

MEDIUM TERM EXPENDITURE FRAMEWORK (MTEF) FOR 2025-2028



**MINISTRY OF
LABOUR, JOBS
AND EMPLOYMENT**



**PROGRAMME BASED
BUDGET ESTIMATES
FOR 2025**

THEME: Resetting The Economy For The Ghana We Want

MINISTRY OF LABOUR, JOBS AND EMPLOYMENT



The MLJE MTEF PBB for 2025 is also available on the internet at: www.mofep.gov.gh

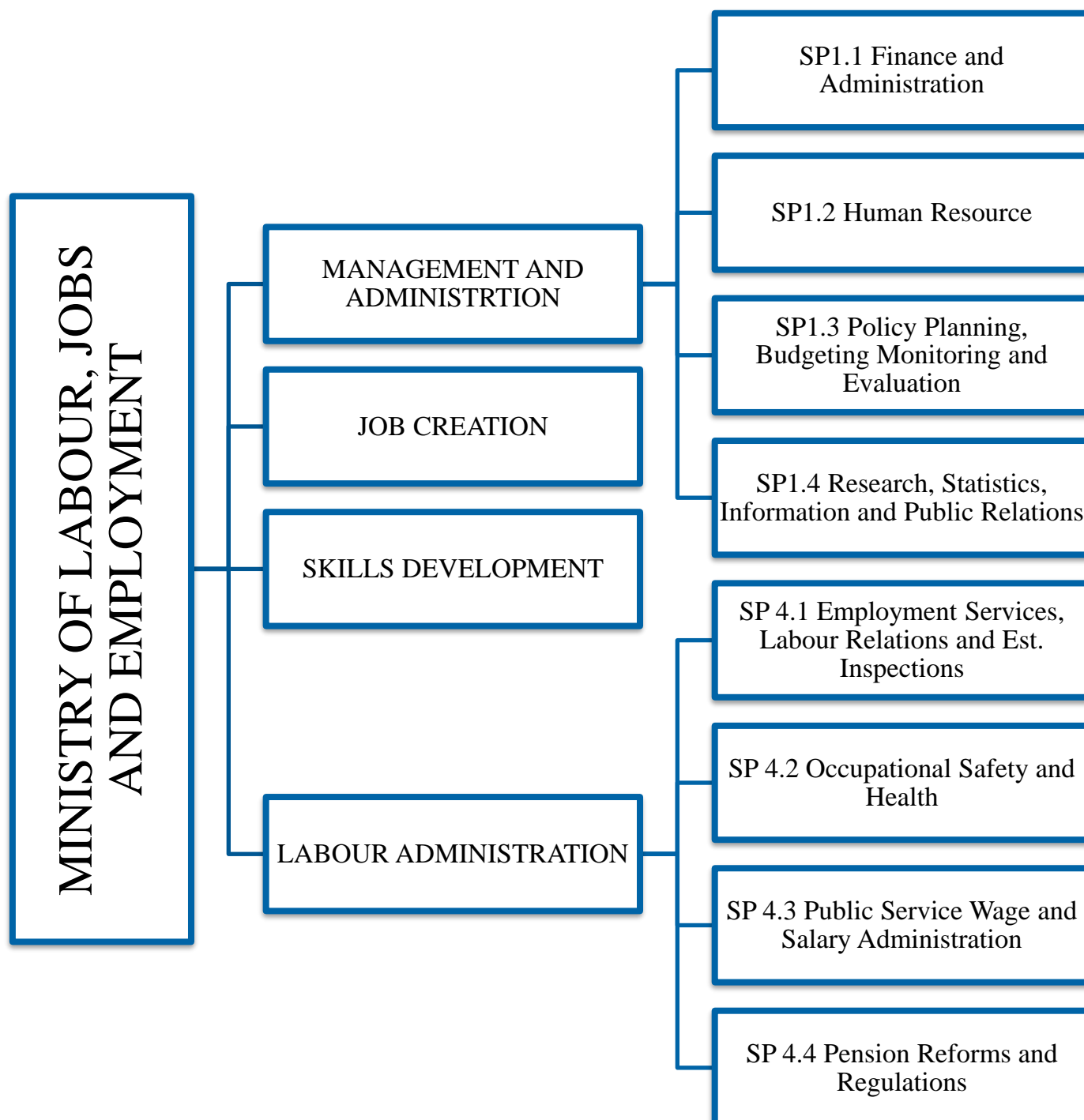


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PROGRAMME STRUCTURE – MINISTRY LABOUR, JOBS AND EMPLOYMENT





1.5. Appropriation Bill

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

Entity: 024 - Min of Labour,Jobs and Employment
Year: 2025 | Currency: Ghana Cedi (GHS)
Full Year Budget

	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	10,805,787	10,215,242		21,021,029		664,863		664,863				68,508,900		68,508,900	90,194,793
02401001 - Finance and Administration	6,599,915	8,448,460		15,048,375								68,508,900		68,508,900	83,557,275
02401002 - Human Resource	1,174,070	588,928		1,762,998											1,762,998
02401003 - Policy Planning;Budgeting; Monitoring And Evaluation	1,395,529	588,927		1,984,456		664,863		664,863							2,649,320
02401004 - Research; Statistics; Info. And Public Relations	1,636,273	588,927		2,225,200											2,225,200
02402 - Job Creation and Development	18,557,684	1,892,981		20,450,664		430,525		430,525							20,881,190
02402003 - Cooperatives Development	18,557,684	1,892,981		20,450,664		430,525		430,525							20,881,190
02403 - Skills Development	3,927,050	184,137		4,111,187		3,439,762	708,841	4,148,603							8,259,790
02403002 - Management Skills Development and Productivity	3,927,050	184,137		4,111,187		3,439,762	708,841	4,148,603							8,259,790
02404 - Labour Adminstration	44,045,196	5,337,392		49,382,588	82,449,587	75,447,401	85,175,146	243,072,135							292,454,722
02404001 - Employment Services; Labour Relations and Establishment Inspections	23,465,605	2,734,306		26,199,910		1,497,860	203,551	1,701,412							27,901,322
02404002 - Occupational Safety and Health	8,757,830	1,261,987		10,019,817		1,591,158		1,591,158							11,610,974
02404003 - Public Services Wage and Salaries Administration	11,821,762	1,341,099		13,162,861											13,162,861
02404004 - Pension Reforms and Regulations					82,449,587	72,358,383	84,971,595	239,779,565							239,779,565
Grand Total	77,335,717	17,629,751		94,965,468	82,449,587	79,982,552	85,883,987	248,316,126				68,508,900		68,508,900	411,790,495

PART A: STRATEGIC OVERVIEW OF THE MINISTRY OF LABOUR, JOBS AND EMPLOYMENT (MLJE)

NMTDPF POLICY OBJECTIVES

The NMTDPF contains Ten (10) Policy Objectives that are relevant to the Ministry of Labour, Jobs and Employment 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;
- Prevent and protect children from all forms of violence, abuse, neglect and exploitation
- Promote decent pensions;
- Improve cooperative development through review of legislative framework;

GOAL

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

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 Labour, Jobs and Employment 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



- 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 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.

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	2021	LMIS Piloted at the Regional Centres	2023	LMIS Operational	2027	LMIS operational
	% of persons available and looking for work but without work.	2021	11.8	2023	7.1	2027	5.0
Conducive Workplace Environment	Number of industrial hygiene and safety surveys conducted	2021	80	2023	27	2027	45
Incidence of Industrial Accidents	Workplace Inspections conducted	2021	2,140	2023	1,290	2027	1,800
Increased pension coverage	No. of persons enrolled onto the tier 3 pension scheme	2021	239,889	2023	594,422 (6%)	2027	12%
Reduced incidence of child labour	Child Labour rate	2021	21.8%	2023	21.8%	2027	5%

EXPENDITURE TRENDS

In 2024, the Ministry was appropriated a total budget of GH¢191,041,070 from three main sources; Consolidated Fund (GoG), Internally Generated Fund (IGF) and



Development Partners (DPs). Out of the total appropriated amount, GH¢75,566,582 was for Compensation of Employees, GH¢31,951,660 for the use of goods and services and GH¢83,522,828 for capital expenditure CAPEX). By 31st December 2024, GH¢150,841,572 of the total appropriated amount representing 78.95% was released and expended with a variance of GH¢40,199,498 representing 21.04%. In terms of economic classification GH¢64,847,855 out of the COE allocation representing 85.82% was released and expended; GH¢12,978,155 representing 50.01% of the Goods and Services allocation was released and expended while GH¢70,015,562 of the allocation for CAPEX, representing 83.83% was released and expended. The 2024 Financial Performance is shown in the table below

Summary of Expenditure (2024)

Economic classification	2024 Approved Budget (GH¢) - A	2024 Release (GH¢) - B	2024 Expenditure - C	Variance	
				Value D=(A-B)	Var. % (D/A)
Com. of Employees	75,566,582	64,847,855	64,847,855	10,718,727	14.18%
Goods and Services	31,951,660	15,978,155	15,978,155	15,973,505	49.99%
Capital Expenditure	83,522,828.00	70,015,562	70,015,562	13,507,266	16.17%
Total Expenditure	191,041,070.00	150,841,572.00	150,841,572.00	40,199,498.00	21.04%

In 2025, the Ministry has been allocated GH¢411,790,495. This represents 115.56% increase with respect to the 2024 allocation of GH¢191,041,070.00. Funds from GoG increased from GH¢85,698,192 in 2024 to GH¢94,965,468.00 representing 10.81% while IGF increased from GH¢7,569,173 in 2024 to GH¢248,316,127.00 representing 167.82%. The increase in the IGF allocation was as a result of the inclusion of budget of the National Pensions Regulatory Authority's (NPRA) which hitherto was separated from the composite budget of the Ministry. Development Partner's component of the allocation decreased from GH¢97,773,705 in 2024 to GH¢68,508,900.00 representing a negative 29.93% growth. Under GoG, Compensation of Employees increased from GH¢75,566,582 in 2024 to GH¢77,335,717.00 indicating a 2.34% growth while Goods and Services increased from GH¢7,131,610 in 2024 to GH¢17,629,751.00 indicating positive 147.21% growth. There is no allocation for Capital Expenditure (CAPEX) compared to GH¢3,000,000 allocation in 2024.

For the 2026 to 2028 medium term, the average allocations to the sector is projected to be around GH¢500,744,101 per year. The 2026 indicative total allocation to the Ministry will increase by 7.23% over the 2025 allocation. The 2027 total allocation on the other hand is projected to increase by 10.33% over 2026 allocation while 2028 allocation is projected to increase further by 17.75% over the 2027 allocation.

2024 KEY ACHIEVEMENTS

In 2024, the Ministry recorded the following key achievements by programme:



P1. Management and Administration

- Construction of a four-storey ultra-modern Labour Office Complex and sixteen (16) Public Employment Centres (PECs); one in each region completed
- National Labour Legislation Review Technical Committee to lead the review of the labour legislation and the development of the new draft Bill

P2. Job creation and Development

- 143,375 youth were engaged by the YEA
- 770 cooperative societies registered
- 1,095 inspections conducted on cooperative societies
- 39,921 members of farmer cooperative societies and 6,207 artisans trained

P3. Skills Development

- 1,030 persons trained on management and development
- 272 SME's trained on SCORE Project

P4. Labour Administration

- 1950 job seekers placed in job vacancies by PECs and PEAs
- 16,216 workmen compensation registered, and 268 victims compensated
- 3610 shops, offices and factories inspected
- 594 new shops, offices and factories registered
- 105 sensitisation programmes on pensions organised
- Continuous growth in Pension Assets: Total Pension AUM (comprising Tier 1- SSNIT and Tiers 2&3- private pensions) reached GHS 88.4 billion by Q4 2024
- Private Pension Assets Under Management as of the end of Q4 2024 was GHS 67.3 billion.
- SSNIT AUM as of Q3 2024 was GHS 21.06 billion.
- Adoption of Enterprise Risk Management
- Business Continuity Plan updated; NPRA updated its BCP.
- NPRA retrieved GHS 5,017,014.79 in 2024 from prosecutions



PICTURES OF 2024 ACHIEVEMENTS





FWSC OFFICE COMPLEX EXPANSION



MDPI OFFICE COMPLEX





YEA 2024 JOB FAIR



WORLD SAFETY DAY AND STAFF DURBAR DFI





2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

Entity: 024 - Min of Labour,Jobs and Employment

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
Programmes - Min of Labour,Jobs and Employment	411,790,495	585,788,518	585,788,518	585,788,518
02401 - Management and Administration	90,194,793	92,233,933	92,233,933	92,233,933
02401001 - Finance and Administration	83,557,275	85,041,141	85,041,141	85,041,141
21 - Compensation of Employees [GFS]	6,599,915	8,083,781	8,083,781	8,083,781
22 - Use of Goods and Services	76,957,361	76,957,360	76,957,360	76,957,360
02401002 - Human Resource	1,762,998	2,073,731	2,073,731	2,073,731
21 - Compensation of Employees [GFS]	1,174,070	1,484,804	1,484,804	1,484,804
22 - Use of Goods and Services	588,928	588,928	588,928	588,928
02401003 - Policy Planning;Budgeting; Monitoring And Evalua	2,649,320	2,489,786	2,489,786	2,489,786
21 - Compensation of Employees [GFS]	1,395,529	1,900,859	1,900,859	1,900,859
22 - Use of Goods and Services	1,253,790	588,927	588,927	588,927
02401004 - Research; Statistics; Info. And Public Relations	2,225,200	2,629,276	2,629,276	2,629,276
21 - Compensation of Employees [GFS]	1,636,273	2,040,348	2,040,348	2,040,348
22 - Use of Goods and Services	588,927	588,927	588,927	588,927
02402 - Job Creation and Development	20,881,190	25,686,596	25,686,596	25,686,596
02402003 - Cooperatives Development	20,881,190	25,686,596	25,686,596	25,686,596
21 - Compensation of Employees [GFS]	18,557,684	23,363,090	23,363,090	23,363,090
22 - Use of Goods and Services	2,323,506	2,323,506	2,323,506	2,323,506
02403 - Skills Development	8,259,790	8,574,709	8,574,709	8,574,709
02403002 - Management Skills Development and Productivity	8,259,790	8,574,709	8,574,709	8,574,709
21 - Compensation of Employees [GFS]	3,927,050	4,241,969	4,241,969	4,241,969
22 - Use of Goods and Services	3,623,898	3,623,898	3,623,898	3,623,898
31 - Non financial assets	708,841	708,841	708,841	708,841



2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

Entity: 024 - Min of Labour,Jobs and Employment

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
02404 - Labour Adminstration	292,454,722	459,293,280	459,293,280	459,293,280
02404001 - Employment Services; Labour Relations and Establ	27,901,322	33,372,389	33,372,389	33,372,389
21 - Compensation of Employees [GFS]	23,465,605	29,341,305	29,341,305	29,341,305
22 - Use of Goods and Services	4,232,166	3,901,406	3,901,406	3,901,406
31 - Non financial assets	203,551	129,678	129,678	129,678
02404002 - Occupational Safety and Health	11,610,974	13,854,239	13,854,239	13,854,239
21 - Compensation of Employees [GFS]	8,757,830	11,001,094	11,001,094	11,001,094
22 - Use of Goods and Services	2,848,145	2,848,145	2,848,145	2,848,145
28 - Other Expense	5,000	5,000	5,000	5,000
02404003 - Public Services Wage and Salaries Administration	13,162,861	14,957,109	14,957,109	14,957,109
21 - Compensation of Employees [GFS]	11,821,762	13,616,010	13,616,010	13,616,010
22 - Use of Goods and Services	1,341,099	1,341,099	1,341,099	1,341,099
02404004 - Pension Reforms and Regulations	239,779,565	397,109,543	397,109,543	397,109,543
21 - Compensation of Employees [GFS]	82,449,587	82,449,587	82,449,587	82,449,587
22 - Use of Goods and Services	60,406,365	132,764,748	132,764,748	132,764,748
27 - Social benefits [GFS]	3,135,000	3,135,000	3,135,000	3,135,000
28 - Other Expense	8,817,018	8,817,018	8,817,018	8,817,018
31 - Non financial assets	84,971,595	169,943,190	169,943,190	169,943,190

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 Labour, Jobs and Employment 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 MLJE 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 MLJE 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 Hunan 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 128.





2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

Entity: 024 - Min of Labour,Jobs and Employment

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
02401 - Management and Administration	90,194,793	92,233,933	92,233,933	92,233,933
02401001 - Finance and Administration	83,557,275	85,041,141	85,041,141	85,041,141
21 - Compensation of Employees [GFS]	6,599,915	8,083,781	8,083,781	8,083,781
22 - Use of Goods and Services	76,957,361	76,957,360	76,957,360	76,957,360
02401002 - Human Resource	1,762,998	2,073,731	2,073,731	2,073,731
21 - Compensation of Employees [GFS]	1,174,070	1,484,804	1,484,804	1,484,804
22 - Use of Goods and Services	588,928	588,928	588,928	588,928
02401003 - Policy Planning;Budgeting; Monitoring And Evalua	2,649,320	2,489,786	2,489,786	2,489,786
21 - Compensation of Employees [GFS]	1,395,529	1,900,859	1,900,859	1,900,859
22 - Use of Goods and Services	1,253,790	588,927	588,927	588,927
02401004 - Research; Statistics; Info. And Public Relations	2,225,200	2,629,276	2,629,276	2,629,276
21 - Compensation of Employees [GFS]	1,636,273	2,040,348	2,040,348	2,040,348
22 - Use of Goods and Services	588,927	588,927	588,927	588,927

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 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			
			2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
			Target	Actual	Target	Actual				
Audit Reports Issued	Quarterly Audit committee meetings held		5	3	4	4	4	4	4	4
	Quarterly and Annual Internal Audit Reports produced		5	4	5	4	5	4	4	4
Statutory Committee Meetings held	Number of Statutory Committee Meetings held	National Tripartite Committee,	6	6	6	0	6	6	6	6
		Entity Tender Committee	4	4	4	8	4	4	4	4
		Management meetings organised	12	10	12	1	12	12	12	12
MLJE financial information produced	Number of financial information produced	Quarterly & annual Financial Statements produced	5	4	5	3	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

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 - Min of Labour,Jobs and Employment

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
02401001 - Finance and Administration	83,557,275	85,041,141	85,041,141	85,041,141
21 - Compensation of Employees [GFS]	6,599,915	8,083,781	8,083,781	8,083,781
22 - Use of Goods and Services	76,957,361	76,957,360	76,957,360	76,957,360

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 MLJE staff at national, regional and district level for enhanced service delivery;
- To promote conducive working environmental for all MLJE 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. Ten (10) 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			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027 Target	Indicative Year 2028 Target
		Target	Actual	Target	Actual				
Competency-Based Training	Number of MLJE staff attended Competency-based training	100	129	100	56	100	100	100	100
Scheme of Service Trainings organised	Number of MLJE staff who attended Scheme of service training	70	63	70	12	70	70	70	70
Promotion Interviews facilitated	Number of MLJE staff promoted	30	30	41	18	15	15	15	45
Performance management (SPAR)	Number of MLJE staff assessed	135	121	125	121	133	133	133	133
Manpower Audit	Number on Departments Audited	-	-	1	0	1	1	1	1
Sector wide HR Forum organised	Number of meetings held	4	0	2	0	4	4	4	4
Succession Plan developed	Succession Plan available and approved	-	-	1	0	1	1	1	1

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 - Min of Labour,Jobs and Employment

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
02401002 - Human Resource	1,762,998	2,073,731	2,073,731	2,073,731
21 - Compensation of Employees [GFS]	1,174,070	1,484,804	1,484,804	1,484,804
22 - Use of Goods and Services	588,928	588,928	588,928	588,928

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 Twenty-two (22) 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			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027 Target	Indicative Year 2028 Target
		Target	Actual	Target	Actual				
Labour Policies developed	Number of Employment Policies developed	1	1	1	1	1	1	1	1
Programmes and projects monitored	Monitoring report (s)	2	0	2	2	2	2	1	1
Laws and regulations reviewed	Number of Labour laws and regulations reviewed	1	1	1	1	1	1	1	1
Budget Performance Reports prepared and submitted	Number of Budgets Performance Reports prepared	5	5	5	5	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 - Min of Labour,Jobs and Employment

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
02401003 - Policy Planning;Budgeting; Monitoring And	2,649,320	2,489,786	2,489,786	2,489,786
21 - Compensation of Employees [GFS]	1,395,529	1,900,859	1,900,859	1,900,859
22 - Use of Goods and Services	1,253,790	588,927	588,927	588,927

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 Labour, Jobs and Employment (MLJE). 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 twenty (20) officers (Deputy Directors, Assistant Directors, Information Officers, Programmes Officers, Research Officers, etc.) working in the RSIM Directorate of the Ministry of Labour, Jobs and Employment. These twenty (20) 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			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027 Target	Indicative Year 2028 Target
		Target	Actual	Target	Actual				
Labour Market Survey	Survey Report published.	1	Ongoing	QSMS*	0	QSMS*	QSMS*	QSMS*	QSMS*
Public Awareness programmes	Number of sensitisation programmes organised.	10	7	10	0	10	10	10	15
Data collection and analysis on topical labour issues	Number of reports produced	10	10	10		10	10	10	10
Research into labour issues	Number of labour research conducted	1	1	1	1	1	1	1	2
Information, Education and Communication (IEC) Materials	Number of IEC materials distributed.	200	250	300	111	300	300	300	300
Maintenance of ICT machines and infrastructure	Number of times ICT machines and infrastructure are maintained	4	4	4	0	4	4	4	4

* Qualifications and skills mismatch Survey

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	
Information, Education and Communication	
Publications, Campaigns and Programmes	





2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 024 - Min of Labour,Jobs and Employment

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
02401004 - Research; Statistics; Info. And Public Relati	2,225,200	2,629,276	2,629,276	2,629,276
21 - Compensation of Employees [GFS]	1,636,273	2,040,348	2,040,348	2,040,348
22 - Use of Goods and Services	588,927	588,927	588,927	588,927

BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 2: JOB CREATION AND 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 303 officers comprising 293 for the Department and 10 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			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
		Target	Actual	Target	Actual				
Cooperative Societies registered	Number of Cooperative societies registered	1,100	827	1,250	914	1,100	1,200	1,200	1,200
Audit and Inspection of	Number of Societies Audited	900	638	1,000	637	1,200	1,200	1,200	1,200



Main Output	Output Indicator	Past Years				Projections			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
		Target	Actual	Target	Actual				
Cooperative Societies books	Number of Inspections carried out	900	1,207	1,000	738	1,500	1,500	1,500	1,500
Arbitration of Conflicts in the Societies	Number of Conflicts resolved and Arbitrated	90%	80%	100%	80%	100%	100%	100%	100%
Training of Co-operative Members in Cooperative management and entrepreneurial skills	No. of Cops members trained	1,300	1,194	1,300	1992	2,500	2,500	2,500	2,500
Unemployed youth sensitised on Cooperative	No. of youth Sensitised	350	0	350		350	350	350	
Training of Co-operative Members trained in management and entrepreneurial skills	Artisans trained	5,000	6,207	1000		1000	1000	1,200	
	Farmers Trained	14,000	21,430	10,000	39921	40,000	40,000	42,000	42,000

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	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	





2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

Entity: 024 - Min of Labour,Jobs and Employment

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
02402 - Job Creation and Development	20,881,190	25,686,596	25,686,596	25,686,596
02402003 - Cooperatives Development	20,881,190	25,686,596	25,686,596	25,686,596
21 - Compensation of Employees [GFS]	18,557,684	23,363,090	23,363,090	23,363,090
22 - Use of Goods and Services	2,323,506	2,323,506	2,323,506	2,323,506

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 Labour, Jobs and Employment (MLJE) 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 MLJE 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 - Min of Labour,Jobs and Employment

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
02403 - Skills Development	8,259,790	8,574,709	8,574,709	8,574,709
02403002 - Management Skills Development and Productivity	8,259,790	8,574,709	8,574,709	8,574,709
21 - Compensation of Employees [GFS]	3,927,050	4,241,969	4,241,969	4,241,969
22 - Use of Goods and Services	3,623,898	3,623,898	3,623,898	3,623,898
31 - Non financial assets	708,841	708,841	708,841	708,841

BUDGET SUB-PROGRAMME SUMMARY

PROGRAMME 3: SKILLS DEVELOPMENT

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. Sixty-three (63) 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			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
		Target	Actual	Target	Actual				
Consultancy services delivered.	Number of consultancy services delivered.	5	4	5	2	3	4	5	6
Managerial and functional courses delivered.	No. of courses delivered.	90	80	100	70	NA	NA	NA	NA
Management Development	No. of persons trained	1,500	4,634	1,700	1030	1,500	2,500	2,600	2,700
Research work done	No. of Researches done	3	1	0		0	1	1	1



Main Output	Output Indicator	Past Years				Projections			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
		Target	Actual	Target	Actual				
SCORE rolled out	No. of SME's trained	70	79	120		104	100	100	100

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 - Min of Labour,Jobs and Employment

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
02403002 - Management Skills Development and Prod	8,259,790	8,574,709	8,574,709	8,574,709
21 - Compensation of Employees [GFS]	3,927,050	4,241,969	4,241,969	4,241,969
22 - Use of Goods and Services	3,623,898	3,623,898	3,623,898	3,623,898
31 - Non financial assets	708,841	708,841	708,841	708,841

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 MLJE 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 in basic schools.

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 follow-up and complaint-based Labour and workplace inspections to enforce the rights of workers and employers and maintain the well-being of workers whilst coordinating all interventions relative to the eradication of all worst forms of child labour in the country.

The Labour Department provides advice on labour and employment policy and all matters relating to labour administration to government. It also has the responsibility of ensuring Government's continued relationship with and membership of the International Labour Organization and as well as facilitating the preparation and submission of Ghana's reports on the implementation of ratified ILO Conventions.

The labour Department also facilitates the issuance of Private Employment Agency licenses by the sector minister to manning Companies and recruitment agencies as a pre-requisite to acquiring operational licenses from the Ghana Maritime Authority and operating as employment intermediaries. 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 staff made up of Labour Department (299), Department of Factories Inspectorate (119), Organisation of African Trade Union Unity (17), Fair Wages and Salaries Commission (69) 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 - Min of Labour,Jobs and Employment

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
02404 - Labour Adminstration	292,454,722	459,293,280	459,293,280	459,293,280
02404001 - Employment Services; Labour Relations and Establ	27,901,322	33,372,389	33,372,389	33,372,389
21 - Compensation of Employees [GFS]	23,465,605	29,341,305	29,341,305	29,341,305
22 - Use of Goods and Services	4,232,166	3,901,406	3,901,406	3,901,406
31 - Non financial assets	203,551	129,678	129,678	129,678
02404002 - Occupational Safety and Health	11,610,974	13,854,239	13,854,239	13,854,239
21 - Compensation of Employees [GFS]	8,757,830	11,001,094	11,001,094	11,001,094
22 - Use of Goods and Services	2,848,145	2,848,145	2,848,145	2,848,145
28 - Other Expense	5,000	5,000	5,000	5,000
02404003 - Public Services Wage and Salaries Administration	13,162,861	14,957,109	14,957,109	14,957,109
21 - Compensation of Employees [GFS]	11,821,762	13,616,010	13,616,010	13,616,010
22 - Use of Goods and Services	1,341,099	1,341,099	1,341,099	1,341,099
02404004 - Pension Reforms and Regulations	239,779,565	397,109,543	397,109,543	397,109,543
21 - Compensation of Employees [GFS]	82,449,587	82,449,587	82,449,587	82,449,587
22 - Use of Goods and Services	60,406,365	132,764,748	132,764,748	132,764,748
27 - Social benefits [GFS]	3,135,000	3,135,000	3,135,000	3,135,000
28 - Other Expense	8,817,018	8,817,018	8,817,018	8,817,018
31 - Non financial assets	84,971,595	169,943,190	169,943,190	169,943,190

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 299.



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			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
		target	Actual	target	Actual				
Job seekers registered and place in local jobs	No. of job seekers registered	4,000	3,760	4,500	5,566	6,000	6,500	7,000	7,000
	No. of registered job seekers placed in job vacancies by PECs and PEAs	11,500	10,211	12,000	16,216	16,000	16,500	17,000	17,000
Migrant workers placed in foreign job vacancies.	No. of Migrant workers placed in foreign job vacancies	1,580	150	300	133	350	400	450	450
Private Employment Agencies (PEA) monitored.	No. of PEAs monitored	150	125	200	132	150	200	250	250
Private Employment Agencies registered	Number of PEA registered	60	45	70	45	50	50	50	50
Career counselling visits undertaken	Number of Career counselling visits undertaken	80	68	80	78	100	110	120	120
Labour Market Information generated	Labour Market Information report produced	4	3	4	4	4	4	4	4
Labour inspections conducted	Number of companies/industries inspected	2,000	1,290	1,800	1,950	2,000	2,200	2,500	2,500
Child labour sensitisation in local communities	Number of communities sensitised/educated	150	100	100	71	100	100	100	100
Trade unions certified	Number of certificates issued	4	10	6	7	7	8	10	10
Collective Bargaining Certificate Issued to Unions	No. of CBCs issued	55	61	60	36	40	50	60	60
Labour complaints cases resolved	No. of labour complaints reported	150	165	170	325	350	400	450	450
	No. of reported cases resolved	70	121	125	228	250	300	350	350



Main Output	Output Indicator	Past Years				Projections			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative e Year 2027	Indicative Year 2028
		target	Actual	target	Actual				
Labour lay-offs (Redundancy)	No. of workers laid off or declared redundant	1,500	1,758	1,300	137	200	250	300	300
Workmen's Compensation	Number of cases registered	450	375	420	525	550	600	650	650
	Number of victims compensated	250	268	280	426	450	500	550	550

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 - Min of Labour,Jobs and Employment

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
02404001 - Employment Services; Labour Relations and	27,901,322	33,372,389	33,372,389	33,372,389
21 - Compensation of Employees [GFS]	23,465,605	29,341,305	29,341,305	29,341,305
22 - Use of Goods and Services	4,232,166	3,901,406	3,901,406	3,901,406
31 - Non financial assets	203,551	129,678	129,678	129,678

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 twenty three (123) 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			
		2022		2023		Budget Year 2024	Indicator Year 2025	Indicator Year 2026	Indicator Year 2027
		target	Actual	Target	Actual				
Shops, offices and factories inspection conducted	Number of shops, offices and factories inspected	3500	3508	3600	3610	3660	3700	3750	3800
Safety talks	Number of safety talks undertaken.	140	155	150	720	600	620	640	660
Industrial Hygiene Survey undertaken.	Number of Industrial hygiene survey reports produced	45	27	45	70	70	75	75	80
Industrial accidents reported by industries	Number reported	All reported Accidents Investigated.	All 20 reported cases investigated	All reported cases	All 2 reported cases investigated	All reported Accidents will be Investigated.			
Reported industrial accidents investigated	Percentage of reported industrial accidents investigated	100%	100% (20)	100%	100% (18)	100%	100%	100%	100%
New factories, shops and offices registered	No. of new factories, offices and shops registered	550	555	600	594	600	650	650	700



Main Output	Output Indicator	Past Years				Projections			
		2032		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
		target	Actual	Target	Actual				
OSH offenders prosecuted	Number of OSH offenders Prosecuted	25	2			All OSH offenders will be prosecuted.			

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 - Min of Labour,Jobs and Employment

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
02404002 - Occupational Safety and Health	11,610,974	13,854,239	13,854,239	13,854,239
21 - Compensation of Employees [GFS]	8,757,830	11,001,094	11,001,094	11,001,094
22 - Use of Goods and Services	2,848,145	2,848,145	2,848,145	2,848,145
28 - Other Expense	5,000	5,000	5,000	5,000

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 Labour, Jobs and Employment 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 69 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			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
		target	Actual	target	Actual				
Base Pay and Pay-point Relativity Negotiated	Communique /agreement signed by stakeholders	30 th April, 2024	14 th November 2023	30 th April, 2025	20 th February, 2025	30 th April, 2026	30 th April, 2027	30 th April, 2028	30 th April, 2029



Main Output	Output Indicator	Past Years				Projections			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
		target	Actual	target	Actual				
Conditions of Service for Public Service Institutions Negotiated	No. of CoS Completed and signed	15	42	40	53	45	50	50	60
Number of Trade Unions engaged on Labour Front Management	Signed agreements and MoU	40 Trade Unions and Associations to be engaged.	FWS C has engaged 51 Trade Unions and Associations (some of the TUs were met on multiple occasions) to ensure industrial harmony.	40 Trade Unions and Associations to be engaged.	FWSC has engaged 116 Trade Unions and Associations (some of the TUs were met on multiple occasions) to ensure industrial harmony.	40 Trade Unions and Associations to be engaged.	40 Trade Unions and Associations to be engaged.	40 Trade Unions and Associations to be engaged.	40 Trade Unions and Associations to be engaged.
System to Link Public Service	Public Service Pay linked to Performance/productivity	30 Stakeholders to be engaged	36 PSIs engaged on L3Ps	Dev't. of Software, Public	Two (2) Technical Committees set up to	Implement L3Ps	Implement L3Ps	Implement L3Ps	Implement L3Ps



Main Output	Output Indicator	Past Years				Projections			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
		target	Actual	target	Actual				
e Pay to Performance /Productivity (L3Ps) Developed and Implemented		d on L3Ps		education & Pilot L3Ps	facilitate the implementation of aspects of the L3Ps. Technical Note and Implementation Plan for L3Ps are submitted to the MoF for funding by PSC-FWSC Technical Committee.				
Government payroll monitored to ensure Compliance with SSPP	No of PSIs payrolls monitored and reported	100 PSIs payrolls to be monitored and reported	119 PSIs payrolls monitored	100 (PSIs)	102 (97 MMDAs and 5 Tertiary Institutions)	100 (PSIs)	100 (PSIs)	100 (PSIs)	100 (PSIs)
Job evaluation/ Job re-Evaluation Conducted	Number of PSIs ' Jobs re-evaluated, salary/grade structures reviewed.	10	7 jobs revaluated and 44 PSIs salary/grade structures	10	Jobs revaluation/ salaries/grade structures for 32 PSIs	15	20	20	25



Main Output	Output Indicator	Past Years				Projections			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
		target	Actual	target	Actual				
ected for Public Service Institutions			re reviewed		completed. Recommendations for Conditions of Service for 17 appointees done.				
Single Spine Pay Policy Review	Report	Stakeholder Consultation	Draft report ready for validation	Report on SSPP Review	Report Completed	-	-	-	-
Market Premium Implemented	LM survey undertaken and outcome implemented	Implementation of market premium	2019 LM survey report submitted to the Minister	Implementation of market premium	market premium yet to be implemented	-	-	-	-
Inducement allowances	Inducement allowances implemented	Inducement allowance piloted in the public service	Proposal for funds sort	Research on inducement allowance	Research on inducement allowance on-going	-	-	-	-



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 - Min of Labour,Jobs and Employment

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
02404003 - Public Services Wage and Salaries Administ	13,162,861	14,957,109	14,957,109	14,957,109
21 - Compensation of Employees [GFS]	11,821,762	13,616,010	13,616,010	13,616,010
22 - Use of Goods and Services	1,341,099	1,341,099	1,341,099	1,341,099

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 67.7 billion by the end of 2024 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.



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			
		2023		2024		Budget Year 2025	Indicative Year 2026	Indicative Year 2027	Indicative Year 2028
		Target	Actual	target	Actual				
Pensions coverage in the informal sector increased	Percentage (and No.) informal sector workforce enrolled	8%	6% (597,498)	12%	11% (828,498)	18%	25%	26%	28%
Education and sensitization on pension related issues organized for workers in all sectors	Number of sensitization programmes organised by NPRA	40	107	60		70	70	70	70
Recalcitrant defaulting employers prosecuted	Percentage and number of recalcitrant defaulting employers sent to court.	100%	100% (29/29)	100%	100/100 (12/12)	100%	100%	100%	100%
Received pension related complaints resolved	Percentage of received pension related complaints resolved	80%	50%	80%	80%	80%	80%	80%	100%
Private pensions schemes monitored on Real-time basis	Deployment of Risk-Based Supervision Software (RBSS)	Deployment of risk Based Supervision Software	Installation of transitional RBSS	RBS/ERP procured and installed	RBS/ERP Deployed and gone live	Training and maintenance	Training and maintenance	Training and maintenance	Training and maintenance



3. 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 - Min of Labour,Jobs and Employment

Funding: All Source of Funding

Year: 2025 | **Currency:** Ghana Cedi (GHS)

Full Year Budget

	2025	2026	2027	2028
02404004 - Pension Reforms and Regulations	239,779,565	397,109,543	397,109,543	397,109,543
21 - Compensation of Employees [GFS]	82,449,587	82,449,587	82,449,587	82,449,587
22 - Use of Goods and Services	60,406,365	132,764,748	132,764,748	132,764,748
27 - Social benefits [GFS]	3,135,000	3,135,000	3,135,000	3,135,000
28 - Other Expense	8,817,018	8,817,018	8,817,018	8,817,018
31 - Non financial assets	84,971,595	169,943,190	169,943,190	169,943,190



1.6. Appropriation Bill

Summary of Expenditure by Cost Center, Economic Item and Funding

Entity: 024 - Min of Labour,Jobs and Employment
Year: 2025 | Currency: Ghana Cedi (GHS)
Full Year Budget

	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 - Min of Labour,Jobs and Employment	77,335,717	17,629,751		94,965,468	82,449,587	79,982,552	85,883,987	248,316,126				68,508,900		68,508,900	411,790,495
02401 - Headquarters	10,647,144	10,215,242		20,862,386								68,508,900		68,508,900	89,371,287
0240101 - Gen. Admin and Finance	6,347,614	8,448,460		14,796,074								68,508,900		68,508,900	83,304,975
0240101001 - Admin Office	6,347,614	8,448,460		14,796,074								68,508,900		68,508,900	83,304,975
0240102 - Policy Planning, Budget and Monitoring	1,489,187	588,927		2,078,114											2,078,114
0240102001 - Policy Planning, Budget and Monitoring Office	1,489,187	588,927		2,078,114											2,078,114
0240103 - Human Resource Management	1,174,070	588,928		1,762,998											1,762,998
0240103001 - Human Resource Management Office	1,174,070	588,928		1,762,998											1,762,998
0240104 - Research, Information and Statistics	1,636,273	588,927		2,225,200											2,225,200
0240104001 - Research, Information and Statistics Office	1,636,273	588,927		2,225,200											2,225,200
02402 - Labour Department	22,931,788	2,734,306		25,666,094		1,309,642	129,678	1,439,319							27,105,413
0240201 - Gen. Admin	22,931,788	2,734,306		25,666,094		1,309,642	129,678	1,439,319							27,105,413
0240201001 - Admin Office	22,931,788	2,734,306		25,666,094		1,309,642	129,678	1,439,319							27,105,413
02404 - Dept. of Factories Inspectorate	8,757,830	1,261,987		10,019,817		1,758,373		1,758,373							11,778,190
0240401 - Greater Accra						167,216		167,216							167,216
0240401001 - Greater Accra Regional office						167,216		167,216							167,216
0240411 - Gen. Admin	8,757,830	1,261,987		10,019,817		1,591,158		1,591,158							11,610,974
0240411001 - Admin office	8,757,830	1,261,987		10,019,817		1,591,158		1,591,158							11,610,974
02405 - Dept. of Co-operatives	18,171,385	1,682,650		19,854,034		451,529		451,529							20,305,563
0240501 - Gen. Admin	17,866,392	1,346,120		19,212,512		451,529		451,529							19,664,040
0240501001 - Admin office	17,866,392	1,346,120		19,212,512		451,529		451,529							19,664,040
0240503 - Ghana Co-operative College	304,993	336,530		641,523											641,523
0240503001 - Ghana Co-operative College office	304,993	336,530		641,523											641,523
02450 - Management Development & Productivity Institute	3,927,050	184,137		4,111,187		4,104,625	782,715	4,887,340							8,998,526
0245001 - Gen. Admin and Finance	3,927,050	184,137		4,111,187		4,104,625	782,715	4,887,340							8,998,526
0245001001 - Gen. Admin and Finance Office	3,927,050	184,137		4,111,187		4,104,625	782,715	4,887,340							8,998,526



1.6. Appropriation Bill

Summary of Expenditure by Cost Center, Economic Item and Funding

Entity: 024 - Min of Labour,Jobs and Employment
Year: 2025 | Currency: Ghana Cedi (GHS)
Full Year Budget

	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	
02452 - Organisation of African Trade Union Unity	533,817			533,817											533,817
0245201 - Gen. Admin and Finance	533,817			533,817											533,817
0245201001 - Admin office	533,817			533,817											533,817
02454 - Ghana Cooperative Council	544,942	210,331		755,273											755,273
0245401 - Gen. Admin and Finance	544,942	210,331		755,273											755,273
0245401001 - Admin office	544,942	210,331		755,273											755,273
02456 - Fair Wages and Salaries Commission	11,821,762	1,341,099		13,162,861											13,162,861
0245601 - Gen. Admin and Finance	11,821,762	1,341,099		13,162,861											13,162,861
0245601001 - Admin office	11,821,762	1,341,099		13,162,861											13,162,861
02458 - National Pensions Regulatory Authority					82,449,587	72,358,383	84,971,595	239,779,565							239,779,565
0245801 - Gen. Admin and Finance					82,449,587	72,358,383	84,971,595	239,779,565							239,779,565
0245801001 - Admin office					82,449,587	72,358,383	84,971,595	239,779,565							239,779,565