MINISTRY OF MANPOWER, YOUTH AND EMPLOYMENT

ESTABLISHMENT OF A LABOUR MARKET INFORMATION SYSTEM

DRAFT REPORT
SECTION 1: INTRODUCTION

1.1 Background

In Ghana today, there is generally a lack of comprehensive labour force data including, employment and earnings data. Tracing the impact of Ghana’s development agenda on employment has often been constrained because of this scarcity of labour market data. Over the past five years, many public and private skill training institutions have been training thousands of young people all over the country but there is no evidence as to whether or not this training has led to employment and whether the skills learned are used at all. Furthermore a number of policy initiatives designed to create jobs in the private sector have been implemented since 2001 without any available data to assess their effectiveness and impact.

Ghana’s current Growth and Poverty Reduction Strategy (GPRS II) shows that the Government of Ghana is keen on mainstreaming employment policies and programs in the country’s overall development agenda. To achieve this objective, Government initiated steps in March 2006 towards the formulation of an Employment Policy for Ghana and the development of a Labour Market Information System (LMIS). In November 2006, GoG launched National Youth Employment Programme and allocated funds to support the youth program in the annual budget for 2007 as was done in the budget for 2006. The lack of regularly updated information on the labour market, however, undermines the effective implementation of such employment generating policies even though most of these initiatives have actually improved the lives of people engaged in those sectors.

However, Government is determined to mainstream employment policies and programmes in the country as it is largely recognized that a sustainable and productive employment is essential for successful poverty reduction. This view has been strengthened by the emphasis given to it in the GPRS II document. There is therefore the need to address the problem of information gaps on the labour market to enhance the formulation and implementation of employment policies.

The Ministry is therefore implementing a project to establish a comprehensive Labour Market Information Data Base for the country. The project seeks to develop a strong and sustainable Management Information System on the labour market and should cover both the formal and informal sectors. In furtherance of this objective, the MMYE has obtained financial support from the GTZ through the World Bank to implement this aspect of the project which will build the capacity of the Ministry to collect and analyze labour statistics.
1.2 Objectives

The project therefore has the following long term objectives:

i. To establish a credible and sustainable labour market information system (LMIS) in the MMYE that will provide regular, accurate, and time series data on employment and poverty related information to guide policy and programme development.

ii. To develop the institutional capacity of the MMYE for monitoring the implementation of employment generating policies and program under the GPRS II.

iii. To enhance the collaboration between the MMYE and GSS by strengthening and equipping the relevant staff of the two institutions, with the requisite skills for data, analysis and dissemination of Labour Market Information.

The LMIS is intended to cover the (i) Key Indicators of Labor Market (KILM) as endorsed by the ILO, (ii) employment indicators that are specific to the country development objectives, such as those being monitored under the Ghana Poverty Reduction Strategy (GPRS II), (iii) emerging alternative employment indicators and (iv) identification of gaps in the market information.

Although there is no up-to-date data and trend figures of the Ghana labour market, it is generally observed that the market is characterized by:

- Unemployment and manpower shortages with respect to selected occupations and skills;
- Differential in wage rates for the various socio-economic groups
- Low productivity and earnings compared to the cost of living
- Low labor absorptive capacity in the formal and informal sectors (net job creation)
- Lack of conducive environment for prevention and settlement of industrial disputes and the implementation of productivity enhancing labor market regulations
- Increasing industrial accidents and occupational diseases; and
- Minimal job prospects for disadvantaged groups such as women, youth, domestic, agricultural workers and the disabled.

These factors distort the operation of the labour market and hamper the full utilization of human capital in the production of goods and services in general and reduction of poverty in particular. A well functioning LMIS would be an essential tool for monitoring changes in these parameters and hence allow remedial measures to be put in place.

1.3 Scope

Specifically, for this part of the project the Consultant will lead the project staff in the Ministry of Manpower, Youth and Employment (MMYE) and Ghana Statistical Services
(GSS) and any other agencies as may be determined by the National Steering Committee (NSC), to undertake the following activities:

(a) Review the existing list of labour market indicators to be monitored and the methodologies used in collecting them; and determine the priority labour data needs for monitoring.

(b) Establish data parameters for the collection, processing, analysis and dissemination of computerized data on labour market information.

(c) Make recommendations on how the system could be strengthened, streamlined and made responsive to the needs of a dynamic market economy. This will include the architecture of the LMIS with respect to its contents, key priority indicators, institutional arrangements and modalities for its implementation.

1.4. LMIS And The Governments Development Agenda

Unemployment, underemployment and poverty are generally linked with each other in Ghana. In line with this view, the GPRS II focuses on job-creating economic growth as the surest means to sustainable poverty reduction and equitable social development. The MMYE noted the relevance of an effective database of labour market information and requested funding in the 2006 budget to enable the establishment of a Labour Market Information System for Ghana. Labour is the primary income generating asset for the majority of Ghana’s population but is also one of the major production factors in all sectors of an economy. The social costs associated with persistent unemployment are high for countries and individuals within the economies as people tend to drop below the poverty line when they become unemployed. Families and especially children suffer the consequences of this situation.

The growth of economies is also affected by other problems such as the mismatch of skills and available job opportunities. The productivity of a worker and thereby of the company is reduced if the worker’s skills are not those needed for the job he or she is doing.

The LMIS could therefore be useful in several ways including the establishment of the crucial role of employment creation in poverty reduction, the provision of detailed information on labour demand and supply as well as on the matching between both sides of the labour market, and finally supporting the formulation and implementation of efficient labour market interventions. It is envisaged that the LMIS would generate information on the deficits in the manpower training programmes of Ghana and thus help in the subsequent formulation of policies to address labour problems effectively.

Labour Market Information (LMI) can be described as any statistical (quantitative and qualitative) information on the past, present and future size, composition and
characteristics of the supply and demand for labour, and the mode of interaction between supply and demand, and on the resulting imbalances of this intervention in all sectors of the economy. It also includes the information on the development (Education and Training Opportunities) of human resources, employment and income earning opportunities.

An LMI system can then be described as an institutional mechanism put in place to handle the collection, processing, analysis and dissemination of labour market information. The system also updates the LMI that is held on regular basis so as to ensure that data held is not obsolete and that such data meets the needs of the LMI user. The usual components of a LMIS comprise the following:

- Users; individuals and organizations
- Sources of signals, indicators and intelligence
- System managers, data gatherers, operators and analysts
- Labour market information itself
- Methodology of data collection and analysis
- Equipment; computers and other hardware
- Processing software
- Means of communication
- Financial resources
- Training for staff maintaining the system and end users
- Research, development and publication

Various studies on labour market information systems in many countries outline a number of common constraints in the development of these systems. The first of these problems is the fact that most potential users of the LMIS have difficulties in clearly and precisely defining their needs. Very often, an explanation of what the LMIS is and what it could generate helps people to finally mention some of their needs.

Another common area of concern is the data to be produced. LMIS generally are expected to produce labour market analysis which can be referred to as the measurement and evaluation of economic and demographic forces as they relate to the education and training process on the one hand, and the employment process on the other hand.

Data availability is also seen to be an area of concern as benchmark data from labour force surveys are scanty and information on the informal sector is not comprehensive enough.

These concerns are applicable to the labour market information situation in Ghana where it can be said that a capacity gap exists between labour market data collection on the one hand and information and policy formulation on the other. This gap is characterized by many factors including the following:

- Limited capacity and instruments to effectively and regularly collect, process, analyze and disseminate relevant and reliable LMI;
- Inability to combine information from various sources and particularly the failure to incorporate data collection exercises into the national framework;
- Inadequate resources for statistical programmes and other activities aimed at
generating LMI;
- Inability of producers to coordinate efforts or share information;
- Inability of users to specify needs and to translate these needs to producers of
LMI; and
- Weak structural mechanisms to link policy practice with movements in the
labour market.

In developing the LMIS therefore, these and many other barriers have to be overcome.

SECTION 2: METHODOLOGY

Much of the mandate of the MMYE is cross-cutting in nature and calls for the
development of effective interfaces with other government institutions, the social
partners, the larger private sector and other stakeholders. The development of an LMIS
within the Ministry is therefore going to be beneficial to all stakeholders and must be
done through interactions with the social partners. In particular, as there is already some
amount of labour information compiled by some of the social partners, they will form a
very good source of some of the data to be collected and embodied in the LMIS.

The Steering Committee is tripartite in composition and should provide a suitable forum
for these cross-cutting discussions and also make it easier for the available data to be
provided with little delay. There will therefore be regular meetings with the Steering
Committee to ensure that the design and construction of the LMIS is satisfactory to all
stakeholders.

The technical procedures start with a review of existing information which will be
obtained from all relevant agencies, such as Ghana Statistical Service (GSS), the National
Development Planning Commission (NDPC), the Trades Union Congress (TUC), the
Ghana Employers’ Association (GEA) and various research organizations. The
development of appropriate instruments to collect such information and the preparation
of the data obtained for entry into the LMIS will be carried out after discussions with the
Steering Committee.

The methodology therefore comprises the LMIS pre-development activities and the post
–development activities elaborated further as follows:

1. Organization of meetings with stakeholders to ensure the tripartite agreement
   on all aspects of the measurement and reporting of labour market information
   and the review of all existing available data on labour.
2. Compilation of existing data from the available sources
3. Transfer knowledge to counterpart staff of the Ministry on the use and
   maintenance of the LMIS and the M&E mechanism.
2.1 Development Strategy

The project strategy therefore is designed under the following guidelines:

1. **Sensitization of all stakeholders to the need for improving the labour market information system.** This includes the organization of sensitization workshops which would be attended by high ranking government officials, policy-makers donors and other stakeholders. This should be a continuous exercise. The MMYE has been advocating for the development of the LMIS for several years now. Various studies were commissioned to determine the status of Ghana’s LMI with each study reports being disseminated at workshops specifically organized for that. In February this year a workshop was organized at Swedru to jointly discuss the Employment Policy framework and the need for a LMIS. There is however, the need to sensitize more on the importance of the LMIS and the cooperation required to sustain it.

2. **Strengthening the institutional arrangements and mechanisms.** Improving the provision and use of labour-market statistics in Ghana has certain demands to be considered. One such requirement is to firmly embed the planned LMIS into the national institutional set-up and to build upon the activities that were started earlier by the MMYE and donors. The National Employment Policy currently being developed should provide the necessary framework and the guiding principles for the establishment of the LMIS. A Labour Market Information Steering Committee has been set up with the MMYE as chair and secretariat. A Technical Committee of this Steering Committee has also been formed to primarily consider all technical aspects of the development. Within the MMYE, the PPMED is responsible for the development of the LMIS and a secretariat has been set up with two data entry clerks. The Labour Department of the Ministry is on the Steering Committee together with representatives from Ministry of Education Science and Sports, Ministry of Trade, Industries, PSD and PSI, Ghana Statistical Service, Trades Union Congress, and the Employer’s Association. The ILO and the World Bank attend meetings on behalf of the donor community.

3. **Setting up of national standards and synchronization of definitions and terms.** This activity will synchronize definitions, concepts and establish standards that are compatible with international norms. A meeting was held to consider the proposed indicators for the LMIS and to adopt any changes to reflect the demands of stakeholders. It was agreed to adopt all the twenty Key Indicators of Labour Market (KILM) of the International Labour Organization as a first step and then add on any specific indicators peculiar to the Ghanaian situation. The KILM as defined by the ILO are listed as follows:
2.2. Key Indicators of Labour Market

i. Labour force participation rate
The labour force participation rate is a measure of the proportion of a country’s working-age population that engages actively in the labour market, either by working or looking for work; it provides an indication of the relative size of the supply of labour available to engage in the production of goods and services. The breakdown of the labour force by sex and age group gives a profile of the distribution of the economically active population within a country.

ii. Employment to population ratio
The employment-to-population ratio provides information on the ability of an economy to create employment.

iii. Status in employment
Indicators of status in employment distinguish between three important and useful categories of the employed – (a) wage and salaried workers, (b) self-employed workers, and (c) contributing family workers – with each being expressed as a proportion of the total employed. Categorization by employment status can help in understanding both the dynamics of the labour market and the level of development of countries. The method of classifying employment by status is based on the 1993 International Classification by Status in Employment (ICSE), which classifies jobs held by persons at a point in time with respect to the type of explicit or implicit employment contract the person has with other persons or organizations. Such status classifications reflect the degree of economic risk, an element of which is the strength of the attachment between the person and the job, and the type of authority over establishments and other workers that the person has or will have.

iv. Employment by sector
This indicator disaggregates employment into three broad sectors – agriculture, industry and services – and expresses each as a percentage of total employment. The indicator shows employment growth and decline on a broad sectoral scale, while highlighting differences in trends and levels between developed and developing economies. Sectoral employment flows are an important factor in the analysis of productivity trends, because within-sector productivity growth needs to be distinguished from growth resulting from shifts from lower to higher productivity sectors.

v. Part-time workers
The indicator on part-time workers focuses on individuals whose working hours total less than “full time”, as a proportion of total employment. Because there is no agreed international definition as to the minimum number of hours in a week that constitute full-time work, the dividing line is determined either on a
country-by-country basis or through the use of special estimations. Two measures are calculated for this indicator: total part-time employment as a proportion of total employment, sometimes referred to as the “part-time employment rate”; and the percentage of the part-time workforce comprised of women.

vi. Hours of work
The number of hours worked has an impact on the health and well-being of workers as well as on levels of productivity and labour costs of establishments. This indicator is a reflection of changes in productivity and, crucially, the labor demands of various industries. If sustained over-time, for example, it gives an indication that firms may be planning to hire additional labour. Two measurements related to working time are included in this indicator in order to give an overall picture of the time that the employed throughout the world devote to work activities. The first measure relates to the hours an employed person works per week. The number of employed are presented according to the following hour bands: less than 20 hours worked per week, less than 34 hours worked per week, between 20 and 29 hours, between 30 and 39 hours, 40 hours and over and 50 hours and over, where available. The second measure is the average annual number of hours worked per person.

vii. Employment in the Informal Economy
Employment in the informal economy relates the estimated number of persons employed in the informal economy to the total number of employed persons. In terms of size and growth, the informal sector is an important part of economic, social and political life in most developing countries, as well as some developed economies. The 15th ICLS defined the informal sector as units of production within unincorporated enterprises owned by households. Those employed in the informal economy comprise all persons who, during a given reference period, were employed in at least one production unit that meets these informal sector guidelines, irrespective of their status in employment and whether it was their main or a secondary job. The ICLS resolution makes allowances for some national variations. As a result, information for the indicator is often based on national definitions and measurements of the informal economy.

viii. Unemployment
The unemployment rate tells us the proportion of the labour force that does not have a job and is actively looking for work. The resolution concerning statistics of the economically active population, employment, unemployment and underemployment, adopted by the 13th ICLS, defines the unemployed as all persons above a specified age who, during the reference period, were without work, currently available for work and seeking work. However, it should be recognized that national definitions and coverage of unemployment can vary with regard to factors such as age limits, criteria for seeking work, and treatment of, for example, persons temporarily laid off, discouraged about job prospects or seeking work for the first time. Together with the employment-to-population
ratio indicator, it provides the broadest available indicator of economic activity and status in terms of labour markets for countries that regularly collect information on the labour force.

ix. **Youth employment**
Youth unemployment is an important policy issue for many countries, regardless of the stage of development. For the purpose of this indicator, the term “youth” covers persons aged 15 to 24, while “adults” are defined as persons aged 25 and over. The indicator presents youth unemployment in the following ways: (a) the youth unemployment rate; (b) the youth unemployment rate as a percentage of the adult unemployment rate; (c) the youth share in total unemployment; and (d) youth unemployment as a proportion of the youth population.

x. **Long-term unemployment**
The indicator on long-term unemployment makes the basic assumption that unemployment that lasts a full year or more is too long, and is thus a phenomenon worthy of special attention. Unemployment tends to have more severe effects the longer it lasts. Short periods of joblessness can normally be dealt with through unemployment compensation, savings and, perhaps, assistance from family members. Unemployment lasting a year or longer, however, can cause substantial financial hardship, especially when unemployment benefits either do not exist or have been exhausted. Long-term unemployment is not generally viewed as an important indicator for developing economies, where the duration of unemployment often tends to be short, due to the lack of unemployment compensation and the fact that most people cannot afford to be without work for long periods.

xi. **Unemployment by educational attainment**
Information for this indicator is classified according to categories of schooling – less than one year, less than primary level, primary level, secondary level and tertiary level, and is presented as the proportion of total unemployed in each of these five categories. The categories used in the indicator are conceptually based on the levels of the International Standard Classification of Education (ISCED). By focusing on the education characteristics of the unemployed, this indicator can aid in analyses designed to shed light on how significant long-term events in the country, such as ongoing skills-based technological change, increased trade openness or shifts in the sectoral structure of the economy, alter the experience of high- and low-skilled workers in the labour market.

xii. **Time-related underemployment**
Underemployment reflects underutilization of the productive capacity of the labour force. Time-related underemployment, as the only component of underemployment, to date, that has been agreed on and properly defined within the international community of labour statisticians, is, therefore, the best
available proxy of the underutilized labour force. The indicator is important for improving the description of employment-related problems, as well as assessing the extent to which available human resources are being utilized in the production process of the country.

xiii. Inactivity rate
The inactivity rate is defined as the percentage of the population that is neither working nor seeking work (that is, not in the labour force). The 25-54 age group can be of particular interest since it is considered to be the “prime-age” group, in which individuals are generally expected to be in the labour force; it is worthwhile investigating why these potential labour force participants are inactive, since they have normally completed their education but have not yet reached retirement age.

xiv. Educational attainment and illiteracy
This indicator reflects the levels and distribution of the knowledge- and skills-base of the labour force and population. It includes two measures pertaining to educational levels, and a third measuring illiteracy in the adult population. An increasingly important aspect of labour market performance and national competitiveness is the skill level of the workforce. Information on levels of educational attainment is currently the best available indicator of labour force skill levels. These are important determinants of a country’s capacity to compete successfully in world markets and to make efficient use of rapid technological advances; they are also among the factors determining the employability of workers.

xv. Manufacturing wage indices
Wages are a widely used measure of the general level of workers’ income. Such information is often applied to formulate, implement and monitor economic policies and, more specifically, to address labour issues such as human resource planning, labour utilization, wage fixing, social security and labour costs. This indicator covers real wages in manufacturing (despite the fact that paid employment in manufacturing activities is not uniformly important across regions and over time. Real wages in an economic activity are viewed as a major indicator of employees’ purchasing power and as a proxy for their level of income, independent of the actual work performed in that activity.

xvi. Occupational wage and earning indices
While indicator on manufacturing wage indices shows trends in average wages at the industry level (i.e. in manufacturing), this one on occupational wage looks at trends in, and differentials between, occupational wages (i.e. wage rates or earnings) in specific industry groups. Changes in average wages within an industry or sector may be due not only to changes in levels of wage rates or earnings but also to changes in the occupational composition of employment and in the proportion of men and women employed.
xvii. **Hourly compensation costs**
Hourly compensation costs are only one factor in international competitiveness and, when used alone, can be misleading. However, in conjunction with other indicators, including labour productivity and unit labour costs, relative changes can be helpful in assessing trends in competitiveness. In addition, non-wage labour costs have become an important issue in debates on labour market flexibility.

xviii. **Labour productivity and unit labour costs**
Labour productivity is defined as output per unit of labour input, and unit labour cost is the labour cost per unit of output. Information is presented for the total economy and the manufacturing sector as well as two service sectors, transport and communication, and wholesale and retail trade. Productivity and unit labour costs, in combination with hourly compensation costs, can be used to assess the international competitiveness of a labour market. Economic growth in a country or sector can be ascribed either to increased employment or to more effective work by those who are employed. The latter can be described through data on labour productivity. Labour productivity, therefore, is a key measure of economic performance. An understanding of the driving forces behind it, in particular the accumulation of machinery and equipment, improvements in organization as well as physical and institutional infrastructures, improved health and skills of workers (“human capital”) and the generation of new technology, is important in formulating policies to support economic growth.

xix. **Employment elasticities**
Employment elasticities provide a numerical measure of how employment growth varies with growth in economic output – i.e. how much employment growth is associated with 1 percentage point of economic growth. Employment elasticities can serve as a useful way to examine how growth in economic output and growth in employment evolve together over time. They can also provide insights into how employment generation varies for different population subsets in an economy and assist in detecting and analysing structural changes in employment over time.

xx. **Poverty and income distribution**
Poverty can result when individuals are unable to generate sufficient income from their labour to maintain a minimum standard of living. The extent of poverty, therefore, can be viewed as an outcome of the functioning of labour markets. Because labour is often the most significant, if not the only, asset of individuals in poverty, the most effective way to improve the level of welfare is to increase employment opportunities and labour productivity through education and training. An estimate of the number of people in poverty in a country
depends on the choice of the poverty threshold. However, what constitutes such a threshold of minimum basic needs is subjective, varying with culture and national priorities. Definitional variations create difficulties when it comes to making international comparisons. Therefore, in addition to national poverty measurements, this indicator presents data relative to the World Bank international poverty lines of US$1 and US$2 per person per day.

2.3. Other Ghana Specific Indicators

In addition to these listed indicators, the following will be added to the Ghana LMIS:

a. Sector-related vacancies
   This indicator provides the number of vacancies by sector and locality. It is the number of job openings (both registered and non-registered), Occupation, Industry and Region and helps in the planning and targeting of active labour market policies. It also give an indication of the need for job matching actions by the employment service.

b. Ratio of unemployed to vacancies by area.
   This is considered to be the number of unemployed per registered vacancy and provides an overview of the overall measure of imbalances on the labour market.

c. Demand for employees by skill level
   Putting together the number of enterprises by sector, size and locality and the number of these enterprises by sector grouped according to number of employees and location of head office gives and indication of the developments in labour demand. It also provides information on the recruitment plans of enterprises in a timely fashion by skill level

d. Labour supply
   This indicator provides the number of persons registered as looking for jobs by title (occupation) sex, age and locality. It helps in correcting the imbalances and improves matching. It could also give an indication of the part of the regional labour supply seeking jobs. This number together with estimates of persons not registered at the EIBs but are immediately available for taking up jobs by locality and education give an indication of the immediately available labour resources for employers

e. Number of students enrolled by course and gender
   Number of students in various institutions enrolled for courses that impact on labour market by gender gives an indication on the size of possible additions to the labour force over time

f. Graduation rates
   Number of school leavers by level of education and gender and educational attainment of school leavers by male or female provides an indication of the
extent of new entrants into the labour market; useful to both enterprises and labour market institutions.

g. Trade Unionism
Total number of independent trade unions and Employers’ organizations that seek the welfare of members separately could provide an indication of freedom of association and helps targeting solutions to labour disputes.

h. Number of disputes resolved/ unresolved
Number of disputes by industry gives an indication of the peace in the labour front.

i. Number of strikes and lockouts
Total number of strikes and lockouts by industry/ sector will also give an indication of the level of the ability to reach agreements and compromise.

j. Number of Collective Bargaining Agreements approved and lodged
Total number of CBAs approved and lodged by sector/ industry gives information on the readiness of both employers and employees to negotiate

k. Number of occurrences of occupational hazards
Total number of occurrences of accidents resulting in occupational hazards by industry, sector and type of hazard provides an indication on safety at the workplace

2.4.1. Emerging Alternate Employment Indicators

Studies conducted on some employment related issues in recent times have provided a lot more insight into the development of labour markets in countries. Policies are sometimes made to cater for the needs of special categories of the labour force including Persons with Disabilities (PWD), children in the labour force, People living with HIV/AIDS at the work place and workers in the informal sector. The indicators of interest here are

i. Child Labour
The number of Children of age less than 14 actively working given by economic activity, age, sex and locality

ii. Persons With Disabilities (PWD)
Total number of PWDs in the Formal sector by sex, age, locality and by type of disability

iii. HIV/AIDS at the workplace
The total number of people living with HIV/AIDS and working by age, sex, industry and locality
4. *Cooperation among data producers and links with manpower planning:* The establishment of a well functioning and efficient LMIS can be achieved if there is coordination in the generation and use of the LMI. The involvement of social partners creates a culture of joint responsibility. In our case, the involvement of the GSS whose primary role is to provide the data from surveys and others is aimed at addressing this issue. There is still room for expanding this to include other data producers and users.

5. *Data sources and their availability:* The major sources of labour market information in Ghana can be grouped into four main categories:

2.5 Data Sources
- **Household based surveys:** Under this category it is still useful to distinguish between household surveys with comprehensive labour force component and those without. In the former case, the scope of possible analyses is broadened significantly. It allows more appropriate definitions to be constructed using information collected on variables. Information from household surveys without the labour force component has narrow scope of possible analyses because the data set is smaller. The major household based surveys conducted in recent times that provide labour market information include the following:
  o **Population censuses** conducted in 1960, 1970, 1984 and 2000 by the Ghana Statistical Service, (GSS) collected comprehensive data on the labour force, employment, unemployment, education and training. Census data had the total population in view and covered both the economically and the non-economically active population. Information on types of school attended, levels of education of the employed labour force and etc was also collected
  o **The 1998/99 Ghana Living Standards Survey (GLSS 4)** conducted by the GSS had a comprehensive labour force component. It is the fourth round of a nationally representative household-based survey conducted by the Ghana Statistical Service to provide data on continuing basis for the measurement of the living standards of the population. GLSS4 was carried out over a 12-month period (April 1998 to March 1999) covering a representative sample of 5,998 households, containing over 25,855 household members. Detailed information was collected on all aspects of living conditions including health, education, employment, housing, agricultural activities, the operation of non-farm establishments, remittances, savings, and credit and assets. The special focus of GLSS4 was on collecting detailed data on labour force, income and expenditure and therefore provides an invaluable data source in assessing decent work deficits.
The 1998/99 Core Welfare Indicators Questionnaire (CWIQ) Survey conducted by the Ghana Statistical Service constituted an integral part of the national welfare monitoring system to complement the GLSS. The CWIQ therefore was designed to collect the minimum amount of information needed to identify and classify target groups and to provide basic welfare monitoring information.

The 2000 Child Labour Survey conducted by the Ghana Statistical Service in collaboration with the Ministry of Manpower, Youth and Employment (MMYE) as part of an ILO Statistical Information Monitoring Programme on Child Labour. The survey sought to collect quantitative data on children’s activities, including schooling, economic, non-economic activities as well as household chores with the view to establishing a database that will be updated on a continual basis to provide benchmarks for measuring progress with regard to the elimination of the problem of child labour, which constitutes unacceptable work and therefore decent work deficits.

The 2000 Ghana Labour Market Survey conducted by the Ministry of Manpower, Youth and Employment sought, among others, to collect, collate, analyze, interpret and disseminate labour force data on employment, unemployment, under employment, incomes, education and skills training of individuals both in the formal and informal sectors. The survey, the first of its kind in the country, covered three categories of target groups namely 4122 Households, 753 Formal Sector Establishments and 2224 Informal Sector Establishments. The Households study dealt with socio-demographic characteristics of 15,889 household members surveyed while the Informal Sector component examined informal sector establishments including the traditional apprenticeship system, their characteristics, operations, demand and supply of labour in the sector and critical skills and training required in the sector. The study on Formal Sector establishments also looked at enterprise characteristics but this time focusing on larger, formal and well-structured and organized enterprises.

The 2001 Ghana People’s Security Survey (PSS) conducted by the Centre for Social Policy Studies (CSPS) of the University of Ghana, Legon in collaboration with the Institute of Statistical, Social and Economic Research (ISSER), University of Ghana, Legon and the Ministry of Manpower Development and Employment within the framework of the In-focus Programme on Socio-Economic Security of the ILO, which is aimed at promoting conditions that would enhance people’s security in life and in work. Most questions were directed towards an adult household member about his or her securities and insecurities in life and hence sought to collect information on eight forms of security and the four aspects of each security, namely: Basic security, Income security,
Labour security, Labour market security, Employment security, Job security, Work insecurity, Skills security and Representative security

- **Establishment based surveys**: Data from these surveys provide specific information on some variables which are only broadly covered in household surveys. Information from such surveys allows further analysis of aggregate data into specialized groups. Some of the recent establishment surveys conducted in Ghana are:
  o The Ghana Manufacturing Enterprise Survey conducted by the Centre for the Study of African Economics, University of Oxford and the Ghana Statistical Service in 1994 and 1995 surveyed 195 manufacturing enterprises. Topics covered at the firm level include background information of firms, output and costs, investments, employment, financial markets and contractual relations; and entrepreneurial networking relations. The workers’ component of the questionnaire dealt with their demographic characteristics, educational background; occupation and wages and salaries.
  o Employment exchange registers on the unemployed at the Public Employment Centres (PEC) that operate within the Labour Department of the MMYE. The centres organized and operated a labour market system aimed at achieving full employment in Ghana by conducting labour inspections in industrial establishments employing labour subject to Paragraph 48 of the Labour Decree, 1967 (NRCD 157), and in compliance with ILO Convention No. 81 concerning Labour Inspections which Ghana has ratified

- **Administrative Records**: Statistical surveys are not the only source of labour market information. Policy makers and other users of LMI need both statistical and non-statistical information as inputs in the system supporting labour market interventions. Non-statistical information derived from policy documents, legislation, or reviews and studies is essential to supplement the statistical information from household and other surveys. Some of the key areas of coverage are:
  o Administrative records of the Social Security and National Insurance Trust (SSNIT);
  o Administrative records of the Ministry of Education, Science and Sports which also collects enrollment and manpower data annually on all the three levels of education – basic, secondary and tertiary in addition to vocational training. This data helps in the computation of teaching staff establishment for basic and second cycle educational institutions.
  o Public Sector payrolls from the Controller and Accountant –General’s Department
  o Administrative records from the Office of the Head of Civil Service and Public Services Commision
- **Specialized and ad-hoc surveys**
  - Consumer Price Index (CPI) Surveys conducted bi-monthly by the Ghana Statistical Service
  - The National Daily Minimum Wage Survey of 1999 conducted by Labour Department under the Ministry of Manpower, Youth and Employment on small-scale enterprises employing 1-10 people in sampled districts in all the ten administrative regions of the country. The purpose of the survey was to determine the rate of payment or compliance with the prevailing statutory national daily minimum wage. It also sought to provide baseline data to guide deliberations by the Tripartite Committee on Wages and Salaries in determining national minimum wage.
  - Vacancy and Skills Survey was initiated by the MMYE through advertisements in the two largest circulation daily newspapers (Daily Graphic and Ghanaian Times) to generate primary data to plan and monitor labour market trends and to analyse changes in the labour absorptive capacity of the economy. The survey provided indications as to the dynamics of the labour market, vacancies declared, type of skills or educational attainment required, the sector of the economy requiring labour, and type of ownership of the organization.
  
- The National Registration of Unemployed and Underemployed Persons was conducted by the Ministry of Manpower, Youth and Employment in 2001 in response to an urgent need for a more comprehensive, up-to-date and reliable data on unemployment and underemployment in the country. The registration exercise was to collect basic demographic and socio-economic data on the unemployed and underemployed persons for informed decision making, planning, monitoring and evaluation of programmes and other interventions towards developing the human capital and assisting people to manage risks that make them vulnerable to poverty. The nation-wide exercise targeted the unemployed and underemployed persons between the ages 7 and 55 years seeking for work and those willing to manage their current situations due to inadequate employment situation. Unemployed and Underemployed of people were asked to voluntarily present themselves at the centres to register.

**SECTION 3: LEGISLATIVE AND REGULATORY FRAMEWORK**
Labour market policies may be given different interpretations and meanings by different people. In some cases labour market policies refer to labour legislation and regulations, conditions of work and etc while in other instances they refer to employment policies, which are strongly linked to macroeconomic policies as well as various sector policies (educational policies, infrastructural policies stimulating labour based methods and etc).

In most instances adequate reliable data central to the practice and theory of public policy formulation, implementation, monitoring and evaluation is not readily available. In most developing countries, of which Ghana is no exception, getting data from authoritative sources is extremely difficult. This is because the institutions responsible for compiling data and making them available to would be users are ill-equipped (personnel and equipment wise) and hence the dearth of data from such institutions.

In accordance with the Constitution of Ghana official statistics are supposed to be published regularly and at different intervals. While some are fairly regularly published, for example the Consumer Price Index (CPI) Bulletin, others have taken more than six years and still not published for example the Ghana Living Standard Survey (GLSS 4).

Some of the reference periods for publication of statistics are enshrined in the 1992 Constitution of Ghana. For example, the monthly CPI is to be published by the end of the second week of the ensuing month. For the Quarterly Digest of Statistics, it is to be published three weeks after each quarter, however, some of the key statistics such as the aggregate demand of GDP, and the statistics on the number of schools and health clinics have information only up to 1997. For the Annual Abstracts, these are published in the first month of the ensuing year.

Various other laws and regulations have been passed by different governments at different times in our development process. Such laws and regulations have touched on different aspects of the labour including standards, social protection, data compilation, employment and wages. Among these laws and regulations are the following:

i. Trade Union Ordinance, 1941;
ii. Industrial Relations Act (1958 and 1965);
iii. Labour Decree, 1967 (NLCD 157);
iv. Labour Regulations, L.I. 632;
v. Daily rated workers (Minimum Remuneration) Instrument, 1966 (E.I.14);
vi. Factories, Offices and Shops Act, 1970 (ACT 383);
vii. Prices and Incomes Board Decree, 1972 (NRCD 119);
viii. Statistical Services Law, 1985 (PNDC L 135);
ix. Workmen’s compensation Law,1987 (PNDC L187);
x. Social Security Law, 1991 (PNDC L247);
xii. Public Services (Negotiating) Committee Law, 1992 (PNDC L 309);

While most of these laws and regulations have primarily sought to promote industrial harmony and welfare of workers, there are clauses and conventions on hours of work, weekly rest, minimum wage fixing, labour inspection, underground work and many
others. Collectively, these laws have regulated employment, working conditions, labour relations and implicitly on documentation of records in Ghana. Under the Free Zones Act for example, tax and import duty concessions were given to companies to enhance their export potential and increase growth in jobs. The Free Zones Board is therefore a valuable data source of labour market information.

The compilation of Labour Statistics has again been given further legal basis from the recently passed Labour Act (ACT 651, 2003). The new Labour Act covers more issues in detail than previous laws including the establishment of employment agencies which could be a very good source of aspects of LMI, conditions of employment, trade unions and employers’ organizations, collective bargaining and collective agreements and clauses concerning temporary workers.

SECTION 4: INSTITUTIONAL FRAMEWORK

It is widely known that Institutional arrangements to collect information are an integral part of a labour market information system. Some agencies in both public and private sectors carry out data collection exercises at different times regularly in some cases and ad-hoc in others. The ability to collect relevant information thus the sustainability of the LMIS will depend on the institutional structure in which the system will operate. Of prime importance are the linkages between government departments responsible for various policies affecting the labour market on the one hand, and the statistical agencies on the other. An analysis focusing on the division of responsibilities and the degree of autonomy of various institutions, the involvement of users, and linkages with the broader economic environment provides valuable insights on how an efficient and effective information system could be established.

4.1 Institutional Roles

4.1.1 Ministry of Manpower, Youth and Employment

The Ministry of Manpower, Youth and Employment comprises Labour Department, Social Welfare Department, Cooperatives Department, Factories Inspectorate Department and the administrative Headquarters. Each of these departments carries out activities that produce labour market information which could serve us inputs into the LMIS. Policy formulation requires scientific analysis of data so as to make informed decisions. It is the responsibility of the Ministry to ensure that labour market information is collected by responsible units within these departments in collaboration with the Ghana Statistical Service to ensure uniformity in standards and methodologies. In particular, the Ministry is to ensure and facilitate the development of an efficient and effective LMIS. The MMYE is to ensure that labour market information is collected, interpreted and disseminated and thus should lead in the coordination of other stakeholders. Usually this strategy of establishing an efficient mechanism to assess the usefulness of the LMI and enhance a systematic flow of information from producers and users adopts a coordinated
data collection and dissemination system within the national government. Within the MMYE, the PPMED is responsible for the development of the LMIS and the secretariat has to be well resourced in both personnel and logistics to enable it perform the task. The Ministry is to ensure that adequate budgetary allocation is made for collection of labour-related data within the Ministry, continuous training of staff in relevant areas such as statistical analysis and lastly for the sustainability of the operation of the LMIS. The Employment Information Bureaus have to be made to function effectively and efficiently as they form a good source of labour supply data.

4.1.2 Labour Department
The Department has some of its functions being to provide labour market information and statistics in collaboration with other government agencies for human resource planning, development and utilization and also to administer labour legislation. It has offices in all the ten regions of Ghana and 73 districts spread over all the regions. As part of its functions, the Department carries out registration of unemployed job-seekers at 62 Public Employment Centres (PEC) scattered in all the regions. Very useful labour information is thus being collected and stored by the Department which also conducts surveys on specified labour-related issues to provide data for the LMIS. The human resource needs of the Department should be enhanced and adequate funds allocated to enable it carry out these functions. The LMIS Steering Committee should collaborate with the Department in the determination of the data requirements of the LMIS and the role of the Department in the collection of such data.

4.1.3 Ghana Statistical Service
The Ghana Statistical Service has the legal basis to collect, compile, analyse and disseminate data on economic, social, and all aspects of Ghana’s development. The Service used to conducted establishment surveys at regular points in time and published such information in its Quarterly Digest of Statistics. It is the agency with the appropriate ground structures for the conduct of household and establishment surveys and has actually been conducting the Ghana Living Standards Surveys some of which have a Labour Force component. The Service should work closely with the MMYE in determining the labour statistical needs of Ghana and how to collect such data. Its representation on the Steering Committee should be at very high level (Deputy Government Statistician), for effective implementation of decisions. The Service should also collaborate with other agencies that collect data to ensure uniformity in standards and enhance comparability and advice the MMYE on the scheduling and budgeting of labour-related surveys.

4.1.4 Ministry of Education, Science and Sports (MESS)
The MESS oversees the activities of all educational institutions in Ghana and already has a well coordinated and functioning system that compiles data enrollment and graduation at all levels of the education system. Data on vocational and professional training in terms numbers of students enrolled and graduating are also collected. The MESS should provide the MMYE with all the relevant data that it collects for input into the LMIS and collaborate in the determination of future data needs of the LMIS which the MESS will lead in collection.
4.1.5. Ministry of Trade, Industries, PSI and PSD
Following from the maxim that the ability to trade provides a country with lots of opportunities for employment if carefully considered, the Ministry should a very valuable source of labour market information, particularly on jobs created as a result of the implementation of its policies and programmes. The Policy Planning, measurement and Evaluation division of the Ministry should be strengthened to enable it compile such information in collaboration with the MMYE which will use the data as inputs into the LMIS. Where special institutions or agencies have been established for the sole purpose of enhancing the achievements of the goals of the Ministry, such as the Free Zones Board, such agencies become primary data providers and should be obliged to submit data on pre-determined variables to the MMYE.

4.1.6. Ministry of Finance and Economic Planning (MOFEP)
The role of the MOFEP in the development and sustenance of the LMIS is primarily to ensure that adequate allocation of funds is made to the MMYE to enable it establish the system and carry out all the related functions. In particular, funding has to be provided for training of relevant staff to manage the system and for the conduct of any surveys by either the Labour Department or the Ghana Statistical Service to collect data on the labour market.

4.1.7. Organized Labour. (The Trades Union Congress(T.U.C))
The TUC is both a user and producer of labour market information and should thus collaborate with the MMYE in the determination of the type of data to be collected in any labour force survey to serve as inputs into the LMIS. The TUC also keeps records of activities of its subsidiary unions and provides a useful source of data on industrial relations.

4.1.8. Ghana Employers’ Association (GEA)
Similar to the TUC, the Ghana Employers’ Association should be interested in the use of the information contained in the LMIS as it relates to specific areas of their functions. The Association has a research unit that also compiles information aspects of the labour market information such as wages of industry workers and negotiations with labour. The GEA should collaborate with the MMYE in determining the data requirements of the LMIS and fund some of the activities of the Ministry as regards to the compilation of the data.

4.1.9. Research Institutions (ISSER and CSPS of the University of Ghana)
These are academic entities which sometimes conduct surveys and research on economic and social issues including labour. It is for this reason that the Steering Committee should include some representation from the academia to also ensure that any such data on the labour market collected by these institutions are made available to the MMYE.

4.1.9. Social Security and National Insurance Trust (SSNIT)
The SSNIT keeps comprehensive data of immense value to the LMIS in its databank at the Pension House of the organization. This very important source of administrative data could also provide information on employment, unemployment, and earnings for the purpose of wage and employment trends. SSNIT should collaborate with MMYE and the GSS to determine any other data on LMI which is not already being collected by them but is of interest to MMYE for possible entry on their administrative forms and subsequent transmission to the Ministry.

4.1.10. Office of the Head of the Civil Service (OHCS)
The OHCS is generally responsible for the welfare of workers of the Civil Service and should keep a database of numbers of persons employed within the various branches of the Civil service as well as their working conditions including wages. The OHCS should collaborate with the MMYE in the provision of LMI from its administrative records.
Appendix 1

STATISTICAL TABLES

Population
Table 1.1 Population by census year and rate of growth
Table 1.2 Population by age groups and sex
Table 1.3 Population growth rate (age group, sex, and locality)
Table 1.4 Projected population by age group, sex, region and locality
Table 1.5 Population by districts and by age groups

Labour and Manpower Statistics
Table 2.1 Labour Force by Sex, Region and Locality
Table 2.2 Labour Force Participation rate by age group, Sex, Region and Locality
Table 2.3 Projected Labour Force by Sex, Region and Locality
Table 2.4 Employment by Industry, Occupation and sex
Table 2.5 Employment by Industry, Region and sex
Table 2.6 Employment by Industry, Educational Level and Sex
Table 2.7 Number of hours worked by Industry, Occupation and sex
Table 2.8 Projected employment by Industry and Occupation
Table 2.9 Number of Unemployed by Educational Level, Sex and age group
Table 2.10 Number of unemployed by Educational Level and locality and sex
Table 2.11 Time-related Under-employment by sex and locality
Table 2.12 Hours worked by economically active population by industry, occupation
And sex
Table 2.13 Distribution of excessive hours of work per by industry and occupation

Labour Demand and Supply
Table 3.1 Number of job Openings by Occupation, Industry and Region
Table 3.2 Number of Job Openings by Occupation, Educational Level and Sex
Table 3.3 Number of Job Openings by Occupation, Educational Level and Experience required
Table 3.4 Number of job seekers by Sex, Educational Level and Region
Table 3.5 Number of job seekers by Sex, Educational Level and Experience
Table 3.6 Number of job seekers by Sex, Educational Level and Occupation
Table 3.7 Number of Vacancies notified in the local newspapers by Occupation

Education and Training
Table 4.1 Number of primary and secondary schools by Region
Table 4.2 Number of tertiary and vocational institutions by type and Region
Table 4.3 Enrollment in schools by year, type, sex and Region
Table 4.4 Expected graduates from tertiary institutions by sex, type, course and level

Wages and Earnings
Table 5.1 Basic national minimum wage by year
Table 5.2 Minimum wage levels by Sector and year
Table 5.3 Average monthly Earnings per employee by Sector, year
Table 5.4 Average Earnings by Occupation and year
**Industrial Relations**
Table 6.1 Number of trade Unions and Employers’ organizations by Industry
Table 6.2 Number of Disputes resolved by Industry
Table 6.3 Number of Disputes unresolved by Industry
Table 6.4 Number of CBAs negotiated and concluded by Industry and year
Table 6.5 Number of Bargaining Certificates issued by Industry and year
Table 6.6 Number of strikes and lockouts by industry and year
Table 6.7 Labour Productivity by Industry and by size of firm

**Informal Sector**
Table 7.1 Estimated Employment by type of business and activity
Table 7.2 Estimated Employment by sex, type of business and region
Table 7.3 Average earnings by occupation, sex, and type of business
Table 7.4 Projected growth in employment by type of business and activity

**Economic Statistics**
Table 8.1 Aggregate Economic Indicators over 5 years
Table 8.2 GDP by Economic Activity (sectors) in current prices over 5 years
Table 8.3 GDP by Economic Activity (sectors) in constant prices over 5 years
Table 8.3 Sectoral growth rates over 5 years
Table 8.5 Consumer Price Indices by year
Table 8.6 Incidence of poverty by Region, Urban/Rural

**Child Labour**
Table 9.1 Number of children in active work by age, sex, type of activity,
Table 9.2 Number of children in active work by region and locality
Table 9.3 Average earnings by industry, activity, age and sex
Table 9.4 Number of children in active work by educational level attained

**Persons with Disabilities**
Table 10.1 Number of PWDs in active formal sector work by sex age and industry
Table 10.2 Number of PWDs in active work by sex, locality and type of disability
Table 10.3 Average earnings of PWDs by industry, activity, age and sex

**Persons Living with HIV/AIDS at the workplace**
Table 11.1 Number of persons working in the formal sector and have HIV/AIDS by
Sex, age and region
Table 11.2 Number of persons working in the formal sector and have HIV/AIDS by
Industry and locality
## Appendix 2.
GHANA: LABOUR STATISTICAL INDICATORS AND DATA SOURCES

<table>
<thead>
<tr>
<th>No</th>
<th>Indicator</th>
<th>Institution(s) Producing it</th>
<th>Data sources</th>
<th>Periodicity</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.</td>
<td>Status in Employment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td>Employment by sector</td>
<td>Ministry of Manpower, Youth &amp; Employment; Centre for Social Policy Studies and Institute of Statistical, Social and Economic Research, University of Ghana, Legon</td>
<td>Ghana Labour Market Survey; Enterprise based Survey; Peoples Security Survey; Household-based Survey</td>
<td>Upon Request</td>
<td>2000</td>
</tr>
<tr>
<td>5.</td>
<td>Part-time workers</td>
<td>Ministry of Manpower, Youth &amp; Employment; Centre for Social Policy Studies and Institute of Statistical, Social and Economic Research, University of Ghana, Legon</td>
<td>Ghana Labour Market Survey; Enterprise based Survey; Peoples Security Survey; Household-based Survey</td>
<td>Upon Request</td>
<td>2000</td>
</tr>
<tr>
<td>6.</td>
<td>Hours of work</td>
<td>Ministry of Manpower, Youth &amp; Employment; Centre for Social Policy Studies and Institute of Statistical, Social and Economic Research, University of Ghana, Legon</td>
<td>Ghana Labour Market Survey; Enterprise based Survey; Peoples Security Survey; Household-based Survey</td>
<td>Upon Request</td>
<td>2000</td>
</tr>
<tr>
<td>8.</td>
<td>Unemployment</td>
<td>Ministry of Manpower, Youth &amp; Employment; Centre for Social Policy Studies and Institute of Statistical, Social and Economic Research, University of Ghana, Legon</td>
<td>Ghana Labour Market Survey; Enterprise based Survey; Peoples Security Survey; Household-based Survey</td>
<td>Upon Request</td>
<td>2000</td>
</tr>
<tr>
<td>9.</td>
<td>Youth Unemployment rate</td>
<td>Ministry of Manpower, Youth &amp; Employment; Centre for Social Policy Studies and Institute of Statistical, Social and Economic Research, University of Ghana, Legon</td>
<td>Ghana Labour Market Survey; Enterprise based Survey; Peoples Security Survey; Household-based Survey</td>
<td>Upon Request</td>
<td>2000</td>
</tr>
<tr>
<td>10.</td>
<td>Long-term unemployment</td>
<td>Ministry of Manpower, Youth &amp; Employment; Centre for Social Policy Studies and Institute of Statistical, Social and Economic Research, University of Ghana, Legon</td>
<td>Ghana Labour Market Survey; Enterprise based Survey; Peoples Security Survey; Household-based Survey</td>
<td>Upon Request</td>
<td>2000</td>
</tr>
<tr>
<td>11.</td>
<td>Unemployment by educational attainment</td>
<td>Ministry of Manpower, Youth &amp; Employment; Centre for Social Policy Studies and Institute of Statistical, Social and Economic Research, University of Ghana, Legon</td>
<td>Ghana Labour Market Survey; Enterprise based Survey; Peoples Security Survey; Household-based Survey</td>
<td>Upon Request</td>
<td>2000</td>
</tr>
<tr>
<td>12.</td>
<td>Time related underemployment</td>
<td>Ministry of Manpower, Youth &amp; Employment; Centre for Social Policy Studies and Institute of Statistical, Social and Economic Research, University of Ghana, Legon</td>
<td>Ghana Labour Market Survey; Enterprise based Survey; Peoples Security Survey; Household-based Survey</td>
<td>Upon Request</td>
<td>2000</td>
</tr>
<tr>
<td>13.</td>
<td>Inactivity rate</td>
<td>Ministry of Manpower, Youth &amp; Employment; Centre for Social Policy Studies and Institute of Statistical, Social and Economic Research, University of Ghana, Legon</td>
<td>Ghana Labour Market Survey; Enterprise based Survey; Peoples Security Survey; Household-based Survey</td>
<td>Upon Request</td>
<td>2000</td>
</tr>
<tr>
<td>15.</td>
<td>Manufacturing wage indices</td>
<td>Ministry of Manpower, Youth &amp; Employment; Centre for Social Policy Studies and Institute of Statistical, Social and Economic Research, University of Ghana, Legon</td>
<td>Ghana Labour Market Survey; Enterprise based Survey; Peoples Security Survey; Household-based Survey</td>
<td>Upon Request</td>
<td>2000</td>
</tr>
<tr>
<td>17.</td>
<td>Hourly compensation costs</td>
<td>Ministry of Manpower, Youth &amp; Employment; Centre for Social Policy Studies and Institute of Statistical, Social and Economic Research, University of Ghana, Legon</td>
<td>Ghana Labour Market Survey; Enterprise based Survey; Peoples Security Survey; Household-based Survey</td>
<td>Upon Request</td>
<td>2000</td>
</tr>
<tr>
<td>18.</td>
<td>Labour productivity and unit labour costs</td>
<td>Ministry of Manpower, Youth &amp; Employment; Centre for Social Policy Studies and Institute of Statistical, Social and Economic Research, University of Ghana, Legon</td>
<td>Ghana Labour Market Survey; Enterprise based Survey; Peoples Security Survey; Household-based Survey</td>
<td>Upon Request</td>
<td>2000</td>
</tr>
<tr>
<td>20.</td>
<td>Poverty, working poverty and income distribution</td>
<td>Ministry of Manpower, Youth &amp; Employment; Centre for Social Policy Studies and Institute of Statistical, Social and Economic Research, University of Ghana, Legon</td>
<td>Ghana Labour Market Survey; Enterprise based Survey; Peoples Security Survey; Household-based Survey</td>
<td>Upon Request</td>
<td>2000</td>
</tr>
</tbody>
</table>

### GHANA SPECIFIC INDICATORS

<table>
<thead>
<tr>
<th>No</th>
<th>Indicator</th>
<th>Institution(s) Producing it</th>
<th>Data sources</th>
<th>Periodicity</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>21.</td>
<td>Labour supply and demand</td>
<td>Labour Department</td>
<td>Registrations at EIB and surveys from the Dailies</td>
<td>Daily</td>
<td></td>
</tr>
<tr>
<td>23.</td>
<td>Industrial Relations</td>
<td>TUC, GEA and Labour Department</td>
<td>Labour Inspections, Administrative records</td>
<td>Yearly</td>
<td></td>
</tr>
<tr>
<td>24.</td>
<td>Fatal injury rate (per 100,000 employees)</td>
<td>Labour Dept</td>
<td>Labour Inspections</td>
<td>Supposedly Routine</td>
<td>2000</td>
</tr>
<tr>
<td>No.</td>
<td>Description</td>
<td>Source 1</td>
<td>Source 2</td>
<td>Frequency</td>
<td></td>
</tr>
<tr>
<td>-----</td>
<td>------------------------------------------------------------------------------</td>
<td>-----------------------------------------------</td>
<td>-----------------------------------------------</td>
<td>-------------</td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>Occupational Injury insurance average</td>
<td>Labour Dept</td>
<td>Labour Inspections</td>
<td>Supposedly Routine</td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>Social Dialogue and Workplace Relations Union density rate</td>
<td>Labour Department</td>
<td>Administrative Records</td>
<td>Monthly</td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>Collective wage bargaining coverage rate</td>
<td>Labour Department</td>
<td>Administrative Records</td>
<td>Monthly 2000</td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>Strikes and lockouts</td>
<td>Labour Department</td>
<td>Administrative Records</td>
<td>Monthly 2000</td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>Output per employed person</td>
<td>Ghana Statistical Service</td>
<td>Ghana Living Standards Survey (4)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>Growth of output per employed person</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>32</td>
<td>Education of Adult population Composition of employment by economic sector.</td>
<td>Ghana Statistical Service</td>
<td>Population and Housing Census</td>
<td>Decennial 2000</td>
<td></td>
</tr>
<tr>
<td>33</td>
<td>Adequate earnings and productive work</td>
<td>Ghana Statistical Service</td>
<td>Ghana Living Standards Survey (4)</td>
<td>5 years 1999</td>
<td></td>
</tr>
<tr>
<td>34</td>
<td>Mean annual household income and per capital income</td>
<td></td>
<td></td>
<td>5 years March 1999</td>
<td></td>
</tr>
<tr>
<td>35</td>
<td>Mean annual household and per capital expenditure</td>
<td>Ghana Statistical Service</td>
<td>Ghana Living Standard Survey Household-based Sample Survey</td>
<td>5 years March 1999</td>
<td></td>
</tr>
<tr>
<td>36</td>
<td>Labour complaints</td>
<td>Labour Department</td>
<td>Administrative Records</td>
<td>On-going 2000</td>
<td></td>
</tr>
<tr>
<td>37</td>
<td>Seasonality of employment</td>
<td>Centre for Social Policy Studies, University of Ghana, Legon</td>
<td>Peoples Security Survey Methodology</td>
<td>On-going</td>
<td></td>
</tr>
<tr>
<td>38</td>
<td>Unsatisfactory level of safety and health conditions at workplace</td>
<td>Centre for Social Policy Studies, University of Ghana, Legon</td>
<td>Ghana PSS</td>
<td>2002</td>
<td></td>
</tr>
<tr>
<td>39</td>
<td>Absence of responsibility for health and safety at workplace</td>
<td>Centre for Social Policy Studies, University of Ghana, Legon</td>
<td>Ghana PSS</td>
<td>2001</td>
<td></td>
</tr>
<tr>
<td>40</td>
<td>Non-availability of First Aid facility at workplace</td>
<td>Centre for Social Policy Studies, University of Ghana, Legon</td>
<td>Ghana PSS</td>
<td>2002</td>
<td></td>
</tr>
</tbody>
</table>