also offered three consultation services, consistent with the previous year. The instructional staff strength increased to 21 members, aiming to have a total of 24 staff members. Together, the MDPI trained 2,430 participants in SCORE and BCP, as part of continuous efforts to mitigate the effects of COVID-19 on small-scale enterprises.

In view of the vision to “ensure retirement income security”, the National Pensions Regulatory Authority (NPRA) reported that, the number of active contributors on the SSNIT Scheme increased by 6.3 percent compared to the previous year, reaching a total of 1,843,833. Active establishments also saw a 10.2 percent increase, reaching 83,756, while registered pensioners increased by 4.4 percent to 235,762. The Voluntary Private Pension Schemes (Tier 3) witnessed a 9.5 percent increase in the number of contributors, making a total of 775,880. Among the different schemes, the Personal Pension Scheme attracted the majority of contributors, accounting for 62 percent. The pension fund asset for the 3-Tier Pension Scheme grew by 18 percent, reaching Gh¢46,561,404,276.09. However, the Real Rate of Return on Investment (ROI) for the Tier 1 Pension Scheme was at -20.89 percent, indicating a decline in investment value. Benefit payments under the 3-Tier Pension Scheme increased by 43 percent, totalling Gh¢6,782,030,366.26. The Private Pension Funds reached Gh¢34,455,084,275.75, contributing to 6 percent of Ghana’s GDP. The National Pensions College (NPC) organised



nine training programs, involving 127 participants. The number of complaints received by the National Pensions Regulatory Authority (NPRA) decreased by 38 percent, but the number of resolved complaints increased to 78. Corporate trustees and pension fund custodians were ranked based on their market share and performance.

During the review period, the Youth Employment Agency (YEA) reported that, a total of 73,732 individuals benefited from various modules, reflecting more than three times the beneficiaries recorded in 2021 and 2020. The Youth in Sanitation module had the highest number of beneficiaries, while the Youth in Prison module had the lowest. Females constituted 61 percent of the total beneficiaries, with the 20-24 and 25-29 age groups being the most represented. The Greater Accra Region had the highest number of registered job seekers, with 58 percent of the total, and the Agency successfully placed 3,806 individuals in jobs.

In 2022, the National Labour Commission (NLC) saw a decrease in the number of complaints and petitions received at its regional offices in the Greater Accra, Western, and Ashanti Regions, compared to the previous year. However, the NLC successfully resolved more complaints, and the number of outstanding cases decreased. The Greater Accra Region had the highest number of complaints received and resolved, while the Ashanti Region recorded the lowest. Additionally, the NLC experienced a reduction in the number of strikes compared to the previous year, with most strikes occurring in the education sector. The Commission also utilised mediation and arbitration as alternative dispute resolution mechanisms, with a decrease in the number of cases referred to mediation.



## 1.0 INTRODUCTION

The Ministry of Employment and Labour Relations (MELR), the lead policy agency of government in terms of employment and labour related issues is mandated to formulate and implement policies on employment and labour issues for an accelerated employment creation for national development. Thus, one of the Ministry's strategic objectives is to strengthen the production and utilisation of statistics to facilitate the availability of timely, relevant and accurate employment and labour statistics for an improved information for policy decision-making by Government.

The Sector's Annual Statistical Report is aimed at ensuring the accuracy and reliability of the administrative data collected from the Ministry's Departments and Agencies, which is essential for evidenced-informed policy and decision making.

The 2022 Statistical Report, like the previous editions will help in monitoring the performance, planning and decision making of the Ministry and its Departments/Agencies. The report will also assist in data management and policy planning in labour statistics for the government and other stakeholders on the sector's activities.

In the course of pursuing goals in the National Medium Term Development Policy Framework (2018-2021), the MELR implemented composite skills training and development programmes. The skill development interventions focused on providing employable vocational skills to jobseekers and productivity enhancement training for workers in the public and private sectors. Collectively, three (3) institutions were mandated to carry out this initiative. They were the National Vocational Training Institute (NVTI), Opportunities Industrialization Centres, Ghana (OICG) and the Department of Integrated Community Centres for Employable Skills (DICCES). During the period, these institutions were able to undertake skills training and tested trainees in various trades and managerial skills.

However, following the movement of NVTI, DICCES and OICG to the Ghana TVET Service, the institutions have been realigned to the Ministry of Education in the course of the 2022-2025 medium term. Hence the 2022 edition of the Statistical report does not capture data/statistics generated by the Ghana TVET Service.

The Statistical Report is made up of administrative data/statistics that are compiled and verified into a standardised and well-founded document geared towards the better measurement and management of sector-specific policies and goals. The data has been disaggregated into geographical locations, age, and gender in addition to other formats. It further gives a broader data coverage on employment registration and job placements, labour administration, arbitration and inspections, occupational safety and health, registration and labour skills development of co-operatives and pensions regulations.

The 2022 Statistical Report provides a comprehensive analysis on employment and labour statistics which will enhance employment and labour market information management and will further serve as a basis to improve information for policy decision making pertaining to employment and labour relations.



## 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	<ul 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></ul>	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
		<ul style="list-style-type: none"> <li>ix. Child Labour sensitization, training and law enforcement; co-ordination and monitoring of all child labour elimination programmes;</li> <li>x. To license and monitor operations of Private Employment Agencies;</li> <li>xi. Registration and Certification of Trade Unions and Employers' Organisations;</li> <li>xii. To provide labour market information/statistics in collaboration with other government agencies for human resource planning, development, and use; and</li> <li>xiii. To ensure Government's continued relationship with and membership of the International Labour Organization (ILO) and other labour organisations throughout the world.</li> </ul>	Trade Unions and Associations, issuance of labour clearance certificates, data on labour migration
3.	Department of Factories Inspectorate	<ul style="list-style-type: none"> <li>i. To register workplaces;</li> <li>ii. To renew certificates of registration of workplaces;</li> <li>iii. To develop and disseminate guidelines relating to the cleanliness of workplaces;</li> <li>iv. To register and investigate occupational accidents and cases of occupational disease occurring in the workplaces;</li> <li>v. To facilitate the prosecution of occupational safety and health offenders;</li> <li>vi. To conduct occupational safety and health inspections and hygiene surveys;</li> <li>vii. To collaborate with all stakeholders for the promotion of occupational safety and health standards in all sectors of the economy; and</li> <li>viii. To develop and monitor enterprise level occupational safety and health management systems.</li> </ul>	Data on Occupational Safety and Health (OSH), accidents and diseases, registration of new factories, inspection of registered workplaces
4.	Department of Co-operatives	<ul style="list-style-type: none"> <li>i. To register co-operatives (any group of persons) that have as their objective the promotion of their economic interest as a co-operative with limited liability;</li> <li>ii. To audit and inspect the accounts of all registered co-operatives at least once every year;</li> </ul>	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.	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>	<p>Data on Co-operatives and their membership</p>
6.	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</li> </ul>	<p>Data on manpower development, productivity indices and institution building</p>



No.	Department/ Agency	Functions	Type of Data Collected
		<p>Management and Construction Business Management;</p> <p>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;</p> <p>iii. To carry out studies, enquiries and research in the fields of management development and productivity in collaboration with industry, commerce and organisations with related interest;</p> <p>iv. To promote the publication of information collected and the results of studies, enquiries and research in the form of books, periodicals, bulletins, and bibliographies; and</p> <p>v. To serve as a 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.</p>	
7.	Ghana Co-operatives College	<p>i. To provide competency-based skills training for staff of the Department of Co-operatives, Ghana Co-operatives Council and Managers of Societies;</p> <p>ii. To provide education and training programmes for co-operative societies in all sectors of the economy in accordance with modern trends.</p>	Data on training of Co-operative Societies
8.	National Pensions Regulatory Authority	<p>i. To ensure compliance with the Pensions Act, 2008 (Act 766);</p> <p>ii. To register occupational pension schemes, provident funds and personal pension schemes;</p> <p>iii. To issue guidelines for the investment of pension funds;</p> <p>iv. To approve, regulate and monitor trustees, pension fund managers, custodians and other institutions that deal with pensions as appropriate;</p>	Data on pensions registration and licensing of Pension Schemes and Service Providers, inspection of Service Providers, enrolment of members and



No.	Department/ Agency	Functions	Type of Data Collected
		<ul style="list-style-type: none"> <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>	<p>establishments onto Schemes, as well as pension funds</p>
9.	Youth Employment Agency	<ul style="list-style-type: none"> <li>i. Set standards and procedure for the employment and career development of the youth in the country;</li> <li>ii. Train and provide the youth with the requisite skills for the labour market;</li> <li>iii. Facilitate and monitor the employment of the youth in the country;</li> <li>iv. Develop guidelines for the implementation of an integrated and innovative national youth employment programme;</li> <li>v. 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>vi. Assess the operations of youth employment programmes and make recommendations for improvement;</li> </ul>	<p>Beneficiaries disaggregated by modules, sex, age group and region. Data on Job Centre</p>



No.	Department/ Agency	Functions	Type of Data Collected
		<ul style="list-style-type: none"> <li>vii. Plan and coordinate technical assistance in the field of youth employment;</li> <li>viii. Develop, promote and support training activities of the youth to prepare them for employment;</li> <li>ix. Facilitate the employment of the youth in the public and private sectors of the economy;</li> <li>x. Undertake a continuing study of the youth employment needs of the country;</li> <li>xi. Establish and maintain relations with relevant organisations or institutions both within and outside the country engage in activities connected with youth skills training;</li> <li>xii. Maintain a database of youth engaged by the Agency;</li> <li>xiii. Advise the Minister on matters that relate to the employment and development of the youth; and</li> <li>xiv. Perform any other function that is necessary for the attainment of the object of the Agency.</li> </ul>	
10.	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</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
		<p>employee performance are fully reflected in the public service pay system;</p> <ul style="list-style-type: none"> <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> <li>xiii. To review and propose changes to salary related components in enactments; and</li> <li>xiv. Perform other functions related to the objects of the Commission.</li> </ul>	
11.	National Labour Commission	<ul style="list-style-type: none"> <li>i. To facilitate the settlement of industrial disputes;</li> <li>ii. To settle industrial disputes;</li> <li>iii. To investigate labour related complaints, in particular unfair labour practices and take such steps as appropriate to prevent labour disputes;</li> <li>iv. To maintain a data base of qualified persons to serve as mediators and arbitrators;</li> <li>v. To promote effective labour co-operation between labour and management; and</li> <li>vi. To perform any other function conferred on the Commission under the Labour Act, 2003 (Act 651) or any other enactment.</li> </ul>	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 2022 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 2022 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 foster a conducive policy environment that supports 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, spanning the years 2020 – 2022. 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 cognisance 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 collaboratively 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 revised templates are then forwarded to the various Departments/Agencies to populate and re-submit. Following the data collation process, a data validation workshop is held to ensure the accuracy of the received data before analysis. Subsequently, a draft 2022 MELR Statistical Report is prepared and undergoes peer-review by the RSIM Team. The draft report is further reviewed and validated during a Stakeholders' Validation meeting. Once validated, the final report is printed and disseminated to relevant stakeholders in both digital and hard copy formats.



## 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 Ghanaian workers 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 negotiated 2022 NDMW was fixed at Gh¢13.53, reflecting an increment of 8 percent over the 2021 figure. Likewise, 2022 base pay was also pegged at Gh¢11.34, indicating a 7 percent increase relative to the 2021 figure. (See Figure 1 and Appendix 1)

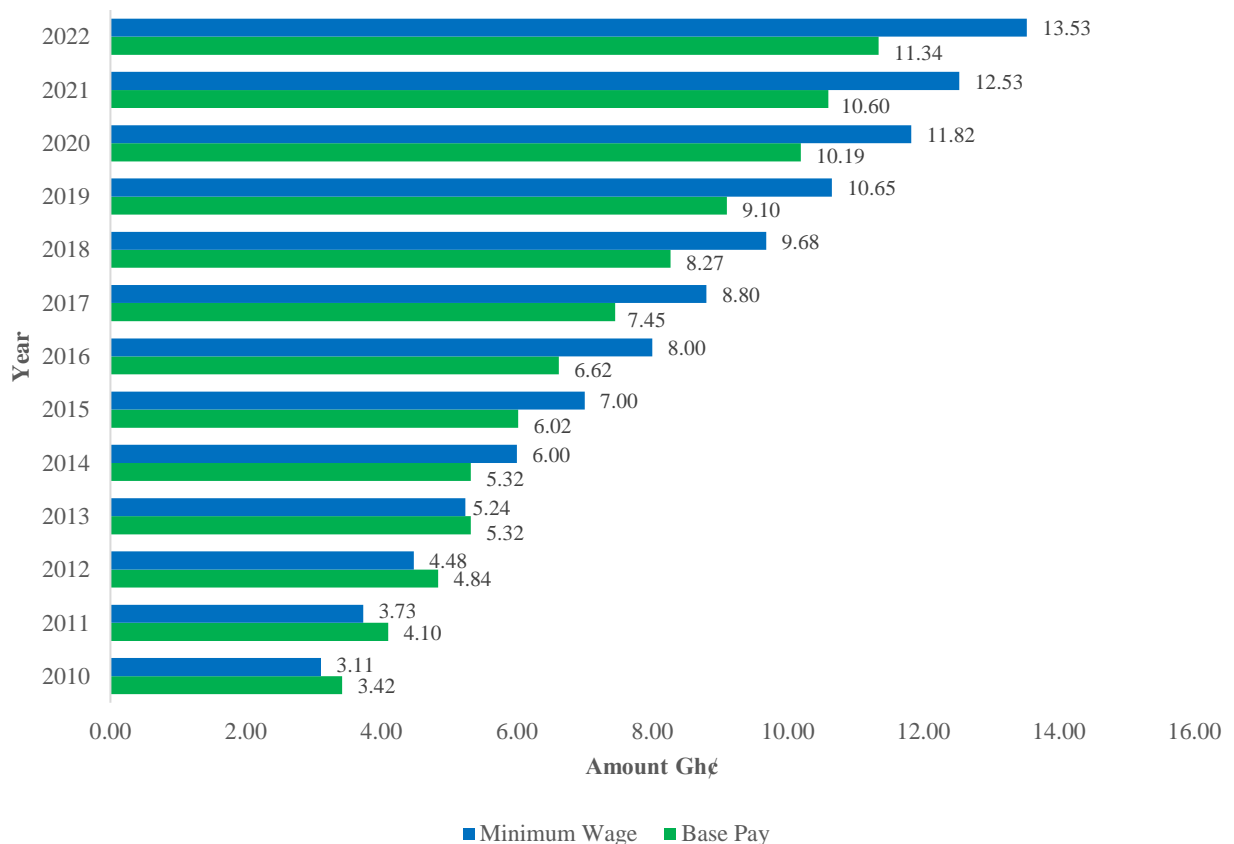


Figure 1: Pay Negotiation (Gh¢) 2010-2022



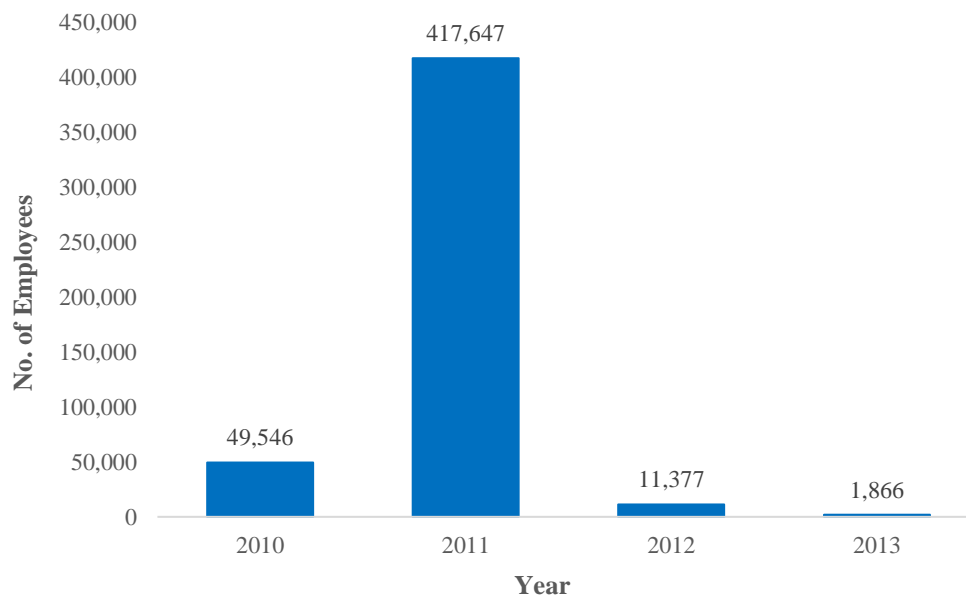


## Fair Wages and Salaries Commission (FWSC)

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.

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 since its implementation in 2010. The final group of 1,866 Public Service employees were migrated onto the SSSS in 2013. In 2022, 14 institutions had their scheme of service revised and re-migrated onto the SSSS. A total of 2,119 Public Sector employees were re-migrated onto the SSSS. In 2021, a total of 3,476 employees were migrated, while in 2020, the number reached 4,980 employees. The year under review experienced a decrease of 1,357 employees (39%) compared to 2021 and a decrease of 2,861 employees (57%) compared to 2020. *(See Figure 2 and Appendix 3)*



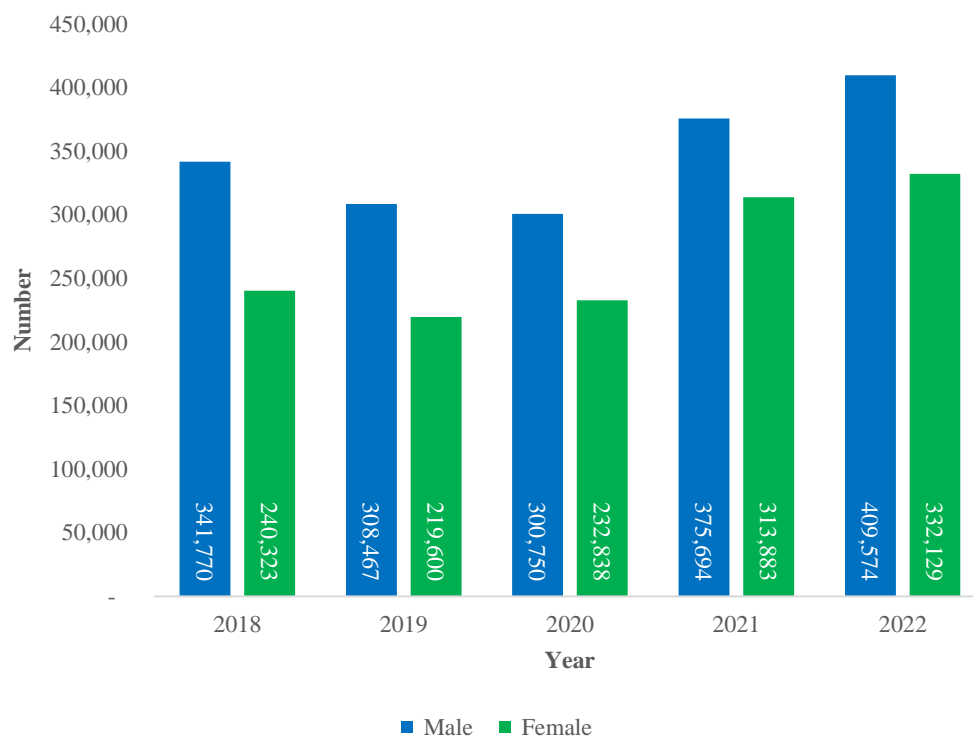
**Figure 2: Migration of Public Service Employees onto the SSSS (2010 to 2013)**



As of December 2022, the estimated number of Public Service employees on the SSSS was 741,703. This figure comprised 409,574 males (55%) and 332,129 females (45%). Comparatively, the total number of employees on the SSSS in 2022 saw an 8 percent increase over the previous year and a 39 percent increase over 2020.

Relatedly, the Ghana Education Service accounted for the largest portion of employees on the SSSS in 2022, with 217,625 officers, consisting of 211,767 males and 140,458 females. The Health Sector followed with 181,057 employees, including 62,272 males and 118,785 females. Additionally, the Ghana Civil Service had a total of 54,241 employees, with 33,593 males and 20,648 females. Combined, these sectors represented 79 percent of the total employees on the SSSS in 2022.

Comparing the male figures, there was a 9 percent increase in 2022 compared to 2021 and a 36 percent increase over 2020. On the other hand, the female figures showed a 6 percent increase in 2022 compared to 2021 and a 43 percent increase over 2020. (See Figure 3)



**Figure 3: Estimated number of Public Service employees on the SSSS as at December 2022**

### ***SSSS Grievances***

During the reporting period, the FWSC received 19 grievances related to Condition of Service/Allowances. Out of these cases, 53 percent were successfully resolved, leaving 47 percent outstanding. The total number of grievances received in 2022 showed an increase of over threefold compared to the figure recorded in 2021. (See Appendix 4)



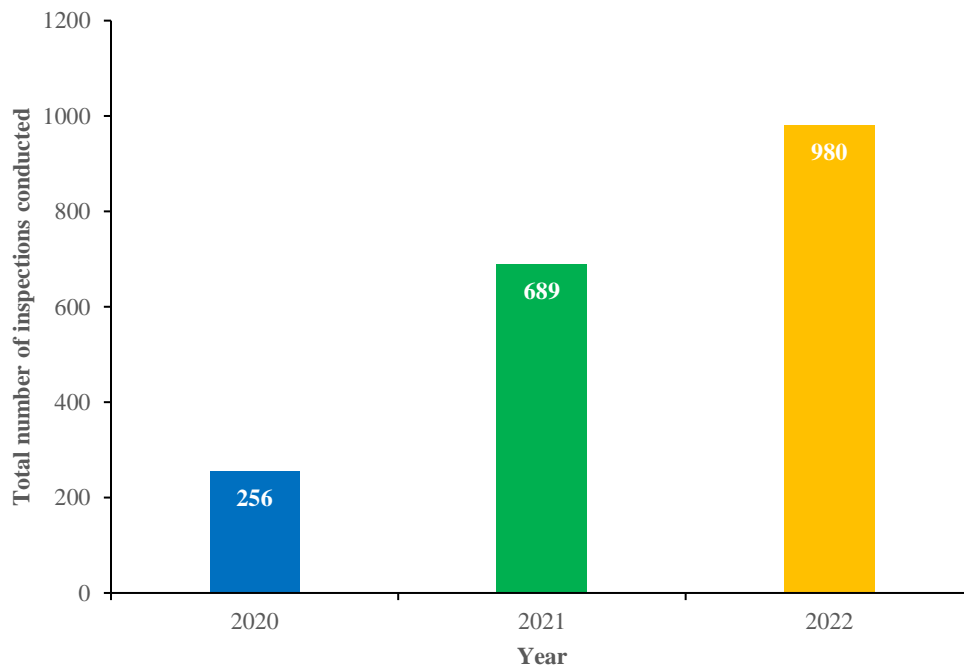
## 6.2 Labour Inspections and Employment Registration

### *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 2022, a total of 980 inspections were conducted across various industries. This figure represents a 42 percent increase compared to 689 inspections carried out in 2021 and over 100 percent increase compared to 256 inspections conducted in 2020. The Wholesale and Retail Trade, Restaurant, and Hotel industry witnessed the highest number of inspections in the review year with 320 conducted. This represents a 33 percent increase compared to 240 inspections conducted in the same industry in 2021. Additionally, the Manufacturing industry saw 253 inspections within the reference period, constituting 26 percent of the total. This indicates 70 percent increase compared to 149 inspections undertaken in the same industry in 2021. Conversely, the Financing, Insurance, Real Estate and Business Services industry witnessed the least number of inspections, with 10 conducted in 2022. This indicates an increase by 11 percent and over 100 percent in comparison to the nine inspections carried out in 2021 and the three inspections conducted in 2020, respectively. (See Figure 4 and Appendix 5)



**Figure 4: Total number of inspections conducted, 2020-2022**



In 2022, the Greater Accra Region had the highest number of labour inspections conducted, totalling 327. This marked more than six-fold increase and more than four-fold increase when compared to 2021 and 2020, respectively. The inspections covered a total of 6,412 persons in the region, with 4,283 males and 2,129 females. There was a 32 percent increase in the number of individuals covered compared to 2021, but a 14 percent decrease compared to 2020.

The Northern Region also saw an increase in labour inspections. In 2022, there were 81 more inspections than the previous year, and 102 more inspections compared to 2020. The number of individuals covered during these inspections increased by over fivefold in 2022 compared to 2021, and by over sixteen-fold compared to 2020.

On the other hand, the Oti Region had the least number of 19 labour inspections conducted in 2022. This represents over two-fold increase when compared to the previous year, and over three-fold increase when compared to 2020. The inspections in the Oti Region covered a total of eight individuals, consisting of two males and six females. There were no inspections conducted in the Western, Ahafo, Western North and North East Regions in 2022. Similarly, no inspection has been conducted in the Ahafo and North-east Regions over the three-year period. As in 2021, no foreigner was covered in the inspections conducted in 2022. (See Figure 5 and Table 2)

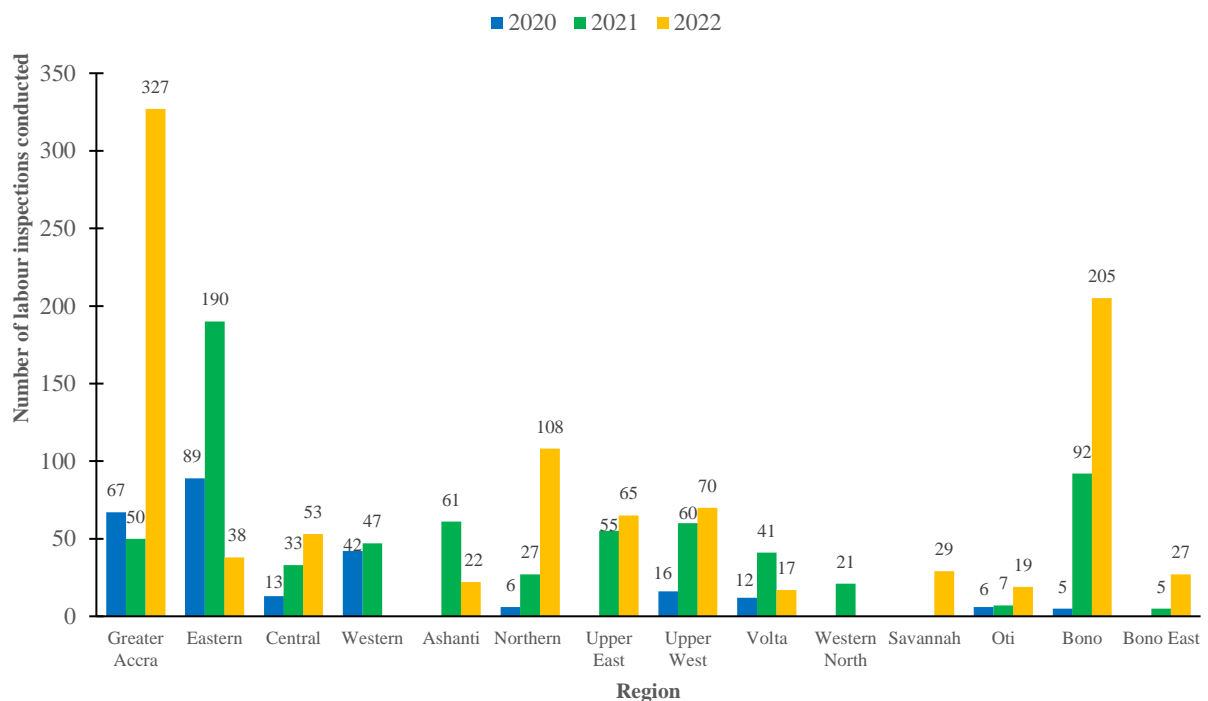


Figure 5: Regional distribution of labour inspections conducted



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

Region	Number of inspections conducted			Number of Persons Covered											
				Ghanaians						Non-Ghanaians					
				Male			Female			Male			Female		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Greater Accra	67	50	327	5,734	3,667	4,283	1,765	1,174	2,129	56	0	0	2	0	0
Eastern	89	190	38	7,756	1,743	34	198	1,245	20	3	0	0	0	0	0
Central	13	33	53	674	216	21	5	266	15	7	0	0	0	0	0
Western	42	47	0	3,897	943	0	231	327	0	47	0	0	3	0	0
Ashanti	0	61	22	0	1,942	189	0	684	48	0	0	0	0	0	0
Ahafo	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Northern	6	27	108	89	206	811	3	87	714	0	0	0	0	0	0
Upper East	0	55	65	0	689	107	0	226	110	0	0	0	0	0	0
Upper West	16	60	70	765	928	117	87	281	108	2	0	0	0	0	0
Volta	12	41	17	176	460	54	43	256	61	0	0	0	0	0	0
Western North	0	21	0	0	985	0	0	109	0	0	0	0	0	0	0
Savannah	0	0	29	0	0	45	0	0	3	0	0	0	0	0	0
Oti	6	7	19	10	17	2	2	9	6	0	0	0	0	0	0
Bono	5	92	205	232	861	480	52	788	376	0	0	0	0	0	0
Bono East	0	5	27	0	57	37	0	29	20	0	0	0	0	0	0
North East	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>256</b>	<b>689</b>	<b>980</b>	<b>19,333</b>	<b>12,714</b>	<b>6,180</b>	<b>2,386</b>	<b>5,481</b>	<b>3,610</b>	<b>115</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>



## Employment Services by Public Employment Centres (PECs)

### Employment Data

In 2022, there was a total of 3,913 registered job seekers, comprising 2,485 males and 1,428 females. This indicates 12 percent increase in the number of job seekers compared to 2021. Out of the total, 1,679 individuals were successfully placed in jobs, while 2,224 remained on the live register. Among the regions, the Bono East Region had the highest number of registered job seekers, with 946 individuals. This consisted of 522 males and 424 females. Within this region, 423 job seekers were placed in jobs, while 523 individuals remained on the live register. The Greater Accra Region also registered 887 job seekers. Out of these, 397 were successfully placed in jobs, while the remaining 487 individuals remained on the live register. On the other hand, the Northern Region recorded the lowest number of job seekers, with 19 individuals registered. This included 14 males and 5 females. Out of the total, nine individuals (5 males and 4 females) were placed in jobs, while 10 individuals (9 males and 1 female) were placed on the live register. The Upper West, Savannah, and North East Regions did not register any job seekers during the reporting period. (See Figure 6 and Table 3)

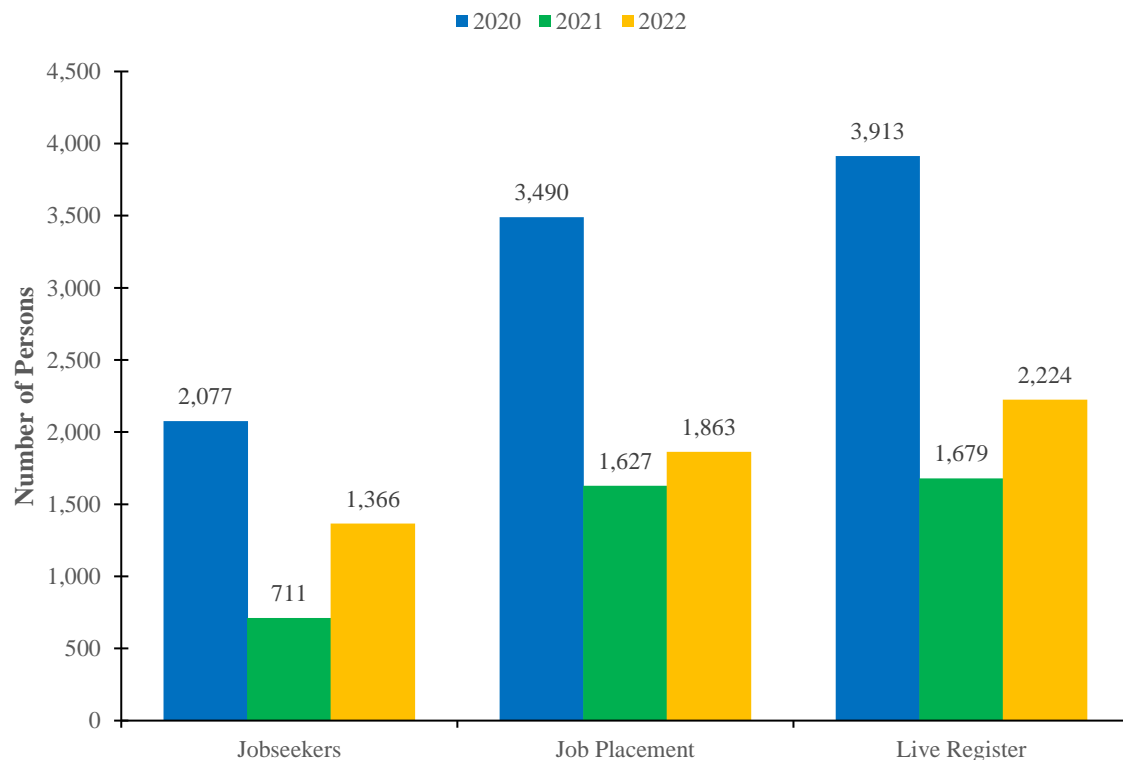


Figure 6: Registration, Placement and Live Registered (Unemployed)



**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	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Greater Accra	540	694	579	223	423	308	202	330	284	79	233	113	338	364	292	144	190	195
Eastern	36	173	288	39	145	184	19	69	80	18	84	93	17	104	208	21	61	91
Central	124	90	79	64	50	35	44	26	32	38	16	23	80	64	46	26	34	12
Western	201	72	28	53	33	19	9	7	4	2	3	5	192	65	24	51	30	14
Ashanti	119	117	266	74	33	81	51	21	101	26	10	43	68	96	165	48	23	38
Ahafo	101	84	64	72	29	37	72	54	42	17	9	20	29	30	21	55	20	17
Northern	2	52	14	0	8	5	2	4	5	0	0	4	0	48	9	0	8	1
Upper East	56	50	146	34	8	77	2	26	4	8	4	0	54	24	142	26	4	73
Upper West	0	31	0	0	27	0	0	19	0	0	8	0	0	12	0	0	19	0
Volta	41	90	30	0	17	8	14	74	24	0	17	6	27	16	5	0	0	2
Western North	46	207	38	1	36	7	0	0	0	0	0	0	46	207	38	1	36	7
Savannah	0	15	0	0	0	0	0	0	0	0	0	0	0	15	0	0	0	0
Oti	0	4	22	0	2	6	0	3	14	0	2	0	0	1	8	0	0	6
Bono	87	430	409	35	272	237	24	225	239	9	144	120	63	205	170	26	128	117
Bono East	97	166	522	32	132	424	54	146	238	21	93	185	43	20	284	11	39	239
North East	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1,450</b>	<b>2,275</b>	<b>2,485</b>	<b>627</b>	<b>1,215</b>	<b>1,428</b>	<b>493</b>	<b>1,004</b>	<b>1,067</b>	<b>218</b>	<b>623</b>	<b>612</b>	<b>957</b>	<b>1,271</b>	<b>1,412</b>	<b>409</b>	<b>592</b>	<b>812</b>



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

During the reporting period, a total of 1,916 vacancies were reported, indicating a 12 percent increase compared to the 1,706 vacancies reported in 2021. The Construction industry continued to report the highest number of vacancies, with 481 reported in 2022. However, this indicates a decrease of 21 percent relative to the 611 vacancies reported in 2021. Within the Construction industry, the data further shows that the Bono Region reported the highest number of vacancies, accounting for 23 percent of the total. This represents 22 percent increase compared to the 369 vacancies reported in 2021. The Construction industry accounted for the majority of the vacancies reported in both years within the region. Within the Construction industry, the data further reveals that, the Greater Accra Region reported 410 vacancies in 2022, reflecting 27 percent decrease compared to the previous year. The Manufacturing industry was the primary source of vacancies reported in both years within this region. The Western Region consistently reported 10 vacancies in both 2021 and 202. This represents 1 percent of the total, being the least. The Wholesale and Retail Trade, Restaurants, and Hotels industry accounted for 90 percent of the vacancies reported in the region. However, the Savannah and North East regions did not report any vacancies during the reporting period, just as 2021. (*See Table 4*)

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

Similar to 2021, the Department received vacancy notification from only Private Employers. There was no notification of vacancies from Public Corporations, the Central Government and Local Authorities. The Private Employers reported a total of 1,916 vacancies, representing a 12 percent increase compared to the previous year. Regarding the various Industries, the Construction Industry reported the highest (481) number of vacancies, constituting 25 percent of the total. In contrast, the industries classified as activities not adequately defined reported the least of 21 (1.10%) vacancies. (*See Table 5*)





**Table 4: Regional Distribution of Vacancies notified by Industry, 2021-2022**

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	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
Greater Accra	1	3	0	15	156	150	0	0	115	51	51	89	18	25	11	7	211	59	0	11
Eastern	0	21	12	11	29	34	0	0	59	6	9	13	0	4	12	0	32	83	0	1
Central	0	1	0	0	10	4	0	7	30	7	0	26	0	0	0	1	2	8	0	2
Western	2	0	5	0	0	0	0	0	3	0	0	9	0	0	0	0	0	1	0	0
Ashanti	0	7	5	27	15	29	0	0	11	27	0	35	0	4	0	0	0	15	0	0
Ahafo	5	37	20	11	8	4	0	0	17	12	9	11	0	0	0	0	4	5	0	0
Northern	0	0	0	0	0	0	0	0	1	0	0	12	0	0	0	0	3	5	0	0
Upper East	1	1	0	0	0	0	0	0	16	10	3	3	0	0	0	0	10	4	0	0
Upper West	0	0	0	0	2	0	0	8	8	2	4	0	0	4	0	0	13	0	0	0
Volta	2	3	0	0	14	16	3	3	54	21	86	15	0	0	0	5	10	12	0	0
Western North	0	8	0	7	0	2	0	6	0	0	0	5	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	2	2	0	0	0	0	0	0	4	1	0	12	0	0	0	1	0	45	0	0
Bono	30	19	89	70	43	45	0	0	168	183	14	66	0	5	6	19	19	36	0	7
Bono East	5	63	12	0	46	50	0	0	125	161	25	104	0	2	6	0	20	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>48</b>	<b>165</b>	<b>143</b>	<b>141</b>	<b>323</b>	<b>334</b>	<b>3</b>	<b>24</b>	<b>611</b>	<b>481</b>	<b>201</b>	<b>400</b>	<b>18</b>	<b>44</b>	<b>35</b>	<b>33</b>	<b>324</b>	<b>273</b>	<b>0</b>	<b>21</b>



**Table 5: Vacancies notified by Industry and classified by Sector, 2021-2022**

Industry	Private Employer	Public Corporations	Central Government	Local Authority	Private Employer	Public Corporations	Central Government	Local Authority
	2021	2022	2021	2022	2021	2022	2021	2022
Agriculture, Hunting, Forestry and Fishing	48	165	0	0	0	0	0	0
Mining and Quarrying	143	141	0	0	0	0	0	0
Manufacturing	323	334	0	0	0	0	0	0
Electricity, Gas and Water	3	24	0	0	0	0	0	0
Construction	611	481	0	0	0	0	0	0
Wholesale and Retail Trade, Restaurants and Hotels	201	400	0	0	0	0	0	0
Transport, Storage and Communication	18	44	0	0	0	0	0	0
Finance, Insurance, Real Estate and Business Services	35	33	0	0	0	0	0	0
Community, Social and Personal Services	324	273	0	0	0	0	0	0
Activities NOT Adequately Defined	0	21	0	0	0	0	0	0
<b>Total</b>	<b>1,706</b>	<b>1,916</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>



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

In the reporting period, the Department received notifications of 1,916 job vacancies from various industries across the country. This represents 12 percent increase compared to the previous year, 2021, which had 1,706 reported vacancies. As in the previous two years, the Greater Accra region led in vacancy notifications for 2022, with a total of 410 vacancies. This accounted for 21 percent of the total vacancy notifications. Although the 2022 figure shows a decline from 563 vacancies reported in 2021, it is still higher than 281 vacancies reported in 2020. Similar to 2020, the Production and Related workers, Transport equipment opts & Labourers Industry contributed the most job notifications within the region, making up 30 percent of the total. On the other hand, the Agriculture, Animal Husbandry, Forestry workers, Fisherman and Hunters Industry had the fewest notifications, constituting 2 percent in the Greater Accra Region. The Eastern Region reported 173 job vacancies in 2022, showing 13 percent increase compared to 153 vacancies in 2021 and 100 percent increase relative to 2020. Within the region, the Production and Related workers, Transport equipment opts & Labourers Industry accounted for the highest number of job notifications, contributing 29 percent to the total. Conversely, Administrative and Managerial Workers had the lowest share with 1 percent. The Western Region's vacancy notifications remained steady, with 10 vacancies reported in both 2021 and 2022. However, this figure was the lowest compared to the 11 vacancies reported in 2020. Among the industries, Service Workers contributed the most to job notifications, making up 50 percent in the Western Region. *(See Appendix 6)*

In 2022, the Department placed a total of 2,224 individuals on the live register, representing an increase of 19 percent compared to the previous year. Among the job seekers placed on the live register, the majority were in the 20-24 age group, totalling 996 individuals. This group comprised 586 males and 410 females, accounting for 44.78 percent of the total. Conversely, the age group with the least number of job seekers placed on the live register was 55-59 years, with only 18 males. Among all age groups, 15-19-year-olds accounted for 592 individuals, consisting of 351 males and 241 females. This age group represented 27 percent of the total job seekers placed on the live register. Additionally, 526 job seekers (374 males and 152 females) in the 25-44 age group were placed on the live register. This group constituted 24 percent of the total. The data further reveals that, the Bono East Region had the highest number of job seekers placed on the live register, with 523 individuals. This accounted for 24 percent of the total. On the other hand, the Volta Region recorded the lowest number of individuals on the live register, with only 7 persons, representing 0.31 percent. The Upper West, Savannah, and North East Regions did not have any individuals placed on the live register during this period. *(See Appendix 7)*

### ***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. Just like 2021, the PEAs matched all jobseekers with local employers during the reporting year. In 2022, Private Employment Agencies (PEAs) matched all 11,184 registered job seekers (9,061 males and 2,123 females) with local employers, marking an increase of 40 percent compared to the previous year. Consistent with the previous year's trend, the number of registered males exceeded the number of registered females. *(See Table 6)*



Among the various regions, the Greater Accra Region had the highest number of job seekers placed by PEAs, with a total of 5,249 individuals. This accounted for 47 percent of the total placements. On the other hand, the Western North, Savannah, Oti, Bono East, and North East Regions reported no placements during this period. (See Table 7)

In terms of job placements by occupation, the majority of job seekers (4,761 individuals) were placed as Factory hands just as the previous year. This occupation category constituted 42 percent of the total placements and consisted of 3,864 males and 897 females. Furthermore, 1,245 individuals, all of whom were males, were placed as Dockers, accounting for 11 percent of the total placements. (See Appendix 8)

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

Region	No. of Registered Job Seekers				Job Placement			
	Male		Female		Male		Female	
	2021	2022	2021	2022	2021	2022	2021	2022
Greater Accra	2410	4,395	654	854	2,410	4,395	654	854
Eastern	562	1,023	125	240	562	1,023	125	240
Central	427	823	176	154	427	823	176	154
Western	927	600	357	176	927	600	357	176
Ashanti	1081	1,047	476	246	1,081	1,047	476	246
Ahafo	45	127	37	59	45	127	37	59
Northern	129	238	59	83	129	238	59	83
Upper East	57	216	24	87	57	216	24	87
Upper West	117	254	75	116	117	254	75	116
Volta	115	215	58	67	115	215	58	67
Western North	0	0	0	0	0	0	0	0
Savannah	0	0	0	0	0	0	0	0
Oti	0	0	0	0	0	0	0	0
Bono	32	123	18	41	32	123	18	41
Bono East	0	0	0	0	0	0	0	0
North East	0	0	0	0	0	0	0	0
<b>Total</b>	<b>5,902</b>	<b>9,061</b>	<b>2,059</b>	<b>2,123</b>	<b>5,902</b>	<b>9,061</b>	<b>2,059</b>	<b>2,123</b>

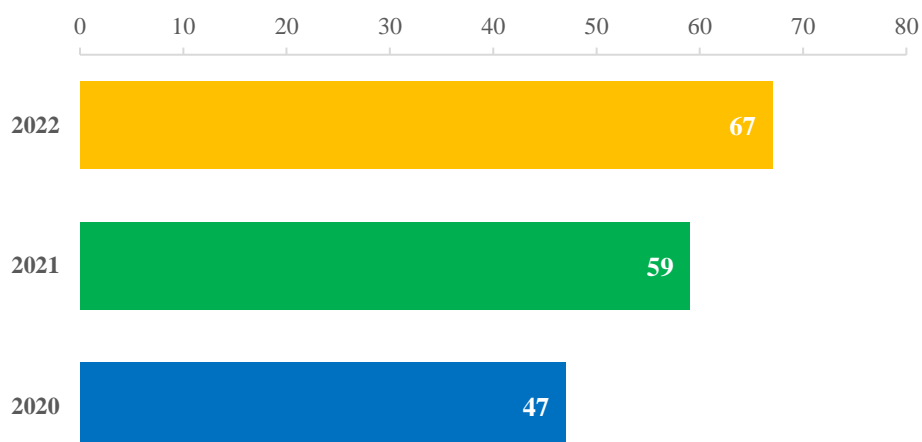


**Table 7: Regional Distribution of Employment Market by PEAs (Local Job Placement)**

Region	Job Placement			
	Male		Female	
	2021	2022	2021	2022
Greater Accra	2,410	4,395	654	854
Eastern	562	1,023	125	240
Central	427	823	176	154
Western	927	600	357	176
Ashanti	1,081	1,047	476	246
Ahafo	45	127	37	59
Northern	129	238	59	83
Upper East	57	216	24	87
Upper West	117	254	75	116
Volta	115	215	58	67
Western North	0	0	0	0
Savannah	0	0	0	0
Oti	0	0	0	0
Bono	32	123	18	41
Bono East	0	0	0	0
North East	0	0	0	0
<b>Total</b>	<b>5,902</b>	<b>9,061</b>	<b>2,059</b>	<b>2,123</b>

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

In 2022, the Department registered a total of 67 Private Employment Agencies (PEAs), marking an increase of 13 percent compared to 59 registered in 2021 and 42 percent increase in comparison to 2020. Unlike the previous two years, where registered PEAs were spread across multiple regions, all 67 PEAs registered in 2022 were exclusively located in the Greater Accra Region. (See Figure 7 and Appendix 9)



**Figure 7: Total number of Registered Private Employment Agencies**



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

In 2022, the Department conducted a total of 447 inspections across different regions as part of its routine labour inspection to assess compliance with labour laws. This shows a decrease of 35 percent compared to the 689 inspections conducted in 2021 but an increase of 75 percent when compared to the 256 inspections carried out in 2020. Among all the regions, the Greater Accra Region had the highest number of inspections in 2022, with a total of 127 conducted. This accounts for 28 percent of total inspections conducted within the year under review. The 2022 figure indicates an increase of more than 100 percent compared to the 50 inspections carried out in 2021 and an increase of 90 percent in comparison to 67 inspections conducted in 2020 within the same region. The Eastern Region experienced eight inspections in 2022, reflecting 96 percent drop in inspections compared to the 2021 figure. Similarly, the Central Region observed 13 inspections in 2022, signifying a decline of 61 percent relative to the 33 inspections in 2021. However, the Northern Region recorded an increase of more than 100 percent compared to the 27 inspections carried out in 2021. Regarding overall compliance, the data reveals that 74 percent of the inspections conducted in 2022 resulted in compliance with labour laws. This figure is lower than the compliance rates observed in 2021 and 2020, which were 100 percent for both years. There were no inspections conducted in the Western, Ahafo, Western North, and North East Regions in 2022. *(See Table 8)*

Across the various industries, the highest number (210) of inspections was conducted in the Wholesale and Retail Trade, Restaurant and Hotel Industry, representing 47 percent of the total. Conversely, the Mining and Quarry industry witnessed the least number (3) of inspections representing 0.67 percent of the total. With respect to compliance with the labour laws within the year under review, the Agric, Hunting, Forestry and Fishing; Mining and Quarry; Construction; and Financing, Insurance, Real Estate and Business Services recorded a 100 percent compliance with labour laws while the remaining industries did not fully comply. *(See Table 9)*

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

Region	Total No. of Inspections			Compliance		
	2020	2021	2022	2020	2021	2022
Greater Accra	67	50	127	67	50	103
Eastern	89	190	8	89	190	6
Central	13	33	13	13	33	11
Western	42	47	0	42	47	0
Ashanti	0	61	12	0	61	10
Ahafo	0	0	0	0	0	0
Northern	6	27	68	6	27	20
Upper East	0	55	19	0	55	16
Upper West	16	60	58	16	60	50
Volta	12	41	17	12	41	12
Western North	0	21	0	0	21	0
Savannah	0	0	9	0	0	6
Oti	6	7	5	6	7	4
Bono	5	92	97	5	92	81
Bono East	0	5	14	0	5	11
North East	0	0	0	0	0	0
<b>Total</b>	<b>256</b>	<b>689</b>	<b>447</b>	<b>256</b>	<b>689</b>	<b>330</b>



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

Industry Groups	Total No. of Inspections			Compliance		
	2020	2021	2022	2020	2021	2022
Agric, Hunting, Forestry and Fishing	4	16	5	4	16	5
Mining and Quarry	45	18	3	45	18	3
Manufacturing	53	149	53	53	149	46
Electricity/Gas and water	6	18	16	6	18	14
Construction	64	72	9	64	72	9
Wholesale and Retail Trade, Restaurant and Hotel	37	240	210	37	240	137
Transport/Shortage and Communication	23	7	8	23	7	6
Financing, Insurance, Real Estate and Business Services	3	9	10	3	9	10
Community, Social and Personal Services	21	160	133	21	160	100
Activity not Adequately defined	0	0	0	0	0	0
<b>Total</b>	<b>256</b>	<b>689</b>	<b>447</b>	<b>256</b>	<b>689</b>	<b>330</b>

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

Within the reference period, the Labour Department received 462 workplace complaints and disputes, involving 296 males and 166 females. This marked a surge of more than threefold compared to 142 (110 males and 32 females) complaints/disputes in 2021 but a decrease by 7 percent in relation to 2020. Out of 462 complaints/disputes received from 296 males and 166 females, the Department successfully resolved 237 cases, involving 171 males and 66 females. This resolution rate accounts for 51 percent of the total complaints received. The remaining 225 cases, comprising 125 male workers and 100 female workers, were still pending resolution at the end of the reporting period.

Regional analysis of the data reveals that, the Western region had the highest number of workplace complaints and disputes, accounting for 195 cases, which represented 42 percent of the total. In terms of resolution, 93 percent of complaints/disputes received in the Western region were successfully resolved, with 107 outstanding cases, involving 41 males and 66 females. the Ashanti and Upper West regions achieved a 100 percent resolution rate for all the complaints and disputes received within the reporting year. On the other hand, seven out of the 16 regions did not report any complaints or disputes during the year. *(See Appendix 10)*

Out of 462 workplace complaints/disputes, the Wholesale and Retail Trade, Restaurant, and Hotel industry recorded the highest number of complaints and disputes in 2022, with 247 cases. This industry accounted for more than half (53%) of all the reported complaints/disputes in the year under review. Out of 247 cases, 47 percent were resolved whereas the remaining 53 percent cases were pending resolution. In contrast, the Transport/Shortage and Communication industry recorded the least number of four complaints/disputes, indicating 0.87 percent of the total complaints/disputes received. *(See Appendix 11)*



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

In 2022, the Department recorded a total of 1,043 work accidents and reported claims, indicating increases of 30 percent compared to 2021 and 63 percent compared to 2020. Among the various industries, the Manufacturing industry had the highest number of work accidents and claims, consistent with previous years. In 2022, the industry reported 308 cases, making up 30 percent of the total. This figure represents 21 percent increase compared to the 255 cases in 2021, and a surge of more than 100 percent compared to the 149 cases in 2020. The Community, Social and Personal Services also recorded 220 work accidents and reported claims, accounting for 21 percent of the total. This reflects more than threefold and fifteenfold relative to 2020 and 2021, respectively. On the other hand, the Transport/Shortage and Communication industry had the lowest number of reported work accidents and claims, with 11 cases, constituting 1 percent of the total. (See Table 10)

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

<b>Industry</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Agric, Hunting, Forestry and Fishing	80	18	71
Mining and Quarry	23	139	108
Manufacturing	149	255	308
Electricity/Gas and water	37	34	24
Construction	37	167	85
Wholesale and Retail Trade, Restaurant and Hotel	43	53	65
Transport/Shortage and Communication	115	40	11
Financing, Insurance, Real Estate and Business Services	80	43	76
Community, Social and Personal Services	70	14	220
Activity not Adequately defined	5	40	75
<b>Total</b>	<b>639</b>	<b>803</b>	<b>1,043</b>

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

Data on the nature of work accidents reveal that, out of the total of 1,043 workplace accidents and reported claims, 37 cases (3.55%) were fatal, while the majority, 1,006 cases (96.45%), were non-fatal. The number of fatal accidents rose by 61 percent in comparison to 2021 and a surge of more than threefold when compared to 2020. On the other hand, non-fatal accidents rose by 30 percent and 60 percent in comparison to 2021 and 2020, respectively. (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>	<b>2022</b>
Fatal	11	23	37
Non-fatal	628	780	1,006
<b>Total</b>	<b>639</b>	<b>803</b>	<b>1,043</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 of work accidents and reported claims as it were in the preceding years. The region recorded the highest number (723) of work accidents and reported claims, accounting for 69 percent of the total. The data further shows that work accidents and reported claims within the region increased by 30 percent and 69 percent in relation to 2021 and 2020, respectively. Additionally, Central Region recorded continuous increase in work accidents and reported claims from 2020 to 2022. The 2022 figure represents 44 percent increase in relation to 2021 and over 100 percent increase in comparison to 2020. The Ashanti and Western Regions recorded 117 (11.22%) and 91 (8.72%) work accidents and reported claims, respectively. On the contrary, the North East Region recorded no work accidents and reported claims in 2022 just as the previous years. (*See Table 12*)

**Table 12: Regional distribution of Work accidents and Reported claims**

<b>Region</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Greater Accra	427	558	723
Eastern	20	56	28
Central	5	9	13
Western	45	30	91
Ashanti	121	23	117
Ahafo	1	0	7
Northern	2	102	2
Upper East	10	1	12
Upper West	3	9	2
Volta	5	5	5
Western North	0	0	16
Savannah	0	0	4
Oti	0	5	3
Bono	0	5	15
Bono East	0	0	5
North East	0	0	0
<b>Total</b>	<b>639</b>	<b>803</b>	<b>1,043</b>

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

Since 2020, the private sector has consistently accounted for more than 60 percent of all reported work injury cases. In 2022, the private sector had the highest number of reported cases (669), representing 64 percent of the total. On the other hand, the public sector had 374 reported cases, making up 36 percent of the total cases for the year. The cases finalized in 2022 indicate decreases by 19 percent and 32 percent in comparison with 2020 and 2021, respectively. However, despite the decrease in finalized cases, the amount paid in compensation to affected workers increased. In 2022, the amount paid to affected workers showed an increase of 57 percent when compared to 2020, and a 26 percent increase in comparison to 2021. In 2022, the private sector finalized a total of 298 cases and disbursed an amount of Gh¢6,963,551.11 in



compensations to affected workers. By the end of the year, the sector still had 371 outstanding cases. On the other hand, the public sector finalized 223 cases and paid an amount of Gh¢3,481,775.55 in compensations. The public sector had 151 outstanding cases by end of 2022. 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 Appendix 12)

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***

The period under review witnessed 61 percent fall in the number of redundant workers relative to 2021. Unlike the preceding year, all the 1,412 (882 males and 530 females) redundant workers reported in 2022 were compensated. However, the amount expended on compensations was not reported for the year under consideration. Within the reporting year, the Wholesale and Retail Trade, Restaurant and Hotel industry recorded the highest number of affected workers (567), constituting 40 percent of the total whereas the Financing, Insurance, Real Estate and Business Services Industry had the least, represent 0.2 percent. Within the period under consideration, no redundant worker was reported in the Agric, Hunting, Forestry and Fishing Industry. (See Appendix 13)

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

There were two (2) registered Labour Unions in 2022. Relative to the previous year, this is a decline by 75 percent. The two (2) registrations were from the Services industry within the Greater Accra Region only. (See Table 13)

**Table 13: Registered Labour Unions by Industry**

<b>Industry</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Agricultural	4	0	0
Manufacturing	66	1	0
Services	75	7	2
<b>Total</b>	<b>145</b>	<b>8</b>	<b>2</b>

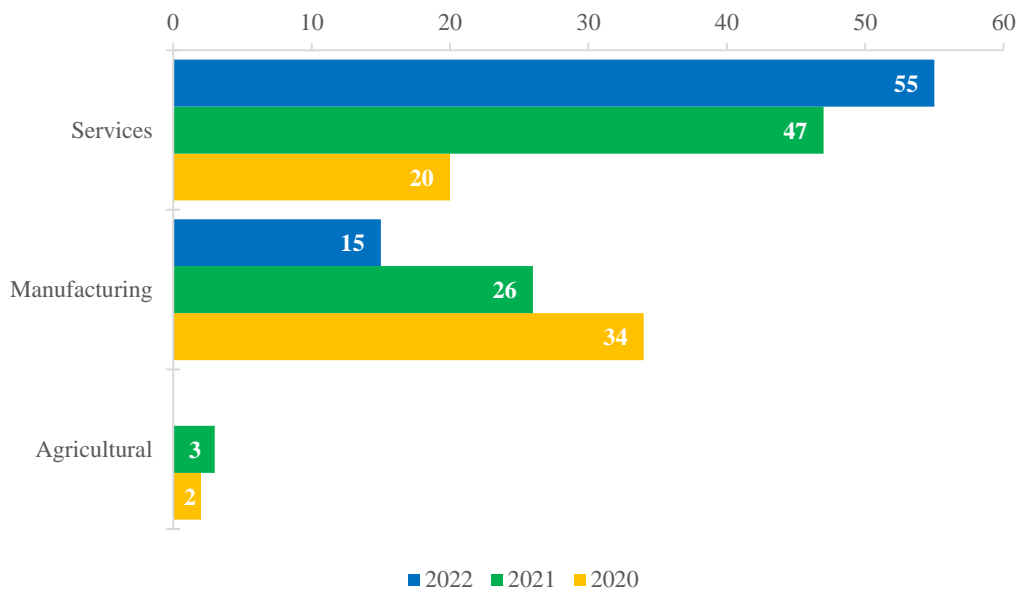
### ***Collective Bargaining Certificates***

The Department issued a total of 70 collective bargaining certificates in 2022, representing 25 percent and 7.89 percent decrease relative to 2020 and 2021, respectively. The Service Industry saw a growth in the number of collective bargaining certificates issued in 2022 compared to

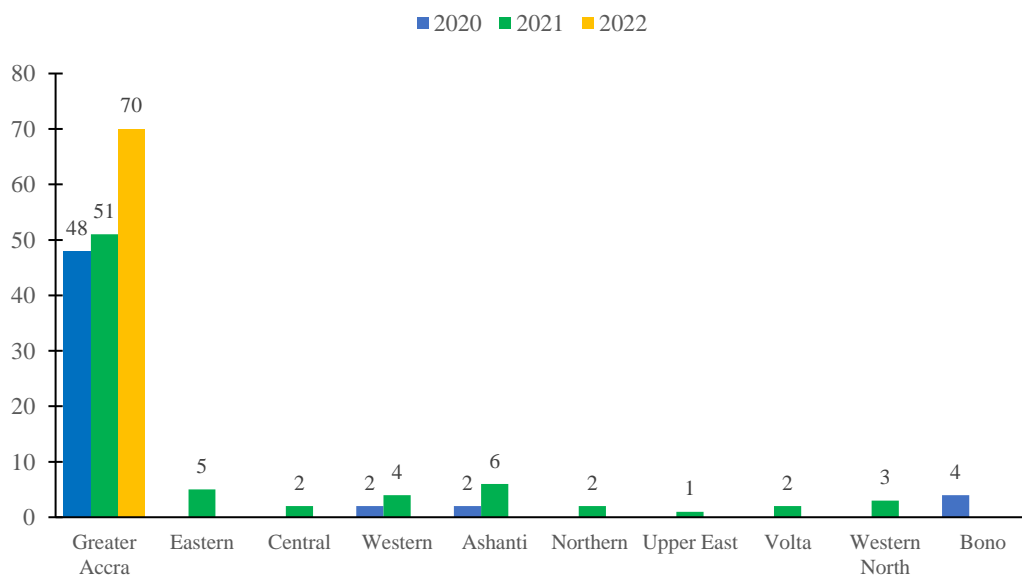


both 2021 and 2020. A total of 55 certificates were issued in 2022, reflecting 17 percent increase from the 47 certificates issued in 2021 and more than 100 percent increase from the 20 certificates issued in 2020. However, the Manufacturing Industry recorded decreases in the number of certificates issued by 42 percent and 56 percent in 2021 and 2020, respectively. There were no bargaining certificates issued in the Agricultural Industry in the year under review. (See Figure 8)

At the regional level, all the 70 bargaining certificates were issued in the Greater Accra Region in 2022 as with the preceding years. This represents a decrease of 8 percent over that of 2021 but an increase of 25 percent over the 2020 figure. (See Figure 9)



**Figure 8: Collective Bargaining Certificates issued by Industry**



**Figure 9: Regional Distribution of Collective Bargaining Certificates Issued**



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

In 2022, the Department issued a total of 1,537 labour clearance certificates, indicating an increase by 44 percent relative to 2021 but a decrease by 72 percent in comparison with 2020. Similar to the previous years, more than 50 percent of the total number of labour clearance certificates were issued in the Greater Accra Region in 2022. Over the three-year period, the Eastern and Ashanti Regions have consistently witnessed a decline in the number of labour clearance certificates issued. However, for the first time over the same period, labour clearance certificates were issued in the Upper West Region, with 147 labour clearance certificates issued in 2022. The Savannah, Oti, Bono East and North East Regions have not issued labour clearance certificates from 2020 to 2022. *(See Appendix 14)*

The data further shows that, similar to the previous years, the Construction Industry issued more than 70 percent of the total labour clearance certificates in 2022. However, the number of labour clearance certificates issued in the Manufacturing Industry has consistently declined over the three-year period. Just as the previous year, only three industries issued labour clearance certificates in 2022. *(See Appendix 15)*

### ***Strike Actions***

There was a total of nine strikes recorded by the LD in 2022. This shows an increase by 29 percent in relation to 2021 but a decrease by 18 percent compared to 2020. The Greater Accra region recorded the highest of eight (89%) strikes whereas the Central region recorded the least with one (11%) strike.

With respect to the various industries, the Community, Social and Personal Services industry recorded 67 percent of the total strikes in 2022. The Mining and Quarry; Manufacturing; and Wholesale and Retail Trade, Restaurant and Hotel industries recorded one (11%) strike each. The Agric, Hunting, Forestry and Fishing; and Electricity/Gas and water industries recorded no strike over the three-year period. *(See Appendix 16)*



### **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***

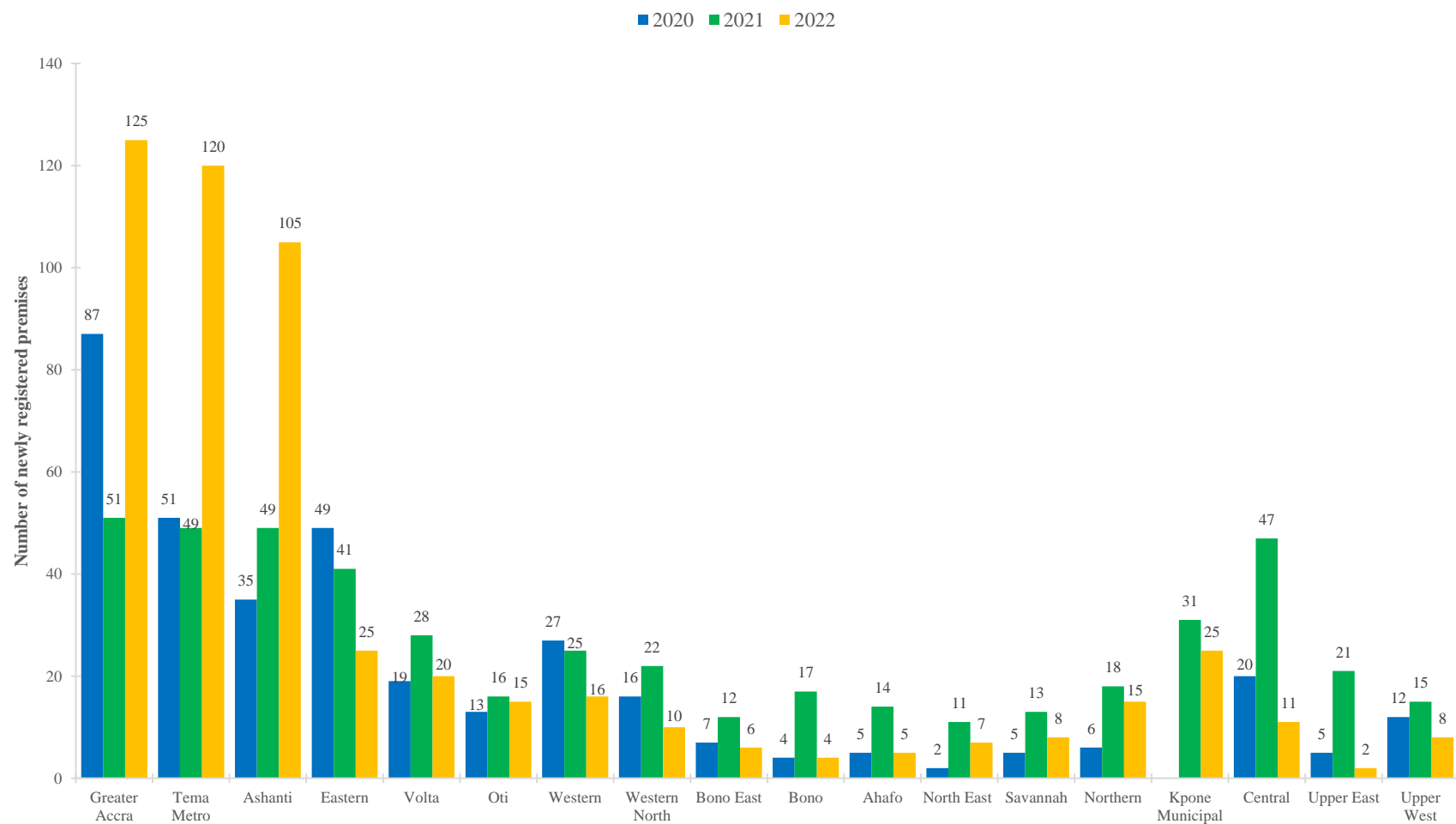
The period under review witnessed increases of 10 percent and 45 percent in the number of newly registered premises in relation to 2021 and 2020, respectively. As with 2021 and 2020, majority of the newly registered premises in the reference period were located in the Greater Accra Region. Out of 527 newly registered premises in 2022, the highest percentage (24%) of new premises were situated in the the Greater Accra Region. Furthermore, the region registered more than 100 percent new premises in relation to 2021 and 44 percent more new premises when compared to 2020. Conversely, the Upper East Region registered the least percentage of new premises, contributing to 0.4 percent of the total. With the exception of Greater Accra, Tema Metro and Ashanti Regions, all the remaining regions registered fewer new premises in relation to 2021. (See Figure 10)

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

The manufacturing industry recorded the highest with 212 newly registered premises (40%). Warehousing followed, accounting for 76 registrations (14%), while food manufacturing recorded 61 registrations (12%). However, the assembling industry recorded the lowest number of new premises, with 20 registrations, constituting 4 percent of the total. Having recorded the highest number of newly registered premises in 2021 and 2020, the Oil and Gas industry saw no new registrations in the reporting year. Additionally, the Construction/ Civil Eng. industry which registered 13 and 2 new premises in 2021 and 2020, respectively, had no new premises registered in 2022. (See Appendix 17)

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

The DFI inspected 3,479 premises throughout the country in the reporting year, representing increases of 13 percent and 30 percent when compared 3,083 and 2,676 inspections carried out in 2021 and 2020, respectively. The Greater Accra Region continuous to witness the highest number of inspection visits. The region witnessed the highest percentage (17%) of inspection visits in 2022. The Northern Region also witnessed 27 percent increase in inspections, with 202 visits in 2022 compared to 159 visits in 2021. The Eastern Region, which had recorded a surge in inspections in 2021 (624 visits), experienced a 44 percent decrease in 2022, with 350 visits. Similarly, the Ahafo Region where 108 inspections were carried out in the 2021, dropped by 61 percent in 2022. On the other hand, the least number of inspections were carried out in the Bono East Region, with 25 visits in 2022, down from 60 visits in 2021, marking a 58 percent decrease. (See Figure 11)



**Figure 10: Regional Distribution of New Premises Registered**

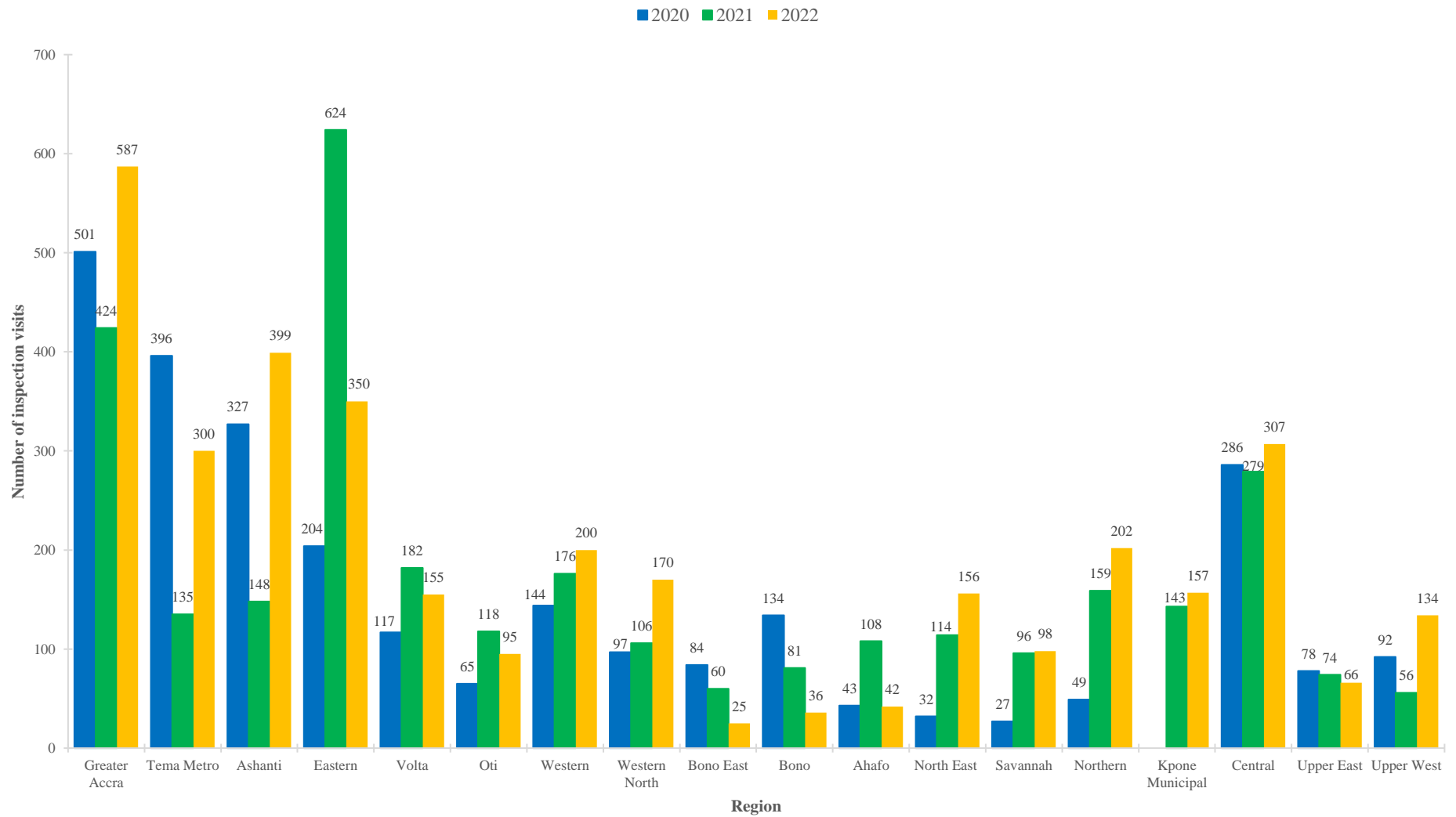


Figure 11: Regional Distribution of Routine Inspection of Registered Workplaces



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

Majority of the inspections conducted were in the Oil and Gas Industry, just as 2021 and 2020. The highest percentage (16%) of inspections were conducted in the Oil and Gas industry in 2022. However, this figure represents a decline of 30 percent and 26 percent compared to the inspections conducted in the same industry in 2021 and 2020, respectively. In contrast, the Warehousing industry experienced a surge, with 250 inspections in 2022 compared to 112 visits in 2021, representing more than 100 percent increase. The Food/Fruit Processing industry also saw an increase in inspections, with 250 visits in 2022, up from 24 visits in 2021, indicating more than a tenfold rise. In contrast, the Telecommunication/Elect. Eng. industry witnessed a decrease in inspections, with 12 visits in 2022 compared to 114 visits in 2021, representing an 89 percent drop. Similarly, the Saw milling industry saw a decline in inspections, with 85 visits in 2022 compared to 104 visits in 2021. The Ports and Docks industry showed improvement, with six inspections conducted in 2022, compared to none in 2021 and four in 2020. (See Appendix 18)

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

Over the three-year period, male workers experienced a higher number of accidents compared to their female counterparts. In 2022, the Department received reports of 18 occupational accident cases, which marked a decrease from 23 and 24 cases reported in 2021 and 2020, respectively. Just like in 2021, the highest number of accidents in 2022 were reported by victims aged 25-34 years, although the figure decreased from 10 in the previous year to seven in the reporting period. All seven accident victims in the 25-34 age group were males. Additionally, there was one female accident victim reported in 2022, aged 35 and 44 years. (See Table 14)

Similar to 2020, all 18 occupational accidents reported in 2022 were non-fatal. Among these non-fatal accidents, the highest number of seven involved males aged 25-34 years. On the other hand, the lowest number of non-fatal accidents, involving two males, occurred in the age group of 45-54 years. (See Table 15)

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

Age group	Male			Female		
	2020	2021	2022	2020	2021	2022
15 - 24	6	7	5	2	2	0
25 - 34	3	6	7	0	4	0
35 - 44	4	1	3	3	3	1
45 - 54	3	0	2	1	0	0
55+	2	0	0	0	0	0
<b>Total</b>	<b>18</b>	<b>14</b>	<b>17</b>	<b>6</b>	<b>9</b>	<b>1</b>





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

Age in Years	Fatal						Non-fatal					
	Male			Female			Male			Female		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
15 - 24	0	0	0	0	0	0	6	7	5	2	2	0
25 - 34	0	1	0	0	0	0	3	5	7	0	4	0
35 - 44	0	0	0	0	0	0	4	1	3	3	3	1
45 - 54	0	0	0	0	0	0	3	0	2	1	0	0
55+	0	0	0	0	0	0	2	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>13</b>	<b>17</b>	<b>6</b>	<b>9</b>	<b>1</b>

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

In 2022, the cotton industry reported the highest number of non-fatal accidents involving three male workers. This was followed by the Clay, Stone, Lime, and Cement industry; Sawmills, joinery, and general woodworking industry; Alcoholic drink industry; Soap, Starch, Candles industry; and Construction industry, with two male workers each involved in non-fatal accidents. The only industry that reported a female victim in a non-fatal accident was the Other Miscellaneous Industries sector. The Textiles, printing, bleaching, and dyeing industry, Rubber trades, Oil/Gas, and Other Miscellaneous Industries reported at least one accident each. (See Appendix 19)

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

Among male workers, machinery emerged as the leading cause of non-fatal accidents, accounting for 29 percent of the male non-fatal cases. This was followed by lifting machinery and explosions, with each contributing to 18 percent of the male non-fatal accidents. Additionally, electricity, in manufacturing, and miscellaneous causes each represented 12 percent of male non-fatal accidents. On the other hand, among female workers, only one non-fatal accident was reported, attributed to miscellaneous causes. It worth noting that in at least 15 occupations, there were no reported non-fatal accidents in 2022, as observed in the previous years. (See Appendix 20)

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

Out of the 18 occupational accidents reported and investigated in 2022, explosion emerged the leading cause of workplace accidents, with five incidents, all involving male workers. Additionally, four males sustained wound cut. The data also indicates three male each had burns and their arms lacerated. Furthermore, one male got electrocuted within the year under review. One female was involved in other cause of occupational accident. Unlike the previous year, where 91 percent of reported occupational accidents were investigated, all 18 reported accidents during the review year were investigated. Relative to 2021, the number of male



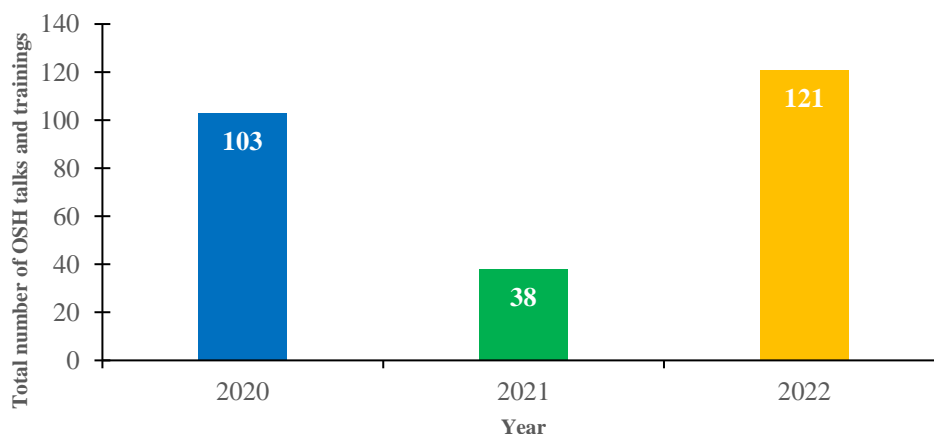
accidents reported increased by 21 percent and female accidents reported decreased by 89 percent. (See Appendix 21)

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

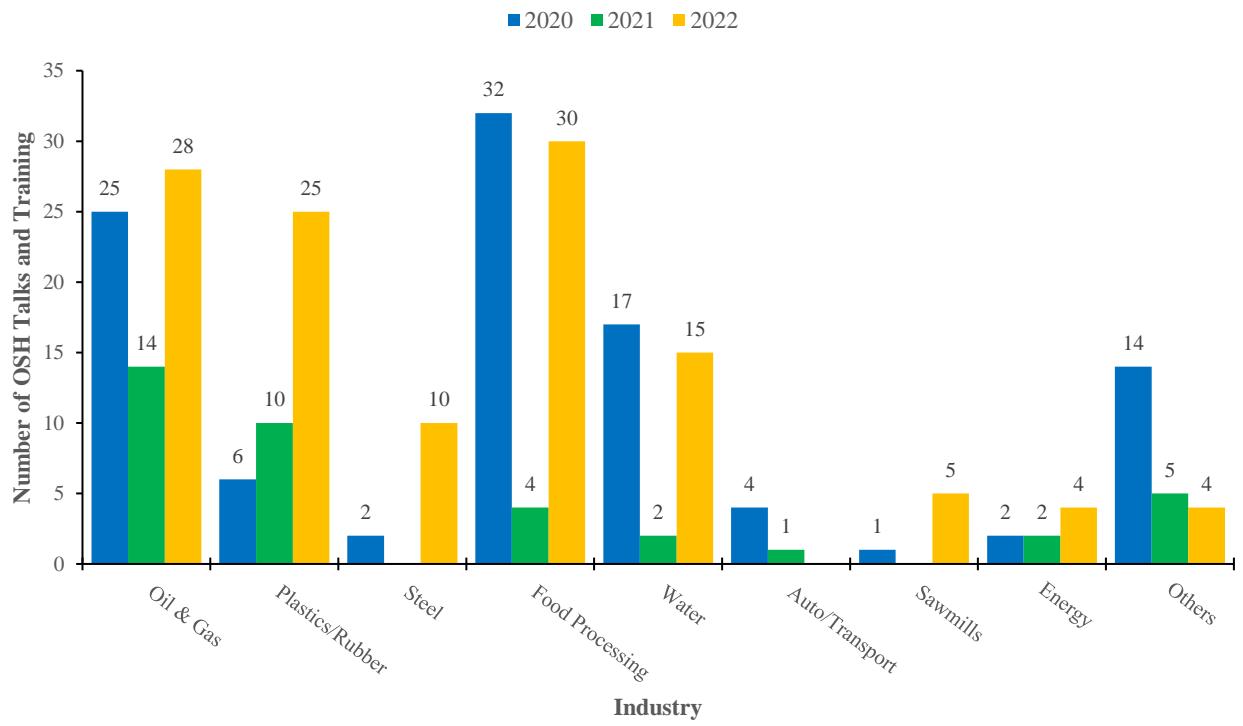
A total of 121 OSH talks and training sessions were conducted in eight regions across Ghana, marking more than 100 percent increase from the 38 sessions held in 2021 and 17 percent increase from 103 in 2020. Within the reporting period, about 74 percent of OSH talks and training sessions took place in the Western and Western north Regions unlike 2021 and 2020, where more than 50 percent of the OSH talks and trainings organised were concentrated in the Greater Accra, Tema Metropolitan and Ashanti Regions. About 49 percent of the OSH talks and training sessions were held in the Western Region. Relative to the previous years, the number of OSH talks and training sessions increased to 59, up from two and six OSH talks and training sessions held in 2021 and 2020, respectively, within the same region. Similarly, 26 percent of the OSH talks and training sessions were held in the Western North Region. This shows increases from one and five OSH talks and training sessions held in 2021 and 2022, respectively. (See Figure 12 and Appendix 22)

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

Out of 121 OSH talks and training sessions conducted, majority (25%) of the sessions took place in the Food Processing industry within the reporting year. This marks more than sevenfold increase in relation four sessions held in the industry in 2021. Additionally, 23 percent of the OSH talks and training sessions was held in the Oil & Gas industry, representing increases of 100 percent and 12 percent in relation to 2021 and 2020, respectively. On the other hand, the energy industry and others each accounted for 3 percent of the OSH talks and training sessions, representing the least percentage among the sectors. There were no OSH talks and training sessions reported in the Steel and Sawmill industries in 2021. However, both industries witnessed increases in 2022, with ten and five sessions, respectively. Within the reporting year, no OSH talks and training session was held in the Auto/Transport industry. (See Figure 13)



**Figure 12: OSH Talks and Training, 2020-2022**



**Figure 13: 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)*

The data highlights a positive trend in co-operative registrations and active status across various sectors in 2022. Cumulatively, the DOC registered 25,656 co-operatives as at 2022, representing 7 percent and 18 percent increases over 2021 and 2020, respectively. As in the previous years, the Agricultural Co-operatives remained the highest number of co-operatives registered as at 2022. The sector recorded 20,636 registered co-operatives, indicating an 8 percent rise from 19,095 co-operatives registered as at 2021. The Service Co-operatives also showed a positive trajectory, with 900 co-operatives registered as at 2022, marking 3 percent increase compared to the 873 co-operatives registered as at 2021. Similarly, the Financial Co-operatives had 2,317 co-operatives registered by end of the reporting period, reflecting 3 percent rise from the 2,255 co-operatives registered in 2021. About 51 percent of the 2,317 registered Financial Co-operatives remained active. Among the 1,083 registered Industrial Co-operatives, 53 percent were active. (See Figure 14 and Appendix 23)

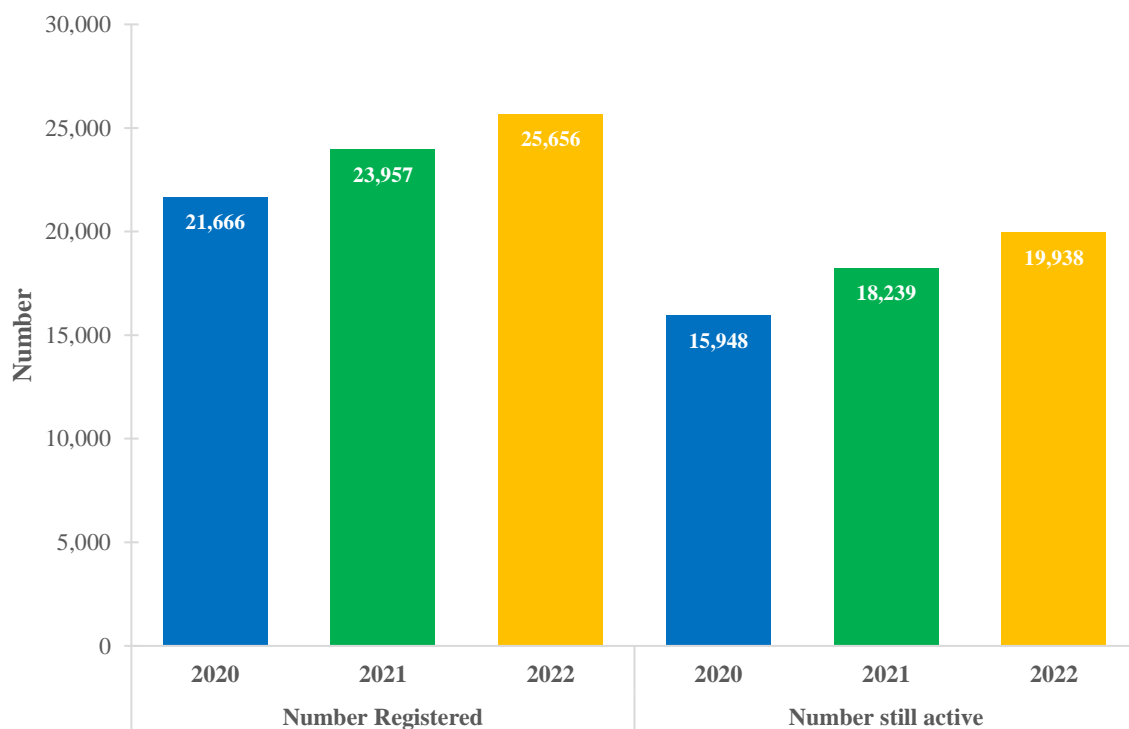


Figure 14: Cumulative Number of Registered and Active Co-operatives by Sector



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

Within the reference period, the DOC registered a total of 1,699 new co-operatives, indicating decreases of 26 percent and 71 percent relative to the 2021 and 2020, respectively. Out of the total number of newly registered co-operatives over the three-year-period, the Agricultural Co-operatives have consistently registered the highest number, constituting more than 90 percent of the newly registered co-operatives for each year. However, the data shows that the registration of new Agricultural Co-operatives has declined over the years: The 2022 figure indicates decreases of 29 percent and 74 percent relative to 2021 and 2020, respectively. A total of 27 new Service Co-operatives were registered in 2022, signifying an increase by 35 percent relative to 2021 but a decrease by 4 percent when compared to that of 2020. Sixty-two new Financial Co-operatives were registered in 2022, indicating 9 percent increase in relation to 2021 and more than 100 percent increase when compared to 2020. Furthermore, 69 new Industrial Co-operatives were registered within the year under review, depicting 73 percent and 33 percent increase relative to 2021 and 2020, respectively. Similar to the previous years, all the newly registered co-operatives in 2022 were active. (See Table 16)

**Table 16: Newly Registered Co-operatives by Sector**

Type of Co-operatives	Number registered			Number still active		
	2020	2021	2022	2020	2021	2022
Agricultural Co-operatives	5,852	2,174	1,541	5,852	2,174	1,541
Service Co-operatives	28	20	27	28	20	27
Financial Co-operatives	23	57	62	23	57	62
Industrial Co-operatives	52	40	69	52	40	69
<b>Total</b>	<b>5,955</b>	<b>2,291</b>	<b>1,699</b>	<b>5,955</b>	<b>2,291</b>	<b>1,699</b>

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

With regard to the regional variations, the Central Region registered the highest number of 192 new co-operatives, representing 11 percent of the total number of newly registered co-operatives in 2022. However, this figure marks 9 percent decrease compared to the 212 new co-operatives recorded in 2021. Similarly, the Eastern Region had new co-operatives with 190 registrations, making up 11 percent of the total new co-operatives for the year. However, this indicates a decline of 21 percent compared to the 242 new co-operatives in 2021. In contrast, the Greater Accra Region recorded the least number of 42 new co-operative societies, signifying 2 percent of the total. However, this shows 68 percent increase from 25 new co-operatives recorded in the region in 2021.

The data also reveals that nine regions experienced an increase in new Agricultural Co-operatives, while the remaining seven regions saw a decrease in registrations compared to 2021. The Eastern Region registered the highest number of new Agricultural Co-operatives with 183 co-operatives societies, while the Greater Accra Region had the least with 17 new co-operatives societies.



With respect to Service Co-operatives, eight regions saw an increase in new co-operatives, while three regions experienced a decline in registrations compared to 2021. The Northern Region recorded the highest number of new Service co-operative societies with seven, while five regions had the least with one new co-operative each.

Similarly, eight regions registered more new Financial Co-operatives, while three regions reported fewer registrations in 2022 compared to 2021. The Ashanti Region recorded the highest number of new co-operative societies with 15, while three regions had the least with only one new co-operative society each.

With respect to Industrial Co-operatives, eight regions showed an increase in new co-operatives, while three regions reported fewer registrations compared to 2021. The Western, Upper East, and Western North Regions had the highest number of new Industrial Co-operatives with seven each, while the Volta and North East Regions had the least with two each. *(See Appendix 24)*

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

The data reveals a positive trend in the number of inspections conducted across different types of co-operatives and regions in 2022. Within the reference period, the Department conducted a total of 2,912 inspections, marking more than twofold increase compared to 2021, and a onefold increase relative to 2020. Over the three-year period, Agricultural Co-operatives accounted for the highest number of 1,485 inspections, representing 51 percent of the total. This was followed by Financial Co-operatives (29%), Service Co-operatives (11%), and Industrial Co-operatives (9%).

Unlike in 2020 and 2021, where the Ashanti Regional Agricultural Co-operatives conducted the highest number of inspections, the Northern Regional Agricultural Co-operatives had the highest in 2022 with 311 inspections, making up 21 percent of the total. On the other hand, the Ahafo Region conducted the least number of 28 inspections, representing 2 percent of the total in 2022.

The number of inspections conducted by Service Co-operatives in 2022 saw an increase of more than 100 percent compared to 2021, and a 24 percent increase relative to 2020. Among the regions, the Greater Accra Region conducted the highest number of inspections (94), accounting for 29 percent of the total in 2022. Conversely, the Central and Upper West Regions each conducted the least number of inspections (4), representing 1 percent of the total.

The Financial Co-operatives witnessed threefold increase in inspections in 2022 in comparison to the previous year. The Greater Accra Regional Financial Co-operatives conducted the most inspections (269), making up 32 percent of the total, while the Eastern Region had the fewest inspections (14), representing 2 percent of the total. *(See Table 17)*



**Table 17: Regional Distribution of Inspection of New Co-operative Societies**

Region	Agricultural Co-operatives			Service Co-operatives			Financial Co-operatives			Industrial Co-operatives		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Greater Accra	9	6	33	41	30	94	89	87	269	20	16	10
Central	172	102	163	22	21	4	76	53	41	30	9	16
Eastern	140	108	96	64	46	33	44	20	14	12	9	6
Western	60	78	88	14	10	16	20	19	24	12	10	8
Ashanti	221	203	178	45	12	23	75	48	154	30	17	40
Volta	4	3	62	4	2	12	4	2	38	4	3	10
Northern	4	6	311	4	8	14	4	3	29	4	4	25
Upper East	38	13	71	8	2	13	8	4	22	15	10	15
Upper West	6	4	54	6	3	4	2	3	29	4	4	8
Ahafo	10	7	28	8	6	14	2	3	16	10	5	24
North East	6	6	32	4	4	8	4	3	19	4	2	14
Bono	14	8	63	10	4	13	8	4	18	8	3	26
Bono East	10	9	87	10	5	23	4	2	72	4	4	12
Oti	9	6	41	9	3	18	5	3	26	7	2	14
Savannah	6	5	66	6	1	12	4	1	42	4	2	10
Western North	8	5	112	8	2	24	4	2	23	4	2	28
<b>Total</b>	<b>717</b>	<b>569</b>	<b>1,485</b>	<b>263</b>	<b>159</b>	<b>325</b>	<b>353</b>	<b>257</b>	<b>836</b>	<b>172</b>	<b>102</b>	<b>266</b>



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

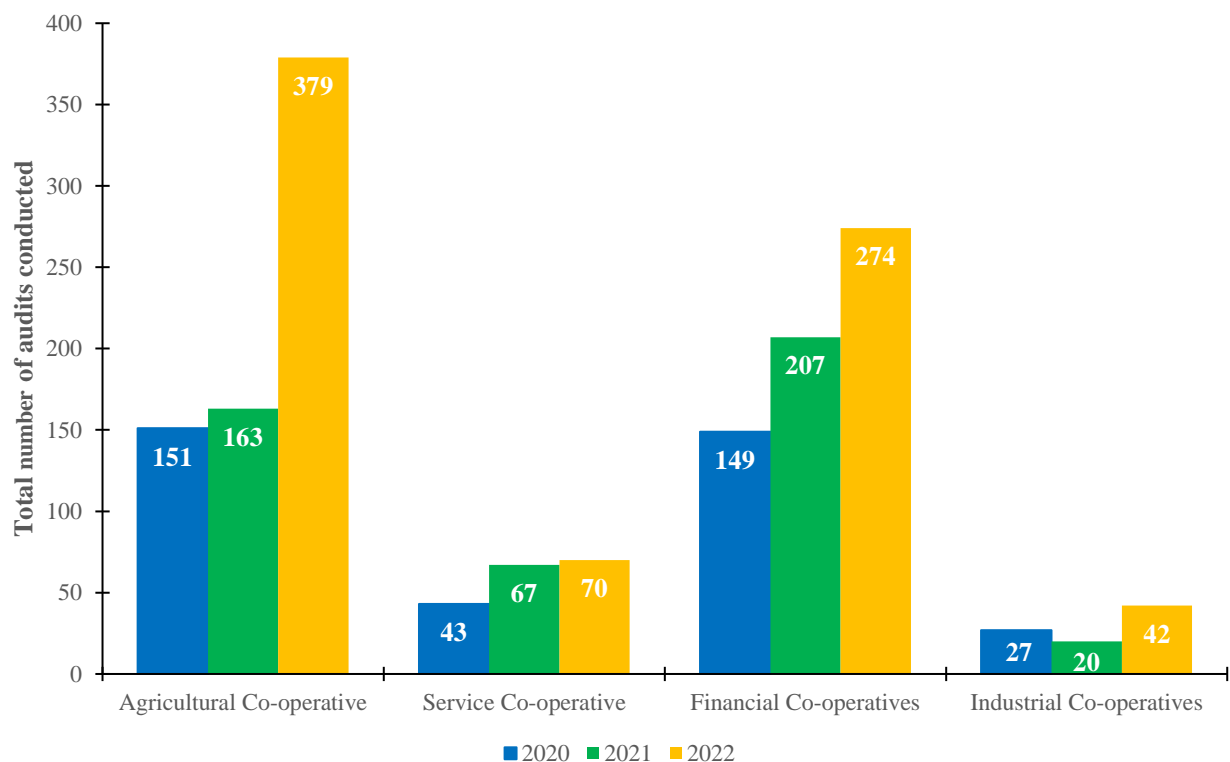
In the review year, the Department conducted a total of 765 audits, representing 67 percent increase compared to 2021 and over 100 percent increase compared to 2020.

Within the reporting period, the Ashanti Regional Agricultural Co-operatives conducted the highest number of 144 audits, accounting for 38 percent of the total. In contrast, the Ahafo Region conducted the least number of one audit, making up 0.3 percent.

Regarding Service Co-operatives, the Greater Accra Region conducted the highest number of audits in 2022, with a total of 18 audits, representing 26 percent of the overall audits. On the other hand, both the Northern and Upper West Regions conducted the least number of audits, each recording two audits, accounting for 3 percent.

With respect to Financial Co-operatives, the Ashanti Region conducted the highest number of 103 audits, making up 38 percent of the total. Conversely, the Savannah Region conducted one audit, representing 0.4 percent. Within the same year, no audit was conducted in the Ahafo and Oti Regions.

The Western Regional Industrial Co-operatives conducted the highest number of 11 audits, accounting for 26 percent of the total. On the contrary, the Ahafo and Bono-east Regions each conducted one audit, making up only 2 percent of the total audits. Additionally, the data further indicates that no audit was carried out in three regions in 2020, and four more regions did not record any audit in 2021 and 2022 as far as industrial co-operative sector is concerned. (See Figure 15)



**Figure 15: Regional Distribution of Audits of New Co-operative Societies**





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

Within the reference period, the Department registered a total of 116,258 new members across all regions. This marks a decrease of 19 percent compared to 2021 but represents an increase of 23 percent compared to 2020. Out of the new membership in 2022, the majority, 94,528 (81%), joined Agricultural Co-operatives, followed by 19,865 (17%) joining Financial Co-operatives. Service Co-operatives saw 607 new members (0.5%), while Industrial Co-operatives had 1,258 new members (1%).

Over the three-year period, the Ashanti Region consistently recorded the highest number of new members across all sectors. In 2022, the Ashanti Regional Agricultural Co-operatives attracted the highest number of new members, with 14,492, accounting for 15 percent of the total. In contrast, the Savannah region had the least, with 540, representing 0.6 percent.

Among the Financial Co-operatives in 2022, the Ashanti Region had the highest with 8,093 new members, making up 41 percent of the total. On the other hand, the Bono-east Region had the fewest new members (0.5%). The data further shows that the Volta, Upper East, North East, and Oti Regions had no new members joining Financial Co-operatives in 2022.

The Greater Accra Region attracted highest number of new members in the Service Co-operatives, as it did in 2021. Out of the 607 new Service Co-operative members, 109 joined from the region, representing 18 percent. However, the Volta, Upper East, Ahafo, North East, and Bono Regions did not record any new Service Co-operative member in 2022.

Relatedly, Industrial Co-operatives registered a total of 1,258 new members. Among these, the Bono Region recorded the most with 176, accounting for 14 percent. Conversely, the Volta region had the fewest new members (31), constituting 2 percent of the total. (*See Table 18*)

In aggregate, the total membership strength of Co-operative Societies reached 2,169,523 as at the reference period, showing 6 percent increase compared to 2021. This growth was consistent across all types of Co-operatives, with Agricultural, Service, Financial, and Industrial Co-operatives witnessing respective increments of 13 percent, 0.9 percent, 1 percent, and 1 percent compared to the previous year.

Financial Co-operatives had the highest number of members, reaching 1,228,905, representing 56 percent of the total membership. In contrast, Service Co-operatives had the lowest number of members, with 67,416, making up 3 percent of the total membership strength.

Among the Agricultural Co-operatives, the Ashanti Region had the highest membership, recording 162,374 members, accounting for 20 percent of the total. Conversely, the Savannah Region had the least number of members, with 1,030, representing 0.1 percent of the total.

The Greater Accra Region had the highest Service Co-operative membership with 29,054 members, comprising 43 percent of the total, while the Bono region had no members. For Financial Co-operatives, the Ashanti Region had the highest membership, reaching 274,401, which represents 22 percent of the total. On the other hand, the Oti Region had no members in this type of Co-operative.

Regarding Industrial Co-operatives, the Western Region had the highest membership with 10,434 members, constituting 13 percent of the total. The Oti Region, however, had the fewest members, with 57, accounting for 0.1 percent of the total membership strength. (*See Table 19*)



**Table 18: 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	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Greater Accra	95	259	1,110	250	4,506	6,756	130	300	109	65	42	71
Central	15,200	11,712	8,979	150	2,896	1,531	70	0	58	30	0	87
Eastern	1,200	8,362	7,543	350	261	314	0	0	74	0	20	54
Western	15,700	5,043	12,103	0	1,978	844	210	35	45	32	0	97
Ashanti	26,802	34,856	14,492	1,750	12,898	8,093	45	0	86	35	29	89
Volta	750	2,686	1,866	170	0	0	70	0	0	0	0	31
Northern	55	925	12,124	0	0	212	0	133	77	180	617	65
Upper East	912	4,583	6,634	0	0	0	25	0	0	168	0	90
Upper West	150	857	9,678	250	33	501	0	0	48	130	122	42
Ahafo	1,656	11,997	4,112	220	342	667	0	0	0	0	656	88
North East	30	231	1,915	170	0	0	0	17	0	73	0	45
Bono	6,503	2,949	906	420	622	345	0	0	0	0	0	176
Bono East	1,340	1,214	1,723	470	1,887	107	26	38	31	0	0	88
Oti	1,320	1,456	717	0	0	0	0	0	14	0	0	57
Savannah	130	360	540	0	0	128	0	20	22	75	712	72
Western North	17,200	28,211	10,086	0	212	367	0	0	43	0	0	106
<b>Total</b>	<b>89,043</b>	<b>115,701</b>	<b>94,528</b>	<b>4,200</b>	<b>25,635</b>	<b>19,865</b>	<b>576</b>	<b>543</b>	<b>607</b>	<b>788</b>	<b>2,198</b>	<b>1,258</b>



**Table 19: Membership Strength (Cumulative) as at 2022**

Region	Agricultural Co-operatives			Service Co-operatives			Financial Co-operatives			Industrial Co-operatives		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Greater Accra	22,764	23,023	24,133	28,645	28,945	29,054	229,961	234,467	241,223	10,146	10,188	10,259
Central	88,114	99,826	108,805	4,483	4,483	4,541	191,006	193,902	195,433	6,798	6,798	6,885
Eastern	63,499	71,861	79,404	3,163	3,163	3,237	84,502	84,763	85,077	7,700	7,720	7,774
Western	130,268	135,311	147,414	5,732	5,767	5,812	55,459	57,437	58,281	10,337	10,337	10,434
Ashanti	113,026	147,882	162,374	1,716	1,716	1,802	253,410	266,308	274,401	8,285	8,314	8,403
Volta	13,559	16,245	18,111	2,903	2,903	2,903	83,132	83,132	83,132	7,273	7,273	7,304
Northern	28,523	29,448	41,572	1,131	1,264	1,341	41,389	41,389	41,601	8,704	9,321	9,386
Upper East	32,044	36,627	43,261	8,742	8,742	8,742	35,994	35,994	35,994	5,392	5,392	5,482
Upper West	28,642	29,499	39,177	6,518	6,518	6,566	47,987	48,020	48,521	5,083	5,205	5,247
Ahafo	35,260	47,257	51,369	3,207	3,207	3,207	159,505	159,847	160,514	7,429	8,085	8,173
North East	30	261	2,176	0	17	17	170	170	170	73	73	118
Bono	6,503	9,452	10,358	0	0	0	420	1,042	1,387	0	0	176
Bono East	1,340	2,554	4,277	26	64	95	470	2,357	2,464	0	0	88
Oti	1,320	2,776	3,493	0	0	14	0	0	0	0	0	57
Savannah	130	490	1,030	0	20	42	0	0	128	75	787	859
Western North	17,200	45,411	55,497	0	0	43	0	212	579	0	0	106
<b>Total</b>	<b>582,222</b>	<b>697,923</b>	<b>792,451</b>	<b>66,266</b>	<b>66,809</b>	<b>67,416</b>	<b>1,183,405</b>	<b>1,209,040</b>	<b>1,228,905</b>	<b>77,295</b>	<b>79,493</b>	<b>80,751</b>



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

In 2022, Co-operatives in various regions employed a total of 1,726 people, representing decreases of 41 percent and 48 percent from the employment figures in 2021 and 2020, respectively. Agricultural Co-operatives constituted the majority of the workforce, employing 946 individuals, making up 55 percent of the total employment in the Co-operative sector. However, the 2022 figure shows decreases of 66 percent and 70 percent in relation to 2021 and 2020, respectively. Out of 946 persons employed, the Upper West Agricultural Co-operative employed the highest number of 153 employees, contributing 16 percent to the overall employment figure with the Sector.

Relatedly, the Service Co-operatives employed 221 individuals, representing 13 percent of the total employment in 2022. Among regions, the Greater Accra region employed the highest number of individuals (46), accounting for 21 percent of the total employment in the Service Co-operative sector. The least number of two persons (1%) were employed in the Volta Region within the Sector. Relative to 2021 and 2020, the total number of persons employed in the Sector in 2022, reflects more than ninefold increase and twentyfold increase, respectively.

The Financial Co-operative Sector employed 379 individuals in 2022, making up 22 percent of the total workforce. In this sector, the Ashanti Region employed the highest number of 46 employees, contributing 12 percent to the total financial Co-operative employment. The Savannah Region employed the least (12), indicating 3 percent. The total number of persons employed in the Financial Co-operative Sector in 2022 reflects more than fourfold increase relative to 2021 and sixteen fold increase compared to 2020.

The Industrial Co-operative Sector employed 180 individuals, constituting 10 percent of the total Co-operative workforce. The Upper East region had the highest number of employees in this sector (25), representing 14 percent of the total employment whereas Oti Region employed four persons, being the least. The total number persons employed in the Industrial Sector in 2022, reflects more than threefold increase relative to 2021 and more than twofold increase compared to 2020. (*See Table 20*)



Table 20: Number of People Employed by New Co-operative Societies

Region	Agricultural Co-operatives			Service Co-operatives			Financial Co-operatives			Industrial Co-operatives		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Greater Accra	8	7	5	2	4	46	2	21	42	3	7	16
Central	780	501	148	2	1	12	1	5	26	2	1	9
Eastern	425	478	46	0	0	15	2	3	28	0	0	10
Western	542	248	132	3	5	24	0	3	39	1	0	14
Ashanti	847	677	54	1	3	9	10	32	46	5	0	6
Volta	10	29	18	2	0	2	1	0	24	0	0	18
Northern	2	32	111	0	3	13	0	2	14	20	11	8
Upper East	40	68	37	0	0	14	0	0	22	21	6	25
Upper West	3	10	153	0	1	22	1	0	18	14	4	9
Ahafo	70	64	65	0	0	12	1	0	22	0	0	14
North East	0	2	12	0	0	6	1	0	13	7	0	8
Bono	120	104	42	0	2	0	2	4	27	0	0	6
Bono East	10	15	21	1	2	7	2	5	18	0	0	12
Oti	12	10	9	0	1	10	0	1	0	0	0	4
Savannah	2	14	36	0	1	17	0	1	12	9	20	13
Western North	320	518	57	0	1	12	0	3	28	0	1	8
<b>Total</b>	<b>3,191</b>	<b>2,777</b>	<b>946</b>	<b>11</b>	<b>24</b>	<b>221</b>	<b>23</b>	<b>80</b>	<b>379</b>	<b>82</b>	<b>50</b>	<b>180</b>



Cumulatively, the total number of new people employed by Co-operatives across all regions were 22,682 as at 2022, marking cumulative increases of 8 percent and 26 percent over 2021 and 2020, respectively.

Agricultural Co-operatives, in particular, continue to be the backbone of employment among the various sectors. As at 2022, the sector employed 15,600 individuals, representing 69 percent of the total workforce employed by Co-operatives. While this figure demonstrates continued growth, it also reveals an increase of 6 percent compared to 2021 and 31 percent compared to 2020. Over the three-year period, the Ashanti Region remained the highest employer in this sector, employing 4,159 individuals, contributing 27 percent to the total employment.

Similarly, Service Co-operatives experienced growth in employment, with 543 individuals working in this sector as at 2022. This marks an increase of 69 percent compared to 2021 and 82 percent compared to 2020. The Greater Accra Region was the dominant employer in this sector, employing 110 individuals, making up 20 percent of the total employment. The Bono Region recorded the least with two employees.

The Financial Co-operative sector also saw a growth in employment, with 5,823 individuals being employed as at 2022. This reflects an increase of 7 percent compared to 2021 and 9 percent compared to 2020. Just like 2021 and 2020, the Ashanti Region employed the highest number of individuals in 2022. The region employed 22 percent of the total employment within the year under review.

Additionally, the Industrial Co-operative sector experienced growth in employment, with 716 individuals working in the sector as at 2022. This shows an increase of 34 percent compared to 2021 and 47 percent compared to 2020. The Western Region employed 21 percent of individuals, being the highest. (*See Table 21*)



**Table 21: Number of People Employed by Co-operative Societies (Cumulative)**

Region	Agricultural Co-operatives			Service Co-operatives			Financial Co-operatives			Industrial Co-operatives		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Greater Accra	55	62	67	60	64	110	928	949	991	40	47	63
Central	2,890	3,391	3,539	64	65	77	742	747	773	98	99	108
Eastern	941	1,419	1,465	6	6	21	271	274	302	27	27	37
Western	2,682	2,930	3,062	16	21	45	571	574	613	138	138	152
Ashanti	3,428	4,105	4,159	41	44	53	1,209	1,241	1,287	23	23	29
Volta	94	123	141	16	16	18	592	592	616	9	9	27
Northern	486	518	629	18	21	34	186	188	202	49	60	68
Upper East	309	377	414	17	17	31	100	100	122	60	66	91
Upper West	120	130	283	19	20	42	168	168	186	20	24	33
Ahafo	408	472	537	40	40	52	592	592	614	6	6	20
North East	0	2	14	0	0	6	1	1	14	7	7	15
Bono	120	224	266	0	2	2	2	6	33	0	0	6
Bono East	10	25	46	1	3	10	2	7	25	0	0	12
Oti	12	22	31	0	1	11	0	1	1	0	0	4
Savannah	2	16	52	0	1	18	0	1	13	9	29	42
Western North	320	838	895	0	1	13	0	3	31	0	1	9
<b>Total</b>	<b>11,877</b>	<b>14,654</b>	<b>15,600</b>	<b>298</b>	<b>322</b>	<b>543</b>	<b>5,364</b>	<b>5,444</b>	<b>5,823</b>	<b>486</b>	<b>536</b>	<b>716</b>



### ***Proposed Groups Nurtured into Co-operatives***

In 2022, a total of 1,185 new groups were being nurtured into Co-operatives across various regions, indicating 41 percent and 80 percent decrease from 2021 and 2020, respectively. The Northern Region saw the highest number of new groups nurtured into Co-operatives, with 268 new groups proposed. This represents eightfold increase relative to 2021 and more than fifteenfold increase compared to 2020. In contrast, the least number of 17 proposed groups were being nurtured into Co-operatives in the Savannah Region. This reflects 66 percent decrease in relation to 2021 but 21 percent increase when compared to 2020. The Central Region experienced decreases of 65 percent compared to 2021 and 94 percent compared to 2020, with 74 proposed groups nurtured in 2022. Similarly, the Ashanti Region also witnessed decreases of 91 percent compared to 2021 and 96 percent compared to 2020, with 65 new proposed group nurtured within the reference period. (See Table 22)

**Table 22: Number of Proposed Groups Nurtured into Co-operatives**

<b>Region</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Greater Accra	24	44	147
Central	1181	210	74
Eastern	628	190	67
Western	836	230	82
Ashanti	1462	699	65
Volta	48	39	84
Northern	17	33	268
Upper East	100	29	118
Upper West	17	10	34
Ahafo	149	20	19
North East	6	23	38
Bono	405	20	54
Bono East	85	18	31
Oti	73	10	41
Savannah	14	50	17
Western North	910	385	46
<b>Total</b>	<b>5,955</b>	<b>2,010</b>	<b>1,185</b>

***NB: These are groups that are being nurtured to be registered as co-operatives.***

### ***Organised Training***

The DOC organise trainings on cooperative concept, principles and values; financial management; conflict resolution; co-operative governance/leadership skills; record keeping and bookkeeping; as well as skill training.

Within the reporting period, a total of 1,248 training sessions were organised across various regions, reflecting more than onefold increase in relation to the previous year and more than threefold increase when compared to 2020. Majority (28%) of the training sessions took place





in the Northern Region. This indicates a rise from 35 sessions in 2021 and an increase from 22 sessions in 2020. The Eastern Region also conducted 108 (9%) training sessions in 2022. This shows more than twofold increase in relation to the previous year and more than sixfold increase when compared to 2020. The least number of training sessions was hosted in the Ahafo Region, representing 1 percent of the total. Out of 16 regions, thirteen organised more training sessions in relation to 2021. (*See Figure 16*)

As of 2022, a total of 4,938 training sessions had been conducted across various regions. This indicates 34 percent increase when compared to 2021 and 67 percent increase in relation to 2020. The regional analysis of the data shows that, the Greater Accra Region organised 386 training sessions as of 2022. This marks an increase by 14 percent when compared to 2021 and 56 percent from 248 sessions in 2020. Similarly, the Central Region had organised 378 training sessions as of 2022. This reflects an increase of 18 percent from 320 sessions in 2021 and 44 percent growth from 263 sessions in 2020. However, the Oti Region recorded the least with 0.8 percent of the total. This reflects more than fourfold increase when compared to 2021 and more than twenty-fivefold increase in relation to 2020. (*See Figure 17*)

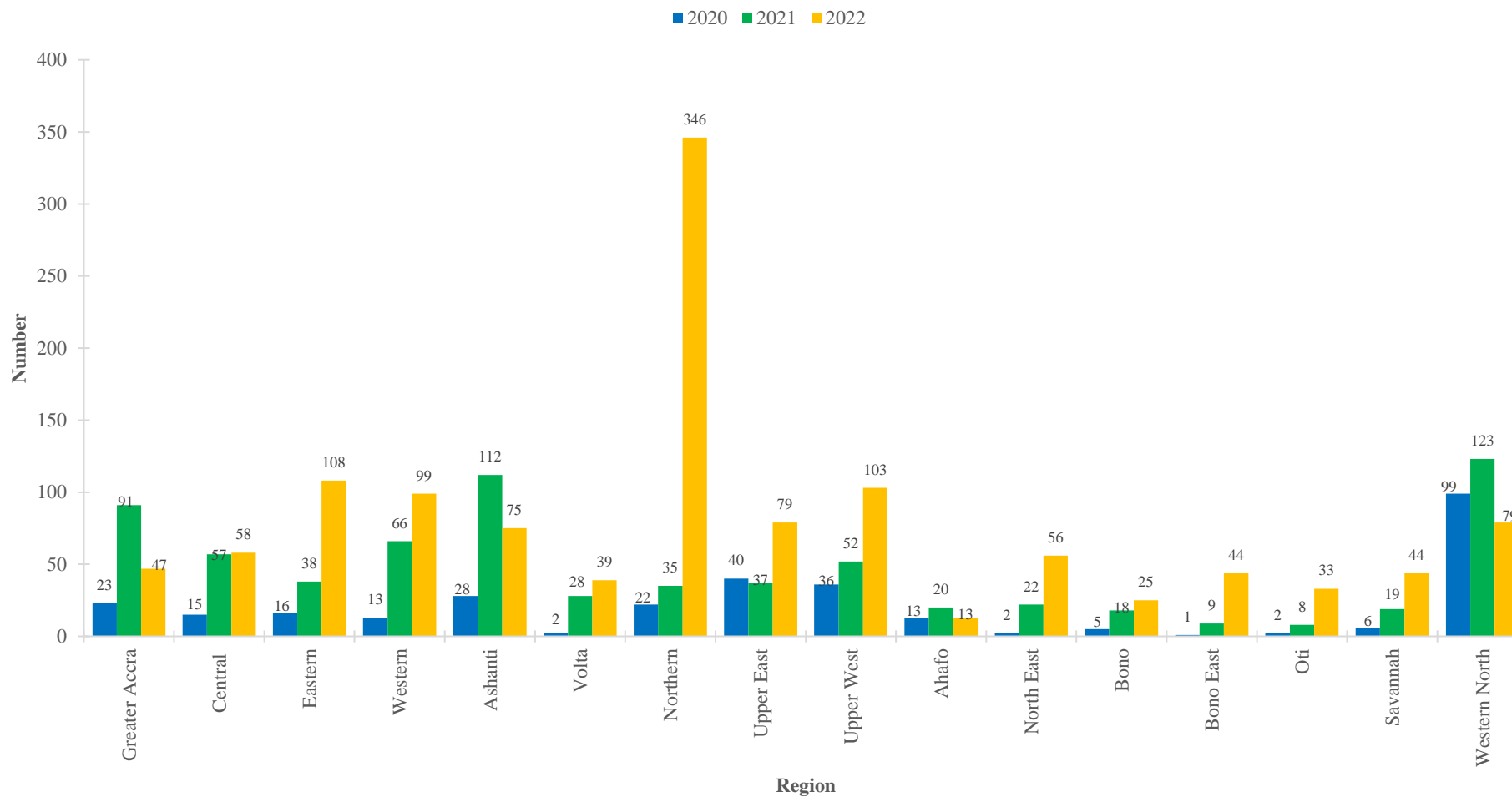


Figure 16: Regional Distribution of training organised

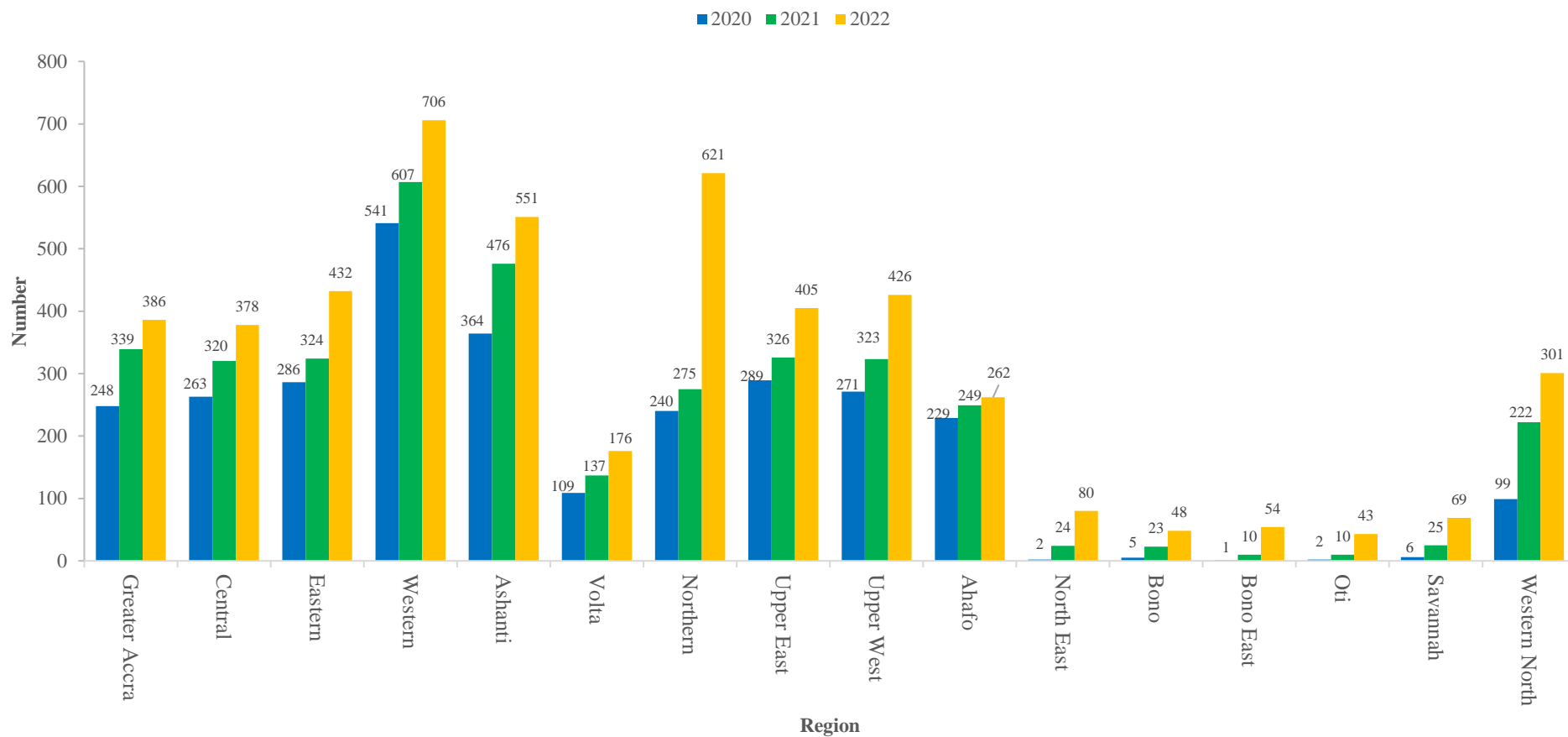


Figure 17: Regional Distribution of training organised (Cumulative)



### Capital Base of Co-operative Societies

Nationwide, Capital Base of Co-operatives reached Gh¢5,205,073.00 within the review year, marking 93 percent increase compared to the previous year and more than 100 percent increase in relation to 2020. Within the reference period, the capital base of Agricultural Co-operatives reached Gh¢1,000,300.00. This represents 49 percent increase from the previous year, but 43 percent decrease from 2020. The capital base of Service Co-operatives was Gh¢98,980.00 in 2022, representing 79 percent increase when compared to 2021 and more than 100 percent increase in relation to 2020. Over the three-year period, the Financial Co-operatives have recorded more than 70 percent of the total capital base for each year. In 2022, the sector had a capital base of Gh¢3,993,862.00. This marks more than 100 percent increase in relation to 2021 and 2020, respectively. Similarly, the Industrial Co-operatives experienced growth in their capital base, which amounted to Gh¢111,931.00 within the review year. This indicates 57 percent increase when compared to 2021 and 44 percent increase in relation to 2020. (See Table 23)

**Table 23: Capital Base of New Co-operative Societies by Sector**

Type	2020		2021		2022	
	Amount (Gh¢)	%	Amount (Gh¢)	(%)	Amount (Gh¢)	(%)
Agricultural Co-operatives	1,755,600.00	73.36%	670,500.00	24.89%	1,000,300.00	19.22%
Service Co-operatives	42,000.00	1.76%	55,370.00	2.06%	98,980.00	1.90%
Financial Co-operatives	517,500.00	21.62%	1,896,400.00	70.41%	3,993,862.00	76.73%
Industrial Co-operatives	78,000.00	3.26%	71,150.00	2.64%	111,931.00	2.15%
<b>Total</b>	<b>2,393,100.00</b>	<b>100%</b>	<b>2,693,420.00</b>	<b>100%</b>	<b>5,205,073.00</b>	<b>100%</b>

In aggregate, the total capital base of Co-operatives amounted to Gh¢570,154,788, showing an increase of 0.92 percent compared to 2021 and 1.4 percent increase in relation to 2020. Among the different sectors, Financial Co-operatives recorded the highest capital base of Gh¢548,528,348, constituting 96 percent of the total. On the other hand, Service Co-operatives had the lowest capital base, amounting to Gh¢1,006,165, representing 0.2 percent of the total. (See Table 24)

**Table 24: Capital Base of Co-operative Societies by Sector (Cumulative)**

Type	2020(Gh¢)	2020(%)	2021(Gh¢)	2021(%)	2022(Gh¢)	(%)
Agricultural Co-operatives	15,671,243.00	2.79%	16,341,743.00	2.89%	17,342,043.00	3.04%
Service Co-operatives	851,815.00	0.15%	907,185.00	0.16%	1,006,165.00	0.18%
Financial Co-operatives	542,638,086.00	96.51%	544,534,486.00	96.39%	548,528,348.00	96.21%
Industrial Co-operatives	3,095,151.00	0.55%	3,166,301.00	0.56%	3,278,232.00	0.57%
<b>Total</b>	<b>562,256,295.00</b>	<b>100%</b>	<b>564,949,715.00</b>	<b>100%</b>	<b>570,154,788.00</b>	<b>100%</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, The Gambia and Sierra Leone within the period under consideration. In 2022, the MDPI provided training to a total of 1,127 participants, with 217 individuals attending regular courses and 910 trainees taking part in inplant courses. Out of the 1,127 participants, the majority (1,113 trainees) were Ghanaians. There were also 13 trainees from Gambia and one participant from Sierra Leone. However, there were no trainees from Liberia or Nigeria, which is consistent with the lack of participation from these countries in 2020 and 2021. The number of Ghanaian trainees who participated in regular courses in 2022 saw an increase of 46 trainees (28%) compared to the previous year and an increase of 110 trainees (111%) when compared to 2020. Similarly, the number of Ghanaian participants in inplant courses also saw an increase of 392 trainees (77%) compared to 2021 and 294 trainees (48%) compared to 2020. However, the number of Gambian trainees in regular courses experienced a decline of 72 percent relative to 2021. On the positive side, there were 5 Gambian participants in inplant courses in 2022, which is an improvement compared to the absence of Gambian participants in both 2020 and 2021.

As part of 1,127 participants, 19 percent enrolled in regular training courses involved 148 males and 69 females. Compared to the previous years, the number of male participants increased by 16 percent and more than 100 percent in relation to 2021 and 2020, respectively. Similarly, female participants increased by 8 percent in relation to 2021 and more than 100 percent when compared to 2020. Among the different courses offered, the majority of participants (12%) enrolled in the Developing Effective Negotiation Skills course. In contrast, nine of the regular courses had the least number of participants, with one individual enrolled in each. Additionally, the Human Resource Management Practice in the Public Sector course, which had no participants in the previous years, saw an enrollment of 2 males and 8 females in 2022. However, over the three-year period, no participant has enrolled in Introduction to Management course. (*See Appendix 25*)

Additionally, the Institute trained 910 participants (679 males and 231 females) in inplant courses within the period under review. The 2022 figure increased by 78 percent and 49 percent in relation to 2021 and 2020, respectively. Within the reference period, two-thirds of the total participants enrolled in Managerial Leadership Skills Development; Office Management and Administration; and Administrative Management Skills. One participant each enrolled in Tax Compliance through Transfer Pricing; and Investigative and Forensic Audit courses, being the least in 2022. The Effective Negotiation Skills course had no trainees in 2021 after having two male and two female trainees in 2020. However, seven male and seven female trainees took the course in the review year. The Hotel and Hospitality Management course recorded 12 more males than females in 2022. Attitudinal Change for Improved Productivity course also recorded nine more males than females while Workplace Improvement Techniques for Increased Productivity course had 1 male and 1 female each partaking in the course. (*See Appendix 26*)



## ***Consultancy***

The MDPI runs consultancy services to Private sector, State owned, as well as Public Sector Institutions. Within the reporting year, the MDPI provided three consultation services, maintaining a consistent number with the previous year. Just like in 2021, one consultation service each was rendered in the private sector, state-owned institution, and public sector in the reference year. In 2020, there were no consultancy services held in any State-owned Institution. However, in 2022, the MDPI offered one consultancy service in a State-owned Institution, maintaining the same level as in 2021. (See Table 25)

**Table 25: Consultancy Services by MDPI**

<b>Consultancy Services</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Private Sector	1	1	1
State owned Institutions	0	1	1
Public Service	1	1	1
<b>Total</b>	<b>2</b>	<b>3</b>	<b>3</b>

## ***Instructional Staff***

The overall instructional staff strength decreased from 18 staff members in 2020 to 16 staff members in 2021. However, this number increased to 21 staff members in the review year. In the reporting year, the MDPI aimed to have a total of 24 staff members, comprising 14 males and 10 females. However, the actual number of available staff was 21, consisting of 13 males and 8 females, resulting in a deficiency of 14 percent (1 male and 2 females) in achieving the ideal staff strength. Among the courses offered by the MDPI, the FM/MIS course had the highest number of instructors, with five male instructors. The Directorate (2 males and 2 females), Industrial Engineering (4 males only), General Management (1 male and 3 females) and Marketing (1 male and 3 females) had four instructors each. However, there were no research and support staff available during the review year. Although the staff requirements for the Industrial Engineering, General Management, Marketing, and FM/MIS courses were met, the Directorate fell short by three instructors (75%) compared to the ideal staff strength. (See Appendix 27)

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

The SCORE and BCP are programmes organized by MDPI with the support of ILO and GIZ to train small scale enterprises to mitigate the effects of COVID-19. As part of continuous effort to mitigate the effects of COVID-19 on small scale enterprises, the Institute trained 2,430 participants in Sustaining Competitive and Responsible Enterprises (SCORE) and Business Continuity Planning (BCP) programmes in 2022. A total of 2,400 participants (2,304 regular and 96 inplant) were trained in SCORE and 30 regular participants only were trained in BCP. In relation to 2021, the regular participants increased by more than ninefold whereas the inplant participants decreased by 73 percent for the SCORE programme. (See Appendix 28)



## 6.5 Pensions Regulation

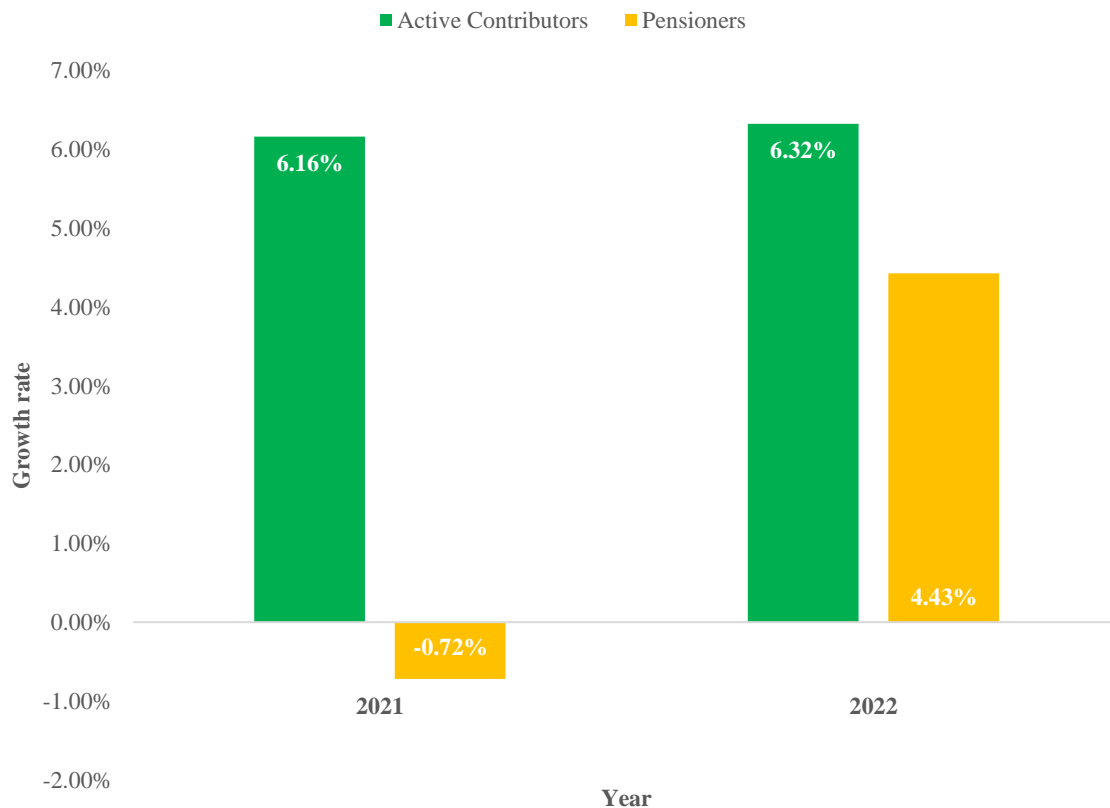
### *National Pensions Regulatory Authority (NPRA)*

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.

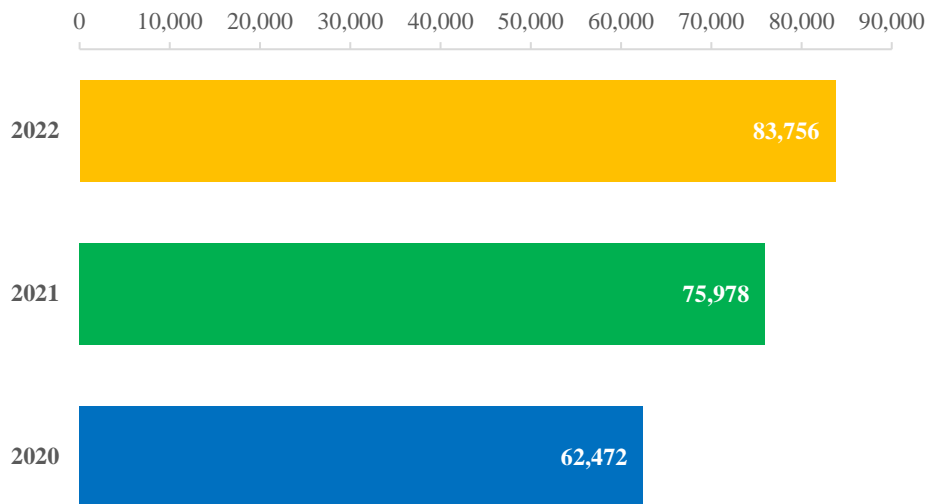
### *Growth Indicators of SSNIT Scheme*

At the end of the review year, the NPRA reported a total of 1,843,833 active contributors on the SSNIT Scheme. This figure reflects a positive growth of 6.3 percent in 2022 compared to an increase of 6.2 percent in 2021. Relatedly, the Authority recorded a total of 235,762 registered retirees for the period, marking an increase of 4.4 percent in 2022. This is in contrast to 0.7 percent decrease recorded in 2021. (See Figure 18)

Furthermore, during the reference period, the number of registered businesses, both in the public and private sectors, that made contributions for their workers witnessed an increase of 10.2 percent compared to 75,978 recorded in 2021. (See Figure 19)



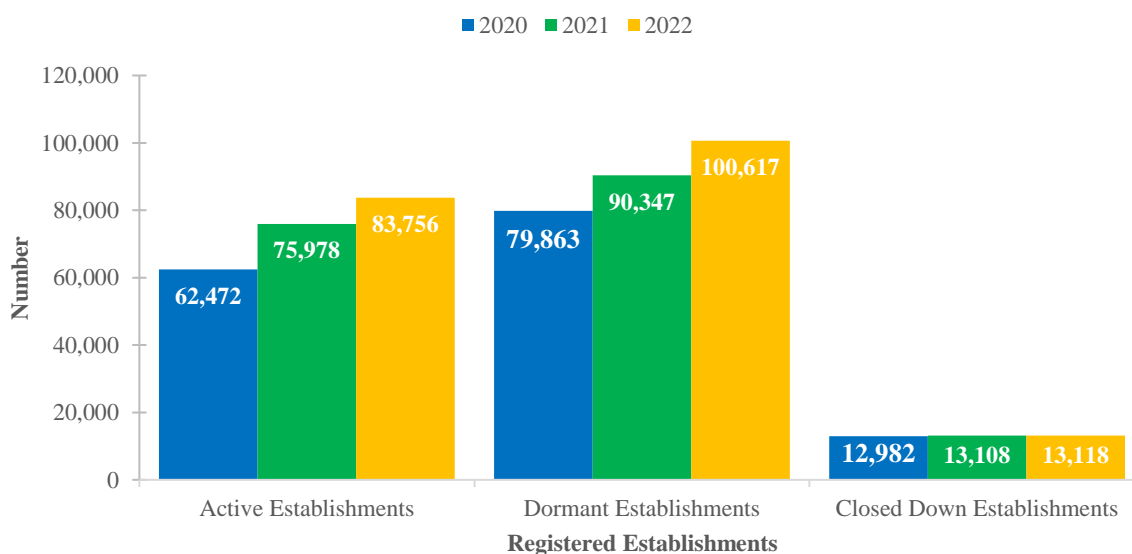
**Figure 18: Growth of Pensioners and Active Contributors of SSNIT Scheme**



**Figure 19: Number of Active Establishments of the SSNIT Scheme (2020-2022)**

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

In 2022, registered establishments under the Tier 1 SSNIT scheme were 197,491, representing 10 percent increase in relation to the previous year. Among the registered establishments, 83,756 were classified as active, accounting for 42.4 percent of the total. Dormant establishments numbered 100,617, making up 51 percent, while 13,118, representing 6.6 percent were closed down establishments. In the year under consideration, active establishments, dormant establishments and closed down establishments increased by 10.2 percent, 11.4 percent and 0.1 percent, respectively, compared to the previous year. (See Figure 20)



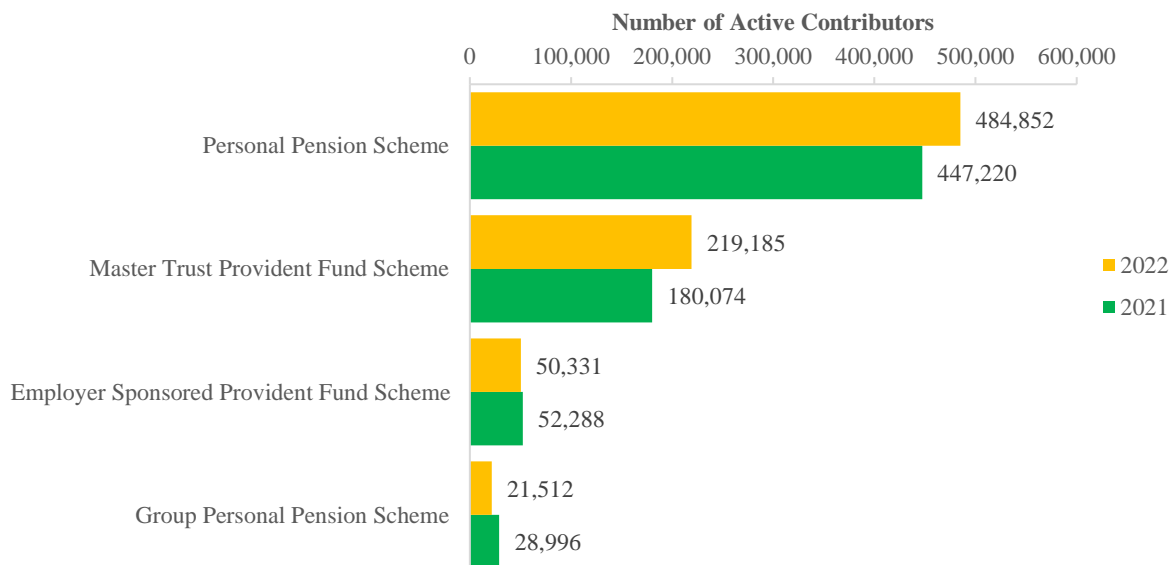
**Figure 20: Classification of Establishments on Tier-1 Scheme (SSNIT)**





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

Overall, the Voluntary Private Pension Schemes (Tier 3) experienced a positive trend, with a 9.5 percent increase in the number of contributors compared to 2021. In the review year, the number of contributors to the Voluntary Private Pension Scheme were 775,880. Among these contributors, the majority, accounting for 62 percent, enrolled on the Personal Pension Scheme. The Master Trust Provident Fund Scheme followed with 28 percent of the active contributors. The Employer Sponsored Provident Fund Scheme attracted 6 percent of the contributors, while the Group Personal Pension Scheme had the lowest of 3 percent. (See Figure 21)



**Figure 21: Number of Contributors to Voluntary Private Pension Schemes (Tier 3)**

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

Over the three-year period, more than 80 percent of Private Pension Schemes in operation have been in good standing. The year under review witnessed 219 Private Pension Schemes in operation, a decrease from 226 during the previous year. However, it is essential to note that the decrease is mainly attributed to regulatory enforcement on some schemes that were not in good standing, ensuring compliance with licensing requirements and some of employers' sponsored schemes joining already existing master trust schemes. Among the various schemes, the Master Trust Schemes, both occupational and provident, had the highest percentage of schemes in operation in 2022. However, Group Pension had 12 in operation, with an even split – half of them – maintaining a status of good standing. Within the reference period, Employer Sponsored Occupational Scheme had 61 in operation, with 85 percent in good standing. Similarly, Employer Sponsored Provident Scheme had 47 schemes in operation, out of which 89 percent were in good standing. In 2022, all the Private Pension Schemes showed growth in the percentage of schemes in good standing when compared to 2021. However, only the

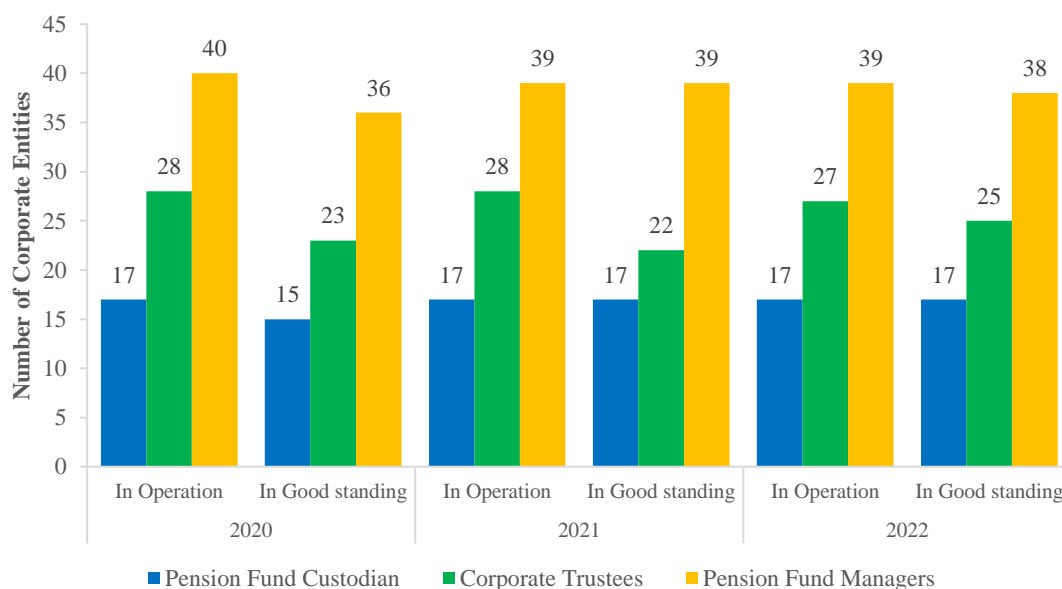


Employer Sponsored Provident Scheme demonstrated growth in the percentage of schemes in good standing from 2020 to 2022. (See Appendix 29)

**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.

In 2022, there were a total of 83 corporate entities in operation, out of which 80 were in good standing. This indicates a decline of one entity in operation but increase of two entities in good standing compared to 2021. Similarly, the 2022 data shows a reduction of two entities in operation but an increase of six entities in good standing when compared to 2020. Out of 83 corporate entities in operation within the review year, Pension Fund Custodians, which are responsible for the safekeeping of pension fund assets, remained constant at 17 entities in operation and all of them were in good standing throughout the three years. Corporate Trustees, who play a crucial role in administering pension schemes and ensuring compliance with regulations, had 27 entities in operation, out of which 25 entities were in good standing in 2022. Similarly, the Pension Fund Managers, responsible for making investment decisions on behalf of pension schemes, had 39 entities in operation in 2022, with 38 of them in good standing. In comparison to 2021, where all 39 entities in operation were in good standing, the 2022 data shows a decrease of one entity in good standing. (See Figure 22)



**Figure 22: Tiers 2 & 3 Trustees and Service Providers**

In aggregate, there were a total of 219 Privately Managed Pension Schemes in operation in the review year, out of which 189 were in good standing. Relative to 2021, this represents 3 percent



fall in the schemes in operation but 15 percent increase in the number of schemes in good standing. Out of 219 schemes in operation, Tier-2 constituted 49 percent whereas the majority (51%) were Tier-3. The data further shows that, Tier-2 schemes, which include Employer-sponsored (Occupational) and Master Trust (Occupational) schemes, accounted for 107 schemes in operation and 94 schemes in good standing in 2022. This reflects a decrease of six schemes in operation but an increase of seven schemes in good standing compared to 2021. On the other hand, Tier-3 schemes, comprising Employer-sponsored (Provident), Master Trust (Provident), Group, and Personal schemes, contributed to a total of 112 schemes in operation and 95 schemes in good standing in 2022. This shows an increase of one scheme in operation and 18 schemes in good standing compared to 2021. (See Table 26)

**Table 26: Cumulative Tiers 2 & 3 Pension Schemes**

Scheme Type	Type of Administration	2020		2021		2022	
		In Operation	In Good standing	In Operation	In Good standing	In Operation	In Good standing
Tier - 2	Employer-sponsored (Occupational)	72	62	69	57	61	52
	Master Trust (Occupational)	43	35	44	30	46	42
<b>Sub-total</b>		<b>115</b>	<b>97</b>	<b>113</b>	<b>87</b>	<b>107</b>	<b>94</b>
Tier - 3	Employer-sponsored (Provident)	52	40	51	44	47	42
	Master Trust (Provident)	30	22	31	19	32	29
	Group	11	6	13	3	12	6
	Personal	18	13	18	11	21	18
<b>Sub-total</b>		<b>111</b>	<b>81</b>	<b>113</b>	<b>77</b>	<b>112</b>	<b>95</b>
<b>Grand Total</b>		<b>226</b>	<b>178</b>	<b>226</b>	<b>164</b>	<b>219</b>	<b>189</b>

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

In 2022, the pension industry experienced expansion in coverage, with an increasing number of establishments and contributors across the 3-tier pension schemes. For the Tier-1 Pension Scheme, which covers formal sector workers, the number of active establishments rose to 83,756, representing 10 percent increase from 2021. Additionally, the number of contributors to the Tier-1 Scheme reached 1,843,833, showing 6 percent increase compared to the previous year. With respect to Tier-2 Pension Scheme, which covers employees of public and private institutions, there were 68,537 active establishments in 2022, an increase of 2,993 establishments from 2021. Similarly, the number of contributors to the Tier-2 Scheme reached 3,371,041, indicating a growth of 142,010 contributors compared to the previous year. For the Tier-3 Provident Fund Scheme, which caters for voluntary contributions, there were 2,773 active establishments, and the number of contributors increased to 269,516 within the reference period. Overall, the review year ended with 6,022,645 active contributors which represents 1 percent fall relative to the previous year. Out of 6,022,645 active contributors, 538,255 were from the informal sector. Relative to 2021, the year under review witnessed 29 percent increase in the number of contributors from the informal sector. (See Table 27)



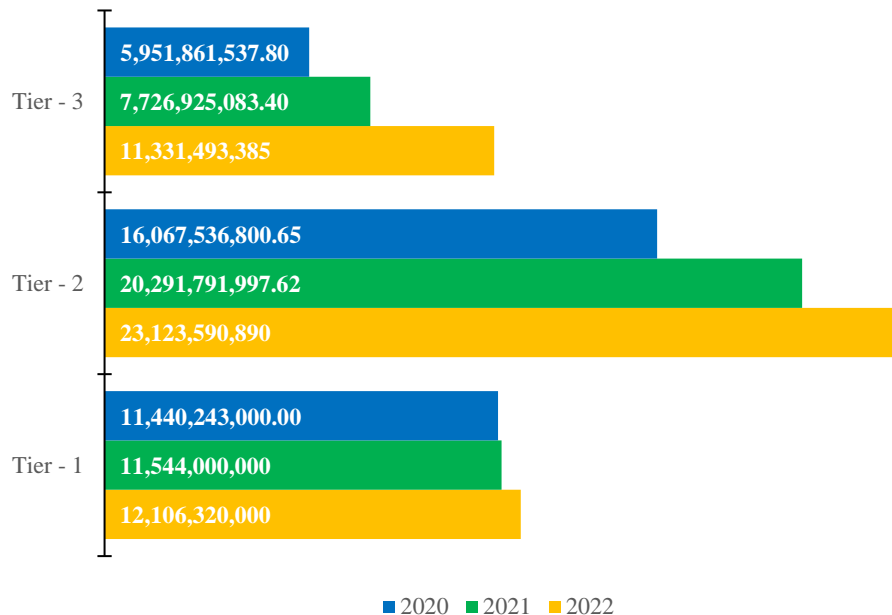
**Table 27: Coverage of Mandatory Scheme**

Scheme	Active Establishments			Contributors		
	2020	2021	2022	2020	2021	2022
Tier - 1	62,472	75,978	83,756	1,633,505	1,734,168	1,843,833
Tier - 2		65,544	68,537		3,229,031	3,371,041
Tier-3 (Provident Fund Schemes)		N/A	2,773		708,578	269,516
Informal Sector (Group & Personal Pension Fund)		N/A	N/A		415,950	538,255

*NA = Not Available*

***Pension Fund Asset (Tiers 1, 2 and 3)***

By end of 2022, the total value of the pension fund asset for the 3-Tier Pension Scheme reached Gh¢46,561,404,276. This marks an increase of 18 percent compared to the previous year, where the total value was Gh¢39,562,717,081. Furthermore, when compared to 2020, the growth shows 39 percent increase from Gh¢33,459,641,338.45. Tier 1 pension fund asset increased from Gh¢11,440,243,000 in 2020 to Gh¢11,544,000,000 in 2021, and further rose to Gh¢12,106,320,000 as at the end of the reference period. In 2020, the total value of Tier-2 asset was Gh¢16,067,536,800.65, which surged to Gh¢20,291,791,997.62 in 2021, representing 26 percent growth. However, the growth rate fell in 2022, with an increase of 14 percent to reach Gh¢23,123,590,890. Reaching Gh¢5,951,861,537.80 in 2020, the Tier-3 pension fund asset rose to Gh¢7,726,925,083.40 in 2021, signifying 30 percent increase. The surge continued in 2022, with 47 percent growth, reaching Gh¢11,331,493,385. (See Figure 23)



**Figure 23: Pension Fund Asset (Tiers 1, 2 and 3)**



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

At the end of 2022, the Real Rate of Return on Investment (ROI) under SSNIT Tier 1 Pension Scheme was -20.89 percent indicating a decline in investment value over the previous year's value of 3.74 percent. Investments made within Tiers 2 and 3 together yielded a negative return of 11 percent for the year under review. The average nominal industry portfolio return for the year-end 2022 was 18 percent. But, when adjusted for the average inflation rate of 32 percent for the same year, the real rate of return turned out to be -11 percent. (See Table 28)

**Table 28: Real Rate of Return on Investment (ROI)**

Scheme Type	Rate of Return (%)		
	2020	2021	2022
Tier - 1 (SSNIT)	-0.32	3.74	-20.89
Tier - 2			-11
Tier - 3			

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

In 2022, the total amount paid as benefits under the 3-Tier Pension Scheme amounted to Gh¢6,782,030,366.26. This represents an increase by 43 percent compared to the previous year, where the total benefit payment was Gh¢4,747,790,474.47. Under Tier-1, the number of Pensioners receiving benefits increased by 4 percent in 2022 in relation to 2021. Additionally, the total amount paid as benefits in Tier-1 witnessed 15 percent rise in 2020 when compared with 2020. Within the reference period, the number of retired workers receiving benefits under Tier-2 decreased by 58 percent relative to the previous year. However, the total amount paid as benefits under the scheme increased by 75 percent within the review when compared with 2021. The number of retired workers receiving benefits under Tier-3 reduced by 49 percent in 2022 relative to 2021. However, within the review year, the total amount paid as benefits under Tier 3 increased by more than 100 percent relative to the previous year. (See Table 29)

**Table 29: Benefits Payment under the 3-Tier Pension Scheme**

Pension Scheme	2021		2022	
	No. of Pensioners	Amount	No. of Pensioners	Amount
Tier 1	225,768	3,628,000,000.00	235,762	4,170,289,410.23
Tier 2	12,690	353,044,597.47	5,283	618,200,827.00
Tier 3	2,206	766,745,877.00	1,129	1,993,540,129.03
<b>Total</b>	<b>240,664</b>	<b>4,747,790,474.47</b>	<b>242,174</b>	<b>6,782,030,366.26</b>



## Performance of Pension Funds

### Growth of the Private Pension Fund

At the end of the reference period, Private Pension Funds amounted to Gh¢34,455,084,275.75 indicating a growth of 23 percent relative to Gh¢28,018,717,081.02 in the previous year. This accounted for 6 percent of GDP in the year under review. (See Table 30)

**Table 30: Growth of the Private Pension Fund**

Year	Trustees AUM	Total	% of GDP (estimates)
2020	22,019,398,338.44	ND	
2021	28,018,717,081.02	28,018,717,081.02	6.10
2022	34,455,084,275.75	34,455,084,275.75	6.00

ND = No Data

### Growth of 3-Tier Scheme

As at 2022, the total value of assets in the 3-Tier Pension Scheme reached Gh¢46,561,404,275.75, showing a growth of 18 percent compared to the previous year. The data further shows that Tier-1 (SSNIT) assets grew from Gh¢11,544,000,000 in 2021 to Gh¢12,106,320,000 in 2022, representing 5 percent increase. On the other hand, the combined assets of Tiers 2 and 3 (AUM) experienced a growth, surging from Gh¢28,018,717,081.02 in 2021 to Gh¢34,455,084,275.75 in 2022, marking a growth rate of 23 percent. The data further shows that in 2021, the total value of assets saw an increase of 39 percent from the previous year, while in 2022, the growth rate declined to 18 percent. Nevertheless, both years witnessed growth. The value of the 3-Tier scheme accounted for 7.60 percent of GDP during the reference period. (See Table 31)

**Table 31: Growth of the 3-Tier Scheme**

Year	SSNIT (Tier 1)	AUM (Tier 2 & 3)	Total (Gh¢)	% of GDP (estimates)
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
2022	12,106,320,000.00	34,455,084,275.75	46,561,404,275.75	7.60

### CAP-30

In the fourth quarter of 2022, the number of pensioners under CAP-30 increased by 64 compared to the same period in 2021, reaching a total of 66,592 pensioners. Out of this number, 47 percent were male, whereas 53 percent were female. Throughout 2022, the minimum monthly pension paid to a retiree on the Controller and Accountant General's Department (CAGD) payroll remained constant at Gh¢41.22, showing no change from the previous year.



During the reference period, the total expenditure on payment of pensioners under CAP 30 amounted to Gh¢1,843,054,396.09, marking a 12 percent growth over the expenditure in 2021. Additionally, the total monthly expenditure on payments of pensions and lump sum increased by 12 percent and 10 percent, respectively, relative to the previous year. (See Tables 32 and 33 below)

**Table 32: CAP-30 (CAGD Payroll)**

<b>Year</b>	<b>Number of Pensioners</b>	<b>Minimum Monthly Pension Payable (Gh¢)</b>
2021	66,528	41.22
2022	66,592	41.22

*NB: Data on number of pensioners is for only fourth quarter of the respective years*

**Table 33: 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	1,341,790,726.64	308,546,204.19	1,650,336,930.83
2022	1,503,873,663.93	339,180,732.16	1,843,054,396.09

*NB: The monthly pension of Gh¢358,060,114.32 and lump sum amount of Gh¢84,369,559.95 provided in the 2021 Statistical Report was for fourth quarter of 2021 only. However, the data has been updated to cover the entire year.*

### ***Pension Indexation***

The data shows that the average pension indexation rate remained unchanged at 10 percent in 2022, consistent with the rate in 2021. However, this shows a decline by 1 percent over 2020. The rate is determined by the SSNIT in consultation with the NPRA based upon the projection of wage inflation. The 10 percent indexation rate was determined following an evaluation of the 2021 wage inflation and the projected price inflation for 2022. (See Table 34)

**Table 34: Pension Indexation**

<b>Year</b>	<b>Rate of Indexation (%)</b>
2020	11
2021	10
2022	10

For the period under review, the National Pensions College (NPC) organised nine (9) training programs, involving 127 participants, reflecting a decrease by 25 percent (3 program sessions) compared to 12 program sessions held in 2021. Within the same period, the number of participants increased by 27 percent relative to the previous year. In all, 127 participants took part in trainings organised by the NPC. (See Table 35)



**Table 35: Training Programs organised by the Pensions College**

<b>Year</b>	<b>Programs/Sessions</b>	<b>Number of Participants</b>
2021	12	100
2022	9	127

Within the reporting period, the Authority received a total of 107 complaints from stakeholders. This indicates 38 percent decrease compared to 172 complaints received in 2021. However, the number of complaints resolved in 2022 increased to 78, compared to 33 resolved complaints in 2021. Out of 107 complaints received, the Authority resolved nearly three-fourths (73%) of the grievances. (See Table 36)

**Table 36: Pension related complaints**

<b>Year</b>	<b>Complaints received</b>	<b>Complaints resolved</b>
2021	172	33
2022	107	78

### ***Ranking System***

A total of 27 corporate trustees were grouped into three peer groups based on their performance and market share. Peer Group 1 included the top-performing corporate trustees with high market share. Peer Group 2 encompassed other established corporate trustees, whereas Peer Group 3 consisted of trustees with relatively smaller market shares. (See Appendix 30)

Similarly, 17 pension fund custodians were also ranked based their market share and total asset under management. (See Appendix 31)





## 6.6 Youth Employment Agency

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

### *Beneficiaries Modules*

During the review period, a total of 73,732 individuals, comprising 45,005 males and 28,727 females, benefited from the various modules offered by the YEA. This marks an increase of more than threefold compared to the 22,229 beneficiaries (14,490 males and 7,739 females) in 2021 and 22,349 beneficiaries (14,581 males and 7,768 females) in 2020. Within the period under review, the Youth in Sanitation module had the highest number of beneficiaries, with 37,347 participants (9,187 males and 28,160 females), accounting for 51 percent of the total beneficiaries. On the other hand, the Youth in Prison module had the lowest number of beneficiaries, with 502 participants (303 males and 199 females), constituting 1 percent of the total. In terms of gender distribution within the modules, the Community Policing/Community Protection Personnel module had the highest percentage of male beneficiaries, accounting for 38 percent of all male participants. Similarly, the Youth in Sanitation module had the highest percentage of female beneficiaries, with 63 percent of all female participants. Relative to 2020 and 2021, six out of the seven modules saw an increase in beneficiaries in 2022, while one module experienced a decrease in both male and female participants. Regarding age groups, the highest percentage of male beneficiaries (37%) fell within the 25-29 age group, while the highest percentage of female beneficiaries (20%) were aged 20-24 years. (See Appendix 32)

### *Beneficiaries by Sex*

In 2022, the YEA recorded an increase in the number of beneficiaries compared to the previous years. A total of 73,732 individuals benefited from the various modules offered by the YEA during the review period. This marks a growth of more than threefold each compared to 2021, which had 22,229 beneficiaries, and 22,349 beneficiaries recorded in 2020.

Within the review year, majority (61%) of the total beneficiaries were females whereas males made up the remaining 39 percent. The Community Police Assistants (CPA) module experienced an increase in participants, with 4,178 female beneficiaries in 2022, a rise from 3,561 in both 2021 and 2020. The male beneficiaries in the same module also showed an upward trend, reaching 10,822 in 2022, compared to 9,358 in both 2021 and 2020.

Similarly, the Sanitation module saw a growth, with 28,160 female beneficiaries in 2022, over the three-year period. The male beneficiaries in this module also increased to 28,160 in 2022. However, the Flagship (Maize Production), Youth in Sports, and Youth in Export modules did not record any beneficiaries in 2022. (See Table 37)



## Beneficiaries by Age

The age distribution shows that, similar to the previous years, the 20-24 and 25-29 age groups together had most of the beneficiaries in 2022. The two age groups made up 43 percent of the total number of beneficiaries in the review year. Within the review year, majority (10,775 males and 6,393 females) of the YEA beneficiaries were in 25-29 age group, representing 23 percent of the total beneficiaries. Within the same period, the least number of 937 beneficiaries (110 males and 827 females) were 60 years and above. In relation to 2021 and 2021, the year under review witnessed increase in beneficiaries across all age groups. (See Table 38)

**Table 37: Beneficiaries by Sex**

Modules	Male			Female		
	2020	2021	2022	2020	2021	2022
Prison Office Assistants (POA)	0	0	303	0	0	199
Community Health Workers (CHW)	0	0	1,491	0	0	4,509
Sanitation	0	0	9,187	0	0	28,160
Community Police Assistants (CPA)	9,358	9,358	10,822	3,561	3,561	4,178
Community Improvement Programme (School Support)	3,490	3,490	2,753	3,830	3,830	3,254
Youth In Entrepreneurship (NEIP)	0	0	1,584	0	0	3,486
Youth In Sports	1,642	1,642	0	348	348	0
Flagship (Maize Production)	75	0	0	25	0	0
Youth in Export	16	0	0	4	0	0
Job Centre	0	0	2,587	0	0	1,219
<b>Total</b>	<b>14,581</b>	<b>14,490</b>	<b>28,727</b>	<b>7,768</b>	<b>7,739</b>	<b>45,005</b>

**Table 38: Beneficiaries by Age Group**

Age group	Male			Female		
	2020	2021	2022	2020	2021	2022
15-19 Years	741	741	131	152	152	1,727
20-24 Years	7,420	7,413	5,332	3,484	3,480	8,935
25-29 Years	4,677	4,660	10,775	3,033	3,020	6,393
30-34 Years	1,144	1,112	4,105	861	860	5,953
35-39 Years	578	564	4,641	230	227	7,178
40-44 Years	21	0	1,696	8	0	7,604
45-49 Years	0	0	1,016	8	0	1,361
50-54 Years	0	0	580	0	0	3,016
55-59 Years	0	0	341	0	0	2,011
60+	0	0	110	0	0	827
<b>Total</b>	<b>14,581</b>	<b>14,490</b>	<b>28,727</b>	<b>7,776</b>	<b>7,739</b>	<b>45,005</b>



### ***Beneficiaries by Region***

The regional disaggregation of the data shows that, the Ashanti Region had the highest YEA beneficiaries with 11,719(4,814 males and 6,905 females) indicating 16 percent of the total. On the contrary, the Savannah Region recorded the lowest with 1,292 (614 males and 678 females) accounting for 2 percent of the total beneficiaries. Additionally, the Greater Accra Region had 9,625 beneficiaries (4,201 males and 5,424 females) representing 13 percent and the Eastern Region recorded 8,172 (2,146 males and 6,026 females) accounting for 11 percent. The data also reveals that, the Central Region had 7,041 beneficiaries (1,543 males and 4,263 females) reflecting 10 percent. Relative to the previous year, all the 16 regions recorded more than 100 percent increment in the number of beneficiaries in 2022. *(See Appendix 33)*

### ***Job Centre***

The YEA, during the year under consideration, registered a total of 5,482 (3,854 males and 1,628 female) jobseekers as compared to 5,802(3,782 males and 2,020 females) in 2020 and 6,663 (4,286 males and 2,377 females) in 2021. This represents a decline by 5.5 percent and 18 percent relative to 2020 and 2021, respectively. In 2022, the Greater Accra Region had majority of registered job seekers with 3,187 (2,163 males and 1,024 females) representing 58 percent of total job seekers. Further, this indicates 9 percent increase as compared to 2,912(1,685 males and 1227 females) in 2020 and 1.4 percent increase in relation to 3,143 (1,802 males and 1,341 females) in 2021. The data further reveals that the Ashanti Region and the Northern Region had 636(470 males and 166 females) and 314(233 males and 81 females) jobseekers, accounting for 12 percent and 6 percent, respectively. The Oti Region, however, recorded the lowest jobseekers with 16 (15 males and 1 female) constituting 0.3 percent. A total of 3,968 job vacancies were made available by employers, representing an increase by more than sixfold and twofold as compared to 2020 and 2021, respectively. The Greater Accra Region had the highest number of 3,020 job vacancies available whereas there was no job vacancy registered in Western North, Upper west, Savannah, North East and the Ahafo Regions. Out of 5,482 jobseekers, 3,806(2,587 males and 1,219 females) were successfully placed in jobs and this represents an increase in relation to 511 in 2020 and 1, 027 in 2021. The remaining 1, 676 job seekers were on live register. *(See Appendix 34)*

Among the age groups, the 20-24 age category recorded the highest number of jobseekers in the year under review with 2,737 (1,927 males and 810 females) indicating 50 percent of the total. The 40-44 age bracket recorded 710 jobseekers (520 males and 190 females) and the 45–49 year group had 608 jobseekers (501 males and 107 females), accounting for 13 percent and 11 percent, respectively. The data further reveals that, no registered jobseeker was aged 55 and above. Out of the 3,806 (2,587 males and 1,219 females) jobseekers who were successfully placed in jobs, majority (1,270 males and 581 females) were aged 20-24, representing 49 percent. However, the same age group constituted majority on the live register, indicating 53 percent. *(See Appendix 35)*



## **6.7 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***

In 2022, the National Labour Commission (NLC) received a total of 579 complaints/petitions at its regional offices in the Greater Accra, Western, and Ashanti Regions. This number of complaints decreased by 9.2 percent compared to the previous year, where the NLC received 638 complaints. Within the review year, the types of complaints/petitions received by the Commission covered various issues such as dismissal, unfair termination, retirement/end of service benefits, unpaid salaries, workmen's compensation, medical-related matters, redundancy, and other concerns like maternity protection, poor conditions of service, and unfair labour practices. During the same period, the NLC successfully settled or resolved 152 complaints, indicating an increase of 34.5 percent compared to the 113 complaints resolved in 2021. Relatedly, the number of outstanding cases recorded by the Commission decreased by 18.7 percent, from 525 cases in the previous year to 427 cases in the review period. Additionally, rollover cases, which are carried over from previous years, decreased by 4.7 percent in 2022 compared to 2021. Among the regions, the Greater Accra Region received the highest number of 452 complaints, reflecting 78 percent of the total complaints received by the Commission. On the other hand, the Ashanti Region had the lowest number of complaints, with 52 cases, constituting 9 percent of the total complaints. In terms of resolution, the Greater Accra Region had the highest number of complaints resolved, reaching 81, which accounted for 53 percent of the total complaints resolved by the Commission. The Western and Ashanti Regions resolved 40 and 31 complaints, respectively, making up 26 percent and 20 percent of the total resolved complaints. (See Appendix 36)

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

During the review period, the Western Regional Office received a total of 75 complaints/petitions. Out of this number 41 percent were related to unfair termination, making it the highest category of complaints received. Unpaid salaries constituted 21 percent of the complaints, and redundancy accounted for 11 percent. Complaints/petitions related to dismissal were the least. Another 20 percent of the complaints received in the region were related to various issues such as maternity protection and poor conditions of service. During the period under consideration, the Western Regional Office resolved or settled 40 cases, which marks an increase of 167 percent compared to the 15 cases resolved in 2021. Furthermore, the number of outstanding cases decreased to 35 in 2022, down from 55 in the previous year. (See Table 39)



In the Ashanti Region, 52 complaints/petitions were received by the regional office. This represents 4 percent increase relative to the 2021 figure. However, the region recorded 82.4 percent increase in resolved or settled complaints relative to the previous year. There were no deadlock cases in the region. Additionally, the number of rollover cases reduced from 25 to 22, indicating a 12 percent decrease compared to the previous year. (*See Table 40*)

At the NLC headquarters in Accra, 81 complaints and petitions were resolved/settled in 2022, which was the same as the figure from the previous year. However, there were 12 complaints withdrawn, whereas there were none in the previous year. The Commission enforced 38 complaints, indicating a 26.7 percent increase over the cases enforced in 2021. Moreover, the number of outstanding complaints reduced by 15.1 percent, going down from 437 in the previous year to 371 in the current year. On average, the NLC settled complaints/petitions within a minimum of two (2) weeks and a maximum of three (3) months. Just like 2021, workmen's compensation witnessed the lowest complaints/petition received during the year under review. (*See Table 41*)



Table 39: Complaints/Petitions Received by Western Region

Type	Total No. Received		Resolved/settled		Outstanding		Rollover cases from previous years settled in 2021	Rollover cases from previous years settled in 2022	Average number of days for settling disputes
	2021	2022	2021	2022	2021	2022			
Dismissal	0	5	0	5	0	0	3	3	minimum 2 weeks and maximum 3 months
Unfair Termination	33	31	5	15	28	16	6	4	"
Unpaid Salaries	14	16	4	7	10	9	5	2	"
Redundancy	10	8	2	5	8	3	2	3	"
Others e.g. Maternity Protection, Poor Conditions of Service etc.	13	15	4	8	9	7	3	2	"
<b>Total</b>	<b>70</b>	<b>75</b>	<b>15</b>	<b>40</b>	<b>55</b>	<b>35</b>	<b>19</b>	<b>14</b>	



Table 40: Complaints/Petitions Received by Ashanti Region

Type	Total No. Received		Resolved/settled		Outstanding		Deadlock Cases from the previous year		Rollover cases from previous years settled in 2021	Rollover cases from previous years settled in 2022	Average Number of Days for settling disputes
	2021	2022	2021	2022	2021	2022	2021	2022			
Summary dismissal	5	8	2	5	3	3	9	0	4	4	minimum 2 weeks and maximum 3 months
Unfair Termination	19	15	5	8	14	7	20	0	12	7	"
Unpaid Salaries	9	8	4	6	5	2	7	0	3	4	"
Redundancy	4	6	2	3	2	3	2	0	2	3	"
Severance Pay/Retirement/End of serv. Benefit	0	0	0	0	0	0	3	0	2		"
Others e.g. Maternity Protection, Poor Conditions of Service etc.	13	15	4	9	9	6	3	0	2	4	"
<b>Total</b>	<b>50</b>	<b>52</b>	<b>17</b>	<b>31</b>	<b>33</b>	<b>21</b>	<b>44</b>	<b>0</b>	<b>25</b>	<b>22</b>	



**Table 41: Complaints/Petitions Received by Greater Accra Region**

Type	Total No. Received		Resolved/settled		Referred (labour department)		Outstanding		Withdrawal		Rollover cases from previous years settled in 2021	Settled/Rollover cases from previous years settled in 2022	Enforcement (Rollover/ previous years cases)		Average Number of Days for settling disputes
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022			2021	2022	
Dismissal	73	71	12	9	0	0	61	62	0	0	68	65	10	8	minimum 2 weeks and maximum 3 months
Unfair Termination	177	169	35	30	0	0	142	139	0	8	110	128	15	9	"
Retirement/End of Service Benefits	15	12	7	6	0	0	8	6	0	0	25	27	0	12	"
Unpaid Salaries	132	128	14	15	0	0	118	113	0	4	57	58	0	4	"
Workmen's Compensation	1	2	0		1	2	1	2	0	0	0	0	0		"
Redundancy and Severance	26	34	2	6	0	0	24	28	0	0	25	32	0		"
Medical	0		0		0	0	0	0	0	0	0		0		"
Others e.g. Maternity Protection, Poor Conditions of Service etc.	94	36	11	15	0	0	83	21	0	0	98	61	5	5	"
<b>Total</b>	<b>518</b>	<b>452</b>	<b>81</b>	<b>81</b>	<b>1</b>	<b>2</b>	<b>437</b>	<b>371</b>	<b>0</b>	<b>12</b>	<b>383</b>	<b>371</b>	<b>30</b>	<b>38</b>	

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

*Data on workmen's compensation are complaints filed at the NLC about disputes between parties during workmen's compensation process at the Labour Department. Also, workmen's compensation cases brought to the NLC are recorded and referred to Labour Department for their action.*





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

During the review year, the NLC recorded a total of 12 strikes, showing a reduction of 25 percent compared to the 16 strike actions recorded in the previous year. At the regional level, the number of strike actions declined by 62.5 percent in the Greater Accra Region and 50 percent in the Northern Region compared to the preceding year. However, nationwide strike actions increased by 40 percent, with a total of seven strikes in 2022 compared to five strikes in 2021. The Ashanti Region recorded no strikes during the year under consideration. Out of the 12 strikes that took place in 2022, more than half (58.3 percent) were undertaken by labor unions or institutions in the education sector. This is similar to the previous year, where 50 percent of strike actions were related to the education sector. Specifically, the University Teachers Association of Ghana, Senior Staff Association-University of Ghana (UG), and the Technical University Teachers' Association of Ghana (TUTAG) were the entities that undertook strike actions in both the current and preceding years. (See Table 42 and Appendix 37)

**Table 42: Recorded Strikes by Region**

<b>Region</b>	<b>2021</b>	<b>2022</b>
Greater Accra	8	3
Ashanti	1	0
Northern	2	1
Ahafo	0	1
Nationwide	5	7
<b>Total</b>	<b>16</b>	<b>12</b>

### ***Mediation***

The Commission resorts to mediation as alternative dispute resolution mechanisms outside the judiciary courts. During the period under review, the Commission referred a total of 28 cases to mediation, marking 83 percent decrease compared to the 162 cases referred in the preceding year. The number of settled cases through mediation also decreased, with only 12 cases settled in 2022, showing a decline of 61 percent from the previous year's 31 settled cases. Similarly, the number of pending cases at the end of the year reduced by 97 percent, with four cases remaining unresolved in the year under consideration, compared to the 131 pending cases recorded in 2021. The commission reported a total of 47 mediators in the review year representing 43.4 percent decline in the number of mediators compared to 83 mediators reported in 2021. (See Table 43)

All the mediators were located in the Greater Accra Region, just as in the previous year. The data further indicates that male and female mediators have decreased by 51 percent and 20 percent, respectively, in the review year. Out of the cases referred to mediation, 12 cases failed to reach a resolution. (See Table 44)

**Table 43: Mediation Cases**

<b>Year</b>	<b>Number of cases referred to mediation</b>	<b>No. Settled</b>	<b>Failed</b>	<b>Pending</b>
<b>2021</b>	162	31		131
<b>2022</b>	28	12	12	4



**Table 44: Gender Distribution of Mediators**

<b>Sex</b>	<b>2021</b>	<b>2022</b>
Male	63	31
Female	20	16
<b>Total</b>	<b>83</b>	<b>47</b>

### ***Arbitration***

The Commission resorts to arbitration as alternative dispute resolution mechanisms outside the judiciary courts. In the review year, the NLC had a total of 48 Arbitrators, all located in the Greater Accra Region. Among them, 38 were male, accounting for 79 percent of the arbitrators, while the remaining 10 were female, making up 21 percent of the total. Although the overall number of arbitrators increased by 14.3 percent compared to the previous year, there was a decline of 17 percent (2 arbitrators) in the number of female arbitrators, while the number of male arbitrators increased by 27 percent (8 arbitrators). During the same period, the NLC referred a total of 5 cases to voluntary arbitration, which represents 92.4 percent decrease from the 131 cases referred in 2021. Just as the previous years, the same number of cases (5) referred to voluntary arbitration were awarded. However, the number of pending cases declined by 96 percent, with five cases remaining unresolved at the end of the review year, compared to the 126 pending cases recorded in the previous year. (See Table 45 and 46)

**Table 45: Arbitration Cases**

<b>Year</b>	<b>No. of cases referred to voluntary arbitration</b>	<b>Award</b>	<b>Pending</b>
2021	131	5	126
2022	10	5	5

**Table 46: Gender Distribution of Arbitrators**

<b>Sex</b>	<b>2021</b>	<b>2022</b>
Male	30	<b>38</b>
Female	12	<b>10</b>
<b>Total</b>	<b>42</b>	<b>48</b>



## 7.0 CONCLUSION

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 Departments and Agencies while promoting the visibility of the Departments/Agencies.

Having recognised the importance of labour market data/statistics and for that matter the Statistical Report to policy decision making at the Ministry and the national level, the report harmonizes the administrative data/statistics of Departments/Agencies under the Sector Ministry.

Statistically, despite the challenges in the scope and coverage of administrative data collection activities of the various Departments/Agencies, there has been significant progress in tracking and monitoring employment/labour related information to inform evidence-based policy and management decision.

The data/statistics in this report does not represent activities undertaken across the entire country but all institutions under the MELR. Furthermore, the full operationalization of the Ghana Labour Market Information System (GLMIS) will ensure the availability of extensive administrative data/statistics on employment/labour related matters. This will enhance the production and dissemination of accurate and up-to-date information on all aspects and dynamics of the labour market.

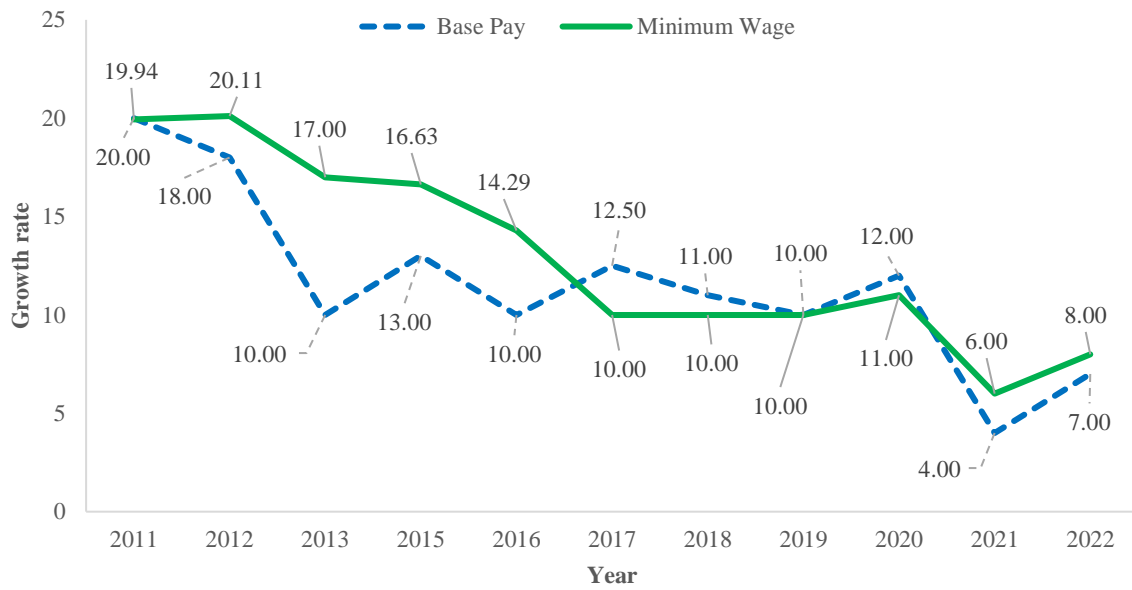
The continuous provision of guidance and resources by the GSS under the Harmonizing and Improving Statistics in West African Project (HISWAP) will improve the administrative data systems of the Ministry including successive statistical reports. Also, to ensure data accessibility to interested parties, the Ministry will upload the report and the micro data along with its meta data on its website for stakeholders.



# APPENDICES



**Appendix 1: Pay Negotiation (percent increment) 2010-2022**



***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		
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		



S/N	Institutions	Number of Employees Migrated			
		2010	2011	2012	2013
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	
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





S/N	Institutions	Number of Employees Migrated			
		2010	2011	2012	2013
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**

2020		2021		2022	
Institution	Number of employees migrated	Institution	Number of employees migrated	Institution	Number of employees migrated
Non-Formal Education Division	3,149	Non-Formal Education (Brong Ahafo only)	967	Ghana College of Physicians and Surgeons	26
National Sports Authority	299	Ghana Communication Technology University	801	Ghana Psychology Council	8
National Sports College	44	Wa Technical University	168	Ghana Library Authority	554
National Service Secretariat	328	Bolgatanga Technical University	233	CSIR	152
African Peer Review Mechanism	49	Department of Integrated Community Centres for Employable Skills	400	National Labour Commission	47
Ghana Tourism Authority	185	National Council for Curriculum & Assessment (NaCCA)	28	Health Facilities Regulatory Agency	127
Land Use and Spatial Authority	394	National Vocational Training Institute (NVTI)	785	Ghana School Feeding Programme	192
National Premix Fuel Secretariat	38	Opportunity Industrialization Centres, Ghana	12	NITA	128
National Inspectorate Board	18	National Labour Commission	50	National Peace Council	48
National House of Chiefs	476	National Teaching Council	32	Food and Drugs Authority	631
				National Schools Inspectorate Authority	50
				Ghana Aids Commission	53
				Pharmacy Council	93
				Environmental Health & Sanitation Class	10
<b>Total</b>					<b>4,980</b>



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

Type of grievance		Resolved		Outstanding			
		Institution		Institution		Service Classification	
2021	2022	2021	2022	2021	2022	2021	2022
CoS/ Allowances	CoS/ Allowances	Health Services Workers Union	Ghana Meteorological Agency (GMA)	TEWU of Public Universities	Colleges of Education Teachers Association of Ghana (CETAG)	education tertiary	education (tertiary)
		Ghana Enterprises Agency	Civil and Local Government Staff Association (CLOGSAG)	Senior Staff Association (Universities of Ghana)	Ghana Association of University Administrators (GAUA)	education tertiary	Education(tertiary)
			Colleges of Education Non-Teaching Staff Association of Ghana (CENTSAG)	University Teachers' Association of Ghana	Ghana Broadcasting Cooperation	education tertiary	Sub-Vented
			Council for Scientific and Industrial Research Administrators Association of Ghana (CAAG)		Ghana Museums and Monuments Board		Sub-Vented
			Ghana Armed Forces (GAF)		Lands Commission		Sub-Vented
			Local Government Service Workers Union (LGWU)		National Labour Commission (NLC)		Public Policy, Planning ,Local Government And Related Services
			Mortuary Workers Association of Ghana (MOWAG)		National Theatre		Sub-Vented
			Senior Staff Association-Universities of Ghana (SSA-UoG)		Teachers and Educational Workers Union (TEWU) of GES		Education
			Technical University Teachers Association of Ghana (TUTAG)		Technical University Senior Administrators Association of Ghana (TUSAAG)		education(tertiary)
			University Teachers Association of Ghana (UTAG)				



#### Appendix 5: Labour Inspections by Industry

<b>INDUSTRY</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Agriculture, Hunting, Forestry and Fishing	4	16	15
Mining and Quarry	45	18	27
Manufacturing	53	149	253
Electricity, Gas and Water	6	18	26
Construction	64	72	103
Wholesale and Retail Trade, Restaurant and Hotel	37	240	320
Transport and Communication	23	7	13
Financing, Insurance, Real Estate and Business Services	3	9	10
Community, Social and Personal Services	21	160	213
Activities not adequately defined	0	0	0
<b>Total</b>	<b>256</b>	<b>689</b>	<b>980</b>



**Appendix 6: Regional Distribution of Vacancies notified by Industry, 2021-2022**

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	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
Greater Accra	3	38	0	12	0	23	15	112	71	93	0	8	133	124	341	0
Eastern	0	10	0	1	0	28	0	46	17	10	0		47	50	89	28
Central	1	2	0	0	0	13	0	23	0	8	15	0	5	0	21	10
Western	0	0	3	0	2	2	0	3	4	5	1	0	0	0	0	0
Ashanti	0	14	0	5	0	17	7	13	10	45	5	23	3	7	6	20
Ahafo	2	0	10	0	5	0	0	17	17	38	10	20	2	0	17	5
Northern	0	0	0	0	0	0	0	5	0	10	0	0	3	2	1	0
Upper East	0	0	0	0	0	0	0	6	0	7	14	0	2	0	14	5
Upper West	0	0	0	0	9	0	4	3	0	2	0	0	10	9	4	0
Volta	1	0	1	0	0	0	84	5	0	24	0	2	5	30	78	14
Western North	0	0	0	0	0	0	0	7	0	15	0	0	0	0	0	6
Savannah	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Oti	0	0	0	0	0	2	0	3	0	9	0	0	4	0	2	2
Bono	2	35	33	15	6	16	247	25	0	65	0	47	0	125	81	124
Bono East	0	53	0	45	46	11	0	46	13	18	16	12	35	38	129	200
North East	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>9</b>	<b>152</b>	<b>47</b>	<b>78</b>	<b>68</b>	<b>112</b>	<b>132</b>	<b>314</b>	<b>132</b>	<b>349</b>	<b>61</b>	<b>112</b>	<b>249</b>	<b>385</b>	<b>783</b>	<b>414</b>



**Appendix 7: 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	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
Greater Accra	92	92	54	50	89	98	65	140	104	72	17	5	47	28	31	0	32	2	23	0
Eastern	33	46	14	33	43	60	22	28	20	84	13	30	6	12	9	0	2	6	3	0
Central	15	12	9	4	24	28	18	6	10	4	6	2	9	0	1	0	6	2	0	0
Western	25	4	4	2	14	17	17	10	11	3	7	2	6	0	2	0	9	0	0	0
Ashanti	34	25	6	7	26	55	13	18	15	59	4	13	14	21	0	0	7	5	0	0
Ahafo	10	3	8	2	11	17	8	11	4	1	2	4	3	0	2	0	2	0	0	0
Northern	27	0	3	0	15	7	3	1	5	2	1	0	1	0	1	0	0	0	0	0
Upper East	7	22	1	17	10	97	3	47	4	18	0	9	3	3	0	0	0	2	0	0
Upper West	4	0	9	0	5	0	7	0	2	0	3	0	1	0	0	0	0	0	0	0
Volta	5	1	0	0	8	4	0	2	0	0	0	0	3	0	0	0	0	0	0	0
Western North	69	8	17	2	83	20	11	4	32	7	5	1	11	3	2	0	12	0	1	0
Savannah	4	0	0	0	7	0	0	0	3	0	0	0	1	0	0	0	0	0	0	0
Oti	0	2		2	1	4	0	3	0	2	0	0	0	0	0	1	0	0	0	0
Bono	87	46	47	37	75	59	51	40	31	58	15	38	7	6	9	2	5	1	6	0
Bono East	6	90	11	85	7	120	15	100	5	64	9	48	2	10	4	6	0	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>418</b>	<b>351</b>	<b>183</b>	<b>241</b>	<b>418</b>	<b>586</b>	<b>233</b>	<b>410</b>	<b>246</b>	<b>374</b>	<b>82</b>	<b>152</b>	<b>114</b>	<b>83</b>	<b>61</b>	<b>9</b>	<b>75</b>	<b>18</b>	<b>33</b>	<b>0</b>



**Appendix 8: Employment Market by PEAs (Local Job Placement)**

Occupation	Male			Female		
	2020	2021	2022	2020	2021	2022
Dockers	118	1,770		0	0	
2nd Dockers Headman	76	0		0	0	
1st Dockers Headman	123	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	11	24	0	1
Marketing Executive	10	0		4	0	
Controller	1	2		3	0	
Fleet Manager	0	0	1	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	1	0	0	0
Project Manager	2	2	1	0	0	1
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	1	23	0	1
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	



Occupation	Male			Female		
	2020	2021	2022	2020	2021	2022
Finance Controller	13	0		2	0	
Restaurant Manager	23	3	0	12	17	1
Practice Manager	0	0		3	0	
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	5	21	26	0
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	10	0	0	0
Sales/Marketing Officer	59	0		36	0	
Administrator	35	23		5	23	
Mechanical Engineer	1	46	14	0	4	0
Mechanical Technician	0	4	3	0	0	0
Electrical Technician	12	8	2	0	0	0
Technician	2	31	12	0	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	4	8	0	1
Marketing Assistant	54	0	1	2	0	4
Personal Assistant	0	0		0	0	
NOC. Executive	0	0		0	0	
Data Ambassadors	0	0		0	0	





Occupation	Male			Female		
	2020	2021	2022	2020	2021	2022
Call Centers 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	
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	1	9	0	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	4	0	53	2
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	21	0	0	0
Mechanic	24	49	24	3	7	3
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	0	57
In-Plant Teller	3	0		21	0	
Processing Assistant	1	0		23	0	



Occupation	Male			Female		
	2020	2021	2022	2020	2021	2022
Contact Centre Rep	128	0		0	0	
Loaders	987	32	18	140	0	0
Factory Hands	0	1,141	3,864	0	665	897
Kiosic Agent	2	0		5	0	
Steward	97	5	16	0	2	2
Welders	0	167	276	0	0	3
Channel Developer	543	0		12	0	
Caterers/Chefs/Cooks	93	3		0	1	
Electrician	0	119	60	0	0	0
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	104	0	0	0
Masons	0	60	8	0	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	1	0	0	0
Foreman	38	58	8	0	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	8	0	0	0
Floor Hands	0	5		0	0	
HSE SPV	0	2		0	0	



Occupation	Male			Female		
	2020	2021	2022	2020	2021	2022
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	0	1	1
Office Assistant	0	0	3	0	10	6
Project Coordinator	0	0		0	1	
Quantity Surveyor	0	1		0	0	
Receptionist	0	0		0	10	
Resident Project Facilitator	0	0		0	1	
Rigs Admins	0	0		0	3	
Roustabout	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	0	1
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	2	0	0	0
Marine Engineers	0	2		0	0	
Marine Chief Officers	0	2	2	0	0	0



Occupation	Male			Female		
	2020	2021	2022	2020	2021	2022
Marine Mechanics	0	2	2	0	0	0
Marine Cooks	0	2		0	0	
Bosun	0	2	15	0	0	0
Welding Inspectors	0	1		0	0	
Coating Inspectors	0	1		0	0	
Labourer	0	1	597	0	0	0
Carpenters	0	4		0	0	
Steel Benders	0	11		0	0	
Cooks	0	1		0	29	
2nd Mate	0	3	2	0	0	0
Cash Boys	0	3		0	0	
IT Developer	0	1		0	0	
Construction			523			0
Snr. Finance Manager			0			1
Counter Sales Representative			1			0
Warehouse Supervisor			10			0
Bar Tender			4			0
Snr. Accountant			0			1
Bar Back			1			1
Store Keeper			9			0
Bar Supervisor			1			0
Cashier			3			2
Cook			61			8
Waiter			13			8
Cleaner			21			15
Bus Driver			73			0
Executive Chef			1			0
Head of Kitchen			1			0
Floor Manager			2			0
Fishermen			12			0
Helper			156			3
Fitter			8			0
Semi-skilled labour			4			0
Cash Collection			2			0
Sales			40			34
Support Officer			23			26
Teller			82			91
Customer Service			12			15
Laboratory Assistant			22			9
Logistics Officer			2			0
Finance and Billing			1			0



Occupation	Male			Female		
	2020	2021	2022	2020	2021	2022
Able Bodied Seaman			13			0
DPA			1			0
DPO			3			0
ETO			2			0
3rd Engineer			7			0
Cadet			2			0
JCRO			1			0
Production Assistant			31			18
Front Desk Associate			0			33
Marketers			0			2
Security Guards			27			1
House Help			3			14
IT Analyst			2			0
Dispatcher			2			0
Direct Sale Supervisor			3			0
Business Development Officer			9			3
Indirect Sales Supervisor			1			0
Revenue Assurance Analyst			1			0
Bank Reconciliation Officer			1			0
CBS Engineer			1			0
L1 Support Engineer			2			0
Application Developer			1			0
Retail Shop Executive			0			6
Account Officer			1			7
Engineer			18			0
Regional Manager			2			0
HR BP			1			1
Local Technical Director			2			1
Channel Support Manager			0			1
Design Manager			0			1
PO Specialist			1			0
HR Specialist			0			1
IFM			1			0
SPM			1			0
Cyber Security Officer			0			1
Supply Chain Specialist			0			1
Logistics Specialist			1			0
Program Manager			1			0
Program Administrator			1			1
Account Clerk			0			1
Assistant Engineer			11			0



Occupation	Male			Female		
	2020	2021	2022	2020	2021	2022
Site Engineer			7			0
Banking			176			258
Light Duty Mechanic			1			0
Backhole Operator			1			0
Asst. Finance and Operations Manager			1			0
Roustabout			5			0
Report Writer			1			1
Draft Engineer			1			0
AB			22			0
2nd Engineer			6			0
Tug Ch Engineer			4			0
Tug Ch/Mate			4			0
Tug Master			4			0
WH-Loading			1			0
WH-RM			1			0
Caretaker			0			1
Quality Control Officer			2			0
General Technician			1			0
Ramp Loader			4			0
Meet and Assist			3			0
TRC			2			0
Adinkra Lounge			1			5
Passenger Handling			1			9
CCTV Officer			1			0
Accounts and Maintenance			0			1
Processing Officer			2			0
Operations Processor			0			2
Pricing and Fees Officer			1			0
Bancassurance officer			1			0
Data Capturer			2			1
Machine operator			4			0
Port Operations			0			1
Open Market Promoter			1			5
Activations Reps			1			0
Modern Trade			0			3
Choke Feeder			3			0
Pastry 5KG Packer			6			0
Trainee Engineer			1			0
Hydraulic Technician			1			0
Administrative Assistant			22			8
Chief Engineer			1			0
Deck Sailors			1,245			0
Winchman			17			0



Occupation	Male			Female		
	2020	2021	2022	2020	2021	2022
Fish Master			3			0
2nd Bosco			3			0
Bosco			3			0
Tools Clerk			1			0
Seafarers			11			0
CCA/CSO			4			5
Cash Boy			5			0
Materials Coordinator			1			0
CIS Field Delivery Officer			2			0
LRP Support Officer			2			1
ESAP Monitoring Evaluation Officer			0			1
Stakeholders Engagement Officer			0			2
Planning/Reporting and Control Specialist			0			1
Security Manager			1			0
Contract Engineer			1			0
IT/TS Data Officer			1			0
Exploration Geoscientist			0			1
JV and Planning Analyst			0			1
HSE Supervisor			1			2
HSE Engineer			2			0
Fabricator			43			0
Steel Bender			11			0
Fork Lift Operator			15			0
Team Member			42			65
IT Technician			6			4
Security Coordinator			3			1
Data Entry Officer			6			18
Assembly Technician			15			0
Operator			15			5
Legal Assistant			1			1
Call Centre Agent			5			38
Human Resource Officer			0			1
Central Vault Officer			2			1
Commercial and SME Officer			0			1
CSO-Enquiry			1			0
CSO-Teller			21			10
Finance Assistant			0			1
Financial Market Officer			1			1
HR Assistant			0			1
Information Security Administrative Officer			0			1
Information Security Governance Officer			0			1
Information Security Operations Analyst			0			1



Occupation	Male			Female		
	2020	2021	2022	2020	2021	2022
Investment Operations Officer			1			0
Mobile Collection Officer			1			4
Relationship Officer			2			1
Security Controller			1			1
Service Desk Analyst			1			0
Smart Friend			4			6
Solution Developer			0			3
Vault Assistant			0			6
Delivery			9			0
Auto Mechanic			9			0
Junior Observer			1			0
Camp Boss Assistant			4			0
Carpenter			5			0
Cook Helps			8			0
Doctor			6			0
Fuel Attendant			9			0
HSE Assistant			41			9
Geophysicist Assistant			2			0
Front Crew Foreman			19			0
Pusher			7			0
Senior Permit Man			3			0
Junior Permit Man			2			0
Surveyor			5			0
GPS Operator			7			0
Truck Driver			32			0
Plumber			3			0
Radio Operator			3			0
Journey Management Assistant			1			0
Trouble Shooter			5			0
LVL Operator			1			0
LVL-Labour			4			0
Party Chief Assistant			1			0
Vibrator Assistant			1			0
Paramedic			3			0
Area Marking Manager			1			0
Sampling (Sales and Marketing)			28			0
Deck Former			1			0
Rigger			43			0
Dock Workers			39			0
Tally Clerks			18			10
Shop Attendant			23			88
Call Centre Specialist			24			54
Gardener			1			0
Arc Welder			1			0





Occupation	Male			Female		
	2020	2021	2022	2020	2021	2022
Coating Foreman			3			0
Coating Officers			3			0
Fabricator Foreman			3			0
Hydrotest			1			0
Manlift Operator			9			0
SoundBlaster			1			0
Office Manager			3			0
Pipe Fitter Foreman			3			0
Pipe Fitter			72			0
Scaffolder			2			0
Manager			2			0
Steel Fixers			8			0
Pipefitters			7			0
Fabricators			1			0
Client Representative for Offshore			1			0
QC Inspector			7			0
Safety Officer			81			0
Store Officer			1			1
Plumbers			1			0
2nd Officer			4			0
Personal and Social Services			1			1
Head of Audit			1			0
Messman			6			2
Wiper			3			0
Electro Technical Assistant			3			0
Apprentice Engineer officer			35			0
Deck Cadet			21			0
General Service Officer			0			1
Executive Assistant			0			1
Document controllers			0			1
Engineers			22			2
Field Marketers			5			0
Contract Executive			0			1
Tax Officer			1			0
Business Development Manager			3			1
HR and Admin. Manager			2			0
Senior Operations Officer			1			0
Accounts officer			9			2
Finance Officer			1			0
Country Manager			2			0
Accounts clerk			1			1
Credit risk officer			1			0
Able seamen			154			0
Motorman			10			0



Occupation	Male			Female		
	2020	2021	2022	2020	2021	2022
EVM Executive			1			0
Geologist			2			1
Loading boys			19			0
Mining			14			0
Hotel & Restaurant			8			13
Gaming			2			0
Junior Observers			1			0
Drill Blatter			1			0
Monitoring & Evaluation Officer			1			2
Engineering Consultant			1			0
Fish Cleaning			6			163
<b>Total</b>	<b>5,669</b>	<b>5,902</b>	<b>9,061</b>	<b>1,534</b>	<b>2,059</b>	<b>2,123</b>

**Appendix 9: Regional distribution of Private Employment Agencies**

Region	2020	2021	2022
Greater Accra	42	43	67
Eastern	0	4	0
Central	0	2	0
Western	3	5	0
Ashanti	1	4	0
Volta	1	0	0
Oti	0	1	0
<b>Total</b>	<b>47</b>	<b>59</b>	<b>67</b>



**Appendix 10: Regional Distribution of Workplace Complaints/Disputes**

Region	Recorded						Resolved						Referred						Outstanding					
	Male			Female			Male			Female			Male			Female			Male			Female		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Greater Accra	126	57	97	73	21	38	119	14	62	63	13	20	0	2	0	0	0	0	7	41	35	10	8	18
Eastern	16	0	0	3	0	0	16	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Central	75	4	12	31	1	4	67	1	1	31	0	0	0	0	0	0	0	8	3	11	0	1	4	
Western	34	45	100	19	10	95	32	30	59	19	6	29	0	1	0	0	0	2	14	41	0	4	66	
Ashanti	26	4	35	10	0	10	24	4	35	9	0	10	0	0	0	0	0	2	0	0	1	0	0	
Ahafo	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Northern	0	0	30	0	0	12	0	0	12	0	0	7	0	0	0	0	0	0	0	18	0	0	5	
Upper East	5	0	0	5	0	0	5	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	
Upper West	10	0	2	13	0	0	8	0	2	11	0	0	0	0	0	0	0	2	0	0	2	0	0	
Volta	9	0	11	0	0	4	0	1	0	0	0	0	0	0	0	0	0	9	0	11	0	0	4	
Western North	0	0	8	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	8	0	0	3	
Savannah	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	
Bono	37	0	1	6	0	0	35	0	0	5	0	0	0	0	0	0	0	2	0	1	1	0	0	
Bono East	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	
<b>Total</b>	<b>338</b>	<b>110</b>	<b>296</b>	<b>160</b>	<b>32</b>	<b>166</b>	<b>306</b>	<b>50</b>	<b>171</b>	<b>146</b>	<b>19</b>	<b>66</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>32</b>	<b>58</b>	<b>125</b>	<b>14</b>	<b>13</b>	<b>100</b>



**Appendix 11: Workplace Complaints/Disputes by Industry Group**

Industry Group	Recorded			Resolved			Referred			Outstanding		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Agric, Hunting, Forestry and Fishing	32	15	0	32	7	0	0	0	0	0	8	0
Mining and Quarry	89	18	0	76	11	0	0	0	0	13	7	0
Manufacturing	42	0	100	30	0	78	0	0	0	12	0	22
Electricity/Gas and water	139	35	5	135	11	2	0	0	0	4	24	3
Construction	12	50	12	12	36	7	0	3	0	0	11	5
Wholesale and Retail Trade, Restaurant and Hotel	0	0	247	0	0	117	0	0	0	0	0	130
Transport/Shortage and Communication	37	0	4	34	0	0	0	0	0	3	0	4
Financing, Insurance, Real Estate and Business Services	147	22	0	133	5	0	0	0	0	14	17	0
Community, Social and Personal Services	0	2	94	0	0	44	0	0	0	0	2	50
Activity not Adequately defined	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>498</b>	<b>142</b>	<b>462</b>	<b>452</b>	<b>70</b>	<b>248</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>46</b>	<b>69</b>	<b>214</b>



### Appendix 12: Work Injuries and Compensations Paid by Sector

Sector	Reported Cases			Cases Finalised			Amount Paid			Cases Outstanding			Amount Outstanding
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020
Public	95	201	374	42	174	223	1,428,083.75	2,377,299.45	3,481,775.55	648	27	151	4842481.81
Private	544	602	669	605	592	298	5,220,803.89	5,904,467.34	6,963,551.11	2,492	10	371	5311850.46
<b>Total</b>	<b>639</b>	<b>803</b>	<b>1,043</b>	<b>647</b>	<b>766</b>	<b>521</b>	<b>6,648,887.64</b>	<b>8,281,766.79</b>	<b>10,445,326.66</b>	<b>3,140</b>	<b>37</b>	<b>522</b>	<b>10,154,332.27</b>

### Appendix 13: Redundant Workers compensated by Industry

Industry	No. Recorded				No. Compensated				Amount Paid	Amount Outstanding
	Male		Female		Male		Female			
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2021
Agric, Hunting, Forestry and Fishing	175	0	25	0	56	0	13	0	91,173.15	173,096.60
Mining and Quarry	0	210	0	45	0	210	0	45	0.00	0.00
Manufacturing	233	100	142	90	102	100	37	90	45,400.69	77,083.19
Electricity/Gas and water	0	21	0	24	0	21	0	24	0.00	0.00
Construction	25	47	0	0	25	47	0	0	53,055.79	0.00
Wholesale and Retail Trade, Restaurant and Hotel	92	321	200	246	46	321	76	246	99,206.31	237,444.61
Transport/Shortage and Communication	47	5	12	0	23	5	7	0	58,212.14	56,271.74
Financing, Insurance, Real Estate and Business Services	275	3	175	0	125	3	75	0	5,904,467.34	5,904,467.34
Community, Social and Personal Services	499	115	331	97	434	115	217	97	855,158.00	235,135.61
Activity not Adequately defined	1,002	60	382	28	659	60	231	28	824,212.53	457,483.47
<b>Total</b>	<b>2,348</b>	<b>882</b>	<b>1,267</b>	<b>530</b>	<b>1,470</b>	<b>882</b>	<b>656</b>	<b>530</b>	<b>7,930,885.95</b>	<b>7,140,982.56</b>



#### Appendix 14: Regional Distribution of Labour Clearance Certificates Issued

Region	2020	2021	2022
Greater Accra/ Head Office	3,240	756	836
Eastern	1,051	66	0
Central	87	0	0
Western	121	85	140
Ashanti	178	24	2
Ahafo	21	53	3
Northern	56	10	306
Upper East	5	0	0
Upper West	0	0	147
Volta	0	9	0
Western North	0	15	0
Savannah	0	0	0
Oti	0	0	0
Bono	792	48	103
Bono East	0	0	0
North East	0	0	0
<b>Total</b>	<b>5,551</b>	<b>1,066</b>	<b>1,537</b>

#### Appendix 15: Labour Clearance Certificates issued by Industry

Industry	2020	2021	2022
Agric, Hunting, Forestry and Fishing	0	0	0
Mining and Quarry	0	0	0
Manufacturing	67	54	0
Electricity/Gas and water	345	0	0
Construction	3,937	855	1,267
Wholesale and Retail Trade, Restaurant and Hotel	0	157	0
Transport/Shortage and Communication	76	0	0
Financing, Insurance, Real Estate and Business Services	317	0	0
Community, Social and Personal Services	809	0	57
Activity not Adequately defined	0	0	213
<b>Total</b>	<b>5,551</b>	<b>1,066</b>	<b>1,537</b>



#### Appendix 16: Strike Action by Industry

Industry	2020	2021	2022
Agric, Hunting, Forestry and Fishing	0	0	0
Mining and Quarry	3	0	1
Manufacturing	1	0	1
Electricity/Gas and water	0	0	0
Construction	0	2	0
Wholesale and Retail Trade, Restaurant and Hotel	0	0	1
Transport/Shortage and Communication	2	0	0
Financing, Insurance, Real Estate and Business Services	1	0	0
Community, Social and Personal Services	4	0	6
Activity not Adequately defined	0	5	0
<b>Total</b>	<b>11</b>	<b>7</b>	<b>9</b>

#### Appendix 17: Registration of New Premises by Industry

Industry	2020	2021	2022
Assembling	0	2	20
Asphalt Production Plant	0	1	0
Banking	0	10	0
Blow Moulding	0	1	0
Block Moulding	0	1	0
Construction/Civil Eng.	2	13	0
Cleaning and Janitorial Services	0	1	0
Cold Storage	0	1	0
Cannery	0	2	0
Automobile/Transportation	1	3	0
Cyber Security	0	1	0
E-Waste Processing	0	1	0
Energy	0	2	15
Engineering And Maintenance	0	2	0
Imports And Exports	0	2	0
Metal Fabrications	11	3	0
Freight Forwarding	0	3	0
Fuel Dispenser	0	7	35
Garments	0	4	0
Generation and Transmission	0	2	0
Grinding	0	1	0
Haulage	0	5	0



<b>Industry</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
I.T Services	0	0	0
Inland	0	0	0
Lifting	0	1	0
Oil and Gas	178	285	0
Other Miscellaneous Industries	47	11	0
Manufacturing	0	28	212
Maritime	0	1	0
Motor Bike	0	1	0
Offices	5	2	0
Processing	0	8	0
Packaging	0	3	0
Production	0	22	0
Physical Security	0	1	0
Power	0	3	0
Procurement	0	1	0
Recycling	6	5	26
Rufuse	0	1	0
Retail and Sales	0	6	0
Sawmilling	1	1	0
Screw Mesh	0	0	0
Shore Catering	0	0	0
Stevedoring	0	3	0
Shopping Mall	0	1	0
Storage	0	3	0
Stocking	0	2	0
Supply	0	1	0
Tanker Yard	0	1	0
Telecommunication	2	1	0
Testing	0	1	0
Warehousing	12	11	76
Waste Management	0	5	0
Water Treatment	0	1	0
Wholesale	0	1	0
Ports and Docks	0	0	0
Cement/Concrete Products	0	0	0
Distilleries	1	0	0
Breweries	0	0	0
Paper Conversion/Printing	2	1	0
Textiles	0	0	0
Iron and Steel	1	0	0
Chemicals/Pharmaceuticals	2	0	0
Laundering	2	0	0
Flour and other Milling	0	0	0
Light Metallic Product	2	0	0
Meat Products	0	0	0





<b>Industry</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Fruit Processing	8	0	0
Plastics/Rubbers	40	0	50
Mineral/Sachet Water Production	31	0	32
Restaurant	4	0	0
Food Manufacturing	4	0	61
Furniture	1	0	0
<b>Total</b>	<b>363</b>	<b>480</b>	<b>527</b>



**Appendix 18: Number of inspection visits to Registered Premises by Industry**

<b>Industry</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Oil & Gas	769	814	572
Warehousing	56	112	250
Food/Fruit Processing	102	24	250
Plastics/Rubbers	205	11	230
Saw milling	15	104	85
Recycling waste	131	25	106
Construction/Civil Engineering	62	13	120
Telecommunication/Elect. Eng.	29	114	12
Mineral/Sachet Water Production	316	403	150
Restaurant	44	219	97
Energy	20	85	30
Offices/Shops	72	0	203
Food Manufacturing	56	0	350
Furniture	18	0	95
Metal Fabrication	57	0	150
Ports and Docks	4	0	6
Cement/Concrete Products	22	41	150
Distilleries	29	0	42
Breweries	6	207	40
Paper Conversion/Printing	68	102	63
Textiles/Dressmaking	18	57	20
Iron and Steel	11	212	61
Chemicals/Pharmaceuticals	42	97	30
Laundering	12	74	65
Flour and other Milling	9	35	20
Automobiles/Transportation	15	96	20
Light Metallic Product	52	66	62
Meat Products	42	146	50
Other Miscellaneous Industries	394	26	150
<b>Total</b>	<b>2,676</b>	<b>3,083</b>	<b>3,479</b>



Appendix 19: Industry classification of Severity of Reported Occupational Accidents

Type of Industry	Fatal						Non-Fatal					
	Male			Female			Male			Female		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
	Cotton	0	0	0	0	0	0	0	0	3	0	0
Clay, Stone, Lime and Cement	0	1	0	0	0	0	0	0	2	1	0	0
Iron, Steel and other Metal Rolling	0	0	0	0	0	0	6	3	0	1	0	0
Motor Vehicles (Motor Cycles, Cars)	0	0	0	0	0	0	0	0	0	0	0	0
Sawmills, joinery and general woodworking	0	0	0	0	0	0	0	0	2	0	0	0
Textile printing, Bleaching and Dyeing	0	0	0	0	0	0	1	0	1	1	0	0
Rubber trades	0	0	0	0	0	0	3	0	1	0	0	0
Flour & other milling	0	0	0	0	0	0	0	2	0	0	0	0
Tobacco and Matches	0	0	0	0	0	0	0	0	0	0	0	0
Alcoholic drink	0	0	0	0	0	0	0	0	2	1	0	0
Soap, Starch, Candles	0	0	0	0	0	0	0	0	2	0	0	0
Docks	0	0	0	0	0	0	0	0	0	0	0	0
Building Operations	0	0	0	0	0	0	1	0	0	0	0	0
Construction	0	0	0	0	0	0	0	6	2	0	0	0
Packaging	0	0	0	0	0	0	1	0	0	0	0	0
Oil/Gas	0	0	0	0	0	0	1	0	1	0	0	0
Other miscellaneous industries	0	0	0	0	0	0	5	2	1	2	9	1
<b>Total</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>13</b>	<b>17</b>	<b>6</b>	<b>9</b>	<b>1</b>



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

Cause	Severity of Accidents											
	Fatal						Non-Fatal					
	Male			Female			Male			Female		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Lifting Machinery	0	1	0	0	0	0	1	0	3	0	0	0
Milling Machines	0	0	0	0	0	0	0	0	0	0	0	0
Power Presses	0	0	0	0	0	0	1	0	0	0	0	0
Circular Saws	0	0	0	0	0	0	0	0	0	0	0	0
Vertical Spindle Moulding Machine	0	0	0	0	0	0	0	0	0	0	0	0
Other Woodworking	0	0	0	0	0	0	0	0	0	1	0	0
Other Power Driven Machinery	0	0	0	0	0	0	2	0	0	0	0	0
Electricity	0	0	0	0	0	0	2	0	2	0	0	0
Explosions	0	0	0	0	0	0	2	0	3	0	0	0
Molten Metal: Other Hot or Corrosive Substances	0	0	0	0	0	0	0	3	0	0	0	0
Struck by a falling body	0	0	0	0	0	0	0	0	0	0	0	0
Persons falling	0	0	0	0	0	0	0	0	0	1	0	0
Stepping or striking against objects	0	0	0	0	0	0	1	0	0	0	3	0
Handling goods or articles	0	0	0	0	0	0	1	4	0	0	2	0
In manufacturing	0	0	0	0	0	0	0	2	2	0	4	0
Miscellaneous	0	0	0	0	0	0	5	3	2	3	0	1
Eye injuries from particles or fragments thrown off	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>13</b>	<b>17</b>	<b>6</b>	<b>9</b>	<b>1</b>



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

Type of Accidents	Reported						Investigated					
	Male			Female			Male			Female		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Trapping & Severing of Left arm	1	0	0	0	0	0	1	0	0	0	0	0
Burns	3	1	3	1	0	0	3	1	3	1	0	0
Laceration of arm	1	3	3	0	0	0	1	3	3	0	0	0
Laceration of top of head & jaw	0	0	0	0	0	0	0	0	0	0	0	0
Crushed toe	0	2	0	0	0	0	0	2	0	0	0	0
Sprain on thigh, hip bone & pelvis	0	1	0	0	3	0	0	1	0	0	2	0
Crush injury of finger	0	0	0	1	0	0	0	0	0	1	0	0
Laceration of lips	0	0	0	0	0	0	0	0	0	0	0	0
Laceration of finger	1	1	0	1	0	0	1	1	0	1	0	0
Wound (cut)	6	3	4	2	5	0	6	3	4	2	4	0
Contusion	0	0	0	0	1	0	0	0	0	0	1	0
Fractured	0	0	0	0	0	0	0	0	0	0	0	0
Amputation/severing	0	0	0	0	0	0	0	0	0	0	0	0
Dislocation	2	1	0	0	0	0	2	1	0	0	0	0
Explosion	0	0	5	0	0	0	0	0	5	0	0	0
Fire Outbreak	0	0	0	0	0	0	0	0	0	0	0	0
Electrocuting	0	2	2	0	0	0	0	2	2	0	0	0
Others	4	0	0	1	0	1	4	0	0	1	0	1
<b>Total</b>	<b>18</b>	<b>14</b>	<b>17</b>	<b>6</b>	<b>9</b>	<b>1</b>	<b>18</b>	<b>14</b>	<b>17</b>	<b>6</b>	<b>7</b>	<b>1</b>



**Appendix 22: Regional Distribution of OSH Talks and Trainings**

<b>Region</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Greater Accra	24	10	11
Tema Metro	22	8	8
Central	7	2	0
Eastern	8	2	6
Western	6	2	59
Ashanti	10	3	4
Volta	6	1	1
Northern	2	1	0
Upper East	2	1	0
Upper West	1	1	0
Ahafo	1	1	0
North East	0	1	0
Bono	4	1	1
Bono East	1	1	0
Oti	3	1	0
Savannah	1	1	0
Western North	5	1	31
Kpone	0	0	0
<b>Total</b>	<b>103</b>	<b>38</b>	<b>121</b>

**Appendix 23: Cumulative Number of Registered and Active 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>2022</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Agricultural Co-operatives	16,921	19,095	20,636	13,379	15,553	17,094
Service Co-operatives	853	873	900	646	666	693
Financial Co-operatives	2,198	2,255	2,317	1,071	1,128	1,190
Industrial Co-operatives	1,694	1,734	1,803	852	892	961
<b>Total</b>	<b>21,666</b>	<b>23,957</b>	<b>25,656</b>	<b>15,948</b>	<b>18,239</b>	<b>19,938</b>



Appendix 24: Registered Co-operatives by Region and Sector

Region	Agricultural Co-operatives			Service Co-operatives			Financial Co-operatives			Industrial Co-operatives		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Greater Accra	8	4	17	9	9	6	2	10	14	5	2	5
Central	1,176	210	177	3	0	1	1	2	8	1	0	6
Eastern	626	240	183	0	0	1	2	1	2	0	1	4
Western	827	77	169	8	3	1	0	2	5	1	0	7
Ashanti	1,448	620	91	3	0	2	10	27	15	1	1	6
Volta	44	41	42	3	0	0	1	0	0	0	0	2
Northern	4	30	162	0	5	7	0	0	5	13	10	5
Upper East	87	77	62	1	0	0	0	0	0	12	4	7
Upper West	7	33	174	0	0	3	1	2	5	9	4	2
Ahafo	148	126	64	0	0	0	1	2	1	0	0	3
North East	1	10	52	0	1	0	1	0	0	4	0	2
Bono	403	105	43	0	0	0	2	2	2	0	0	4
Bono East	82	48	52	1	1	2	2	8	1	0	0	3
Oti	73	15	50	0	0	1	0	0	0	0	0	3
Savannah	8	12	87	0	1	1	0	0	1	6	18	3
Western North	910	526	116	0	0	2	0	1	3	0	0	7
<b>Total</b>	<b>5,852</b>	<b>2,174</b>	<b>1,541</b>	<b>28</b>	<b>20</b>	<b>27</b>	<b>23</b>	<b>57</b>	<b>62</b>	<b>52</b>	<b>40</b>	<b>69</b>



**Appendix 25: Participants Trained in Regular Courses**

Course	Number of Participants					
	Male			Female		
	2020	2021	2022	2020	2021	2022
Managerial Leadership Skills Development		21	12		8	3
Change Management and organizational Development		1	1			
Human Resource Management Practice in The Public Service			2			8
Office Management and Administration	11			3	3	4
Effective Supervisory Management			3			1
Introduction to Management						
Supervisory Management			17			4
Administrative Management Skills		2	4		6	2
Report Writing & Presentation			2	2	2	1
Human Resource Management		2				2
Emotional Intelligence			1		2	
Procurement and Contract Management			1			
Risk Management and Corporate Governance	3		6			
Internal Auditing			1			
Stores Management		3	1			2
International Financial Reporting Standards						1
Debt and Credit Management			6			3
Budgetary Control and Financial Management			1			
Public Procurement Policy in Ghana						1
Procurement and Supply Chain Management		2	1			
Pre-Audit and Internal Controls			3			1
Microsoft Excel			7			3
Excel for Decision making	4			1		
Managing Interpersonal Skills		3	5		4	2
Developing Effective Negotiation Skills			15		1	10
Procurement Principles and Practice		2	2			1
Facilities Management		3	4		1	4
Maintenance Management		4	5			1
Preparing Asset Register and Maintenance Plan		17	5		2	
Results-Based Monitoring and Evaluation		3	1			
Productivity Improvement Technique for Drivers	5		10			
Total Quality Management	5	2	3	1		2
Transport Management		2	1		1	1
Managing Attitudinal Change for Improved Productivity			14			
Training the Trainer		1	5			5
Supply Chain Management and Procurement						2
Effective Customer Service			2			1





Course	Number of Participants					
	Male			Female		
	2020	2021	2022	2020	2021	2022
Branding and Corporate Image			1			2
Project Management		2	3		1	1
Financial Control		1	3			1
Effective leadership skills		1				
Managerial Skills for Professionals		5			1	
Team Development and Quality Circle Workshop		1			1	
Effective Performance Management		4			3	
Financial Accounting & IFRS	1	5				
Inventory Management		1				
Investigative & Forensic Audit	3	2				
Front Desk Management	3	1		8	4	
Conducting Market Research	1	1		1		
Managing Sales Force Effectiveness	6	1		2	1	
Delighting the Customer		5			9	
Customer Relationship Manager		3				
Professional-led Research Development		2			1	
Work Ethics, Attitudinal Change and Improved Pdty		1				
Monitoring & Evaluation		1			1	
Training Management and Administration		2				
Contract Management		1				
Financial Management		2			1	
Fraud Investigation & Security Management		4				
Workplace Improvement Technique for Increased Productivity		1				
Managing Occupational Health & Safety		1			1	
Productivity Measurement & Improvement Techniques		6				
Strategic Performance Management		1				
Managing Life after Formal Employment		4				
Archival and Records Management		1				
Proposal Writing	5			2		
Management Development for Admin Staff	6			4		
Productivity and Compensation Management	1					
Executive Assistants/Secretary Program					2	
Effective Marketing Service	13			8		
Church Leadership and Administration					1	
Risk-based Internal Auditing					1	
Hotel and Hospitality Management					1	
Production Planning & Control Techniques					1	
Data Analysis Using SPSS					3	
Accounting for Non-Accountants					1	
<b>Total</b>	<b>67</b>	<b>128</b>	<b>148</b>	<b>32</b>	<b>64</b>	<b>69</b>



**Appendix 26: Participants Trained in Inplant Courses**

Course	Number of Participants					
	Male			Female		
	2020	2021	2022	2020	2021	2022
Effective Negotiation Skills	2		7	2		7
Customer Delight	1			2		2
Hotel and Hospitality Management			20			8
Attitudinal Change for Improved Productivity			12			3
5S at the Office						
Workplace Improvement Techniques for Increased Productivity			1			1
Managing Attitudinal Change for Improved Productivity		66			29	
Modern Extension Services Using Didactic Approach to Teaching Adults for Mango Pdtn			17			2
Maintenance Management	8	7		3	3	
Project Management						
Productivity Improvement Through 5S						
Strategic Debt Management						
Risk Management in Public Debt						
Management Development Program			10			2
Managerial Skills Development						
Managing your Life After Formal Employment						
Supervisory Management	7	18	42	7	3	6
Mindset and Attitudinal Change						
Communication						
Performance & Leadership Management						
Managerial Leadership Skills Development			252			92
Managerial Leadership Skills		97			29	
Office Management & Administration		36	125		14	27
Administrative Management Skills	11	2	69	6	7	42
Effective Team Building and Attitudinal Change			22			3
Report Writing & Presentation Skills						
Managing Interpersonal Relations			4			3
Effective Communication Skills	45		5	48		3
Emotional Intelligence & Effective Leadership			13			3
Emotional intelligence		7			3	
Effective leadership skills					1	
Training The Trainer						
Effective Supervision & Performance Management			52			16
Supervisory Responsibilities						
Office Management for Personal Assistants						



Course	Number of Participants					
	Male			Female		
	2020	2021	2022	2020	2021	2022
Productivity Improvement Techniques for Drivers		18				
Stores Management	4			1	1	
Accounting for Non-Accountants					1	
Labour Market Information Systems						
Linking Productivity and Revenue						
Policy Analysis, Monitoring and Evaluation						
Research Methodology and Information Systems						
Public Private Partnership						
Productivity Awareness Program						
Export Development Program						
Economic Partnership Agreement						
Human Resource Management						
Corporate Leadership and Governance	75			51		
Effective Selling Skills						
Tax Compliance through Transfer Pricing			1			
Investigative and Forensic Audit			1			
Risk Based Internal Control			1			1
Tax Administration and Compliance			2			
Fraud and Corporate Governance			3			
Microsoft Suite			14			6
Intermediate Microsoft Excel		5	6		4	4
Facilities Management		13			2	
Data Entry Management						
Financial Management	101			86		
Front Desk Management	36			88		
Budgeting and Budgetary Control						
Data Management using Microsoft Access						
Human resource and Communication						
MIS Compact						
Transport Management						
Advanced Internal Auditing						
Advanced Technical Reporting						
Advanced Procurement Principles						
Women in Management						
Management Accounting						
Introduction to Management	2			4		
Effective Office Management		7			4	
Strategic Management		2				
Senior Executive Development		4				



Course	Number of Participants					
	Male			Female		
	2020	2021	2022	2020	2021	2022
Customized Training for Staff of Artisan Directory Program		12			5	
Financial Accounting and IFRS		3				
Supply Chain Management		2				
Effective Stores and Inventory Management		28			10	
Procurement Principles & Practice		1			1	
Business Communication Excellence					1	
Customer Relationship Management		47			17	
Procurement and Contract Management	18			2		
Masterclass in Enterprise Risk Management					2	
<b>Total</b>	<b>310</b>	<b>375</b>	<b>679</b>	<b>300</b>	<b>137</b>	<b>231</b>



**Appendix 27: Instructional Staff (staff strength and ideal staff strength) by Sex by MDPI**

Course	Staff Strength						Ideal Staff Strength						Variance					
	Male			Female			Male			Female			Male	Male	Male	Female	Female	Female
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Directorate	3	2	2	3	2	2	6	5	3	4	5	4	-3	-3	-1	-1	-3	-2
Ind. Engineering	2	3	4	0		0	2	4	4	1	1	0	0	-1	0	-1	-1	0
General Management	0	0	1	3	3	3	1	2	1	3	5	3	-1	-2	0	0	-2	0
Marketing	2	2	1	1	1	3	2	3	1	2	1	3	0	-1	0	-1	0	0
FM / MIS	4	3	5	0	0	0	4	3	5	1	2	0	0	0	0	-1	-2	0
Research	0	0	0	0	0	0	0	2	0	0	2	0	0	-2	0	0	-2	0
Support Staff*	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>10</b>	<b>13</b>	<b>7</b>	<b>6</b>	<b>8</b>	<b>15</b>	<b>19</b>	<b>14</b>	<b>11</b>	<b>16</b>	<b>10</b>	<b>-4</b>	<b>-9</b>	<b>-1</b>	<b>-4</b>	<b>-10</b>	<b>-2</b>

**Appendix 28: Regular and Inplant Participants of ILO/GIZ SCORE and BCP Programmes**

Program	2021		2022	
	Regular participants	Inplant participants	Regular participants	Inplant participants
SCORE	240	360	2,304	96
BCP	0	90	30	0
<b>Total</b>	<b>240</b>	<b>450</b>	<b>2,334</b>	<b>96</b>



Appendix 29: Status of Private Pension Schemes (Tiers 2&3)

Scheme Type	2020		2021		2022	
	Total in Operation	In Good standing	Total in Operation	In Good standing	Total in Operation	In Good standing
Master Trust Occupational	43	35	44	30	46	42
Master Trust Provident	30	22	31	19	32	29
Employer Sponsored Occupational	72	62	69	57	61	52
Employer Sponsored Provident	52	40	51	44	47	42
Group Pension	11	6	13	3	12	6
Personal Pension	18	13	18	11	21	18
<b>Total</b>	<b>226</b>	<b>178</b>	<b>226</b>	<b>164</b>	<b>219</b>	<b>189</b>



**Appendix 30: Ranking of Corporate Trustees by Total Assets under Management & Peer Groups as of the end of the 2022**

Rank	Corporate Trustees	AUM	Market Share (%)	Peer Group
1	GLICO Pensions Trustee Limited	7,677,267,667.00	22.34	Peer Group 1
2	Enterprise Trustees Limited	7,660,643,458.00	22.29	
3	Axis Pension Trust	3,597,395,315.00	10.47	
4	Petra Trust Co. Ltd	3,317,210,274.00	9.65	Peer Group 2
5	United Pension Trustees Limited	2,824,684,821.00	8.22	
6	General Trust Company Limited	2,027,655,182.00	5.90	
7	In-house Administration	1,661,114,517.00	4.83	Peer Group 3
8	Pensions Alliance Trust Limited	1,265,708,628.00	3.68	
9	Hedge Pension Trust Limited	1,121,576,432.00	3.26	
10	NBC Ghana Limited	624,002,705.00	1.82	
11	Metropolitan Pension Ghana Limited	610,205,050.00	1.78	
12	Secure Pensions Trust	541,882,981.00	1.58	
13	Stallion Trust and Administration	501,012,473.00	1.46	
14	Old Mutual Pensions Trust	249,281,363.00	0.73	
15	Kimpton Trust Limited	151,790,301.00	0.44	
16	Best Pensions Trust Limited	150,383,651.00	0.44	
17	NTHC Trustees Limited	106,150,510.00	0.31	
18	Pentrust Limited	103,865,298.00	0.30	
19	Broadview Trust Limited	61,117,344.00	0.18	
20	QLAC Financial Trust Limited	43,367,026.00	0.13	
21	Daakye Pension Trust Limited	30,248,997.00	0.09	
22	People's Pension Trust Limited	15,988,181.00	0.05	
23	First Merit Pension Trust Limited	10,691,163.00	0.03	
24	ESA Pensions Trust Company Limited	6,636,297.00	0.02	
25	Prestige Pensions Trust Limited	4,922,451.00	0.01	
26	Pensol Capital	1,719,549.00	0.01	
27	Progress Trustee Limited	0.00	0.00	
<b>Total</b>		<b>34,366,521,634.00</b>	<b>100.00</b>	

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



**Appendix 31: Ranking of Pension Fund Custodians by Total Assets under Management**

<b>Names of Fund Custodian</b>	<b>AUM</b>	<b>Market Share (%)</b>	<b>Rank</b>	<b>Peer Group</b>
Prudential Bank	8,240,533,067.14	23.33	1	Peer Group 1
Standard Chartered Bank	4,777,334,584.29	13.52	2	
Cal Bank	4,223,185,426.20	11.95	3	
Republic Bank	3,777,183,582.21	10.69	4	
Stanbic Bank	3,691,869,153.09	10.45	5	
Fidelity Bank	3,689,613,741.22	10.44	6	
Zenith Bank	2,727,571,866.80	7.72	7	Peer Group 2
Ecobank	2,575,762,458.57	7.29	8	
Agricultural Development Bank	614,378,037.84	1.74	9	Peer Group 3
Guarantee Trust Bank	467,869,570.25	1.32	10	
Ghana Commercial Bank	412,542,074.80	1.17	11	
First Atlantic Bank	116,869,891.81	0.33	12	
Consolidated Bank Ghana	7,016,439.11	0.02	13	
Universal Merchant Bank	6,783,510.13	0.02	14	
Societe Generale Bank	-	0.00	15	
First National Bank	-	0.00	16	
Access Bank	-	0.00	17	
<b>Total</b>	<b>35,328,513,403.46</b>	<b>100.00</b>		





**Appendix 32: Beneficiary Modules by YEA**

Beneficiaries Modules run by YEA	15-19						20-24					
	Male	Male	Male	Female	Female	Female	Male	Male	Male	Female	Female	Female
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Community Policing/ Community Protection Personnel	429	429	0	71	71	0	5,489	5,489	852	2,780	2,780	415
Youth in Prison	0	0	16	0	0	4	0	0	71	0	0	63
Community Health Workers	0	0	16	0	0	1,620	0	0	967	0	0	1,768
School Support Module	0	0	37	0	0	12	1,012	1,012	1,150	481	481	1,560
Youth In Sports	312	312	0	81	81	0	912	912	0	219	219	0
Maize Flagship Project	0	0	0	0	0	0	7	0	0	4	0	0
Youth in Sanitation	0	0	13	0	0	40	0	0	1,009	0	0	4,477
Youth in Export	0	0	0	0	0	0	0	0	0	0	0	0
Youth in Entrepreneurship (NEIP)	0	0	0	0	0	0	0	0	13	0	0	71
Job Centre	0	0	49	0	0	51	0	0	1,270	0	0	581
<b>Total</b>	<b>741</b>	<b>741</b>	<b>131</b>	<b>152</b>	<b>152</b>	<b>1,727</b>	<b>7,420</b>	<b>7,413</b>	<b>5,332</b>	<b>3,484</b>	<b>3,480</b>	<b>8,935</b>



25-29						30-34						35-39					
Male	Male	Male	Female	Female	Female	Male	Male	Male	Female	Female	Female	Male	Male	Male	Female	Female	Female
2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
2,676	2,676	7,456	562	562	2,243	723	723	990	148	148	831	41	41	1,524	0	0	689
0	0	164	0	0	55	0	0	37	0	0	42	0	0	15	0	0	35
0	0	200	0	0	562	0	0	308	0	0	559	0	0	0	0	0	0
1,566	1,566	1,154	2,410	2,410	1,586	389	389	412	712	712	96	523	523	0	227	227	0
418	418	0	48	48	0	0	0	0	0	0	0	0	0	0	0	0	0
13	0	0	10	0	0	25	0	0	1	0	0	9	0	0	2	0	0
0	0	1,667	0	0	1,395	0	0	1,312	0	0	3,125	0	0	2,098	0	0	4,601
4	0	0	3	0	0	7	0		0	0		5	0		1	0	
0	0	83	0	0	451	0	0	836	0	0	1,249	0	0	652	0	0	1,715
0	0	51	0	0	101	0	0	210	0	0	51	0	0	352	0	0	138
<b>4,677</b>	<b>4,660</b>	<b>10,775</b>	<b>3,033</b>	<b>3,020</b>	<b>6,393</b>	<b>1,144</b>	<b>1,112</b>	<b>4,105</b>	<b>861</b>	<b>860</b>	<b>5,953</b>	<b>578</b>	<b>564</b>	<b>4,641</b>	<b>230</b>	<b>227</b>	<b>7,178</b>



40-44						45-49						50-54					
Male	Male	Male	Female	Female	Female	Male	Male	Male	Female	Female	Female	Male	Male	Male	Female	Female	Female
2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0	8	0	0	0	0	0	0	0	0
0	0	1,548	0	0	7,541	0	0	538	0	0	1,254	0	0	551	0	0	2,889
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	148	0	0	63	0	0	478	0	0	107	0	0	29	0	0	127
<b>21</b>	<b>0</b>	<b>1,696</b>	<b>0</b>	<b>0</b>	<b>7,604</b>	<b>0</b>	<b>0</b>	<b>1,016</b>	<b>8</b>	<b>0</b>	<b>1,361</b>	<b>0</b>	<b>0</b>	<b>580</b>	<b>0</b>	<b>0</b>	<b>3,016</b>



55-59						60+						Total					
Male	Male	Male	Female	Female	Female	Male	Male	Male	Female	Female	Female	Male	Male	Male	Female	Female	Female
2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
0	0	0	0	0	0	0	0	0	0	0	0	9,358	9,358	10,822	3,561	3,561	4,178
0	0	0	0	0	0	0	0	0	0	0	0	0	0	303	0	0	199
0	0	0	0	0	0	0	0	0	0	0	0	0	0	1,491	0	0	4,509
0	0	0	0	0	0	0	0	0	0	0	0	3,490	3,490	2,753	3,830	3,830	3,254
0	0	0	0	0	0	0	0	0	0	0	0	1,642	1,642	0	348	348	0
0	0	0	0	0	0	0	0	0	0	0	0	75	0	0	25	0	0
0	0	341	0	0	2,011	0	0	110	0	0	827	0	0	9,187	0	0	28,160
0	0	0	0	0	0	0	0	0	0	0	0	16	0	0	4	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	1,584	0	0	3,486
0	0	0	0	0	0	0	0	0	0	0	0	0	0	2,587	0	0	1,219
<b>0</b>	<b>0</b>	<b>341</b>	<b>0</b>	<b>0</b>	<b>2,011</b>	<b>0</b>	<b>0</b>	<b>110</b>	<b>0</b>	<b>0</b>	<b>827</b>	<b>14,581</b>	<b>14,490</b>	<b>28,727</b>	<b>7,768</b>	<b>7,739</b>	<b>45,005</b>



### Appendix 33: Beneficiaries by Region

Region	Male		Female	
	2021	2022	2021	2022
Ahafo	308	643	161	1,027
Ashanti	2,771	4,814	1,979	6,905
Bono	638	1,618	505	2,315
Bono East	532	749	276	1,714
Central	1,543	2,778	824	4,263
Eastern	1,534	2,146	999	6,026
Greater Accra	1,461	4,201	598	5,424
North East	283	576	91	957
Northern	1,136	2,146	248	3,774
Oti	345	588	159	986
Savannah	242	614	87	678
Upper East	1,312	2,362	523	2,926
Upper West	605	1,228	279	2,360
Volta	548	1,406	388	1,628
Western	874	2,307	487	2,697
Western North	358	551	135	1,325
<b>Total</b>	<b>14,490</b>	<b>28,727</b>	<b>7,739</b>	<b>45,005</b>



Appendix 34: Job Centre by Region

Region	No. of job seekers						Vacancies by employers			Placements						Live Register (Unemployed)					
	Male			Female			2020	2021	2022	Male			Female			Male			Female		
	2020	2021	2022	2020	2021	2022				2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Ahafo	18	28	21	1	11	6	3	16	0	2	5	0	1	11	0	16	23	21	0	0	6
Ashanti	668	764	470	248	327	166	18	193	352	65	104	225	24	89	127	603	660	245	224	238	39
Bono	83	93	82	23	39	23	1	27	2	8	16	1	3	11	1	75	77	81	20	28	22
Bono East	41	57	44	16	16	13	0	3	5	0	2	3	0	1	2	41	55	41	16	15	11
Central	262	272	203	113	103	80	10	23	77	26	12	49	11	11	26	236	260	154	102	92	54
Eastern	251	252	165	125	135	86	34	1	252	25	1	165	12	0	86	226	251	0	113	135	0
Greater Accra	1,685	1802	2163	1,227	1341	1024	472	540	3,020	191	308	1,972	118	232	889	1,494	1,494	191	1,109	1,109	135
North East	90	102	30	30	42	3	0	11	0	8	0	0	3	0	90	94	30	30	39	3	
Northern	191	207	233	61	95	81	5	75	34	19	35	23	6	40	11	172	172	210	55	55	70
Oti	23	48	15	7	19	1	0	37	1	0	25	1	0	12	0	23	23	14	7	7	1
Savannah	11	30	21	2	14	5	0	25	0	0	19	0	0	6	0	11	11	21	2	8	5
Upper East	49	43	69	16	11	20	0	13	9	0	8	6	0	5	3	49	35	63	16	6	17
Upper West	68	86	50	21	41	14	0	16	0	0	11	0	0	5	0	68	75	50	21	36	14
Volta	124	264	74	54	89	19	0	8	28	0	5	19	0	3	9	124	259	55	54	86	10
Western	171	182	178	67	82	85	0	26	188	0	11	123	0	15	65	171	171	55	67	67	20
Western North	47	56	36	9	12	2	0	15	0	0	6	0	0	9	0	47	50	36	9	3	2
<b>Total</b>	<b>3,782</b>	<b>4,286</b>	<b>3,854</b>	<b>2,020</b>	<b>2,377</b>	<b>1,628</b>	<b>543</b>	<b>1,029</b>	<b>3,968</b>	<b>336</b>	<b>576</b>	<b>2,587</b>	<b>175</b>	<b>453</b>	<b>1,219</b>	<b>3,446</b>	<b>3,710</b>	<b>1,267</b>	<b>1,845</b>	<b>1,924</b>	<b>409</b>



**Appendix 35: Job Centre by Age Group**

Age group	No. of job seekers		Placements		Live Register (Unemployed)	
	Male	Female	Male	Female	Male	Female
	2022	2022	2022	2022	2022	2022
15-19 Years	221	96	49	51	172	45
20-24 Years	1,927	810	1,270	581	657	229
25-29 Years	62	103	51	101	11	2
30-34 Years	219	54	210	51	9	3
35-39 Years	356	141	352	138	4	3
40-44 Years	520	190	148	63	372	127
45-49 Years	501	107	478	107	23	0
50-54 Years	48	127	29	127	19	0
55-59 Years	0	0	0	0	0	0
60 Years & Above	0	0	0	0	0	0
<b>Total</b>	<b>3,854</b>	<b>1,628</b>	<b>2,587</b>	<b>1,219</b>	<b>1,267</b>	<b>409</b>

**Appendix 36: Complaints Received by Region**

Region	Total No. Received		Resolved/settled		Outstanding		Rollover cases	
	2021	2022	2021	2022	2021	2022	2021	2022
Western	70	75	15	40	55	35	19	14
Ashanti	50	52	17	31	33	21	25	22
Accra	518	452	81	81	437	371	383	371
<b>Total</b>	<b>638</b>	<b>579</b>	<b>113</b>	<b>152</b>	<b>525</b>	<b>427</b>	<b>427</b>	<b>407</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 37: Strike Actions by Labour Unions/Institutions**

Labour Unions/Institutions	Location of Strike	Number of Strike	Labour Unions/Institutions	Location of Strike	Number of Strike
<b>2021</b>			<b>2022</b>		
Electricity Company of Ghana	Accra	1	University Teachers Association of Ghana	Nationwide	1
National Lottery Authority	Accra	1	Senior Staff Association - Universities of Ghana	Greater Accra	1
Ghana Airport Company	Accra	1	Civil and Local Government	Nationwide	1
University Senior Staff Association of Ghana	Nationwide	1	Ghana Medical Association	Nationwide	1
Komfo Anokye Teaching Hospital (Chapter of Ghana Medical & Laboratory Scientists	Kumasi	1	Colleges of Education Teachers Association of Ghana	Nationwide	1
Technical University Teachers Asso. of Ghana	Nationwide	1	Teachers Unions of the Tamale Technical University	Tamale	1
Technical University Teachers Asso. of Ghana	Nationwide	1	Teachers Unions of the Tamale Technical University	Tamale	1
Pantang Health Workers	Accra	1	GNAT, CCT, NAGRAT AND TEWU	Nationwide	1
Ghana Ass. Of University Administrators (GAUA)	Nationwide	1	Technical University Teachers' Association of Ghana (TUTAG)	Nationwide	1
Senior Staff Association (UG)	Accra	1	Gas Tankers Drivers	Greater Accra	1
University Teachers Association of Ghana	Nationwide	1	Senior Staff Association - Universities of Ghana, TEWU, GAUA AND UDS	Nationwide	1
Volta River Authority	Accra	1	Telecom & IT Professional's Union	Greater Accra	1
Local Union of Nov Oil & Gas Services Limited	Navrongo	1	FGR Bogoso Prestea Mine	Western Region	1
Teachers & Educational Workers Union	Nationwide	1			
Committee of University Local Union Executives	Accra	1	<b>Total</b>		<b>12</b>
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 administer the Pension Schemes in line with the Scheme Rules and Trust Deed of the Scheme, maintain investment policy statements, keep proper accounting records and members' register, prepare and lodge annual reports, etc.

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

***Employer*** – Any person who employs a worker under a contract of employment

***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.

***Grievances*** – On the Single Spine Pay Policy (SSPP), grievances refer to complaints, protests, and objections that institutions on the SSPP have in respect to grading, classification, and job re-evaluation.

***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 carving, 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.



**Job Evaluation/ Re-evaluation** - It is a systematic process of determining the relative worth of jobs in an organisation. It provides a basis for establishing a rational for pay equity between jobs.

**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.

**Migration** – This refers to the placement of staff from their original grade structure pre-single spine to a grade structure developed for their institution during the implementation of the Single Spine Pay Policy.

**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.

**Re-migration** – This term is used when an institution, which is already part of the Single Spine Pay Policy, must have its staff re-placed on a new grade structure. This is usually because of changes made to the institutions existing grade structure usually through the development of a new scheme of service or job re-evaluation.

**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 2022 STATISTICAL REPORT DEVELOPMENT TEAM

NO.	NAME	GRADE
1.	Kizito Ballans	Chief Director
2.	George Owusu-Ansah Amoah	Ag. Director, RSIM
3.	Francis Yankey	Senior IT/IM Officer
4.	Clarice Panyin Nyan	Research Officer
5.	Evelyn Dede Mensah	Programmes Officer
6.	Kennedy Dometuur	Programmes Officer
7.	Prince Otu	Assistant Director IIA
8.	Wilberforce Nii France	Assistant Research Officer
9.	Gifty Tsatsu	Assistant Programmes Officer

**One (1) Day Validation Workshop on MELR Draft 2022 Statistical Report at the AllSeasons Hotel, Oyarifa, on Thursday, 10<sup>th</sup> August, 2023.**

### List of Participants

NO.	NAME OF PARTICIPANT	ORGANISATION
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20.	Gabriel Asante	YEA
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