



REPUBLIC OF GHANA

## MEDIUM TERM EXPENDITURE FRAMEWORK (MTEF) FOR 2023-2026

# MINISTRY OF EMPLOYMENT AND LABOUR RELATIONS



## PROGRAMME BASED BUDGET ESTIMATES FOR 2023

**THEME:**

**Restoring and Sustaining Macroeconomic Stability and  
Resilience through Inclusive Growth & Value Addition**



Nkabom Budget

# ***MINISTRY OF EMPLOYMENT AND LABOUR RELATIONS***



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The MoELR MTEF PBB for 2023 is also available on the internet at: [www.mofep.gov.gh](http://www.mofep.gov.gh)



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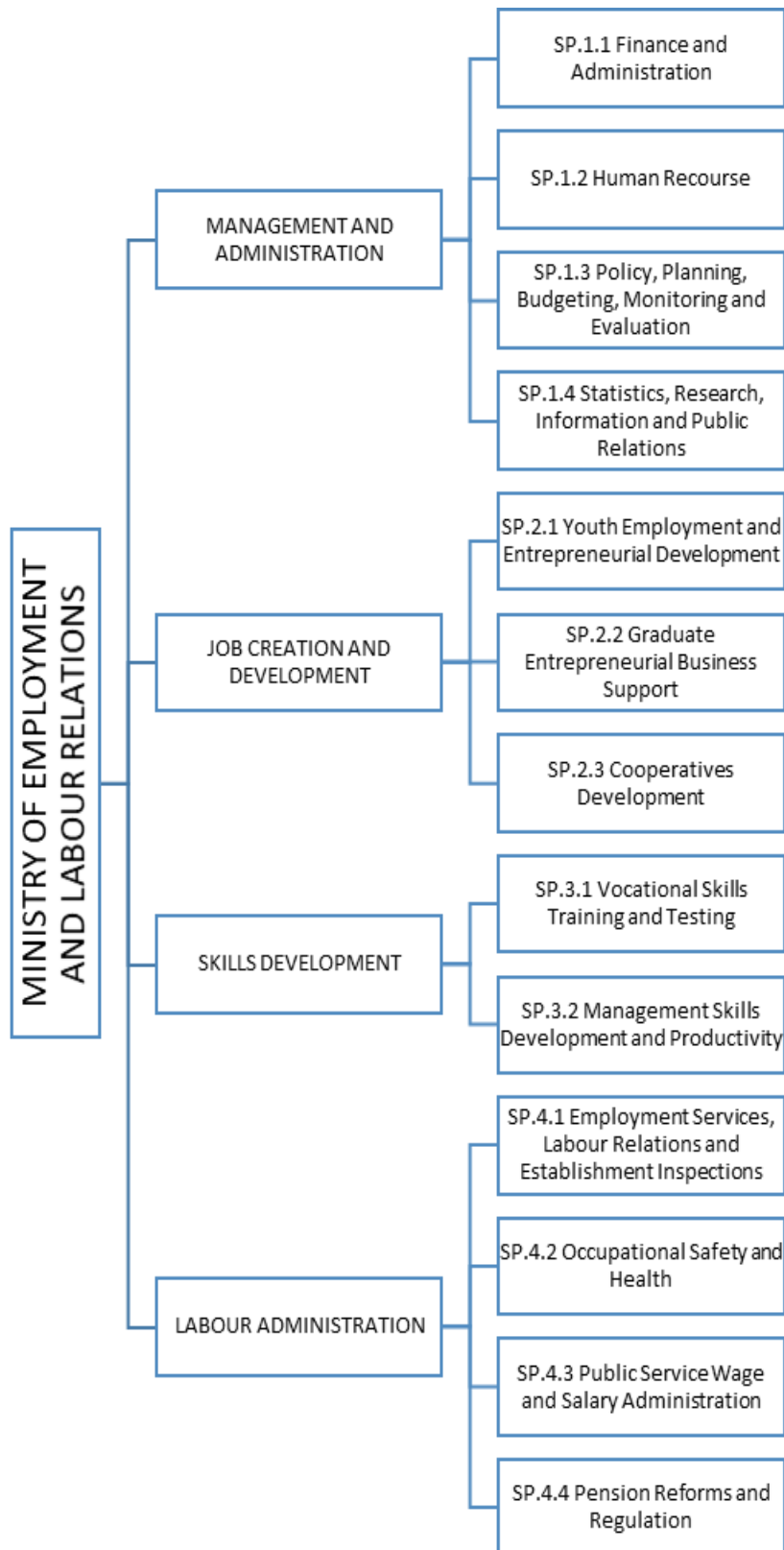
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## PROGRAMME STRUCTURE – MINISTRY OF EMPLOYMENT AND LABOUR RELATIONS.





## 1.5. Appropriation Bill

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

Entity: 024 - Ministry of Employment and Labour Relations

Year: 2023 | Currency: Ghana Cedi (GHS)

Version 1

	GoG				IGF				Funds / Others			Donors			Grand Total
	Compensation of employees	Goods and Services	31 - Non financial assets	Total	Compensation of employees	Goods and Services	31 - Non financial assets	Total	Statutory	ABFA	Others	Goods and Services	31 - Non financial assets	Total	
<b>02401 - Management And Administration</b>	5,126,062	915,613	1,096,240	7,137,915								23,133,498	7,214,998	30,348,496	37,486,411
02401001 - Finance and Administration	2,508,097	297,044	1,096,240	3,901,381											3,901,381
02401002 - Human Resource	495,318	152,672		647,990											647,990
02401003 - Policy Planning; Budgeting; Monitoring And Evaluation	1,214,149	254,454		1,468,603								23,133,498	7,214,998	30,348,496	31,817,099
02401004 - Research; Statistics; Info. And Public Relations	908,498	211,443		1,119,941											1,119,941
<b>02402 - Job Creation and Development</b>	9,336,916	277,384		9,614,300		140,273		140,273							9,754,573
02402003 - Cooperatives Development	9,336,916	277,384		9,614,300		140,273		140,273							9,754,573
<b>02403 - Skills Development</b>	4,488,556	26,303		4,514,859		1,499,064	374,766	1,873,830							6,388,689
02403002 - Management Skills Development and Productivity	4,488,556	26,303		4,514,859		1,499,064	374,766	1,873,830							6,388,689
<b>02404 - Labour Administration</b>	21,334,151	923,400		22,257,551		812,118		812,118							23,069,669
02404001 - Employment Services; Labour Relations and Establishment Inspections	9,342,342	530,161		9,872,503		277,746		277,746							10,150,249
02404002 - Occupational Safety and Health	3,629,397	212,473		3,841,870		534,372		534,372							4,376,242
02404003 - Public Services Wage and Salaries Administration	8,362,412	180,766		8,543,178											8,543,178
<b>Grand Total</b>	<b>40,285,685</b>	<b>2,142,700</b>	<b>1,096,240</b>	<b>43,524,625</b>		<b>2,451,455</b>	<b>374,766</b>	<b>2,826,221</b>				<b>23,133,498</b>	<b>7,214,998</b>	<b>30,348,496</b>	<b>76,699,342</b>

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

## **1. NMTDPF POLICY OBJECTIVES**

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

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

## **2. GOAL**

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

## **3. CORE FUNCTIONS**

The core functions of the Ministry are to:

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



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- 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 the provision of employable skills and apprenticeship particularly to the youth, through vocational and technical training at all levels to promote decent and sustainable jobs,
  - Ensure occupational safety and health for all workers in both the formal and informal sectors,
  - Ensure all workplaces conform to labour laws through labour inspection, and
  - Facilitate the development of vibrant co-operatives and small-scale enterprises for employment generation and poverty reduction.





#### 4. POLICY OUTCOME INDICATORS AND TARGETS

Outcome Indicator Description	Unit of Measurement	Baseline		Latest Status		Target	
		Year	Value	Year	Value	Year	Value
Unemployment rate	Extent to which LMIS is operational	2019	LMIS Piloted at the Regional Centres	2022	LMIS implementation reviewed	2025	LMIS operational in all PECs
	% of persons available and looking for work but without work.	2019	11.8	2022	7.1	2025	5.0
Youth Employment	Number of unemployed youth linked to employment opportunities through Government interventions	2019	107,576	2022	<b>80,735</b>	2025	106,000
Conducive Workplace Environment	Number of industrial hygiene and safety surveys conducted	2019	80	2022	<b>12</b>	2025	100
Incidence of Industrial Accidents	Workplace Inspections conducted	2019	2,140	2022	<b>3,342</b>	2025	3,000
Improved safety and health at work places	No. of industrial accidents recorded	2019	18	2022	<b>17</b>	2025	10
Industry Harmony	Labour complaints Addressed	2019	75%	2022	<b>47%</b>	2025	100%
Increased pension coverage	No. of persons enrolled onto the tier 3 pension scheme	2019	239,889	2022	<b>538,255</b>	2025	2,0000
Reduced incidence of child labour	Child Labour rate	2019	21.8%	2021	21.8%	2025	5%



## 5. EXPENDITURE TRENDS

In 2022, the Ministry was allocated total budget of GH¢258,170,000.00. This represents a growth rate of 24.08% over the 2021 allocation of GH¢208,063,127.00. Funds from GoG increased from GH¢77,215,480.00 in 2021 to GH¢80,602,000.00 in 2022 representing 4.39% while IGF decreased from GH¢152,947,694.00 to GH¢142,948,000 in 2022 representing 15.30%. Development Partner's component of the allocation decrease from GH¢796,334.00 in 2021 to GH¢34,620.00 in 2022. Under GoG, Compensation of Employees decreased from GH¢68,758,386.00 in 2021 to GH¢73,682.00 in 2022 indicating a 13.97% growth while Goods and Services increased from GH¢3,739,587.00 to GH¢83,092,000 indicating 5%. Allocation for Capital Expenditure (CAPEX) in 2021 was GH¢4,717,508.00 while GH¢72,990,000 allocated in 2022.

As at 30th September, 2022, the total release to the Ministry stood at GH¢131,284,283 from GoG and IGF, out of which GH¢128,829,612 was expended. The releases from GoG amounted GH¢54,261,757 while Internally Generated Funds (IGF) amounted GH¢20,164,207. Of the total expenditure, GH¢74,425,964 was expended on Compensation of Employees (COE), GH¢36,250,420 on the use of Goods and Services, and GH¢18,153,228 on Capital Expenditure (CAPEX).

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

### Summary of Expenditure (2022)

Economic classification	2022 Approved Budget (GH¢) - A	2022 Revised Budget (GH¢) - B	2022 Release (GH¢) - C	Actual Payment - D	Variance E=(B-C)	Var. % (E/B)
Compensation of Employees	102,088,000	102,088,000	74,425,964	74,425,964	27,662,036	27%
Goods and Services	83,092,000	58,164,400	38,414,176	36,250,420	19,750,224	34%
Capital Expenditure	72,990,000	51,093,000	18,444,143	18,153,228	33,485,857	64%
<b>Total Expenditure</b>	<b>258,170,000</b>	<b>211,345,400</b>	<b>131,284,283</b>	<b>128,829,612</b>	<b>80,061,117</b>	<b>38%</b>



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In 2023, the projected allocation to the Ministry is GH¢ 226,564,007. This represents a negative growth rate of 12.24% with respect to the 2022 allocation of GH¢258,170,000. The decline in the budget allocation is mainly as a result of the realignment of three the (3) Skills Training Institutions: National Vocational Training Institute, Opportunities Industrialisation Centre – Ghana and the Department of Integrated Community Centres for Employable Skills, to the TVET Service under the Ministry of Education. Funds from GoG decreased from GH¢80,602,000 in 2022 to GH¢44,519,093 in 2023 representing -44.77% while IGF decreased from GH¢142,948,000 in 2022 to GH¢100,335,032 in 2023 representing -29.87% (-ve). Development Partner’s component of the allocation increased from GH¢34,620,000 in 2022 to GH¢81,709,882 in 2023 representing a 136.02%. Under GoG, Compensation of Employees decreased from GH¢73,682,000 in 2022 to GH¢42,980,153 in 2023 indicating a 0.42% growth while Goods and Services decreased from GH¢3,618,000 to GH¢ 1,142,700 in 2023 indicating negative 0.68% (-ve) growth. There was a 30% (-ve) reduction in the allocations for Capital Expenditure (CAPEX) from GH¢3,302,000 in 2022 to GH¢396,240 in 2023.

For the 2023 to 2026 medium term, the average allocations to the sector is projected to be around GH¢250 million per year. The 2023 indicative total allocation to the Ministry is decrease by 12.24% (-ve) over the 2022 allocation. The 2024 total allocation on the other hand is projected to increase by 13.36% (+ve) over 2023 allocation while 2025 allocation is projected to increase by 23.62% (+ve) over the 2024 allocation.

## 6. 2021 KEY ACHIEVEMENTS

In 2022, the Ministry recorded the following key achievements by programme:

### P1. Management and Administration

- Maiden National Labour Conference organised
- Draft Bilateral Labour Agreement Template developed to regulate labour export
- Nationwide survey on the incidence of harassment in the world of work conducted
- **12** strike actions resolved and **25** Trade Unions engaged to ensure industrial harmony
- Call Centre and centralised online grievance redress system established
- **48** MELR and Labour Department staff trained in MIS
- National Employment Coordinating Committee (NEEC) established
- Employment Sector Working Group Established
- **7** project consultants engaged

### P2. Job creation and Development

- **80,735** youth were engaged by the YEA
- **1,248** cooperative societies registered
- **1,357** inspections conducted on cooperative societies
- **17,200** cooperative society farmers and **408** artisans trained
- **2,931** people were employed by cooperative



### **P3. Skills Development**

- **11,102** youth admitted for vocational skills training
- **34,355** vocational skills candidates tested in various trade
- **1031** persons trained on management and development
- **65** SME's trained on SCORE Project

### **P4. Labour Administration**

- **11,200** job seekers placed in job vacancies
- **436** workmen compensation registered and **244** victims compensated
- **3,342** shops, offices and factories inspected
- **520** new shops, offices and factories registered
- **120** sensitisation programmes on pensions organised
- **223** pension schemes and Corporate Trustees inspected
- **GHS 6,390,493.38** received from recalcitrant pension defaulting employers

### **Pictures 2022 Key Achievements of MELR**

#### **The National Labour Conference**

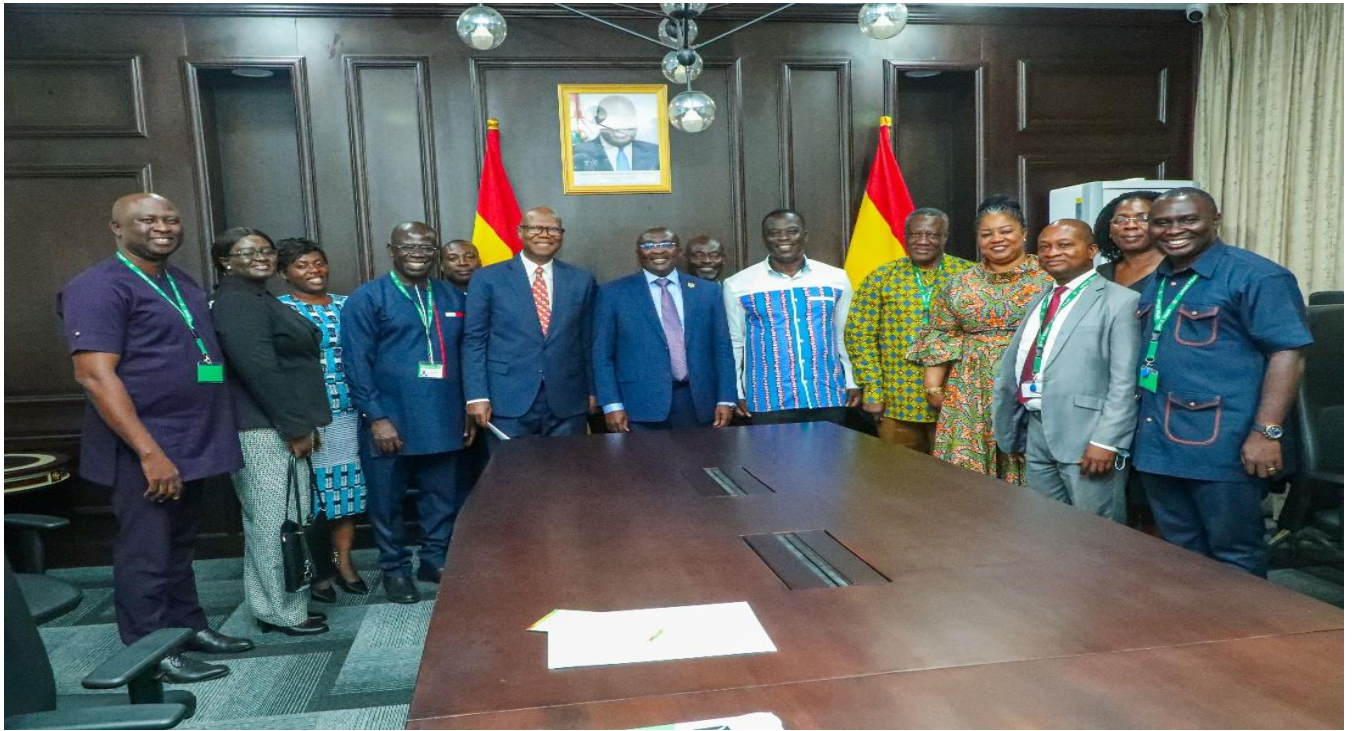




## Pictures 2022 Key Achievements of MELR



**Pictures 2022 Key Achievements of MELR**



**Vice President's visit with NPRA CEO**



**MELR/LD/GGC joint collaboration on 2022 Job Fair in some selected regions**



**Pictures 2022 Key Achievements of MELR**



**Department of Factories Inspectorates: Safety talks**  
**Department of Factories Inspectorates: Safety talks**









## 2.6 Budget by Chart of Account

### 6.0- Programme, Sub-Programme and Natural Account Summary

**Entity:** 024 - Ministry of Employment and Labour Relations

**Funding:** All Source of Funding

**Year:** 2023 | **Currency:** Ghana Cedi (GHS)

**Version 1**

	2023	2024	2025	2026
<b>Programmes - Ministry of Employment and Labour</b>	<b>76,699,342</b>	<b>92,939,319</b>	<b>92,939,319</b>	<b>92,939,319</b>
<b>02401 - Management And Administration</b>	<b>37,486,411</b>	<b>37,486,411</b>	<b>37,486,411</b>	<b>37,486,411</b>
<b>02401001 - Finance and Administration</b>	<b>3,901,381</b>	<b>3,901,381</b>	<b>3,901,381</b>	<b>3,901,381</b>
21 - Compensation of Employees [GFS]	2,508,097	2,508,097	2,508,097	2,508,097
22 - Use of Goods and Services	257,690	257,690	257,690	257,690
27 - Social benefits [GFS]	10,770	10,770	10,770	10,770
28 - Other Expense	28,584	28,584	28,584	28,584
31 - Non financial assets	1,096,240	1,096,240	1,096,240	1,096,240
<b>02401002 - Human Resource</b>	<b>647,990</b>	<b>647,990</b>	<b>647,990</b>	<b>647,990</b>
21 - Compensation of Employees [GFS]	495,318	495,318	495,318	495,318
22 - Use of Goods and Services	152,672	152,672	152,672	152,672
<b>02401003 - Policy Planning; Budgeting; Monitoring And Evalua</b>	<b>31,817,099</b>	<b>31,817,099</b>	<b>31,817,099</b>	<b>31,817,099</b>
21 - Compensation of Employees [GFS]	1,214,149	1,214,149	1,214,149	1,214,149
22 - Use of Goods and Services	23,387,952	23,387,952	23,387,952	23,387,952
31 - Non financial assets	7,214,998	7,214,998	7,214,998	7,214,998
<b>02401004 - Research; Statistics; Info. And Public Relations</b>	<b>1,119,941</b>	<b>1,119,941</b>	<b>1,119,941</b>	<b>1,119,941</b>
21 - Compensation of Employees [GFS]	908,498	908,498	908,498	908,498
22 - Use of Goods and Services	211,443	211,443	211,443	211,443
<b>02402 - Job Creation and Development</b>	<b>9,754,573</b>	<b>9,754,573</b>	<b>9,754,573</b>	<b>9,754,573</b>
<b>02402003 - Cooperatives Development</b>	<b>9,754,573</b>	<b>9,754,573</b>	<b>9,754,573</b>	<b>9,754,573</b>
21 - Compensation of Employees [GFS]	9,336,916	9,336,916	9,336,916	9,336,916
22 - Use of Goods and Services	417,657	417,657	417,657	417,657
<b>02403 - Skills Development</b>	<b>6,388,689</b>	<b>6,388,689</b>	<b>6,388,689</b>	<b>6,388,689</b>





## 2.6 Budget by Chart of Account

### 6.0- Programme, Sub-Programme and Natural Account Summary

**Entity:** 024 - Ministry of Employment and Labour Relations

**Funding:** All Source of Funding

**Year:** 2023 | **Currency:** Ghana Cedi (GHS)

**Version 1**

	2023	2024	2025	2026
<b>02403002 - Management Skills Development and Productivity</b>	<b>6,388,689</b>	<b>6,388,689</b>	<b>6,388,689</b>	<b>6,388,689</b>
21 - Compensation of Employees [GFS]	4,488,556	4,488,556	4,488,556	4,488,556
22 - Use of Goods and Services	1,525,367	1,525,367	1,525,367	1,525,367
31 - Non financial assets	374,766	374,766	374,766	374,766
<b>02404 - Labour Administration</b>	<b>23,069,669</b>	<b>39,309,646</b>	<b>39,309,646</b>	<b>39,309,646</b>
<b>02404001 - Employment Services; Labour Relations and Establ</b>	<b>10,150,249</b>	<b>10,150,249</b>	<b>10,150,249</b>	<b>10,150,249</b>
21 - Compensation of Employees [GFS]	9,342,342	9,342,342	9,342,342	9,342,342
22 - Use of Goods and Services	807,907	807,907	807,907	807,907
<b>02404002 - Occupational Safety and Health</b>	<b>4,376,242</b>	<b>4,376,242</b>	<b>4,376,242</b>	<b>4,376,242</b>
21 - Compensation of Employees [GFS]	3,629,397	3,629,397	3,629,397	3,629,397
22 - Use of Goods and Services	746,845	746,845	746,845	746,845
<b>02404003 - Public Services Wage and Salaries Administration</b>	<b>8,543,178</b>	<b>8,543,178</b>	<b>8,543,178</b>	<b>8,543,178</b>
21 - Compensation of Employees [GFS]	8,362,412	8,362,412	8,362,412	8,362,412
22 - Use of Goods and Services	180,766	180,766	180,766	180,766
<b>02404004 - Pension Reforms and Regulations</b>		<b>16,239,977</b>	<b>16,239,977</b>	<b>16,239,977</b>
27 - Social benefits [GFS]		3,458,000	3,458,000	3,458,000
28 - Other Expense		2,780,960	2,780,960	2,780,960
31 - Non financial assets		10,001,017	10,001,017	10,001,017



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## **PART B: BUDGET PROGRAMME SUMMARY**

### **PROGRAMME 1: MANAGEMENT AND ADMINISTRATION**

#### **1. Budget Programme Objectives**

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

#### **2. Budget Programme Description**

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

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

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

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

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

The Human Resource Directorate organises and facilitates competency-based and scheme of service training programmes for staff of the Ministry to enhance service delivery. It also prepares and facilitate the promotion interviews for qualified officers.



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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.





## 2.8. Budget by Chart of Account

### 8 - Sub-Programme and Natural Account

**Entity:** 024 - Ministry of Employment and Labour Relations

**Funding:** All Source of Funding

**Year:** 2023 | **Currency:** Ghana Cedi (GHS)

**Version 1**

	2023	2024	2025	2026
02401 - Management And Administration	37,486,411	37,486,411	37,486,411	37,486,411
21 - Compensation of Employees [GFS]	5,126,062	5,126,062	5,126,062	5,126,062
22 - Use of Goods and Services	24,009,757	24,009,757	24,009,757	24,009,757
27 - Social benefits [GFS]	10,770	10,770	10,770	10,770
28 - Other Expense	28,584	28,584	28,584	28,584
31 - Non financial assets	8,311,238	8,311,238	8,311,238	8,311,238



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# **BUDGET SUB-PROGRAMME SUMMARY**

## **PROGRAMME 1: MANAGEMENT AND ADMINISTRATION**

### **SUB-PROGRAMME 1.1: Finance and Administration**

#### **1. Budget Sub-Programme Objectives**

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

#### **2. Budget Sub-Programme Description**

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

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

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

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

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

The directorate has a staff strength of seventy-six (76) 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				
		2021		2022		Budget Year	Indicative Year	Indicative Year	Indicative Year	
		Target	Actual	Target	Actual	2023	2024	2024	2026	
Assets procured	Number of equipment & logistics procured	Office Furniture	3	3	3	5	1	1	1	1
		ICT equipment procured	5	5	5	15	15	15	15	15
		Printers	3	3	3	5	0	0	0	0
		Scanners	2	2	2	2	0	0	0	0
Works procured	Number of offices constructed & rehabilitated	Labour office complex constructed	0	0	0	0	0	0	0	0
		Offices Rehabilitated	0	0	0	1	1	1	1	1
Maintenance of office equipment & Utilities	Number of office equipment & Utilities maintained	Office equipment maintained	1	1	1	1	1	1	1	1
		Utilities service	0	0	0	0	0	0	0	0
Audit Reports Issued	Quarterly Audit committee meetings held		0	0	0	2	5	4	4	4
	Quarterly and Annual Internal Audit Reports produced		5	5	5	5	5	4	4	4
Statutory Committee Meetings	Number of Statutory Committee Meetings held	National Tripartite Committee,	6	6	6	6	6	6	6	6
		Entity Tender Committee	2	2	2	4	4	4	4	4
		Management meetings organised	6	6	6	12	12	12	12	12
MELR financial information produced	Number of financial information produced	Quarterly & annual Financial Statements produced	4	4	4	4	4	4	4	4





#### 4. Budget Sub-Programme Operations and Projects

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

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





## 2.8. Budget by Chart of Account

### 8 - Sub-Programme and Natural Account

**Entity:** 024 - Ministry of Employment and Labour Relations

**Funding:** All Source of Funding

**Year:** 2023 | **Currency:** Ghana Cedi (GHS)

**Version 1**

	2023	2024	2025	2026
02401001 - Finance and Administration	3,901,381	3,901,381	3,901,381	3,901,381
21 - Compensation of Employees [GFS]	2,508,097	2,508,097	2,508,097	2,508,097
22 - Use of Goods and Services	257,690	257,690	257,690	257,690
27 - Social benefits [GFS]	10,770	10,770	10,770	10,770
28 - Other Expense	28,584	28,584	28,584	28,584
31 - Non financial assets	1,096,240	1,096,240	1,096,240	1,096,240



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# **BUDGET SUB-PROGRAMME SUMMARY**

## **PROGRAMME 1: MANAGEMENT AND ADMINISTRATION**

### **SUB-PROGRAMME 1.2: Human Resource**

#### **1. Budget Sub-Programme Objective**

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

#### **2. Budget Sub-Programme Description**

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

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

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

The operational cost of the Directorate is covered under the annual Government of Ghana budget allocation. 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			
		2021 target	2021 Actual	2022 target	2022 Actual	Budget Year 2023	Indicative Year 2024	Indicative Year 2024	Indicative Year 2026
Competency-Based Training	Number of MELR staff attended Competency-based training	30	47	50	40	100	100	100	100
Scheme of Service Trainings organised	Number of MELR staff who attended Scheme of service training	50	48	50	31	70	70	70	70
Promotion Interviews facilitated	Number of MELR staff promoted	15	20	15	21	30	30	30	30
Manpower Audit (SPAR)	Number of MELR staff assessed	117	115	117	130	135	135	135	135
Sector wide HR Forum organised	Number of meetings held	4	2	4	1	4	4	4	4
Succession Plan developed	Succession Plan available and approved	-	-	-	-	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 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2023 | Currency: Ghana Cedi (GHS)

Version 1

	2023	2024	2025	2026
02401002 - Human Resource	647,990	647,990	647,990	647,990
21 - Compensation of Employees [GFS]	495,318	495,318	495,318	495,318
22 - Use of Goods and Services	152,672	152,672	152,672	152,672



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## **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-One (21) 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			
		2021		2022		Budget Year 2023	Indicative Year 2024	Indicative Year 2024	Indicative Year 2026
		target	Actual	target	Actual				
Labour Policies developed	Number of Employment Policies developed	1	1	1		1	1	1	1
Programmes and projects monitored	Monitoring report (s)	2	1	1		2	2	2	2
Laws and regulations reviewed	Number of Labour laws and regulations reviewed	1	1	1		1	1	1	1
Budget Performance Reports prepared and submitted	Number of Budgets Performance Reports prepared	5	4	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 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2023 | Currency: Ghana Cedi (GHS)

Version 1

	2023	2024	2025	2026
02401003 - Policy Planning;Budgeting; Monitoring And	31,817,099	31,817,099	31,817,099	31,817,099
21 - Compensation of Employees [GFS]	1,214,149	1,214,149	1,214,149	1,214,149
22 - Use of Goods and Services	23,387,952	23,387,952	23,387,952	23,387,952
31 - Non financial assets	7,214,998	7,214,998	7,214,998	7,214,998





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## **BUDGET SUB-PROGRAMME SUMMARY**

### **PROGRAMME 1: MANAGEMENT AND ADMINISTRATION**

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

##### **1. Budget Sub-Programme Objectives**

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

##### **2. Budget Sub-Programme Description**

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

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

The RSIM Directorate manages the following activities:

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

Currently, there are twenty (20) officers (Deputy Directors, Assistant Directors, Information Officers, Programmes Officers, Research Officers, etc.) working in the RSIM Directorate of the Ministry of Employment and Labour Relations. These 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			
		2021 target	2021 Actual	2022 Target	2022 Actual	Budget Year 2023	Indicative Year 2024	Indicative Year 2024	Indicative Year 2026
Labour Market Survey	Survey Report published.	1	0	1		1	1	1	1
Public Awareness programmes	Number of sensitisation programmes organised.	1	1	8		10	10	10	10
Data collection and analysis on topical labour issues	Number of reports produced	1	1	2		10	10	10	10
Research into labour issues	Number of labour research conducted	1	0	1		1	1	1	1
Information, Education and Communication (IEC) Materials	Number of IEC materials distributed.	20	100	200		200	300	300	300
Maintenance of ICT machines and infrastructure	Number of times ICT machines and infrastructure are maintained	4	3	4		4	4	4	4

### 4. Budget Sub-Programme Operations and Projects

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

Operations
Labour statistics and Research
Development and Management of Databases
Research and Development
Regular Updating of Software License
Technology transfer
Media Relations
Information, Education and Communication

Projects
Software Acquisition and Development
Computer hardware and accessories



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Publications, Campaigns and Programmes	
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Statistics Development Planning	
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## 2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 024 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2023 | Currency: Ghana Cedi (GHS)

Version 1

	2023	2024	2025	2026
02401004 - Research; Statistics; Info. And Public Relati	1,119,941	1,119,941	1,119,941	1,119,941
21 - Compensation of Employees [GFS]	908,498	908,498	908,498	908,498
22 - Use of Goods and Services	211,443	211,443	211,443	211,443



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# BUDGET PROGRAMME SUMMARY

## PROGRAMME 2: JOB CREATION AND DEVELOPMENT

### 1. Budget Programme Objectives

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

### 2. Budget Programme Description

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

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

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

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

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

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



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## Groups

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





## 2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

**Entity:** 024 - Ministry of Employment and Labour Relations

**Funding:** All Source of Funding

**Year:** 2023 | **Currency:** Ghana Cedi (GHS)

**Version 1**

	2023	2024	2025	2026
<b>02402 - Job Creation and Development</b>	<b>9,754,573</b>	<b>9,754,573</b>	<b>9,754,573</b>	<b>9,754,573</b>
02402003 - Cooperatives Development	9,754,573	9,754,573	9,754,573	9,754,573
21 - Compensation of Employees [GFS]	9,336,916	9,336,916	9,336,916	9,336,916
22 - Use of Goods and Services	417,657	417,657	417,657	417,657



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## **BUDGET SUB-PROGRAMME SUMMARY**

### **PROGRAMME 2: JOB CREATION AND DEVELOPMENT**

#### **SUB-PROGRAMME 2.1: Youth Employment and Entrepreneurial Development**

##### **1. Budget Sub-Programme Objectives**

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

##### **2. Budget Sub-Programme Description**

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

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

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

In view of the recent re-alignment policy of Ghana, YEA has been redesigned into three





(3) programme components and support services. These are:

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

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

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

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

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

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

### 3. Budget Sub-Programme Results Statement

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

Main Output	Output Indicator	Past Years				Projections			
		2021		2022		Budget Year 2023	Indicative Year 2024	Indicative Year 2024	Indicative Year 2026
		Target	Actual	Target	Actual				
Youth in Security (Community Policing)	Beneficiaries engaged under the modules	15,000	12,950	20,000	15,000	15,000	15,000	15,000	
Youth in Sanitation	Beneficiaries engaged under the modules	45,000	45,000	45,000	45,000	45,000	45,000	45,000	



Main Output	Output Indicator	Past Years				Projections			
		2021		2022		Budget Year 2023	Indicative Year 2024	Indicative Year 2024	Indicative Year 2026
		Target	Actual	Target	Actual				
Community Health Assistants	Beneficiaries engaged under the modules	3,000	3,000	3,000	6,000	6,000	6,000	6,000	6,000
Community Improvement Programme	Beneficiaries engaged under the modules	0	7,668	10,000	7,735	10,000	10,000	10,000	10,000
Youth in Trades and Vocation	Beneficiaries Engaged under the module	8,000	7,251	8,000	0	15,000	15,000	15,000	15,000
Job Centre	Youth linked to job opportunities	3,000	2,000	3,000	0	-	500	500	500
Work abroad programme	Beneficiaries Engaged under the module	6,200	0	2,000	0	-	2,000	2,000	2,000
Regional Flagship programme	Beneficiaries Engaged under the module	8,000	0	5,000	0	-	-	-	-
Youth in entrepreneurship	Beneficiaries engaged under the modules	5,000	5,000	10,000	5,000	5,000	-	-	-
Youth in Prisons Service	Beneficiaries engaged under the modules	-	0	-	2,000	2,000	2,000	2,000	2,000
Youth in Fire Service	Beneficiaries engaged under the modules	-	0	-	-	-	-	-	-
Komeda Sugar Model	Beneficiaries engaged under the modules	-	0	-	-	3,000	3,000	3,000	3,000
Coastal Sanitation	Beneficiaries engaged under the modules	-	0	-	-	7,000	7,000	7,000	7,000
Youth in Land Reclamation	Beneficiaries engaged under the modules	-	0	-	-	5,000	5,000	5,000	5,000
Youth in Teak Cultivation	Beneficiaries engaged under the modules	-	0	-	-	5,000	5,000	5,000	5,000
Youth in Salt Mining	Beneficiaries engaged under the modules	-	0	-	-	12,000	12,000	12,000	12,000
Youth in Sustainable Charcoal Processing	Beneficiaries engaged under the modules	-	0	-	-	2,000	2,000	2,000	2,000



Main Output	Output Indicator	Past Years				Projections			
		2021		2022		Budget Year 2023	Indicative Year 2024	Indicative Year 2024	Indicative Year 2026
		Target	Actual	Target	Actual				
<b>TOTAL</b>		<b>130,000</b>	<b>70,520</b>	<b>106,000</b>	<b>80,735</b>	<b>119,500</b>	<b>119,500</b>	<b>119,500</b>	<b>119,500</b>

#### 4. Budget Sub-Programme Operations and Projects

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

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



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## **BUDGET SUB-PROGRAMME SUMMARY**

### **PROGRAMME 2: JOB CREATION AND DEVELOPMENT**

#### **SUB-PROGRAMME 2.2: Graduate Entrepreneurial Business Support**

##### **1. Budget Sub-Programme Objective**

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

##### **2. Budget Sub-Programme Description**

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

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

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

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



### 3. Budget Sub-Programme Results Statement

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

Main Output	Output Indicator	Past Years				Projections			
		2021		2022		Budget Year 2023	Indicative Year 2024	Indicative Year 2024	Indicative Year 2026
		Target	Actual	Target	Actual				
Unemployed graduates Trained	Number trained								
Graduates assisted to develop business plans to obtain funding	Number of graduates								
Graduate Industrial attachment	Number of beneficiaries								
Executive international exposure	Number of beneficiaries								

### 4. Budget Sub-Programme Operations and Projects

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

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



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## **BUDGET SUB-PROGRAMME SUMMARY**

### **PROGRAMME 2: JOB CREATION AND DEVELOPMENT**

#### **SUB-PROGRAMME 2.3 Cooperatives Development**

##### **1. Budget Sub-Programme Objectives**

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

##### **2. Budget Sub-Programme Description**

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

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

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

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

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



development in the District Centres and also, create employment and jobs in the District and Rural areas.

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

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

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

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

A total of 323 officers comprising 311 for the Department and 12 for the Ghana Co-operatives Council contribute to deliver this sub-programme and it is funded by GOG, and Donors funds.

### 3. Budget Sub-Programme Results Statement

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

Main Output	Output Indicator	Past Years				Projections			
		2021		2022		Budget Year	Indicative Year	Indicative Year	Indicative Year
		target	Actual	target	Actual	2023	2024	2024	2026
Cooperative Societies registered	Number of Cooperative societies registered	900	2,133	1,000	1248	1,100	1,250	1,300	1,350
Audit and Inspection of Cooperative Societies books	Number of Societies Audited	1,000	616	1,200	464	900	1,000	1,100	1,200
	Number of Inspections carried out	450	1,201	700	1357	900	1,000	1,200	1,300



Main Output	Output Indicator	Past Years				Projections			
		2021		2022		Budget Year 2023	Indicative Year 2024	Indicative Year 2024	Indicative Year 2026
		target	Actual	target	Actual				
Arbitration of Conflicts in the Societies	Number of Conflicts resolved and Arbitrated	90%	75%	90%	82%	90%	100%	100%	100%
Training of Co-operative Members in Cooperative management and entrepreneurial skills	No. of Cops members trained	1,000	1200	1,200	1,218	1,300	1,300	1,400	1,400
Unemployed youth sensitised on Cooperative	No. of youth Sensitised	400	184	300	300	350	350	350	350
Training of Co-operative Members trained in management and entrepreneurial skills	Artisans trained	450	120	500	408	600	650	650	650
	Farmers Trained	2,500	5,320	3,200	17,200	6,000	7,200	8,000	8,200

#### 4. Budget Sub-Programme Operations and Projects

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

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







## 2.8. Budget by Chart of Account

### 8 - Sub-Programme and Natural Account

**Entity:** 024 - Ministry of Employment and Labour Relations

**Funding:** All Source of Funding

**Year:** 2023 | **Currency:** Ghana Cedi (GHS)

**Version 1**

	2023	2024	2025	2026
02402003 - Cooperatives Development	9,754,573	9,754,573	9,754,573	9,754,573
21 - Compensation of Employees [GFS]	9,336,916	9,336,916	9,336,916	9,336,916
22 - Use of Goods and Services	417,657	417,657	417,657	417,657



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# BUDGET PROGRAMME SUMMARY

## PROGRAMME 3: SKILLS DEVELOPMENT

### 1. Budget Programme Objectives

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

### 2. Budget Programme Description

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

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

- NVTI 34
- OICG 3
- ICCES 63

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

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

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



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market and develop skills training areas to meet the current modern industries demand.

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

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

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

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

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





## 2.6 Budget by Chart of Account

6.0- Programme, Sub-Programme and Natural Account Summary

Entity: 024 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2023 | Currency: Ghana Cedi (GHS)

Version 1

	2023	2024	2025	2026
<b>02403 - Skills Development</b>	<b>6,388,689</b>	<b>6,388,689</b>	<b>6,388,689</b>	<b>6,388,689</b>
02403002 - Management Skills Development and Productivity	6,388,689	6,388,689	6,388,689	6,388,689
21 - Compensation of Employees [GFS]	4,488,556	4,488,556	4,488,556	4,488,556
22 - Use of Goods and Services	1,525,367	1,525,367	1,525,367	1,525,367
31 - Non financial assets	374,766	374,766	374,766	374,766



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# BUDGET SUB-PROGRAMME SUMMARY

## PROGRAMME 3: SKILLS DEVELOPMENT

### SUB-PROGRAMME 3.1 Vocational Skills Training and Testing

#### 1. Budget Sub-Programme Objectives

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

#### 2. Budget Sub-Programme Description

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

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

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

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

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

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

The three (3) Institutions implementing the sub-programme have a total staff strength



of 1,510 (NVTI: 888, OIC: 214, and ICCES: 408).

### 3. Budget Sub-Programme Results Statement

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

Main Output	Output Indicator	Past Years				Projections			
		2021		2022		Budget Year	Indicative Year	Indicative Year	Indicative Year
		target	Actual	target	Actual	2023	2024	2024	2026
Vocational skills training for youth	Number of the youth admitted	8,930	4,276	8,560	11,102				
Vocational skills training delivered.	Number trained.	8,550	7,472	8,590	2,710				
	No. of skills set provided in the labour marker (plumber, tilers, etc.)	0	41	41	1,022				
On-the-job training for trainees	No. of trainees placed on-the-job	4,446	2,149	5,096					
Trade tests and examination conducted.	Number of candidates tested.	36,229	32,694	45,871	34,355				
Master craft men trained	Number trained.	150	124	150	309				
Monitoring of Master craft men workshop	Number Monitored	1,500	932	2,674	367				
Master craft men accredited	Number accredited	1,000	1,125	2,674	1,507				
Training Facilities improved	No. of training centres refurbished.	35	Construction /refurbishment on-going at Accra center. Project 73% complete	Construction /refurbishment men at Accra center. Completed and commissioned					



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#### 4. Budget Sub-Programme Operations and Projects

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

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



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# BUDGET SUB-PROGRAMME SUMMARY

## PROGRAMME 3: SKILLS DEVELOPMENT

### SUB-PROGRAMME 3.2: Management Skills Development and Productivity

#### 1. Budget Sub-Programme Objectives

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

#### 2. Budget Sub-Programme Description

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

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

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

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

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

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

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

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





These are:

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

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

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

Seventy-five (75) 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			
		2021		2022		Budget Year	Indicative Year	Indicative Year	Indicative Year
		target	Actual	target	Actual	2023	2024	2024	2026
Consultancy services delivered.	Number of consultancy services delivered.	5	2	5	3	5	5	5	5
Managerial and functional courses delivered.	No. of courses delivered.	90	82	90	83	90	90	90	90
Management Development	No. of persons trained	1,000	633	1,000	1031	1500	1700	1800	1900
Research work done	No. of Researches done	3	1	4	2	3	4	5	5



SCORE rolled out	No. of SME's trained	-	60	60	65	90	90	90	90
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#### 4. **Budget Sub-Programme Operations and Projects**

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

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





## 2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 024 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2023 | Currency: Ghana Cedi (GHS)

Version 1

	2023	2024	2025	2026
02403002 - Management Skills Development and Prod	6,388,689	6,388,689	6,388,689	6,388,689
21 - Compensation of Employees [GFS]	4,488,556	4,488,556	4,488,556	4,488,556
22 - Use of Goods and Services	1,525,367	1,525,367	1,525,367	1,525,367
31 - Non financial assets	374,766	374,766	374,766	374,766



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# BUDGET PROGRAMME SUMMARY

## PROGRAMME 4: LABOUR ADMINISTRATION

### 1. Budget Programme Objectives

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

### 2. Budget Programme Description

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

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

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

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

The Department investigates, determines and facilitates the payment of workmen's compensation cases and claims, for industrial accident and occupational disease victims in the public and private sectors. Again, the Labour Department facilitates the mainstreaming of labour migration issues and foreign recruitment by collaborating with



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major stakeholders in Labour Migration Policy development as a component of the broader Migration and Development Policy. The Department issues Collective Bargaining Certificates to Unions and registers Employers' Associations.

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

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

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

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

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

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

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

A total of staff made up of Labour Department (305), Department of Factories Inspectorate (122), Organisation of African Trade Union Unity (19), Fair Wages and Salaries Commission (37) and National Pensions Regulatory Authority (106) contribute to deliver this sub-programme.





## 2.6 Budget by Chart of Account

### 6.0- Programme, Sub-Programme and Natural Account Summary

**Entity:** 024 - Ministry of Employment and Labour Relations

**Funding:** All Source of Funding

**Year:** 2023 | **Currency:** Ghana Cedi (GHS)

**Version 1**

	2023	2024	2025	2026
<b>02404 - Labour Administration</b>	<b>23,069,669</b>	<b>39,309,646</b>	<b>39,309,646</b>	<b>39,309,646</b>
<b>02404001 - Employment Services; Labour Relations and Establ</b>	<b>10,150,249</b>	<b>10,150,249</b>	<b>10,150,249</b>	<b>10,150,249</b>
21 - Compensation of Employees [GFS]	9,342,342	9,342,342	9,342,342	9,342,342
22 - Use of Goods and Services	807,907	807,907	807,907	807,907
<b>02404002 - Occupational Safety and Health</b>	<b>4,376,242</b>	<b>4,376,242</b>	<b>4,376,242</b>	<b>4,376,242</b>
21 - Compensation of Employees [GFS]	3,629,397	3,629,397	3,629,397	3,629,397
22 - Use of Goods and Services	746,845	746,845	746,845	746,845
<b>02404003 - Public Services Wage and Salaries Administration</b>	<b>8,543,178</b>	<b>8,543,178</b>	<b>8,543,178</b>	<b>8,543,178</b>
21 - Compensation of Employees [GFS]	8,362,412	8,362,412	8,362,412	8,362,412
22 - Use of Goods and Services	180,766	180,766	180,766	180,766
<b>02404004 - Pension Reforms and Regulations</b>		<b>16,239,977</b>	<b>16,239,977</b>	<b>16,239,977</b>
27 - Social benefits [GFS]		3,458,000	3,458,000	3,458,000
28 - Other Expense		2,780,960	2,780,960	2,780,960
31 - Non financial assets		10,001,017	10,001,017	10,001,017



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## **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,



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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 305.





### 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			
		2021 target	2021 Actual	2022 target	2022 Actual	Budget Year 2023	Indicative Year 2024	Indicative Year 2025	Indicative Year 2026
Job seekers registered and placed in local jobs	No. of job seekers registered	4,000	4,172	4,500	3,280	4,000	4,500	5,000	5,500
	No. of registered job seekers placed in job vacancies in all sectors.	1,000	3,231	6,500	11,200	11,500	12,000	12,500	13,000
Migrant workers registered and placed in foreign jobs vacancies.	No. of Migrant workers registered	1,000	520	1,500	158	1,580	1,500	1,500	1,500
	No. of migrant workers placed by sector.	800	200	1,000	0	200	250	280	300
Private Employment Agencies (PEA) monitored.	No. of PEAs monitored	100	54	150	112	150	200	250	300
Private Employment Agencies registered	Number of PEA registered	60	39	65	55	60	70	80	90
Career counselling visits undertaken	Number of Career counselling visits undertaken	50	53	65	70	80	90	100	110
Labour Market Information generated	Labour Market Information report produced	4	2	4	4	4	4	4	4
Labour inspections conducted	Number of companies/industries inspected	1,400	696	1,800	980	2,000	2,500	3,000	3,500
Child labour programmes rolled out	Number of communities sensitised/educated	100	62	150	120	150	200	250	300
	Number of Child Labour Cases Identified	1,700	1,526	1,700	95	100	150	200	250



Main Output	Output Indicator	Past Years				Projections			
		2021 target	2021 Actual	2022 target	2022 Actual	Budget Year 2023	Indicative Year 2024	Indicative Year 2025	Indicative Year 2026
Trade unions certified	Number of certificates issued	8	4	4	1	4	4	4	4
Collective Bargaining Certificate Issued to Unions	No. of CBCs issued	60	46	65	48	55	60	65	70
Labour complaints cases resolved	No. of labour complaints reported	50	47	50	147	150	155	160	165
	No. of reported cases resolved	30	10	30	56	70	75	80	85
Labour lay-offs (Redundancy)	No. of workers laid off or declared redundant	2,000	3,616	1,500	2,883	1,500	1,300	1,200	1,000
Workmen's Compensation	Number of cases registered	320	269	350	436	450	420	400	300
	Number of victims compensated	240	289	262	244	250	280	300	320

#### 4. Budget Sub-Programme Operations and Projects

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

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





## 2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

Entity: 024 - Ministry of Employment and Labour Relations

Funding: All Source of Funding

Year: 2023 | Currency: Ghana Cedi (GHS)

Version 1

	2023	2024	2025	2026
02404001 - Employment Services; Labour Relations and	10,150,249	10,150,249	10,150,249	10,150,249
21 - Compensation of Employees [GFS]	9,342,342	9,342,342	9,342,342	9,342,342
22 - Use of Goods and Services	807,907	807,907	807,907	807,907



# 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 two (122) 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			
		2021		2022		Budget Year	Indicative Year	Indicative Year	Indicative Year
		target	Actual	Target	Actual	2023	2024	2024	2026
Shops, offices and factories inspection conducted	Number of shops, offices and factories inspected	3,000	2, 570	3,000	3,342	3,500	4,000	4,500	5,000
Safety talks	Number of safety talks undertaken.	100	70	100	120	140	160	180	200
Industrial Hygiene Survey undertaken.	Number of Industrial hygiene survey reports produced	96	42	96	12	45	50	55	60



Main Output	Output Indicator	Past Years				Projections			
		2021		2022		Budget Year 2023	Indicative Year 2024	Indicative Year 2024	Indicative Year 2026
		target	Actual	Target	Actual				
Industrial accidents reported by industries	Number reported	68	16	66	17	All reported Accidents will be Investigated.			
Reported industrial accidents investigated	Percentage of reported industrial accidents investigated	100%	100% (8/8)	100%	100% (17/17)	100%	100%	100%	100%
New factories, shops and offices registered	No. of new factories, offices and shops registered	700	235	500	520	550	600	650	700
OSH offenders prosecuted	Number of OSH offenders Prosecuted	30	1	30	0	25	20	15	10

#### 4. Budget Sub-Programme Operations and Projects

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

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





## 2.8. Budget by Chart of Account

### 8 - Sub-Programme and Natural Account

**Entity:** 024 - Ministry of Employment and Labour Relations

**Funding:** All Source of Funding

**Year:** 2023 | **Currency:** Ghana Cedi (GHS)

**Version 1**

	2023	2024	2025	2026
02404002 - Occupational Safety and Health	4,376,242	4,376,242	4,376,242	4,376,242
21 - Compensation of Employees [GFS]	3,629,397	3,629,397	3,629,397	3,629,397
22 - Use of Goods and Services	746,845	746,845	746,845	746,845



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## **BUDGET SUB-PROGRAMME SUMMARY**

### **PROGRAMME 4: LABOUR ADMINISTRATION**

#### **SUB-PROGRAMME 4.3: Public Service Wage and Salary Administration**

##### **1. Budget Sub-Programme Objective**

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

##### **2. Budget Sub-Programme Description**

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

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

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

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



Government.

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

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

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

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

### 3. Budget Sub-Programme Results Statement

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

Main Output	Output Indicator	Past Years				Projections			
		2021		2022		Budget Year 2023	Indicative Year 2024	Indicative Year 2024	Indicative Year 2026
		target	Actual	target	Actual				
Base Pay and Pay-point Relativity Negotiated	Communique /agreement signed by stakeholders	30 <sup>th</sup> April, 2020	1 <sup>st</sup> July, 2021	30 <sup>th</sup> April, 2022	Discussion on going	30 <sup>th</sup> April, 2023	30 <sup>th</sup> April, 2024	30 <sup>th</sup> April, 2025	30 <sup>th</sup> April, 2026
Conditions of Service for Public Service Institutions Negotiated	No. of COS Completed and signed	10	3	15	16 completed, 5 ongoing	15	15	15	15
System to Link Public Service Pay to Performance	Public Service Pay linked to Performance /productivity	Performance Management	Perf. Mgt. Instrument reviewed and draft	Linking Pay to performance in the public	Model for digitising of the processes	Stakeholder engagement and sensitisation	Systems and structures for linking pay to	Linking pay to productivity piloted	Monitor implementation





Main Output	Output Indicator	Past Years				Projections			
		2021		2022		Budget Year 2023	Indicative Year 2024	Indicative Year 2024	Indicative Year 2026
		target	Actual	target	Actual				
/Productivity Developed and Implemented		Instrument Reviewed	Manual developed	service Rolled out.	s of linking pay to productivity developed	on conducted	productivity developed		
Government payroll monitored to ensure Compliance with SSPP	No of institutions' payrolls monitored and reported	Framework for Monitoring Payroll reviewed	Framework for Monitoring Payroll reviewed	Monitoring of the Public Service Payroll conducted	Payroll of Public Universities monitored	Report on CAGD payroll data analysed for 2023	Report on CAGD payroll data analysed for 2024	Report on CAGD payroll data analysed for 2025	Report on CAGD payroll data analysed for 2026
Stakeholders and the Public educated on SSPP	No. of Media persons engaged	30	30	40	50 media persons engaged	50	50	50	50
Job evaluation/ Job re-Evaluation Conducted for Public Service Institutions	Number of Public Service Institutions' Jobs re-evaluated	8	2	10	12 jobs revaluated and 47 PSIs salary/grade structure reviewed	10	10	10	10
Single Spine Pay Policy Review	Report	-	-	Draft Report	Draft Report to be submitted	Stakeholder Consultation and approval for implementation	Implementation of new Single Spine Pay Policy	Implementation of new Single Spine Pay Policy	Implementation of new Single Spine Pay Policy
Market Premium Implemented	LM survey undertaken and outcome implemented	LM survey report validated	LM survey report Completed	Stakeholder Validation of LM survey report.	2019 LM survey report Completed	Implementation of market premium	Implementation of market premium	Implementation of market premium	Implementation of market premium
Inducement Allowances in public service Implemented	Inducement allowances implemented	Framework developed for inducement allowance	nil	Framework validated	Nil	Inducement allowance piloted in the public service	Implementation of inducement allowance	Implementation of inducement allowance	Implementation of inducement allowance



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#### 4. Budget Sub-Programme Operations and Projects

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

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





## 2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

**Entity:** 024 - Ministry of Employment and Labour Relations

**Funding:** All Source of Funding

**Year:** 2023 | **Currency:** Ghana Cedi (GHS)

**Version 1**

	2023	2024	2025	2026
02404003 - Public Services Wage and Salaries Administ	8,543,178	8,543,178	8,543,178	8,543,178
21 - Compensation of Employees [GFS]	8,362,412	8,362,412	8,362,412	8,362,412
22 - Use of Goods and Services	180,766	180,766	180,766	180,766



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# BUDGET SUB-PROGRAMME SUMMARY

## PROGRAMME 4: LABOUR ADMINISTRATION

### SUB-PROGRAMME 4.4: Pension Reforms and Regulation

#### 1. Budget Sub-Programme Objective

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

#### 2. Budget Sub-Programme Description

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

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

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

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

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



### 3. Budget Sub-Programme Results Statement

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

Main Output	Output Indicator	Past Years				Projections			
		2021		2022		Budget Year 2023	Indicative Year 2024	Indicative Year 2024	Indicative Year 2026
		Target	Actual	target	Actual				
Pensions coverage in the informal sector increased	Percentage (and No.) informal sector workforce enrolled	350,000	315,980 (4%)	12% (947,670)	6.2% (538,255)	15%	18%	20%	22%
Education and sensitization on pension related issues organized for workers in all sectors	Number of sensitisation programmes organised by NPRA	30	85	40	150	40	40	40	40
Recalcitrant defaulting employers prosecuted	Percentage and number of recalcitrant defaulting employers sent to court.	80%	7 (100%)	80%	69/69 (100%)	80%	80%	80%	80%
Pension entities inspected onsite	No. of pension schemes and Corporate Trustees inspected based on risk assessment	38	15	40	26	40	40	40	40
Received pension related complaints resolved	Percentage of received pension related complaints resolved	80%	46%	80%	44% (44/99)	80%	80%	80%	80%
Private pensions schemes monitored on Real-time basis	Deployment of Risk-Based supervisory software (RBSS)		Contract yet to be awarded	RBSS software deployed	Work-in-progress (Awaiting parliamentary approval)	RBSS Implemented	RBSS Implemented	RBSS Implemented	RBSS Implemented



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#### 4. Budget Sub-Programme Operations and Projects

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

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





## 2.8. Budget by Chart of Account

8 - Sub-Programme and Natural Account

**Entity:** 024 - Ministry of Employment and Labour Relations

**Funding:** All Source of Funding

**Year:** 2023 | **Currency:** Ghana Cedi (GHS)

**Version 1**

	2024	2025	2026
02404004 - Pension Reforms and Regulations	16,239,977	16,239,977	16,239,977
27 - Social benefits [GFS]	3,458,000	3,458,000	3,458,000
28 - Other Expense	2,780,960	2,780,960	2,780,960
31 - Non financial assets	10,001,017	10,001,017	10,001,017





## 1.6. Appropriation Bill

Summary of Expenditure by Cost Center, Economic Item and Funding

Entity: 024 - Ministry of Employment and Labour Relations

Year: 2023 | Currency: Ghana Cedi (GHS)

Version 1

	GoG				IGF				Funds / Others			Donors			Grand Total
	Compensation of employees	Goods and Services	Capex	Total	Compensation of employees	Goods and Services	Capex	Total	Statutory	ABFA	Others	Goods and Services	Capex	Total	
<b>024 - Ministry of Employment and Labour Relations</b>	<b>40,285,685</b>	<b>2,142,700</b>	<b>1,096,240</b>	<b>43,524,625</b>		<b>2,451,455</b>	<b>374,766</b>	<b>2,826,221</b>				<b>23,133,498</b>	<b>7,214,998</b>	<b>30,348,496</b>	<b>76,699,342</b>
02401 - Headquarters	5,126,062	915,613	1,096,240	7,137,915								23,133,498	7,214,998	30,348,496	37,486,411
0240101 - Gen. Admin and Finance	2,508,097	297,044	1,096,240	3,901,381											3,901,381
0240101001 - Admin Office	2,508,097	297,044	1,096,240	3,901,381											3,901,381
0240102 - Policy Planning, Budget and Monitoring	1,214,149	254,454		1,468,603								23,133,498	7,214,998	30,348,496	31,817,099
0240102001 - Policy Planning, Budget and Monitoring Office	1,214,149	254,454		1,468,603								23,133,498	7,214,998	30,348,496	31,817,099
0240103 - Human Resource Management	495,318	152,672		647,990											647,990
0240103001 - Human Resource Management Office	495,318	152,672		647,990											647,990
0240104 - Research, Information and Statistics	908,498	211,443		1,119,941											1,119,941
0240104001 - Research, Information and Statistics Office	908,498	211,443		1,119,941											1,119,941
02402 - Labour Department	8,992,703	530,161		9,522,864		277,746		277,746							9,800,610
0240201 - Gen. Admin	8,992,703	530,161		9,522,864		277,746		277,746							9,800,610
0240201001 - Admin Office	8,992,703	530,161		9,522,864		277,746		277,746							9,800,610
02404 - Dept. of Factories Inspectorate	3,629,397	212,473		3,841,870		534,372		534,372							4,376,242
0240411 - Gen. Admin	3,629,397	212,473		3,841,870		534,372		534,372							4,376,242
0240411001 - Admin office	3,629,397	212,473		3,841,870		534,372		534,372							4,376,242
02405 - Dept. of Co-operatives	9,051,872	246,001		9,297,873		140,273		140,273							9,438,146
0240501 - Gen. Admin	8,895,866	246,001		9,141,867		140,273		140,273							9,282,140
0240501001 - Admin office	8,895,866	246,001		9,141,867		140,273		140,273							9,282,140
0240503 - Ghana Co-operative College	156,005			156,005											156,005
0240503001 - Ghana Co-operative College office	156,005			156,005											156,005
02450 - Management Development & Productivity Institute	4,488,556	26,303		4,514,859		1,499,064	374,766	1,873,830							6,388,689
0245001 - Gen. Admin and Finance	4,488,556	26,303		4,514,859		1,499,064	374,766	1,873,830							6,388,689
0245001001 - Gen. Admin and Finance Office	4,488,556	26,303		4,514,859		1,499,064	374,766	1,873,830							6,388,689
02452 - Organisation of African Trade Union Unity	349,639			349,639											349,639
0245201 - Gen. Admin and Finance	349,639			349,639											349,639





## 1.6. Appropriation Bill

Summary of Expenditure by Cost Center, Economic Item and Funding

Entity: 024 - Ministry of Employment and Labour Relations

Year: 2023 | Currency: Ghana Cedi (GHS)

Version 1

	GoG				IGF				Funds / Others			Donors			Grand Total
	Compensation of employees	Goods and Services	Capex	Total	Compensation of employees	Goods and Services	Capex	Total	Statutory	ABFA	Others	Goods and Services	Capex	Total	
0245201001 - Admin office	349,639			349,639											349,639
02454 - Ghana Cooperative Council	285,045	31,383		316,428											316,428
0245401 - Gen. Admin and Finance	285,045	31,383		316,428											316,428
0245401001 - Admin office	285,045	31,383		316,428											316,428
02456 - Fair Wages and Salaries Commission	8,362,412	180,766		8,543,178											8,543,178
0245601 - Gen. Admin and Finance	8,362,412	180,766		8,543,178											8,543,178
0245601001 - Admin office	8,362,412	180,766		8,543,178											8,543,178



REPUBLIC OF GHANA

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