



REPUBLIC OF GHANA

***MEDIUM TERM EXPENDITURE FRAMEWORK (MTEF)
FOR 2022 - 2025***

**MINISTRY OF EMPLOYMENT
AND LABOUR RELATIONS**

***PROGRAMME BASED BUDGET ESTIMATES
FOR 2022***



MINISTRY OF EMPLOYMENT AND LABOUR RELATIONS



The MoELR MTEF PBB for 2022 is also available on the internet at: www.mofep.gov.gh

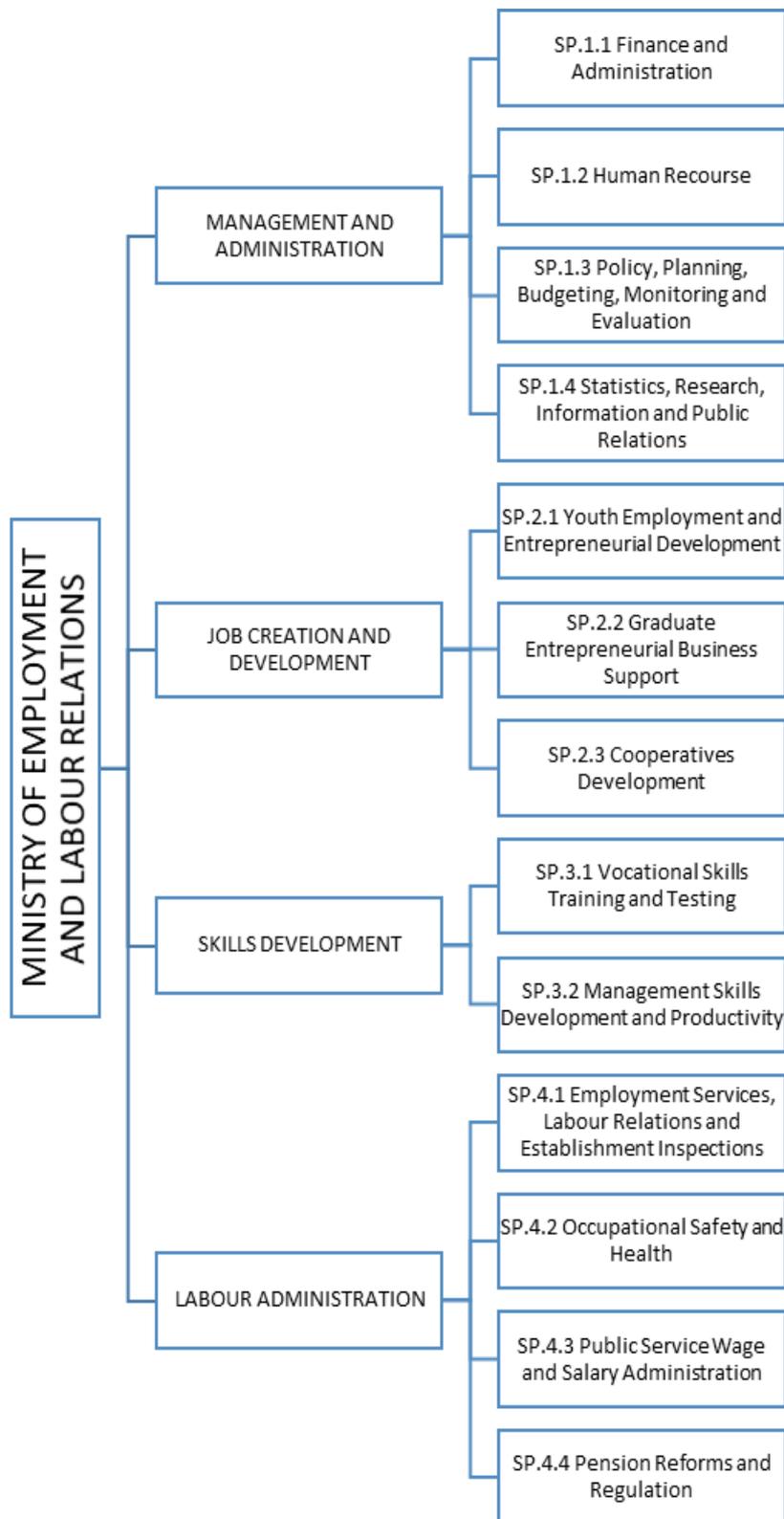


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PROGRAMME STRUCTURE – MINISTRY OF EMPLOYMENT AND LABOUR RELATIONS





1.5. Appropriation Bill

Summary of Expenditure by Sub-Programme, Economic Item and Funding

Entity: 024 - Ministry of Employment and Labour Relations

Year: 2022 | Currency: Ghanaian Cedi (GHS)

Version 1

	GoG				IGF				Funds / Others			Donors			Grand Total
	Compensation of employees	Goods and Services	31 - Non financial assets	Total	Compensation of employees	Goods and Services	31 - Non financial assets	Total	Statutory	ABFA	Others	Goods and Services	31 - Non financial assets	Total	
02401 - Management And Administration	4,539,385	1,447,369	3,302,000	9,288,754								17,526,000	14,283,850	31,809,850	41,098,604
02401001 - Finance and Administration	2,385,299	469,557	3,302,000	6,156,856											6,156,856
02401002 - Human Resource	422,559	241,339		663,898											663,898
02401003 - Policy Planning; Budgeting; Monitoring And Evaluation	859,318	402,231		1,261,549								17,526,000	14,283,850	31,809,850	33,071,399
02401004 - Research; Statistics; Info. And Public Relations	872,209	334,242		1,206,451											1,206,451
02402 - Job Creation and Development	9,491,133	438,479		9,929,612											9,929,612
02402003 - Cooperatives Development	9,491,133	438,479		9,929,612											9,929,612
02403 - Skills Development	40,566,362	272,475		40,838,837		37,287,136	33,701,400	70,988,536							111,827,372
02403001 - Vocational Skills Training And Testing	37,865,206	230,896		38,096,102		36,347,437	3,316,396	39,663,833							77,759,935
02403002 - Management Skills Development and Productivity	2,701,155	41,579		2,742,734		939,699	30,385,004	31,324,703							34,067,437
02404 - Labour Administration	19,085,120	1,459,677		20,544,797	28,406,000	23,255,864	20,297,600	71,959,464				1,405,000	1,405,150	2,810,150	95,314,411
02404001 - Employment Services; Labour Relations and Establishment Inspections	9,608,825	838,060		10,446,885											10,446,885
02404002 - Occupational Safety and Health	3,320,800	335,869		3,656,669											3,656,669
02404003 - Public Services Wage and Salaries Administration	6,155,495	285,748		6,441,243											6,441,243
02404004 - Pension Reforms and Regulations					28,406,000	23,255,864	20,297,600	71,959,464				1,405,000	1,405,150	2,810,150	74,769,614
Grand Total	73,682,000	3,618,000	3,302,000	80,602,000	28,406,000	60,543,000	53,999,000	142,948,000				18,931,000	15,689,000	34,620,000	258,170,000

PART A: STRATEGIC OVERVIEW OF THE MINISTRY OF EMPLOYMENT AND LABOUR RELATIONS (MELR)

1. NMTDPF POLICY OBJECTIVES

The NMTDPF contains Ten (10) Policy Objectives that are relevant to the Ministry of Employment and Labour Relations as shown below:

- Promote harmonious industrial relations;
- Promote job creation and decent work;
- Improve labour migration governance;
- Establish an Effective Occupational Safety and Health Management System through review of legislative framework;
- Strengthen competency-based skill development in technical and vocational education;
- Ensure improved skills development for industry;
- Prevent and protect children from all forms of violence, abuse, neglect and exploitation
- Promote decent pensions;
- Improve cooperative development through review of legislative framework;
- Rebrand YEA as a public service institution.

2. GOAL

An enhanced policy environment for the promotion of job creation, skills development, harmonious labour relations and elimination of child labour.

3. CORE FUNCTIONS

The core functions of the Ministry are to:

- Initiate and formulate policies, taking into account the needs and aspirations of the people;
 - Undertake development planning in consultation with the National Development Planning Commission; and
 - Co-ordinate, monitor and evaluate the efficiency and effectiveness of the performance of the Sector”
-
- Based on the above framework the Ministry of Employment and Labour Relations performs the following specific functions:
 - Initiate, formulate and coordinate sector policies and programmes as well as schemes to ensure sustainable, accelerated employment-generation and human capital development;
 - Develop strategies and mechanisms to ensure and promote industrial peace and harmony;
 - Develop and periodically review all legal and policy instruments for the sector.
 - Ensure the development and review of labour market information management systems to facilitate the availability of timely, relevant and accurate national employment and labour statistics



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- Coordinate all national employment initiatives with the collaboration of relevant stakeholders of the economy;
 - Ensure the monitoring and evaluation of sector policies, programmes and projects in relation to gainful employment-generation and the promotion of industrial harmony;
 - Promote best management practices, systems and procedures in all sectors of the economy to enhance labour productivity;
 - Ensure fair and equitable wages and salaries for employees in all sectors of the economy
 - 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,
 - Ensure occupational safety and health for all workers in both the formal and informal sectors,
 - Ensure all workplaces conform to labour laws through labour inspection, and
 - Facilitate the development of vibrant co-operatives and small-scale enterprises for employment generation and poverty reduction.



4. POLICY OUTCOME INDICATORS AND TARGETS

Outcome Indicator Description	Unit of Measurement	Baseline		Latest Status		Target	
		Year	Value	Year	Value	Year	Value
Unemployment rate	Extent to which LMIS is operational	2019	LMIS Piloted at the Regional Centres	2021	LMIS operational at the Regional Centres	2024	LMIS operational in all PECs
	% of persons available and looking for work but without work.	2019	11.8	2021	7.1	2024	5.0
Youth Employment	Number of unemployed youth linked to employment opportunities through Government interventions	2019	107,576	2021	82,869	2024	106,000
Conducive Workplace Environment	Number of industrial hygiene and safety surveys conducted	2019	80	2021	42	2024	100
Conducive Workplace Environment	Number of strikes actions recorded	-	-	2020	11	2025	3
Incidence of Industrial Accidents	Workplace Inspections conducted	2019	2,140	2021	2,570	2024	3,000
Improved safety and health at work places	No. of industrial accidents recorded	2019	18	2021	30	2024	10
Industry Harmony	Labour complaints addressed	2019	75%	2021	75%	2024	100%
Increased pension coverage	No. of persons enrolled onto the tier 3 pension scheme	2019	239,889	2021	315,890	2024	2,0000
Reduced incidence of child labour	Child Labour rate	2019	21.8%	2021	21.8%	2024	5%



5. EXPENDITURE TRENDS

In 2021, the Ministry was allocated total budget of GH¢208,063,127.00. This represents a growth rate of 0.08% over the 2020 allocation of GH¢207,890,032.00. Funds from GoG increased from GH¢54,281,108.00 in 2020 to GH¢77,215,480.00 in 2021 representing 42.25% while IGF decreased from GH¢152,947,694.00 to GH¢130,015,312.00 in 2021 representing 14.97%. Development Partner's component of the allocation increased from GH¢661,230.00 in 2020 to GH¢796,334.00 in 2021. Under GoG, Compensation of Employees increased from GH¢50,634,872 in 2020 to GH¢68,758,386.00 in 2021 indicating a 35.79% growth while Goods and Services increased from GH¢3,646,236 to GH¢3,739,587.00 indicating 2.56%. There was no allocation for Capital Expenditure (CAPEX) in 2020 but the Ministry was allocated GH¢4,717,508.00 in 2021.

As at 30th September, 2021, the total release to the Ministry stood at GH¢89,385,930 from GoG and IGF, out of which GH¢85,728,941 was expended. The releases from GoG amounted GH¢49,270,591 while Internally Generated Funds (IGF) amounted GH¢40,115,339. Of the total expenditure, GH¢57,480,083 was expended on Compensation of Employees (COE), GH¢24,434,269 on the use of Goods and Services, and GH¢3,814,589 on Capital Expenditure (CAPEX).

As at 31st December, 2020, the Ministry's total expenditure stood at GH¢102,644,890.65. Out of which GH¢53,134,842.34 was expended under GoG while IGF accounted for GH¢49,510,048.31

Summary of Expenditure by Programme (2021)

Economic classification	2021 Approved Budget (GH¢) - A	2021 Release (GH¢) - B	Expenditure	Actual Payment - C	Variance (A-B)	Var. %
Compensation of Employees	92,345,226	57,480,083	57,480,083	56,796,793	34,865,143	37.76%
Goods and Services	54,812,694	26,891,259	24,434,269	24,389,179	27,921,435	50.94%
Capital Expenditure	60,905,207	5,014,589	3,814,589	748,209	55,890,618	91.77%
Total Expenditure	208,063,127	89,385,930	85,728,941	81,934,180	118,677,197	57.04%



In 2022, the projected allocation to the Ministry is GH¢ 258,170,000. This represents a growth rate of 24.08% with respect to the 2021 allocation of GH¢208,063,127.00. Funds from GoG increased from GH¢77,215,480.00 in 2021 to GH¢80,602,000 in 2022 representing 4.39% while IGF increased from GH¢130,015,312.00 in 2021 to GH¢142,948,000 in 2022 representing 9.95%. Development Partner's component of the allocation increased from GH¢796,334.00 in 2021 to GH¢34,620,000 in 2022 for the implementation of the Jobs and Skills Project. Under GoG, Compensation of Employees increased from GH¢68,758,386.00 in 2021 to GH¢73,682,000 in 2022 indicating a 7.16% growth while Goods and Services decreased from GH¢3,739,587.00 to GH¢3,618,000 in 2022 indicating negative 3.25% (-ve) growth. There was a 30% (-ve) reduction in the allocations for Capital Expenditure (CAPEX) from GH¢4,717,508.00 in 2021 to GH¢3,302,000 in 2022.

For the 2022 to 2025 medium term, the average allocations to the sector is projected to be around GH¢280 million per year. The 2023 indicative total allocation to the Ministry is expected to decrease marginally by 2.14% (-ve) over the 2022 allocation. The 2024 total allocation on the other hand is projected to increase by 13.36% (+ve) over 2023 allocation while 2025 allocation is projected to increase by 23.62% (+ve) over the 2024 allocation.

6. 2021 KEY ACHIEVEMENTS

In 2021, the Ministry recorded the following key achievements by programme:

P1. Management and Administration

- draft Bilateral Labour Agreement between Ghana and Saudi Arabia on the regulation of migrant workers developed
- Review of the Labour Act, 2003 (Act 651) commenced
- Second survey to assess the impact of COVID-19 on the labour market conducted

P2. Job creation and Development

- 2,133 Cooperative Societies registered.
- 616 Cooperative Societies audited.
- 5,320 Farmers of Co-operative Societies trained.
- 82,869 youth engaged by the YEA.

P3. Skills Development

- 633 persons trained in management skills and productivity related courses.
- 7,472 persons trained in vocational skills.
- 32,694 vocational skills candidates tested in various trades.

P4. Labour Administration

- 696 workplaces inspections conducted.
- Payment of 289 victims of occupational accidents facilitated.
- 2,570 shops, offices and factories inspected.
- 235 new factories, offices and shops registered
- 315,890 persons enrolled on the 3rd tier of the 3-tier pension scheme
- 7 recalcitrant defaulting employers prosecuted.



Training Sessions of the Vocational and Technical Training



PARTICIPANTS EXHIBITING PRODUCTS A 5-DAY APPRENTICESHIP BASED TRAINING



Child Labour Sensitisation Activities – Bia West District and Bekwai Municipality



Determination of 2021/2022 National Daily Minimum Wages



Activities on Co-operative Development



YEA Job Fair



OSH Inspections and Awareness Raising Activities





2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

Entity: 024 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2022 | **Currency:** Ghanaian Cedi (GHS)

Version 1

	2022	2023	2024	2025
Programmes - Ministry of Employment and Labour	258,170,000	258,170,000	258,170,000	258,170,000
02401 - Management And Administration	41,098,604	41,098,604	41,098,604	41,098,604
02401001 - Finance and Administration	6,156,856	6,156,856	6,156,856	6,156,856
21 - Compensation of employees [GFS]	2,385,299	2,385,299	2,385,299	2,385,299
22 - Use of goods and services	424,787	424,787	424,787	424,787
27 - Social benefits [GFS]	10,770	10,770	10,770	10,770
28 - Other expense	34,000	34,000	34,000	34,000
31 - Non financial assets	3,302,000	3,302,000	3,302,000	3,302,000
02401002 - Human Resource	663,898	663,898	663,898	663,898
21 - Compensation of employees [GFS]	422,559	422,559	422,559	422,559
22 - Use of goods and services	241,339	241,339	241,339	241,339
02401003 - Policy Planning;Budgeting; Monitoring And Evalua	33,071,399	33,071,399	33,071,399	33,071,399
21 - Compensation of employees [GFS]	859,318	859,318	859,318	859,318
22 - Use of goods and services	17,928,231	17,928,231	17,928,231	17,928,231
31 - Non financial assets	14,283,850	14,283,850	14,283,850	14,283,850
02401004 - Research; Statistics; Info. And Public Relations	1,206,451	1,206,451	1,206,451	1,206,451
21 - Compensation of employees [GFS]	872,209	872,209	872,209	872,209
22 - Use of goods and services	334,242	334,242	334,242	334,242
02402 - Job Creation and Development	9,929,612	9,929,612	9,929,612	9,929,612
02402003 - Cooperatives Development	9,929,612	9,929,612	9,929,612	9,929,612
21 - Compensation of employees [GFS]	9,491,133	9,491,133	9,491,133	9,491,133
22 - Use of goods and services	438,479	438,479	438,479	438,479
02403 - Skills Development	111,827,372	111,827,372	111,827,372	111,827,372





2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

Entity: 024 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2022 | **Currency:** Ghanaian Cedi (GHS)

Version 1

	2022	2023	2024	2025
02403001 - Vocational Skills Training And Testing	77,759,935	77,759,935	77,759,935	77,759,935
21 - Compensation of employees [GFS]	37,865,206	37,865,206	37,865,206	37,865,206
22 - Use of goods and services	33,936,454	33,936,454	33,936,454	33,936,454
27 - Social benefits [GFS]	1,157,954	1,157,954	1,157,954	1,157,954
28 - Other expense	1,483,925	1,483,925	1,483,925	1,483,925
31 - Non financial assets	3,316,396	3,316,396	3,316,396	3,316,396
02403002 - Management Skills Development and Productivity	34,067,437	34,067,437	34,067,437	34,067,437
21 - Compensation of employees [GFS]	2,701,155	2,701,155	2,701,155	2,701,155
22 - Use of goods and services	981,278	981,278	981,278	981,278
31 - Non financial assets	30,385,004	30,385,004	30,385,004	30,385,004
02404 - Labour Administration	95,314,411	95,314,411	95,314,411	95,314,411
02404001 - Employment Services; Labour Relations and Establ	10,446,885	10,446,885	10,446,885	10,446,885
21 - Compensation of employees [GFS]	9,608,825	9,608,825	9,608,825	9,608,825
22 - Use of goods and services	838,060	838,060	838,060	838,060
02404002 - Occupational Safety and Health	3,656,669	3,656,669	3,656,669	3,656,669
21 - Compensation of employees [GFS]	3,320,800	3,320,800	3,320,800	3,320,800
22 - Use of goods and services	335,869	335,869	335,869	335,869
02404003 - Public Services Wage and Salaries Administration	6,441,243	6,441,243	6,441,243	6,441,243
21 - Compensation of employees [GFS]	6,155,495	6,155,495	6,155,495	6,155,495
22 - Use of goods and services	285,748	285,748	285,748	285,748
02404004 - Pension Reforms and Regulations	74,769,614	74,769,614	74,769,614	74,769,614
21 - Compensation of employees [GFS]	28,406,000	28,406,000	28,406,000	28,406,000
22 - Use of goods and services	23,184,537	23,184,537	23,184,537	23,184,537





2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

Entity: 024 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2022 | **Currency:** Ghanaian Cedi (GHS)

Version 1

	2022	2023	2024	2025
27 - Social benefits [GFS]	1,476,327	1,476,327	1,476,327	1,476,327
31 - Non financial assets	21,702,750	21,702,750	21,702,750	21,702,750



PART B: BUDGET PROGRAMME SUMMARY

PROGRAMME 1: MANAGEMENT AND ADMINISTRATION

1. Budget Programme Objectives

- Improve the Policy environment and institutional capacity for effective human capital development and employment policy management.

2. Budget Programme Description

The Headquarters of the Ministry of Employment and Labour Relations is responsible for the development of employment and labour policies, programmes and projects aimed at creating gainful employment for the youth, skills development and promoting harmonious industrial relations. In order to perform its functions effectively, the MELR must provide institutional support to its operations at the national, district and community levels, constantly upgrade its human skills at all levels and conduct social research for evidence-based policy development. The MELR also maintains the necessary institutional arrangements for the coordination of its Departments and Agencies rendering socio-economic services for national development.

In view of the above, the Ministry establishes and maintains institutional linkages for the effective administration of major areas of work.

The Finance and Administration Directorate ensures the availability of financial and material resources for the running of the Ministry. These include request for funds for purchase of vehicles, fuel, stationery and payment of utilities as well as other essential services. Through this directorate, the Ministry undertakes regular maintenance of official assets. The Internal Audit Unit (IAU) ensures compliance and judicious use of office resources. It provides Management with independent assurance service on the soundness of the internal controls and report on weakness. The Unit forms part of the Finance and Administration for purpose of budget execution.

The Policy Planning, Budgeting, Monitoring and Evaluation Directorate (PPBMED) spearheads the formulation of social and labour policies for implementation. The Directorate also conducts social policy auditing to ascertain the social policy needs of the country. The PPBMED also leads the preparation of annual budgets of the Ministry. In order to measure budget performance against expected outcomes and targets, the PPBMED conducts monitoring and evaluation of sector programmes and projects.

The Research, Statistics and Information Management Directorate is the research and information dissemination wing of the Ministry. Policy planning, formulation and review require accurate and timely data. This ensures that formulation and review is evidence-based and recommendations adequately address the identified issues.

The Human Resource Directorate organises and facilitates competency-based and scheme of service training programmes for staff of the Ministry to enhance service delivery. It also prepares and facilitate the promotion interviews for qualified officers. These training sessions include workshops, seminars, degree programmes, regular and customised training sessions in both local and external institutions. This is to ensure that staff acquires new skills and upgrade existing ones to be able to deal with emerging



sector challenges. The staff strength of the headquarters is 103.





2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

Entity: 024 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2022 | **Currency:** Ghanaian Cedi (GHS)

Version 1

	2022	2023	2024	2025
02401 - Management And Administration	41,098,604	41,098,604	41,098,604	41,098,604
02401001 - Finance and Administration	6,156,856	6,156,856	6,156,856	6,156,856
21 - Compensation of employees [GFS]	2,385,299	2,385,299	2,385,299	2,385,299
22 - Use of goods and services	424,787	424,787	424,787	424,787
27 - Social benefits [GFS]	10,770	10,770	10,770	10,770
28 - Other expense	34,000	34,000	34,000	34,000
31 - Non financial assets	3,302,000	3,302,000	3,302,000	3,302,000
02401002 - Human Resource	663,898	663,898	663,898	663,898
21 - Compensation of employees [GFS]	422,559	422,559	422,559	422,559
22 - Use of goods and services	241,339	241,339	241,339	241,339
02401003 - Policy Planning; Budgeting; Monitoring And Evalua	33,071,399	33,071,399	33,071,399	33,071,399
21 - Compensation of employees [GFS]	859,318	859,318	859,318	859,318
22 - Use of goods and services	17,928,231	17,928,231	17,928,231	17,928,231
31 - Non financial assets	14,283,850	14,283,850	14,283,850	14,283,850
02401004 - Research; Statistics; Info. And Public Relations	1,206,451	1,206,451	1,206,451	1,206,451
21 - Compensation of employees [GFS]	872,209	872,209	872,209	872,209
22 - Use of goods and services	334,242	334,242	334,242	334,242



BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 1: MANAGEMENT AND ADMINISTRATION

SUB-PROGRAMME 1.1: Finance and Administration

1. Budget Sub-Programme Objectives

- To provide institutional support for the day-to-day administration of government business at the Ministry.
- To facilitate the payment of services and provide the necessary logistics to enhance service delivery.

2. Budget Sub-Programme Description

This is the administrative and financial management hub of the Ministry. The Directorate ensures that services and facilities necessary to support the administration, general services and investment functions of the Ministry are made available. The directorate is broadly divided into General Services and Finance units and manned by Administrative and Accounting personnel.

The General Services Unit discharges the duties of procurement, transport, stores, secretarial, records, security and estates management and the Finance Unit deals mainly with General Accounting and the management of the Ministry's approved budget.

The Internal Audit Unit (IAU) appraises and reports on the soundness and application of the system of controls operating within the Ministry and contributes to its improvement. It provides assurance services on the efficiency and effectiveness of compliance to policies, directives, statutory enactments, standards, system and procedures among others. The IAU forms part of the Finance and Administration Directorate for budget implementation.

The directorate safeguards the interest of the Ministry in financial transactions relating to revenue and expenditure and ensures good financial administration. It leads the budget implementation processes after it has been prepared by the Policy Planning, Monitoring and Evaluation Directorate.

The Ministry over the years has observed the worsening accommodation of some of its departments and agencies which has hampered effective service delivery. In the medium-term, the directorate intends to undertake the renovation of offices and some Public Employment Centres as well as the construction of labour office complex as a one stop shop for labour administration and related services.

The directorate has a staff strength of sixty-nine (69) officers who execute the various functions of the directorate.



3. Budget Sub-Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Ministry measures the performance of this sub-programme. The past data indicates actual performance whilst the projections are the Ministry's estimate of future performance.

Main Output	Output Indicator	Past Years				Projections				
		2020		2021		Budget Year	Indicative Year	Indicative Year	Indicative Year	
		Target	Actual	Target	Actual	2022	2023	2024	2025	
Assets procured	Number of equipment & logistics procured	Office Furniture	3	3	3		5	1	1	1
		ICT equipment procured	5	5	5	20	15	15	15	15
		Printers	3	3	3	5	5	0	0	0
		Scanners	2	2	2	5	2	0	0	0
Works procured	Number of offices constructed & rehabilitated	Labour office complex constructed	0	0	0		0	0	0	0
		Offices Rehabilitated	0	0	0	1	1	1	1	1
Maintenance of office equipment & Utilities	Number of office equipment & Utilities maintained	Office equipment maintained	1	1	1		1	1	1	1
		Utilities service	0	0	0	0	0	0	0	0
Audit Reports Issued	Number of Internal Audit Committee meetings held		0	0	0	2	4	4	4	4
	Number of Internal Audit issued		5	5	5	5	4	4	4	4
Statutory Committee Meetings	Number of Statutory Committee Meetings held	National Tripartite Committee,	6	6	6	6	6	6	6	6
		Entity Tender Committee	2	2	2	2	4	4	4	4
		Management meetings organised	6	6	6	6	12	12	12	12
MELR financial information produced	Number of financial information produced	Quarterly & annual Financial Statements produced	4	4	4	2	4	4	4	4



4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and projects to be undertaken by the sub-programme

Operation	Projects
Treasury and accounting activities	Procurement of Office supplies and consumables
Preparation of Financial Reports	Acquisition of Immovable and Movable Assets
Management of Assets register	Maintenance, rehabilitation, refurbishment and upgrading of assets
Cleaning and General Services	
Disposal of Government Assets	
Internal Management of the Organisation	
Local and International affiliations	
Procurement plan preparation	
Tendering Activities	
Internal audit operations	
External audit operations	
Special audit assignment	
Protocol Services	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 024 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2022 | **Currency:** Ghanaian Cedi (GHS)

Version 1

	2022	2023	2024	2025
02401001 - Finance and Administration	6,156,856	6,156,856	6,156,856	6,156,856
21 - Compensation of employees [GFS]	2,385,299	2,385,299	2,385,299	2,385,299
22 - Use of goods and services	424,787	424,787	424,787	424,787
27 - Social benefits [GFS]	10,770	10,770	10,770	10,770
28 - Other expense	34,000	34,000	34,000	34,000
31 - Non financial assets	3,302,000	3,302,000	3,302,000	3,302,000



BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 1: MANAGEMENT AND ADMINISTRATION

SUB-PROGRAMME 1.2: Human Resource

1. Budget Sub-Programme Objective

- To provide direction for the effective career development of the Manpower needs of the sector towards the achievement of its mandate through strategic leadership;
- To develop and retain the capacity of MELR staff at national, regional and district level for enhanced service delivery;
- To promote conducive working environmental for all MELR staff.

2. Budget Sub-Programme Description

The Human Resource Development and Management Directorate ensures the availability of requisite and adequately trained manpower for the effective operations of the Ministry through modern human resource planning and management.

It has the managerial responsibility for ensuring that the Ministry has the requisite manpower for the effective performance of the divisions. It therefore liaises with the Office of the Head of the Civil Service and other relevant MDAs to achieve its aims and objectives.

The Directorate also ensures that particular Ministry approved personnel policies and the general Civil Service Scheme of Service and Administrative Instructions on employment, personnel records, wages and salary administration are translated into good management practices and effectively carried out.

The operational cost of the Directorate is covered under the annual Government of Ghana budget allocation. Eight (8) officers are in this Directorate.



3. Budget Sub-Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Ministry measures the performance of this sub-programme. The past data indicates actual performance whilst the projections are the Ministry's estimate of future performance.

Main Output	Output Indicator	Past Years				Projections			
		2020 target	2020 Actual	2021 target	2021 Actual	Budget Year 2022	Indicative Year 2023	Indicative Year 2024	Indicative Year 2025
Competency-Based Training	Number of MELR staff attended Competency-based training	30	47	90		50	40	40	40
Scheme of Service Trainings organised	Number of MELR staff who attended Scheme of service training	50	48	55		50	55	55	55
Promotion Interviews facilitated	Number of MELR staff promoted	15	20	26		15	15	15	15
Manpower Audit (SPAR)	Number of MELR staff assessed	117		117		117	117	117	117

4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and projects to be undertaken by the sub-programme

Operations	Projects
Staff Audit	
Human Resource Database	
Scheme of Service	
Recruitment, Placement and Promotions	
Personnel and Staff Management	
Manpower Skills Development	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 024 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2022 | **Currency:** Ghanaian Cedi (GHS)

Version 1

	2022	2023	2024	2025
02401002 - Human Resource	663,898	663,898	663,898	663,898
21 - Compensation of employees [GFS]	422,559	422,559	422,559	422,559
22 - Use of goods and services	241,339	241,339	241,339	241,339



BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 1: MANAGEMENT AND ADMINISTRATION

SUB-PROGRAMME 1.3: Policy, Planning, Budgeting, Monitoring and Evaluation

1. Budget Sub-Programme Objectives

- To facilitate the formulation of relevant employment and labour policies responsive to the unemployment and labour administration issues in Ghana.
- To periodically review employment and labour policies to address emerging socio-economic challenges to promote all-inclusive government.
- To lead negotiations and collaborations with development partners on pertinent employment and labour relations issues.
- To lead the preparation of sector strategic plans, programmes and projects towards the implementation of relevant sector policies.
- To lead the annual sector budget preparation processes and assess performance of sector programmes and projects.

2. Budget Sub-Programme Description

The Policy Planning, Budgeting, Monitoring and Evaluation (PPBME) sub-programme is responsible for the development and review of comprehensive and sustainable labour-related policies, legislations, plans, programmes, and projects for the sector.

The sub-programme facilitates the preparation of annual budget estimates, monitors the implementation of the budget and coordinates performance reporting for the sector. It also leads the process of securing financial, technical and logistical resources to support the implementation of the sectors activities.

It caters for the design and application of monitoring and evaluation systems for purposes of assessing the operational effectiveness of the Ministry, Departments and Agencies as well as the activities of other key stakeholders in meeting the sector's short, medium, and long-term objectives and targets.

The sub-programme also co-ordinates external assistance and collaborates with development partners, NGOs and other Civil Society Organisations to the Ministry. The sub-programme is implemented by the Policy Planning, Monitoring and Evaluation Directorate (PPMED) of the Ministry's Headquarters with a staff strength of Eighteen (18) officers.

The operations of the directorate are supported by annual budget allocations of the Government of Ghana. In some cases, policy formulation, monitoring and evaluation activities of the directorate are supported by development assistance funding from development partners.



3. Budget Sub-Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Ministry measures the performance of this sub-programme. The past data indicates actual performance whilst the projections are the Ministry's estimate of future performance.

Main Output	Output Indicator	Past Years				Projections			
		2020		2021		Budget Year 2022	Indicative Year 2023	Indicative Year 2024	Indicative Year 2025
		target	Actual	target	Actual				
Labour Policies developed	Number of Employment Policies developed	1	2	1	1	1	1	1	1
Programmes and projects monitored	Monitoring report (s)	1	1	2	1	1	2	2	2
Laws and regulations reviewed	Number of Labour laws and regulations reviewed	1	2	1	1	1	1	1	1
Budget Performance Reports prepared and submitted	Number of Budgets Performance Reports prepared	5	5	5	4	5	5	5	5

4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and projects to be undertaken by the sub-programme

Operations	Projects
Budget preparation	
Budget reporting	
Planning and Policy Formulation	
Develop National Employment and Labour Policies	
Publication and dissemination of Policies and Programmes	
Policies and Programme review and activities	
Management and Monitoring Policies, Programme and Projects	
Evaluation and Impact Assessment Activities	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 024 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2022 | **Currency:** Ghanaian Cedi (GHS)

Version 1

	2022	2023	2024	2025
02401003 - Policy Planning;Budgeting; Monitoring And	33,071,399	33,071,399	33,071,399	33,071,399
21 - Compensation of employees [GFS]	859,318	859,318	859,318	859,318
22 - Use of goods and services	17,928,231	17,928,231	17,928,231	17,928,231
31 - Non financial assets	14,283,850	14,283,850	14,283,850	14,283,850



BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 1: MANAGEMENT AND ADMINISTRATION

SUB-PROGRAMME 1.4: Statistics, Research, Information and Public Relations

1. Budget Sub-Programme Objectives

- Strengthen production and utilisation of statistics
- To disseminate relevant employment/labour data and information to all stakeholders.

2. Budget Sub-Programme Description

The Research, Statistics and Information Management (RSIM) Directorate serves as the main research and information dissemination wing of the Ministry of Employment and Labour Relations (MELR). The Directorate conducts and commissions research as well as compiles and analyses data for the Ministry in particular and government as a whole. It serves as a repository for compiling all labour market information pertaining to the Ministry, thereby maintaining a databank for effective decision-making

In addition, the Directorate projects the good image of the Sector both within and outside the country by disseminating information on the Ministry's policies, activities and procedures, as well as providing a mechanism for receiving feedback. The Public Affairs, Client Service, Right to Information (RTI) Units of the RSIM are responsible for disseminating all relevant information to stakeholders and general public.

The RSIM Directorate manages the following activities:

- Labour research;
- Public sensitization/ awareness creation;
- Coordination of data/statistics on issues concerning labour and employment;
- Interacts with media and clients; and
- Monitors the mass media engagement and public opinions of the Ministry

Currently, there are nineteen (19) officers (Deputy Directors, Assistant Directors, Information Officers, Programmes Officers, Research Officers, etc.) working in the RSIM Directorate of the Ministry of Employment and Labour Relations. These nineteen (19) officers are spread across the Research and Statistics Unit, ICT Unit, Public Affairs Unit, Client Service Units and the Right to Information (RTI) Unit. The Operations of the Directorate are supported with funding from the annual Government of Ghana budget allocations.



3. Budget Sub-Programme Results Statement

The table below indicates the main outputs, indicators and projections by which the Ministry measures the performance of this sub-programme. The past data indicates actual performance whilst the projections are the Ministry's estimate of future performance.

Main Output	Output Indicator	Past Years				Projections			
		2020		2021		Budget Year 2022	Indicative Year 2023	Indicative Year 2024	Indicative Year 2025
		target	Actual	Target	Actual				
Labour Market Survey	Survey Report published.	1	0	1	0	1	1	1	1
Public Awareness programmes	Number of sensitisation programmes organised.	2	0	1	1	8	10	10	10
Data collection and analysis on topical labour issues	Number of reports produced	1	1	1	1	2	2	2	2
Research into labour issues	Number of labour research conducted	0	0	1	0	1	1	1	1
Information, Education and Communication (IEC) Materials	Number of IEC materials distributed.	1,000	0	20	100	200	200	300	300
Maintenance of ICT machines and infrastructure	Number of times ICT machines and infrastructure are maintained	2	1	4	3	4	4	4	4

4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and projects to be undertaken by the sub-programme.

Operations	Projects
Labour statistics and Research	Software Acquisition and Development
Development and Management of Databases	Computer hardware and accessories
Research and Development	
Regular Updating of Software License	
Technology transfer	
Media Relations	
Information, Education and Communication	
Publications, Campaigns and Programmes	
Statistics Development Planning	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 024 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2022 | Currency: Ghanaian Cedi (GHS)

Version 1

	2022	2023	2024	2025
02401004 - Research; Statistics; Info. And Public Relati	1,206,451	1,206,451	1,206,451	1,206,451
21 - Compensation of employees [GFS]	872,209	872,209	872,209	872,209
22 - Use of goods and services	334,242	334,242	334,242	334,242



BUDGET PROGRAMME SUMMARY

PROGRAMME 2: JOB CREATION AND DEVELOPMENT

1. Budget Programme Objectives

- To create opportunities for accelerated job creation across all sectors
- To encourage the formation of small business enterprises through the Co-operative system.

2. Budget Programme Description

This budget programmes seeks to empower the working age population, particularly young people to contribute meaningfully to the socio-economic and sustainable development of the nation. The programmes is implemented by the Youth Employment Agency (YEA) and the Co-operatives Institutions of the Ministry.

Over the years hundreds of new entrants from various educational and training institutions join the labour market without any hope of being employed. Policy makers observed shortfalls in labour demands to meet the annual increases in labour supply. This has resulted in chronic high unemployment level among the youth, particularly among university and polytechnic graduates. The National Youth Employment Programme was created in 2005 to provide temporary job opportunities, training and internship programmes for the youth.

In 2012, NYEP was rebranded to the Ghana Youth Employment and Entrepreneurship Agency (GYEEDA) aimed at formalizing inter-institutional relationships and build synergies between various agencies to support easy access of beneficiaries to the job market.

In pursuance of the need to regularise efforts by Government to create job opportunities for the teeming youth in Ghana, the Youth Employment Agency Act was promulgated in 2015 and GYEEDA was subsequently transformed to Youth Employment Agency (YEA). The YEA Act re-organized the previous modules into skills training and internship, entrepreneurship training, sanitation, health and teaching assistance and co-operative system modules. These components are expected to re-enforce each other for optimal performance and outcome.

The Department of Co-operatives facilitates the development and nurturing of economic groups into vibrant co-operatives and other group enterprises. The operations of these economic groupings contribute positively to sustainable employment generation, poverty reduction and community development.

There are currently tens of thousands of vibrant co-operative societies registered and operating in the Agriculture, Finance, Industry and Service sectors of the national economy. Agriculture cooperatives alone accounts for 67.4% of the total number. The Department of Co-operatives is a major facilitator in the Youth in Agriculture Programme and has, to date, facilitated the formation of thousands of Youth Agriculture Groups



The Department in collaboration with other MDAs such as the Ministry of Food and Agriculture, Ministry and Trade and Industry and other development partners is facilitating the development of co-operatives societies in specific sector of the economy. Currently, the Department in collaborating with Cadbury Cocoa is providing technical expertise to cocoa farmers in one hundred (100) cocoa communities nationwide to form viable co-operative enterprises.





2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

Entity: 024 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2022 | **Currency:** Ghanaian Cedi (GHS)

Version 1

	2022	2023	2024	2025
02402 - Job Creation and Development	9,929,612	9,929,612	9,929,612	9,929,612
02402003 - Cooperatives Development	9,929,612	9,929,612	9,929,612	9,929,612
21 - Compensation of employees [GFS]	9,491,133	9,491,133	9,491,133	9,491,133
22 - Use of goods and services	438,479	438,479	438,479	438,479



BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 2: JOB CREATION AND DEVELOPMENT

SUB-PROGRAMME 2.1: Youth Employment and Entrepreneurial Development

1. Budget Sub-Programme Objectives

- To identify projects with economic potential that can generate employment for many of the youth as possible.
- To help put a check on the drift of the youth from the rural communities to the urban communities in search for jobs by creating these jobs in the rural communities.
- To create youth employment through self-employment and inculcating a sense of patriotism, self-discipline and hard work in the youth so as to promote good morals and help reduce deviance.

2. Budget Sub-Programme Description

The Youth Employment Agency was established to develop, coordinate, supervise and the facilitate employment for the youth and to provide for related matters. This initiatives started in 2005 as a stop gap measures in response to the increased rate of youth unemployment and its associated threat to national security. Since its establishment, the programme has gone through metamorphosis in name starting as National Youth Employment Programme (NYEP) in 2015, the Ghana Youth Employment and Entrepreneurship Development Agency (GYEEDA) in 2012 and Youth Employment Agency (YEA) in 2015 through the promulgation of the YEA Act.

YEA has several youth employment modules in various occupations with aim of preparing the beneficiary youth into self-employment or paid employment which are referred to as the traditional modules and these include:

- Youth in Agriculture
- Youth in Security
- Youth in Sanitation
- Youth in Afforestation
- Community Health Workers
- Coastal Sanitation
- Community Education & Teaching Assistants
- Trade & vocation
- Vacation jobs
- Youth in paid internship

In view of the recent re-alignment policy of Ghana, YEA has been redesigned into three (3) programme components and support services. These are:

Skills Training and internship: This component focuses on identification of skills in demand in the labour market (in short, medium and the long term) and the provision of requisite training using the formal and informal structures.



Entrepreneurial Training: Component two (2) relates to the provision of sufficient entrepreneurial skills to all target beneficiaries in readiness for self-employment in both the formal and informal segments of the economy.

Co-operatives System: Under this component, beneficiaries of skills training and internship programmes are assisted to form co-operatives/ trade associations to enable them access support to use their skills and trades to generate and earn income.

Support Services (Accessing financial support): Under this, organized and registered co-operatives and trade associations will be supported through Enterprise Funds (such as MASLOC and others with start-up capital) in the form of tools, equipment etc., for take-off. Additionally, innovative ways of financing are explored (e.g. using insurance schemes as collateral for start-up businesses)

Regular monitoring of and regular reporting on beneficiaries and supervisors as well as periodic evaluation against target-specific programme indicators, output and outcomes have been effectively mainstreamed into the operations the Agency to ensure that the Agency achieves its object of addressing youth unemployment in the country

YEA implements its modules in close collaboration other relevant government Departments and Agencies at the national, regional and district levels, social partners and other Civil Society Organisations.



3. Budget Sub-Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Ministry measures the performance of this sub-programme. The past data indicates actual performance whilst the projections are the Ministry's estimate of future performance.

Main Output	Output Indicator	Past Years				Projections			
		2020		2021		Budget	Indicative	Indicative	Indicative
		Target	Actual	Target	Actual	Year 2022	Year 2023	Year 2024	Year 2025
Youth in Security (Community Policing)	Beneficiaries engaged under the modules	15,000	7,500	15,000	12,950	20,000	20,000	20,000	20,000
Youth in Sanitation	Beneficiaries engaged under the modules	45,000	45,000	45,000	45,000	45,000	45,000	45,000	45,000
Community Health Assistants	Beneficiaries engaged under the modules	4,000	0	3,000	3,000	3,000	3,000	3,000	3,000
Community Improvement Programme	Beneficiaries engaged under the modules	9,000	0	0	7,668	10,000	10,000	10,000	10,000
Youth in Trades and Vocation	Beneficiaries Engaged under the module	10,000	7,730	8,000	7,251	8,000	8,000	8,000	8,000
Job Centre	Youth linked to job opportunities	10,000	2,000	3,000	2,000	3,000	3,000	3,000	3,000
Work abroad programme	Beneficiaries Engaged under the module	0	0	6,200	0	2,000	2,000	2,000	2,000
Regional Flagship programme	Beneficiaries Engaged under the module	8,000	300	8,000	0	5,000	5,000	5,000	5,000
Youth in entrepreneurship	Beneficiaries engaged under the modules	0	5,000	5,000	5,000	10,000	10,000	10,000	10,000
Youth in Agric	Beneficiaries engaged under the modules	8,000	-	-	-	-	-	-	-
Community Teaching Education Assistants	Beneficiaries engaged under the modules	5,000	-	5,000	-	-	-	-	-
Youth in ARABIC education	Beneficiaries engaged under the modules	3,000	-	3,000	-	-	-	-	-
Youth in ICT	Beneficiaries engaged under the modules	4,000	-	3,000	-	-	-	-	-



Main Output	Output Indicator	Past Years				Projections			
		2020		2021		Budget Year 2022	Indicative Year 2023	Indicative Year 2024	Indicative Year 2025
		Target	Actual	Target	Actual				
Youth in apparel and textiles	Beneficiaries engaged under the modules	4,000	-	4,000	-	-	-	-	-
Out of school adolescence training	Beneficiaries engaged under the modules	5,000	-	5,000	-	-	-	-	-
Youth in Sports	Beneficiaries engaged under the modules	-	1,980	1,988	-	-	-	-	-
Youth in export	Beneficiaries engaged under the modules	-	20	-	-	-	-	-	-
Youth in elit export	Beneficiaries engaged under the modules	0	1,000	1,000	-	-	-	-	-

4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and projects to be undertaken by the sub-programme

Operations	Projects
Promoting and creating jobs	Maintenance, rehabilitation, refurbishment and upgrading of existing assets
Internal management of the organisation	Acquisition of Immovable and movable assets
Manpower Development	
Personnel and Staff Management	
Treasury and accounting activities	
Procurement of Office supplies and consumables	



BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 2: JOB CREATION AND DEVELOPMENT

SUB-PROGRAMME 2.2: Graduate Entrepreneurial Business Support

1. Budget Sub-Programme Objective

Provide graduate self-employment through entrepreneurial training and business development.

2. Budget Sub-Programme Description

The Graduate Business Support Scheme (GEBSS) is a private/public sector initiative between GEBSS Ltd and the Ministry of Employment and Labour Relations in collaboration with the Ministry of Trade and industry, Export Development and Agricultural Development Fund (EDAIF), and the Management Development and Productivity Institute (MDPI).

The Scheme aims to equip 10,000 unemployed graduates each year with training and support services to develop requisite competencies, knowledge, attitudes, practices, skills, exposure and support to enhance their potential for entrepreneurship, self-employment and employability. The four-tier support will lead to 2,000 of the 10,000 unemployed graduates being assisted to develop business plans and supported through the Graduate Credit Insurance Guarantee to obtain the needed funding to establish their own business.

In order to achieve set objectives and targets the scheme registers interest graduates and assists them to develop bankable business proposal. The proposals are then evaluated and successful candidate are provided with practical entrepreneurship skills training that will help them organize and manage their business successful. Candidates who are able to complete the training schedules are put into internship programmes to enable them acquire practical experience in the world of work.

Successful candidates are further provided with logistical, technical and financial support for them to set up their own business in a sector of interest.



3. Budget Sub-Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Ministry measures the performance of this sub-programme. The past data indicates actual performance whilst the projections are the Ministry's estimate of future performance.

Main Output	Output Indicator	Past Years				Projections			
		2020		2021		Budget Year 2022	Indicative Year 2023	Indicative Year 2024	Indicative Year 2025
		Target	Actual	Target	Actual				
Unemployed graduates Trained	Number trained								
Graduates assisted to develop business plans to obtain funding	Number of graduates								
Graduate Industrial attachment	Number of beneficiaries								
Executive international exposure	Number of beneficiaries								

4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and projects to be undertaken by the sub-programme.

Operations	Projects
Promoting and creating jobs	Maintenance, rehabilitation, refurbishment and upgrading of existing assets
Internal management of the organisation	Acquisition of Immovable and movable assets
Manpower Development	
Personnel and Staff Management	
Treasury and accounting activities	
Research and Development	
Procurement of Office supplies and consumables	



BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 2: JOB CREATION AND DEVELOPMENT

SUB-PROGRAMME 2.3 Cooperatives Development

1. Budget Sub-Programme Objectives

- Promote job creation and decent work.
- Improve cooperative development through review of legislative framework
- To encourage the formation of small scale businesses through the Co-operative system
- Provide support services to registered co-operative societies to ensure their effectiveness.

2. Budget Sub-Programme Description

This sub-programme seeks to mobilise actors in the informal sectors of the economy (Farmers and artisans) into formidable and viable co-operatives to enhance the incomes living conditions of its members and to create employment for the teeming unemployed youth, especially in rural areas. The sub-programme is implemented by the Department of Co-operatives and the Ghana Co-operatives Council.

The Department of Co-operatives was established by Decree (NLCD 252) to organize and supervise the formation of groups into co-operatives. These co-operative are classified into four groups, namely: Agricultural, Industrial, Service and Financial.

The Department registers and supervises the operations of all registered co-operatives in the country. It also inspects and audits or causes to be audited, the accounts of registered co-operatives and renew their certificates at the end of every financial year before an annual general meeting is held for members to assess their performance for the period under review. The Department collaborates with other institutions (governmental and non-governmental institutions) in the development of Co-operatives.

The Department sensitises Products/graduates of the Technical/Vocational Institutions farmers and artisans on the importance of formation of cooperatives. This will help them mobilize resources through joint business for a better livelihood and youth employment generation. Farmers are educated to use the “**nnoboa**” concept to improve their farming methods and also assisted to network with external organizations to improve their farming practices such as use of improved seedlings to increase the produce and incomes.

The Ghana Co-operatives Council is the Supra-Apex Organization for all Co-operatives in Ghana. The Council’s mandate is to organize Artisans in the informal sector into viable co-operatives and promote and develop Community Saving and Credit Co-operatives in the District Centres and Rural areas to promote economic and social development in the District Centres and also, create employment and jobs in the District and Rural areas.



It promotes and develops co-operatives and other self-help organizations on a sustainable basis. The Council facilitates an enabling environment and provides quality services for the economic and social well-being of its members, non-members and the communities.

Artisans (i.e. Masons, Carpenters, Painters, Steel Benders, Plumbers, Electricians and Tile Layers) in the District/Rural areas would be organised into co-operatives and linked to the District/Municipal and Metropolitan Assemblies to vie and bid for small and medium construction contracts. They would also be linked to the big time construction companies for sub contracts.

The Council also trains and educate the leadership, staff and members of the Artisan Co-operatives and Community Savings and Credit Co-operatives on Management, Leadership Role and Duties and Responsibilities of members to their Society and Community.

The Council relates and collaborates with other Government Departments and Agencies and also, Non-Governmental Organization in the Development of co-operative in Ghana.

A total of 354 officers comprising 342 for the Department and 12 for the Ghana Co-operatives Council contribute to deliver this sub-programme and it is funded by GOG, and Donors funds.

3. Budget Sub-Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Ministry measures the performance of this sub-programme. The past data indicates actual performance whilst the projections are the Ministry's estimate of future performance.

Main Output	Output Indicator	Past Years				Projections			
		2020		2021		Budget Year	Indicative Year	Indicative Year	Indicative Year
		target	Actual	target	Actual	2022	2023	2024	2025
Cooperative Societies registered	Number of Cooperative societies registered	650	5,955	900	2,133	1,000	1,100	1,200	1,200
Audit and Inspection of Cooperative Societies books	Number of Societies Audited	530	370	1,000	616	1,200	1,250	1,300	1,300
	Number of Inspections carried out	420	1,505	450	1,201	700	900	1,000	1,000
Arbitration of Conflicts in the Societies	Number of Conflicts resolved and Arbitrated	22	15	22	14	22	22	22	22



Main Output	Output Indicator	Past Years				Projections			
		2020		2021		Budget Year 2022	Indicative Year 2023	Indicative Year 2024	Indicative Year 2025
		target	Actual	target	Actual				
Training of Co-operative Members in Cooperative management and entrepreneurial skills	No. of Cops members trained	1000		1,000		1,200	1,400	1,500	1,500
Unemployed youth sensitised on Cooperative	No. of youth Sensitised	-	-	400	184	300	300	300	300
Training of Co-operative Members trained in management and entrepreneurial skills	Artisans trained	1,600	282	450	120	500	600	650	650
	Farmers Trained	900	3,147	2,500	5,320	3,200	3,800	4,200	4,200

4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and projects to be undertaken by the sub-programme

Operations	Projects
Promoting and creating jobs	Acquisition of Immovable and movable assets
Internal management of the organisation	Maintenance, rehabilitation, refurbishment and upgrading of existing assets
Manpower Development	
Personnel and Staff Management	
Treasury and accounting activities	
Procurement of Office supplies and consumables	
Procurement of Office supplies and consumables	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 024 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2022 | **Currency:** Ghanaian Cedi (GHS)

Version 1

	2022	2023	2024	2025
02402003 - Cooperatives Development	9,929,612	9,929,612	9,929,612	9,929,612
21 - Compensation of employees [GFS]	9,491,133	9,491,133	9,491,133	9,491,133
22 - Use of goods and services	438,479	438,479	438,479	438,479



BUDGET PROGRAMME SUMMARY

PROGRAMME 3: SKILLS DEVELOPMENT

1. Budget Programme Objectives

- Ensure provision of adequate training and skills development in line with global trends
- Enhance labour productivity across all sectors

2. Budget Programme Description

High unemployment has become a major concern in recent times and this phenomenon is not peculiar to only developing countries but a global challenge. It is against this background that the Government through the Ministry of Employment and Labour Relations (MELR) has embarked on a number of strategies over the years to address the problem before it further worsens and threatens the security of the country.

The MELR through some of its Departments and Agencies has adopted provision of employable skills training as a strategy to increase the chances of the unemployed to get jobs and reduce youth unemployment. The National Vocational Training Institute (NVTI), Opportunities Industrialization Centre, Ghana (OICG) and Integrated Community Centres for Employable Skills (ICCES) contribute to this strategy by providing formal and informal vocational skills training in trades like carpentry, welding, masonry, catering, electrical and electronics, brick laying, textiles, ceramics, dressmaking, hairdressing, office skills, ICT etc., in both formal and informal sectors. The formal vocational training is conducted in both private and government assisted vocational schools. The Ministry currently has 101 Government assisted training centres. The break downs are as follows;

- NVTI 34
- OICG 3
- ICCES 63

In the informal sector, the institutes also equip master craft persons with technical skills in modern technology, assign trainees to them and monitor their operations. The Institutions also encourage artisans and other professionals including; fitters, mechanics, carpenters, electricians, hairdressers and beauticians to form strong district, regional and national associations to enable them access for government support.

To enhance efficiency and effectiveness in vocational training, the ministry through NVTI, OICG and ICCES conducts periodic monitoring and evaluation in both private and assisted vocational centres.

The NVTI also conducts trade test for the various trade areas to assess and certify trainees into the labour market. This is conducted in proficiency and to certificate levels. The Institutes also conduct research to assess the skills in high demand on the labour market and develop skills training areas to meet the current modern industries demand.

In line with Government Poverty Alleviation agenda, the Integrated Community



Centres for Employable Skills (ICCES) provides mass rural level vocational skills training and employment generation. The centres cater for literate, semi-literate (JHS leavers/ early-exiters) and illiterate persons, particularly in the rural communities. Trainees are equipped with employable skills for self-employment in their communities thereby assisting to stem the tide of rural-urban migration.

The Management Development and Productivity Institute (MDPI) was established to promote increased productivity and build managerial capacity. In view of this, the MDPI embarks on practical skills and problem solving training activities for organisations in all sectors of the economy. The main training activities undertaken include general management skills, financial management and management information skills, marketing management skills and industrial engineering management skills for personnel from all sectors of the national economy and even beyond.

Apart from organising training courses, consultancy service is offered to managements and organisations across the economy. This takes the form of human resource development, advisory and consultancy assistance to Ghanaian enterprises in both public and private sectors of the economy in accordance with the government's declared policy on the promotion of indigenous Ghanaian enterprises.

Furthermore, the MDPI is the lead Institution in promoting improved productivity across the national economy including productivity measurement survey for national policy implementation.

1,569 staff made up of 888 for the National Vocational Training Institute (NVTI), 214 for the Opportunities Industrialisation Centre, Ghana (OICG), 408 for the Department of Integrated Community Centres for Employable Skills (DICCES) and 59 for the Management Development and Productivity Institute (MDPI) to the delivery of this sub-programme.





2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

Entity: 024 - Ministry of Employment and Labour Relations

Funding: Total Source of Funding

Year: 2022 | **Currency:** Ghanaian Cedi (GHS)

Version 1

	2022	2023	2024	2025
02403 - Skills Development	111,827,372	111,827,372	111,827,372	111,827,372
02403001 - Vocational Skills Training And Testing	77,759,935	77,759,935	77,759,935	77,759,935
21 - Compensation of employees [GFS]	37,865,206	37,865,206	37,865,206	37,865,206
22 - Use of goods and services	33,936,454	33,936,454	33,936,454	33,936,454
27 - Social benefits [GFS]	1,157,954	1,157,954	1,157,954	1,157,954
28 - Other expense	1,483,925	1,483,925	1,483,925	1,483,925
31 - Non financial assets	3,316,396	3,316,396	3,316,396	3,316,396
02403002 - Management Skills Development and Productivity	34,067,437	34,067,437	34,067,437	34,067,437
21 - Compensation of employees [GFS]	2,701,155	2,701,155	2,701,155	2,701,155
22 - Use of goods and services	981,278	981,278	981,278	981,278
31 - Non financial assets	30,385,004	30,385,004	30,385,004	30,385,004



BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 3: SKILLS DEVELOPMENT

SUB-PROGRAMME 3.1 Vocational Skills Training and Testing

1. Budget Sub-Programme Objectives

- To provide formal demand driven vocational skills training for the youth.
- To equip master craft persons with technical skills in modern technology.
- To assess and certify the impact on vocational training

2. Budget Sub-Programme Description

Government has adopted the provision of competency-based vocational skill training in both formal and informal apprenticeship sector as an effective means to reducing unemployment among the massive number of youth who enter the labour market each year.

The National Vocational Training Institute (NVTI), Opportunities Industrialization Centre, Ghana (OICG) and Integrated Community Centres (ICCES) provide vocational skills training in trades like carpentry, welding, masonry, catering, electrical and electronics, brick laying, textiles, ceramics, dressmaking, hairdressing, office skills, ICT etc. The formal vocational training is conducted in both private and government assisted vocational schools. The ministry currently has 101 government assisted training centres.

The institutes also equip master craft persons with technical skills in modern technology and also encourage artisans and other professionals including; fitters, mechanics, carpenters, electricians, hairdressers and beauticians to form strong district, regional and national associations to enable them qualify for government support.

In order to enhance efficiency and effectiveness in vocational training, the ministry through the NVTI and OICG conduct periodic monitoring and evaluation in both private and assisted vocational centres. The NVTI also conducts trade test for the various trade areas to assess and certify trainees into the labour market. This is conducted in proficiency and to certificate levels.

The Institutes also conduct research to assess the skills in high demand on the labour market and develop skills training areas to meet the current modern industries demand.

In addition, the Integrated Community Centres for Employable Skills (ICCES) works towards stemming the tide of rural-urban migration through the provision of vocational skills training at the community level. The centres focus on Illiterates, semi-literates, single parents, Orphan and Vulnerable Children (OVCs) and JHS drop-outs.

The three (3) Institutions implementing the sub-programme have a total staff strength of 1,510 (NVTI: 888, OIC: 214, and ICCES: 408).



3. Budget Sub-Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Ministry measures the performance of this sub-programme. The past data indicates actual performance whilst the projections are the Ministry's estimate of future performance.

Main Output	Output Indicator	Past Years				Projections			
		2020		2021		Budget Year 2022	Indicative Year 2023	Indicative Year 2024	Indicative Year 2025
		target	Actual	target	Actual				
Vocational skills training for youth	Number of the youth admitted	10,850	8,267	8,930	4,276	8,560	8,660	8,260	8,360
Vocational skills training delivered.	Number trained.	10,735	7,959	8,550	7,472	8,590	8,210	8,900	9,000
	No. of skills set provided in the labour marker (plumber, tilers, etc.)	0	0	0	41	41	41	39	39
On-the-job training for trainees	No. of trainees placed on-the-job	4,446	3,625	4,446	2,149	5,096	5,296	5,346	5,346
Trade tests and examination conducted.	Number of candidates tested.	37,841	28,834	36,229	32,694	45,871	45,900	46,000	46,100
Master craft men trained	Number trained.	5,065	175	150	124	150	150	150	150
Monitoring of Master craft men workshop	Number Monitored	1,500	1,021	1,500	932	2,674	2,674	2,674	2,674
Master craft men accredited	Number accredited	1,000	807	1,000	1,125	2,674	2,674	2,674	2,674
Training Facilities improved	No. of training centres refurbished.	37	Const. on-going	35	Construction /refurbishment on-going at Accra center. Project 73% complete	Construction /refurbishment at Accra center. Completed and commissioned	0	Refurbished initiated at 2 OIC Centres	Refurbished on-going at 2 OICG Centers



4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and projects to be undertaken by the sub-programme

Operations	Projects
Technical and Vocational Skills Training	Maintenance, rehabilitation, refurbishment and upgrading of existing assets
Internal management of the organisation	Acquisition of Immovable and movable assets
Manpower Development	
Personnel and Staff Management	
Treasury and accounting activities	
Research and Development	
Procurement of Office supplies and consumables	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 024 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2022 | **Currency:** Ghanaian Cedi (GHS)

Version 1

	2022	2023	2024	2025
02403001 - Vocational Skills Training And Testing	77,759,935	77,759,935	77,759,935	77,759,935
21 - Compensation of employees [GFS]	37,865,206	37,865,206	37,865,206	37,865,206
22 - Use of goods and services	33,936,454	33,936,454	33,936,454	33,936,454
27 - Social benefits [GFS]	1,157,954	1,157,954	1,157,954	1,157,954
28 - Other expense	1,483,925	1,483,925	1,483,925	1,483,925
31 - Non financial assets	3,316,396	3,316,396	3,316,396	3,316,396



BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 3: SKILLS DEVELOPMENT

SUB-PROGRAMME 3.2: Management Skills Development and Productivity

1. Budget Sub-Programme Objectives

- To improve and develop the standard of management in all aspects at all levels.
- To introduce suitable management practices and techniques
- To promote enhanced productivity in industry, commerce and other related fields.
- To Sustain Competitive and Resilient Enterprises (SCORE) ILO

2. Budget Sub-Programme Description

This sub-programme seeks to promote increased productivity, in both public and private organizations, to contribute to the sustainable growth of the economy. Productivity has become a very sensitive and critical issue in Ghana, especially with reference to wages and salaries of public service workers. In order to establish the basis to ensure equity in public sector salary administration, productivity measurement is a critical requirement.

The sub-programme is implemented by Management Development and Productivity Institute [MDPI]. MDPI achieves this through Productivity Improvement Activities, Management Development Programs and dissemination of information through Research and Publications.

In order to bring the concept and importance of productivity to the door steps of both labour and employers, the MDPI embarks on productivity awareness creation on yearly basis so that the stakeholders would understand and appreciate the importance of productivity in socio economic development of Ghana.

Apart from productivity measurement and productivity awareness creation, the MDPI carries out the following three additional main activities.

- Managerial Skills training,
- Research,
- Consultancy for service.

Training in management skills has been one of the specialized activities of the Institute over the past forty years. The objective for this is to have attitudinal change for accelerated national development through the development of appropriate skills and attitude. In view of this the institute adopts the most efficient and effective methods, approaches, practices and strategies to achieve training objectives.

Thus, training programmes are organised including conferences, seminars and workshops for personnel from all sectors of industry, commerce and agriculture.

In order to carry out these functions effectively, the MDPI has created four departments to meet management and institutional needs across all sectors of the national economy.



These are:

- Financial Management & Management Information System
- General Management
- Marketing and
- Industrial Engineering departments.

Furthermore, the MDPI offers consultancy services to managements and organisations across all sectors of the economy. This takes the form of human resource development, advisory and consultancy assistance to Ghanaian enterprises in both public and private sectors of the national economy in accordance with the Government’s declared policy on the promotion of indigenous Ghanaian enterprises.

To further advance its productivity enhancement drive, MDPI has signed a Memorandum of understanding with the International Labour Organization (ILO) to implement the Sustaining Competitive and Responsible Enterprises (SCORE) program in Ghana from October 2021. SCORE is an ILO initiative which was piloted in Ghana in 2011 and the department intend to roll it out fully in Ghana. SCORE empowers existing and upcoming entrepreneurs to enhance their Business by introducing them to productivity improvement techniques and skills. SOCRE trains existing entrepreneurs to develop Business Continuity Plans (BCP) to help sustain their Businesses and MDPI targets to train 60 Enterprises annually for the next 4years.

Fifty-nine (59) total staff contributes to deliver this sub-programme and it is funded by GoG and IGF

3. Budget Sub-Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Ministry measures the performance of this sub-programme. The past data indicates actual performance whilst the projections are the Ministry’s estimate of future performance.

Main Output	Output Indicator	Past Years				Projections			
		2020		2021		Budget Year	Indicative Year	Indicative Year	Indicative Year
		target	Actual	target	Actual	2022	2023	2024	2025
Consultancy services delivered.	Number of consultancy services delivered.	3	2	5	2	5	5	5	5
Managerial and functional courses delivered.	No. of courses delivered.	95	79	90	82	90	90	90	90
Management Development	No. of persons trained	800	696	1,000	633	1,000	1,200	1,400	1,600
Research work done	No. of Researches done	2	3	3	1	4	5	5	5
SCORE rolled out	No. of SME’s trained	-	-	-	60	60	60	60	60



4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and projects to be undertaken by the sub-programme.

Operations	Projects
Management Development and Productivity	Acquisition of Immovable and movable assets
Revision of Scheme of Work	Refurbishment of new office Facility
Performance Management System	
Manpower Development	
Leave Management	
Treasury and accounting activities	
Procurement of Office supplies and consumables	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 024 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2022 | **Currency:** Ghanaian Cedi (GHS)

Version 1

	2022	2023	2024	2025
02403002 - Management Skills Development and Prod	34,067,437	34,067,437	34,067,437	34,067,437
21 - Compensation of employees [GFS]	2,701,155	2,701,155	2,701,155	2,701,155
22 - Use of goods and services	981,278	981,278	981,278	981,278
31 - Non financial assets	30,385,004	30,385,004	30,385,004	30,385,004



BUDGET PROGRAMME SUMMARY

PROGRAMME 4: LABOUR ADMINISTRATION

1. Budget Programme Objectives

- Provide timely, reliable and disaggregated labour market data for effective planning and programming
- Improve work place safety and health
- Enhance Labour Administration and promote harmonious labour relations
- Protect Children against abuse and exploitation

2. Budget Programme Description

Labour issues continue to be at the heart of the socio-economic development of Ghana. Labour agitations have the potential to stagnate the development efforts of Government if not well-managed. The Labour Administration programme of the MELR seeks to protect the rights of both employers and employees thereby creating the conducive industrial atmosphere to enhance productivity and economic growth. The Programme is implemented by the Labour administrative Departments and Agencies which are the Labour Department, the Department of Factories Inspectorate (DFI), Fair Wages and Salaries Commission (FWSC) and the National Pensions Regulatory Authority (NPRA).

In order to eliminate distortions and inequalities in the Public Service pay, Government implemented the Single Spine Pay Policy (SSPP). With this Policy, the Fair Wages and Salaries Commission is to migrate all workers of public service institutions onto the Single Spine Salary Structure (SSSS), which is a major component of the new pay policy. This is to be done by carrying out job evaluation for all public service jobs.

In furtherance to the above, the Commission, in collaboration with major stakeholders negotiate base pay, salary relativity and various allowances of the SSSS. Again the Commission is to collaborate with the Management Development and Productivity Institute to develop Productivity Indicators to link public service pay to productivity.

The Labour Department is mandated to register the employed and unemployed and secure suitable job opportunities for them. The Department also generates Labour Market Information on all activities relating to employment and non-employment issues and provide it to job-seekers, social partners and Government for socio economic planning of the Country. In addition, the Department undertakes vocational and career counselling activities for both job-seekers and students.

The Department investigates, determines and facilitates the payment of workmen's compensation cases and claims, for industrial accident and occupational disease victims in the public and private sectors. Again, the Labour Department facilitates the mainstreaming of labour migration issues and foreign recruitment by collaborating with major stakeholders in Labour Migration Policy development as a component of the broader Migration and Development Policy. The Department issues Collective



Bargaining Certificates to Unions and registers Employers' Associations.

The Labour Department conducts routine Labour and workplace inspections to promote and maintain the well-being of workers and also coordinates all interventions relative to the eradication of all worst forms of child labour.

The Labour Department provides advice on labour policy and all matters relating to labour administration to government. It also has the responsibility of Labour Department to ensure Government's continued relationship with and membership of the International Labour Organization and other labour organizations throughout the world

The labour Department also issues Private Employment Agency licenses to manning Companies as a pre-requisite to acquiring operational licenses from the Ghana Maritime Authority.

The Department of Factories Inspectorate promotes Occupational Safety and Health (OSH) to prevent industrial accidents and investigate reports of industrial injuries.

To ensure that workers do not lose their lives in the course of embarking on their various economic activities, the Department of Factories Inspectorate conducts routine workplace inspections to enforce and ensure adherence to occupational safety and health standards.

The promulgation of the new Pensions Act, 2008, (Act 766), required establishment of the National Pension Regulatory Authority (NPRA). This was in response to agitations by public sector workers on low and inadequate pension benefits at the time. The workers called for pension reforms that will result in better benefits for pensioners and also to ensure universal pension for all workers in the formal and informal sectors.

The National Pensions Regulatory Authority is mandated to regulate the activities of all public and private pension schemes. Additionally, NPRA is mandated to license and regulate activities of Trustees, Pension Fund Managers and Pension Fund Custodians in the private pension space as well as regulate SSNIT. It is also expected to sensitize Ghanaian workers on pension related issues and advise Government on the overall pension policy.

A total of 596 staff made up of Labour Department (305), Department of Factories Inspectorate (114), Organisation of African Trade Union Unity (23), Fair Wages and Salaries Commission (49) and National Pensions Regulatory Authority (106) contribute to deliver this sub-programme.





2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

Entity: 024 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2022 | **Currency:** Ghanaian Cedi (GHS)

Version 1

	2022	2023	2024	2025
02404 - Labour Administration	95,314,411	95,314,411	95,314,411	95,314,411
02404001 - Employment Services; Labour Relations and Establ	10,446,885	10,446,885	10,446,885	10,446,885
21 - Compensation of employees [GFS]	9,608,825	9,608,825	9,608,825	9,608,825
22 - Use of goods and services	838,060	838,060	838,060	838,060
02404002 - Occupational Safety and Health	3,656,669	3,656,669	3,656,669	3,656,669
21 - Compensation of employees [GFS]	3,320,800	3,320,800	3,320,800	3,320,800
22 - Use of goods and services	335,869	335,869	335,869	335,869
02404003 - Public Services Wage and Salaries Administration	6,441,243	6,441,243	6,441,243	6,441,243
21 - Compensation of employees [GFS]	6,155,495	6,155,495	6,155,495	6,155,495
22 - Use of goods and services	285,748	285,748	285,748	285,748
02404004 - Pension Reforms and Regulations	74,769,614	74,769,614	74,769,614	74,769,614
21 - Compensation of employees [GFS]	28,406,000	28,406,000	28,406,000	28,406,000
22 - Use of goods and services	23,184,537	23,184,537	23,184,537	23,184,537
27 - Social benefits [GFS]	1,476,327	1,476,327	1,476,327	1,476,327
31 - Non financial assets	21,702,750	21,702,750	21,702,750	21,702,750



BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME P 4: LABOUR ADMINISTRATION

SUB-PROGRAMME 4.1: Employment Services, Labour Relations and Establishment Inspections

1. Budget Sub-Programme Objectives

- To develop and implement a functional labour market information system to provide timely and accurate labour market information for decision making
- To link the unemployed and employed to suitable employment opportunities in all sectors of the economy
- To promote safe pathways to migration for economic development
- To coordinate the implementation of the national plan of action to eliminate all forms of child labour
- To protect the rights of all employers and employees

2. Budget Sub-Programme Description

This sub-programme seeks to the enforcement of labour laws and regulations in Ghana and provides for the benefit of workers and employers, employment-related services such as job-matching, job counselling, and mediation. It also generates reliable labour market information for employment policy and national development planning and it is implemented by the Labour Department.

Employment issues are key to the socio-economic development of a country. To address employment issues on the labour market, the Labour Department, through the National Employment Service, performs various employment functions to meet the needs of stakeholders in the employment sector.

The Department, in discharging its employment functions, registers the employed and unemployed and secures suitable job opportunities in all sectors of the economy for them. Pursuant to this mandate the Department facilitates Labour Migration activities by securing and managing foreign job opportunities for Ghanaians as well as placement of prospective labour migrant workers.

The labour Department issues recruitment license to Private Employment Agencies as well as manning Companies as a pre-requisite to acquiring operational licenses from the Ghana Maritime Authority. The Department monitors the operations of all licensed private employment agencies to ensure compliance with the legal provisions that regulate recruitment of labour for employment within and outside the Ghana.

In addition, the Labour Department offers vocational guidance and career counselling services for job seekers, and students at the high school level,

The Department also generates Labour Market Information on all activities relating to employment and non-employment issues for job-seekers, social partners and Government for socio economic planning of the Country.

The Labour Department facilitates the payment of workmen's compensation claims for workplace accident victims in the public and private sectors. Again, the Labour



Department facilitates the mainstreaming of labour migration issues and foreign recruitment by collaborating with major stakeholders in Labour Migration Governance. The Department issues Collective Bargaining Certificates to Labour Unions and registers Employers' Associations as well as Trade Union Federations.

It also mediates and facilitates negotiation of Collective Bargaining Agreements between Employers and Trades Unions in the case of a dispute.

The Labour Department conducts routine Labour and workplace inspections to promote and maintain the well-being of workers and also coordinates all interventions relative to the eradication of all worst forms of child labour.

The Labour Department provides advice on labour policy and all matters relating to labour administration to government. It is also the responsibility of Labour Department to ensure Government's continued relationship with and membership of the International Labour Organization and other Labour Organizations throughout the world.

The Labour Department conducts routine Labour and workplace inspections to promote and maintain the wellbeing of workers and also coordinates all interventions relative to the elimination of all forms of child labour. It embarks on an effective implementation of the national plan of action towards the elimination of the worst forms of child labour through community/stakeholder sensitisation and education programmes, social mobilisation, capacity development and conduction of research and surveys.

In collaboration with the Ghana Maritime Authority, the Labour Department issues recruitment license to registered manning agencies and ensures that workers enjoy decent working conditions in the Maritime sector. The sub-programme is funded by GoG and Donor with a total staff of 302.



3. Budget Sub-Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Ministry measures the performance of this sub-programme. The past data indicates actual performance whilst the projections are the Ministry's estimate of future performance.

Main Output	Output Indicator	Past Years				Projections			
		2020 target	2020 Actual	2021 target	2021 Actual	Budget Year 2022	Indicative Year 2023	Indicative Year 2024	Indicative Year 2025
Job seekers registered and placed in local jobs	No. of job seekers registered	5,000	3,874	4,000	4,172	4,500	5,000	5,200	5,500
	No. of registered job seekers placed in job vacancies in all sectors.	2,000	8,839	1,000	3,231	6,500	7,000	7,500	8,000
Migrant workers registered and placed in foreign jobs vacancies.	No. of Migrant workers registered	2,000	0	1,000	520	1,500	2,000	2,500	2,800
	No. of migrant workers placed by sector.	1,000	0	800	200	1,000	1,500	2,000	2,500
Private Employment Agencies (PEA) monitored.	No. of PEAs monitored	100	25	100	54	150	200	250	250
Private Employment Agencies registered	Number of PEA registered	60	41	60	39	65	70	75	80
Career counselling visits undertaken	Number of Career counselling visits undertaken	40	15	50	53	65	70	75	80
Labour Market Information generated	Labour Market Information report produced	10	4	4	2	4	4	4	4
Labour inspections conducted	Number of companies/industries inspected	500	1,085	1,400	696	1,800	2,000	2,500	3,000
Child labour programmes rolled out	Number of communities sensitised/educated	100	55	100	62	150	200	250	300
	Number of Child Labour Cases Identified	1,500	1,895	1,700	1,526	1,700	1,500	1,500	1,500



Main Output	Output Indicator	Past Years				Projections			
		2020 target	2020 Actual	2021 target	2021 Actual	Budget Year 2022	Indicative Year 2023	Indicative Year 2024	Indicative Year 2025
Trade unions certified	Number of certificates issued	10	5	8	4	4	4	4	4
Collective Bargaining Certificate Issued to Unions	No. of CBCs issued	100	56	60	46	65	70	75	80
Labour complaints cases resolved	No. of labour complaints reported	50	92	50	47	50	50	50	50
	No. of reported cases resolved	40	31	30	10	30	30	30	30
Labour lay-offs (Redundancy)	No. of workers laid off or declared redundant	2,000	5,683	2,000	3,616	1,500	1,500	1,500	1,500
Workmen's Compensation	Number of cases registered	300	162	320	269	350	370	400	400
	Number of victims compensated	224	55	240	289	262	278	300	300

4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and projects to be undertaken by the sub-programme

Operations	Projects
Labour Administration	Maintenance, rehabilitation, refurbishment and upgrading of existing assets
Labour statistics	Acquisition of Immovable and movable assets
Internal management of the organisation	
Manpower Development	
Personnel and Staff Management	
Treasury and accounting activities	
Procurement of Office supplies and consumables	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 024 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2022 | **Currency:** Ghanaian Cedi (GHS)

Version 1

	2022	2023	2024	2025
02404001 - Employment Services; Labour Relations and	10,446,885	10,446,885	10,446,885	10,446,885
21 - Compensation of employees [GFS]	9,608,825	9,608,825	9,608,825	9,608,825
22 - Use of goods and services	838,060	838,060	838,060	838,060



BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 4: LABOUR ADMINISTRATION

SUB-PROGRAMME 4.2: Occupational Safety and Health

1. Budget Sub-Programme Objective

To promote safe and healthy conditions at all workplaces

2. Budget Sub-Programme Description

The sub-programme ensures harmonious industrial climate while promoting safety and health conditions at the workplace as enshrined in the 1992 constitution and it is implemented by the Department of Factories Inspectorate (DFI), the mandated to Institution to carry out that functions.

In order to promote occupational safety and health the DFI conducts routine inspection of factories, offices and shops. The Department investigates reported workplace accidents and prosecutes offenders under the Factories, offices and Shops Act, Act 328 of 1970. On the preventive aspect, the DFI organises safety talks with stakeholders in industry and supervises the annual statutory examination of potentially hazardous plants. This is to ensure that preventive measures are put in place against occurrence of industrial accidents. One hundred and six (106) staff contribute to deliver this sub-programme and it is funded by GoG

3. Budget Sub-Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Ministry measures the performance of this sub-programme. The past data indicates actual performance whilst the projections are the Ministry's estimate of future performance.

Main Output	Output Indicator	Past Years				Projections			
		2020		2021		Budget Year 2022	Indicative Year 2023	Indicative Year 2024	Indicative Year 2025
		target	Actual	Target	Actual				
Shops, offices and factories inspection conducted	Number of shops, offices and factories inspected	3,000	3,168	3,000	2,570	3,000	3,500	4,000	4000
Safety talks	Number of safety talks undertaken.	100	28	100	70	100	100	100	100
Industrial Hygiene Survey undertaken.	Number of Industrial hygiene survey reports produced	96	86	96	42	96	96	96	96
Industrial accidents	Number reported	70	30	68	16	66	60	58	49



Main Output	Output Indicator	Past Years				Projections			
		2020		2021		Budget Year 2022	Indicative Year 2023	Indicative Year 2024	Indicative Year 2025
		target	Actual	Target	Actual				
reported by industries									
Reported industrial accidents investigated	Percentage of reported industrial accidents investigated	100%	100% 30/30	100%	100% (8/8)	100%	100%	100%	100%
New factories, shops and offices registered	No. of new factories, offices and shops registered	700	435	700	235	500	700	700	700
OSH offenders prosecuted	Number of OSH offenders Prosecuted	20	1	30	1	30	30	30	30

4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and projects to be undertaken by the sub-programme

Operations	Projects
Health hygiene and safety at work	Maintenance, rehabilitation, refurbishment and upgrading of existing assets
Internal management of the organisation	Acquisition of Immovable and movable assets
Manpower Development	
Personnel and Staff Management	
Treasury and accounting activities	
Procurement of Office supplies and consumables	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 024 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2022 | **Currency:** Ghanaian Cedi (GHS)

Version 1

	2022	2023	2024	2025
02404002 - Occupational Safety and Health	3,656,669	3,656,669	3,656,669	3,656,669
21 - Compensation of employees [GFS]	3,320,800	3,320,800	3,320,800	3,320,800
22 - Use of goods and services	335,869	335,869	335,869	335,869



BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 4: LABOUR ADMINISTRATION

SUB-PROGRAMME 4.3: Public Service Wage and Salary Administration

1. Budget Sub-Programme Objective

- Ensure improved fiscal performance and sustainability.
- Ensure industrial harmony
- Ensure fairness and equity in public service compensation management

2. Budget Sub-Programme Description

This sub-programme seeks to address the observed distortions and inequities that characterised public service wage and salary administration that became of great concern to Government as a disincentive to performance. To address this problem, Government developed and adopted the Single Spine Pay Policy (SSPP). This policy seeks to ensure fairness and equity in public service compensation management. The Fair Wages and Salaries Commission (FWSC) is mandated by the FWSC Act, 2007 (Act 737) to implement the new pay policy. In furtherance of that, the Commission migrated public service institutions onto the Single Spine Salary Structure (SSSS), based on the results of a nation-wide Job Evaluation.

The Fair Wages and Salaries Commission (FWSC) is mandated to implement the new pay policy. The commission is required to migrate all public service institutions onto the Single Spine Salary Structure (SSSS), which is a major component of the SSPP, in collaboration with the Ministries of Employment and Labour Relations and Finance and Economic Planning. In order to achieve its objectives, the FWSC carries out job evaluation, develops grade structure for all public service institutions, determine Base Pay and Pay-Point Relativity. The FWSC does this in collaboration with all stakeholders including the Public Service Joint Standing Negotiation Committee (PSJSNC).

In addition, the FWSC negotiates other allowances for public service employees on behalf of Government. The commission also works to ensure the attraction and retention of critical skills into the public services.

Having implemented the new pay policy over the period, the FWSC has observed some critical issues which has resulted in high government Wage Bill leading to poor fiscal performance and sustainability. There is also no linkage between the public service compensation system and the performance/productivity of the public servant. Furthermore, since the last nation-wide Job Evaluation conducted in 2008, jobs have changed over time resulting in demands by Unions and Managements of the public service institutions for review of Job Grades on the Single Spine Salary Structure. These demands are, therefore, affecting industrial relations between Organized Labour and Government.

In order to achieve its objectives, the FWSC will conduct monitoring of the GoG payroll to ensure compliance with the tenets of the SSPP and implement a robust system to link



public service pay to performance /Productivity. It will also carry out a nation-wide job evaluation to be able to properly place jobs on the SSSS, determine and implement Market Premium to attract and retain critical and scarce skills into the public service and also negotiate Conditions of Service and Base Pay & Pay-Point Relativities in line with the Public Financial Management Act, 2016 (Act 921). The FWSC will also implement Inducement Allowance to reward public servants who accept postings to serve in under-served areas of the country.

The establishment of the Independent Emoluments Commission (IEC) transformation will empower the Commission to determine and manage the remunerations of all public servants from the President to the least paid job. The purpose is to fulfil provisions of Article 24(i) of the 1992 constitution.

The proactive collaborations with Unions and Association has secured the continuous harmonious relationship leading to a peaceful Labour front.

This sub-programme is funded by GoG with total staff of 49 contributing in various ways to deliver service.

3. Budget Sub-Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Ministry measures the performance of this sub-programme. The past data indicates actual performance whilst the projections are the Ministry's estimate of future performance.

Main Output	Output Indicator	Past Years				Projections			
		2020		2021		Indicative Year 2022	Indicative Year 2023	Indicative Year 2024	Indicative Year 2025
		target	Actual	target	Actual				
Base Pay and Pay-point Relativity Negotiated	Communique /agreement signed by stakeholders	30 th April, 2019	Inconclusive due to COVID-19	30 th April, 2020	1 st July, 2021	30 th April, 2022	30 th April, 2023	30 th April, 2024	30 th April, 2025
Conditions of Service for Public Service Institutions Negotiated	No. of COS Completed and signed	10	4	10	3	15	15	15	15
System to Link Public Service Pay to Performance /Productivity Developed and Implemented	Public Service Pay linked to Performance /productivity	Documents on Linking Pay to Performance Fine-tuned & finalised	Linking pay to performance piloted in 24 institutions	Performance Management Instrument Reviewed	Perf. Mgt. Instrument reviewed and draft Manual developed	Linking Pay to performance in the public service Rolled out.	Roll out of Linking Pay to performance in the public service continued	Productivity Indices and Measurement Tools determined	
Government payroll monitored to	No of institutions' payrolls	NIL	NIL	Framework for Monitorin	Framework for Monitori	Forensic Auditing of the	GoG payroll monitored	GoG payroll monitore	



Main Output	Output Indicator	Past Years				Projections			
		2020		2021		Indicative Year 2022	Indicative Year 2023	Indicative Year 2024	Indicative Year 2025
		target	Actual	target	Actual				
ensure Compliance with SSPP	monitored and reported			g Payroll reviewed	ng Payroll reviewed	Public Service Payroll conducted	and sanctions proffered to defaulters	d and sanctions proffered to defaulters	
Stakeholders and the Public educated on SSPP	No. of Media persons engaged	30	30	30	30	40	50	50	50
Job evaluation/ Job re-Evaluation Conducted for Public Service Institutions	Number of Public Service Institutions' Jobs re-evaluated	15	5	8	2	10	10	10	10
Nation-wide Job Re-Evaluation Conducted	Job re-evaluation report produced	Job Evaluation Methodology Reviewed	Stakeholder Consultation	Stakeholder Consultation continued	Stakeholder Consultation continued	Development of Concept paper	Stakeholder validation of Concept Paper	Implementation	Implementation
Market Premium Implemented	LM survey undertaken and outcome implemented	LM survey undertaken	LM survey on going	LM survey report validated	LM survey report Completed	Stakeholder Validation of LM survey report.	Implementation of Market premium	Implementation of Market premium	Implementation of Market premium
Inducement Allowances in public service Implemented	Inducement allowances implemented	Engage CERSGIS - University of Ghana to determine remote areas	Concept Paper developed	Framework developed for inducement allowance	nil	Framework validated	inducement allowance piloted in the public service	Implementation of inducement Allowance	Implementation of inducement Allowance



4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and projects to be undertaken by the sub-programme

Operations	Project
Public Sector Salary and Wages Management	Maintenance, rehabilitation, refurbishment and upgrading of existing assets
Internal management of the organisation	Acquisition of Immovable and movable assets
Manpower Development	
Personnel and Staff Management	
Treasury and accounting activities	
Procurement of Office supplies and consumables	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 024 - Ministry of Employment and Labour Relations

Funding: Total Source of Funding

Year: 2022 | **Currency:** Ghanaian Cedi (GHS)

Version 1

	2022	2023	2024	2025
02404003 - Public Services Wage and Salaries Administ	6,441,243	6,441,243	6,441,243	6,441,243
21 - Compensation of employees [GFS]	6,155,495	6,155,495	6,155,495	6,155,495
22 - Use of goods and services	285,748	285,748	285,748	285,748



BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 4: LABOUR ADMINISTRATION

SUB-PROGRAMME 4.4: Pension Reforms and Regulation

1. Budget Sub-Programme Objective

- To ensure adequate social protection for the working force through pension reforms.

2. Budget Sub-Programme Description

Over the past ten years, Ghana has implemented the National Pensions Act, 2008 (Act 766) which introduced broad pension reforms spearheaded by the National Pensions Regulatory Authority (NPRA) herein after referred to as the Authority including the introduction of a universal pension scheme for all workers in Ghana called the contributory 3-Tier Pension Scheme.

The 3-Tier Pension Scheme promises a lot of benefits the major ones being the guarantee of monthly pensions under the 1st Tier, payment of lump sum benefits under 2nd and 3rd Tiers and a special provision to address the plight of workers in the informal sector, who constitute the bulk of the working force also under the 3rd Tier.

The Authority regulates both the public (Tier 1) and private (Tiers 2&3) schemes operated under the new pension law (Act 766). It is mandated by the law to approve, regulate and monitor Trustees, Pension Funds Managers, Custodians and other institutions relating to pension matters. It is also to advise Government on the overall policy on pension matters in Ghana. In addition, the Authority sensitises the public on issues pertaining to the various schemes, receive and investigate complaints of impropriety in respect of the management of pension schemes, receive and investigate grievances from pensioners and provide for redress and advise Government on the general welfare of pensioners.

The Authority together with government, organised labour and employers have succeeded in growing the private pensions industry (2nd and 3rd Tiers) rapidly with total Assets Under Management (AUM) reaching GHS 22 billion by the end of 2020 with over 2.1 million members contributing under the mandatory 2nd Tier. In the short to medium term the emphasis will be on expanding pensions coverage in the informal sector to give true meaning to the objective of promoting decent pensions for all.

This sub-programme is funded by Internally Generated Funds (IGF) with a total of 93 staff contributing in various ways to deliver the regulatory service. The Authority plans to engage 13 additional persons to augment the staff strength



3. Budget Sub-Programme Results Statement

The table indicates the main outputs, its indicators and projections by which the Ministry measures the performance of this sub-programme. The past data indicates actual performance whilst the projections are the Ministry's estimate of future performance.

Main Output	Output Indicator	Past Years				Projections			
		2020		2021		Budget Year 2022	Indicative Year 2023	Indicative Year 2024	Indicative Year 2025
		Target	Actual	target	Actual				
Pensions coverage in the informal sector increased	Percentage (and No.) informal sector workforce enrolled	260,000	300,000	350,000	315,980 (4%)	12% (947,670)	15%	18%	20%
Education and sensitization on pension related issues organized for workers in all sectors	Number of sensitisation programmes organised by NPRA	60	19	30	85	40	40	40	40
Recalcitrant defaulting employers prosecuted	Percentage and number of recalcitrant defaulting employers sent to court.	80%	100%	80%	7 (100%)	80%	80%	80%	80%
Pension entities inspected onsite	No. of pension schemes and Corporate Trustees inspected based on risk assessment	38	37	38	15	40	40	40	40
Received pension related complaints resolved	Percentage of received pension related complaints resolved	80%	78%	80%	46%	80%	80%	80%	80%
Private pensions schemes monitored on Real-time basis	Deployment of Risk-Based supervisory software (RBSS)				Contract yet to be awarded	RBSS software deployed	RBSS implemented	RBSS implemented	RBSS implemented



4. Budget Sub-Programme Operations and Projects

The table lists the main Operations and projects to be undertaken by the sub-programme.

Operations	Project
Pension regulation and Management	Procurement of Office supplies and consumables
Internal management of the organisation	Maintenance, rehabilitation, refurbishment and upgrading of existing assets
Manpower Development	Acquisition of Immovable and movable assets
Personnel and Staff Management	
Treasury and accounting activities	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 024 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2022 | **Currency:** Ghanaian Cedi (GHS)

Version 1

	2022	2023	2024	2025
02404004 - Pension Reforms and Regulations	74,769,614	74,769,614	74,769,614	74,769,614
21 - Compensation of employees [GFS]	28,406,000	28,406,000	28,406,000	28,406,000
22 - Use of goods and services	23,184,537	23,184,537	23,184,537	23,184,537
27 - Social benefits [GFS]	1,476,327	1,476,327	1,476,327	1,476,327
31 - Non financial assets	21,702,750	21,702,750	21,702,750	21,702,750





1.6. Appropriation Bill

Summary of Expenditure by Cost Center, Economic Item and Funding

Entity: 024 - Ministry of Employment and Labour Relations
 Year: 2022 | Currency: GH Cedi
 Version 1

	GoG				IGF				Funds / Others			Donors			Grand Total
	Compensation of employees	Goods and Services	Capex	Total	Compensation of employees	Goods and Services	Capex	Total	Statutory	ABFA	Others	Goods and Services	Capex	Total	
024 - Ministry of Employment and Labour Relations	73,682,000	3,618,000	3,302,000	80,602,000	28,406,000	60,543,000	53,999,000	142,948,000				18,931,000	15,689,000	34,620,000	258,170,000
02401 - Headquarters	4,539,385	1,447,369	3,302,000	9,288,754								17,526,000	14,283,850	31,809,850	41,098,604
0240101 - Gen. Admin and Finance	2,385,299	469,557	3,302,000	6,156,856											6,156,856
0240101001 - Admin Office	2,385,299	469,557	3,302,000	6,156,856											6,156,856
0240102 - Policy Planning, Budget and Monitoring	859,318	402,231		1,261,549								17,526,000	14,283,850	31,809,850	33,071,399
0240102001 - Policy Planning, Budget and Monitoring Office	859,318	402,231		1,261,549								17,526,000	14,283,850	31,809,850	33,071,399
0240103 - Human Resource Management	422,559	241,339		663,898											663,898
0240103001 - Human Resource Management Office	422,559	241,339		663,898											663,898
0240104 - Research, Information and Statistics	872,209	334,242		1,206,451											1,206,451
0240104001 - Research, Information and Statistics Office	872,209	334,242		1,206,451											1,206,451
02402 - Labour Department	9,137,054	838,060		9,975,114											9,975,114
0240201 - Gen. Admin	9,137,054	838,060		9,975,114											9,975,114
0240201001 - Admin Office	9,137,054	838,060		9,975,114											9,975,114
02404 - Dept. of Factories Inspectorate	3,320,800	335,869		3,656,669											3,656,669
0240411 - Gen. Admin	3,320,800	335,869		3,656,669											3,656,669
0240411001 - Admin office	3,320,800	335,869		3,656,669											3,656,669
02405 - Dept. of Co-operatives	9,213,719	388,870		9,602,589											9,602,589
0240501 - Gen. Admin	9,031,342	388,870		9,420,212											9,420,212
0240501001 - Admin office	9,031,342	388,870		9,420,212											9,420,212
0240503 - Ghana Co-operative College	182,377			182,377											182,377
0240503001 - Ghana Co-operative College office	182,377			182,377											182,377
02450 - Management Development & Productivity Institute	2,701,155	41,579		2,742,734		939,699	30,385,004	31,324,703							34,067,437
0245001 - Gen. Admin and Finance	2,701,155	41,579		2,742,734		939,699	30,385,004	31,324,703							34,067,437
0245001001 - Gen. Admin and Finance Office	2,701,155	41,579		2,742,734		939,699	30,385,004	31,324,703							34,067,437
02451 - National Vocational Training Institute (NVTI)	23,492,830	49,400		23,542,230		29,899,354	2,599,943	32,499,297							56,041,528
0245101 - Gen. Admin and Finance	6,222,389	49,400		6,271,789		11,462,745	213,050	11,675,795							17,947,584



1.6. Appropriation Bill

Summary of Expenditure by Cost Center, Economic Item and Funding

Entity: 024 - Ministry of Employment and Labour Relations
 Year: 2022 | Currency: GH Cedi
 Version 1

	GoG				IGF				Funds / Others			Donors			Grand Total
	Compensation of employees	Goods and Services	Capex	Total	Compensation of employees	Goods and Services	Capex	Total	Statutory	ABFA	Others	Goods and Services	Capex	Total	
0245101001 - Admin office	6,222,389	49,400		6,271,789		11,462,745	213,050	11,675,795							17,947,584
0245103 - ASHANTI REGION	1,827,637			1,827,637		1,847,617	376,294	2,223,911							4,051,548
0245103001 - Buoho VTI	391,566			391,566		190,597	71,379	261,976							653,542
0245103002 - Institute of Business Studies	305,336			305,336		114,715	24,700	139,415							444,751
0245103003 - Kumawuman Inst.Of Skills Training	302,442			302,442		133,825	24,880	158,705							461,147
0245103004 - Kumasi VTI	828,292			828,292		1,408,480	255,335	1,663,815							2,492,107
0245104 - BRONG AHAFO REGION	1,333,485			1,333,485		1,689,785	197,552	1,887,337							3,220,822
0245104001 - Dorma VTI	447,141			447,141		327,706	85,000	412,706							859,847
0245104002 - Our Lady of Fatima VTI-Sampa	401,785			401,785		305,198	21,552	326,750							728,535
0245104003 - Yamfo VTI	484,558			484,558		1,056,881	91,000	1,147,881							1,632,439
0245105 - CENTRAL REGION	3,564,094			3,564,094		4,790,329	620,834	5,411,162							8,975,257
0245105001 - Assin Foso VTI	767,445			767,445		1,063,700	94,000	1,157,700							1,925,145
0245105002 - Career Training Institute-Berman Asikuma	369,816			369,816		172,576	61,490	234,066							603,882
0245105003 - Gomoa Aadaa VTI	396,547			396,547		155,350	26,700	182,050							578,597
0245105004 - VTRI-Biriwa	1,415,172			1,415,172		2,754,213	393,034	3,147,246							4,562,418
0245105005 - Winneba VTI	615,114			615,114		644,490	45,610	690,100							1,305,214
0245106 - EASTERN REGION	1,523,054			1,523,054		2,282,990	139,931	2,422,921							3,945,975
0245106001 - Abetifi VTI	669,524			669,524		633,426	76,000	709,426							1,378,950
0245106002 - Anum Presby VTI	471,700			471,700		487,487	55,933	543,420							1,015,120
0245106003 - St.Marys VTI-Asamankese	381,830			381,830		1,162,077	7,998	1,170,075							1,551,905
0245107 - GREATER -ACCRA REGION	4,136,274			4,136,274		3,413,077	231,170	3,644,247							7,780,521
0245107001 - CMMTI-Burma Camp	448,099			448,099		270,000	30,000	300,000							748,099
0245107002 - Kanda VTI	381,874			381,874		302,832	23,690	326,522							708,396
0245107003 - NCCTI-Dansoman	1,167,043			1,167,043		934,800	50,500	985,300							2,152,343
0245107004 - Pilot Training Institute -Kokomlemle	1,199,382			1,199,382		1,132,120	78,980	1,211,100							2,410,482
0245107005 - Tema Industrial Mission	939,875			939,875		773,325	48,000	821,325							1,761,200



1.6. Appropriation Bill

Summary of Expenditure by Cost Center, Economic Item and Funding

Entity: 024 - Ministry of Employment and Labour Relations
 Year: 2022 | Currency: GH Cedi
 Version 1

	GoG				IGF				Funds / Others			Donors			Grand Total
	Compensation of employees	Goods and Services	Capex	Total	Compensation of employees	Goods and Services	Capex	Total	Statutory	ABFA	Others	Goods and Services	Capex	Total	
0245108 - NORTHERN REGION	1,074,793			1,074,793		1,053,763	342,567	1,396,330							2,471,123
0245108001 - Kofi Annan VTI-Tamela	237,136			237,136		61,700		61,700							298,836
0245108002 - St.Marys VTI-Tamela	231,701			231,701		268,358	126,967	395,325							627,026
0245108003 - Tamela VTI	605,956			605,956		723,705	215,600	939,305							1,545,261
0245109 - UPPER EAST REGION	385,702			385,702		213,760	13,000	226,760							612,462
0245109001 - Bawku VTI	170,907			170,907		114,380	9,000	123,380							294,287
0245109002 - Gbeogo-Namalteng VTI	214,795			214,795		99,380	4,000	103,380							318,175
0245110 - UPPER WEST	668,873			668,873		724,741	29,500	754,241							1,423,114
0245110001 - St.Annes VTI	328,818			328,818		353,960	29,500	383,460							712,278
0245110002 - St.Clares VTI-Tumu	340,055			340,055		370,781		370,781							710,836
0245111 - VOLTA REGION	1,437,482			1,437,482		1,212,376	250,920	1,463,296							2,900,778
0245111001 - Atorkor VTI	394,850			394,850		672,824	131,820	804,644							1,199,494
0245111002 - Caring Sisters VTI -Tegbi	234,932			234,932		174,882	23,600	198,482							433,415
0245111003 - St.Therasas VTI -Chinderi	427,567			427,567		154,190	71,500	225,690							653,257
0245111004 - Toh-Kpalime VTI	380,133			380,133		210,480	24,000	234,480							614,613
0245112 - WESTERN REGION	1,319,048			1,319,048		1,208,172	185,125	1,393,297							2,712,345
0245112001 - Charlotte Dolphyne VTI-Sanzule	473,850			473,850		448,117	66,900	515,017							988,867
0245112002 - Mansa Amenfi VTI	267,864			267,864		139,355	16,225	155,580							423,444
0245112003 - Takoradi VTI	577,333			577,333		620,700	102,000	722,700							1,300,033
02452 - Organisation of African Trade Union Unity	471,770			471,770											471,770
0245201 - Gen. Admin and Finance	471,770			471,770											471,770
0245201001 - Admin office	471,770			471,770											471,770
02453 - Opportunity Industrialisation center	5,888,185	69,100		5,957,285		6,448,082	716,453	7,164,536							13,121,821
0245301 - Gen. Admin and Finance	1,224,559	69,100		1,293,659		3,458,820	377,807	3,836,627							5,130,286
0245301001 - Admin office	1,224,559	69,100		1,293,659		3,458,820	377,807	3,836,627							5,130,286
0245302 - Regional Offices	4,663,626			4,663,626		2,989,263	338,646	3,327,909							7,991,535



1.6. Appropriation Bill

Summary of Expenditure by Cost Center, Economic Item and Funding

Entity: 024 - Ministry of Employment and Labour Relations

Year: 2022 | Currency: GH Cedi

Version 1

	GoG				IGF				Funds / Others			Donors			Grand Total
	Compensation of employees	Goods and Services	Capex	Total	Compensation of employees	Goods and Services	Capex	Total	Statutory	ABFA	Others	Goods and Services	Capex	Total	
0245302001 - Accra Centre	1,946,078			1,946,078		1,470,500	259,500	1,730,000							3,676,078
0245302002 - Kumasi Centre	1,474,943			1,474,943		875,907		875,907							2,350,850
0245302003 - Second/Takoradi Centre	1,242,604			1,242,604		642,856	79,146	722,002							1,964,607
02454 - Ghana Cooperative Council	277,414	49,609		327,023											327,023
0245401 - Gen. Admin and Finance	277,414	49,609		327,023											327,023
0245401001 - Admin office	277,414	49,609		327,023											327,023
02455 - Integrated Community Centres For Employable Skill	8,484,191	112,396		8,596,587											8,596,587
0245501 - Gen. Admin and Finance	8,484,191	112,396		8,596,587											8,596,587
0245501001 - Admin office	8,484,191	112,396		8,596,587											8,596,587
02456 - Fair Wages and Salaries Commission	6,155,495	285,748		6,441,243											6,441,243
0245601 - Gen. Admin and Finance	6,155,495	285,748		6,441,243											6,441,243
0245601001 - Admin office	6,155,495	285,748		6,441,243											6,441,243
02458 - National Pensions Regulatory Authority					28,406,000	23,255,864	20,297,600	71,959,464				1,405,000	1,405,150	2,810,150	74,769,614
0245801 - Gen. Admin and Finance					28,406,000	23,255,864	20,297,600	71,959,464				1,405,000	1,405,150	2,810,150	74,769,614
0245801001 - Admin office					28,406,000	23,255,864	20,297,600	71,959,464				1,405,000	1,405,150	2,810,150	74,769,614

PUBLIC INVESTMENT PLAN (PIP) FOR ON-GOING PROJECTS FOR THE MTEF (2022-2025)

MDA: Ministry of Employment and Labour Relations (MELR)

Funding Source: GoG

Budget Ceiling:

			3,302,000.00	3,930,000.00	4,126,000.00	5,735,000.00
			2022 Ceiling	2023 Ceiling	2024 Ceiling	2025 Ceiling
			Allotment Based on the MTEF (2022-2025)			
#	Code	Contract	2022	2023	2024	2025
1	0109001	Cmpl't'n work Sewing Centre&Three off at HO NVTI (Commencement Warrant)	101,379.72	-	-	-

Note: The difference between the Annual Ceiling and the Total Allocation for Projects for the financial year, is earmarked for Non Infrastructure Capex. I.e Vehicles, Computers, Furniture etc.



REPUBLIC OF GHANA

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