


**IN THE THIRD SESSION OF THE FOURTH PARLIAMENT OF
THE FOURTH REPUBLIC OF GHANA**

**REPORT OF THE JOINT COMMITTEE ON EMPLOYMENT,
SOCIAL WELFARE AND STATE ENTERPRISES AND ON
YOUTH, SPORTS AND CULTURE ON THE 2008 BUDGET
ESTIMATES OF THE MINISTRY OF MANPOWER, YOUTH AND
EMPLOYMENT**

1.0 INTRODUCTION

In pursuance of Article 179 (1), (2) and (10) of the Constitution of the Republic and Standing Order 140(1), the Budget Statement and Economic Policy of the Government of Ghana for the 2008 Financial Year was presented to the House on Thursday, 15th November 2007 by the Minister of Finance and Economic Planning, Honourable Kwadwo Baah-Wiredu.

In compliance with Standing Orders 140 (4) and 184, the 2008 Draft Estimates of the Ministry of Manpower, Youth and Employment were referred to the Joint Committee for consideration and report, and the Joint Committee having held a meeting to so consider the Estimates reports as follows:

1.1 ACKNOWLEDGEMENT

The Joint-Committee is grateful to the Sector Minister, the Deputy Minister, the Chief Director and other Officials of the Ministry who attended the Committee Budget hearing session to assist the Committee deliberate on the Estimates.

2.0 REFERENCE DOCUMENT

In considering the Estimates of the Sector Ministry the under-listed documents were referred to:

- i) The 1992 Constitution of the Republic
- ii) The Budget Estimates and Economic Policy of the Government of Ghana for the 2007 Financial Year.
- iii) The Budget Estimates and Economic Policy of the Government of Ghana for the 2008 Financial Year.
- iv) The Standing Orders of the Parliament of Ghana.

3.0 MISSION STATEMENT OF THE MINISTRY OF MANPOWER, YOUTH AND EMPLOYMENT

The Ministry of Manpower , Youth and Employment exists to promote sustainable employment opportunities, management and vocational skills development, training and retraining, harmonious labour relations, safe and healthy working environment, co-operatives and group formation and social integration of the vulnerable, the excluded and the disadvantaged, for the development and growth of the economy. The Ministry does this through formulation and implementation of policies, co-ordination, monitoring and evaluation of performance of the sector; guided by belief in improved productivity, efficiency, equity and prompt responsiveness to clients. The latter comprises the labour force, employers, people with disability, the disadvantaged and the vulnerable.

4.0 OBJECTIVES OF THE MINISTRY OF MANPOWER, YOUTH AND EMPLOYMENT

In order to realize its Mission Statement, the Ministry of Manpower, Youth and Employment has set these objectives for itself:

- To become a high profile, well resourced and efficient as well as effective Ministry committed to human resource development.
- To create a sustainable environment for gainful employment
- To enhance the social well-being of all Ghanaians

4.1 DEPARTMENTS AND AGENCIES UNDER THE MINISTRY

The Ministry will achieve these objectives through the combined efforts of its under-listed Departments and Agencies:

- Ministry of Manpower, Youth and Employment – Headquarters
- Labour Department
- Department of Factories Inspectorate
- Department of Co-operatives
- Management Development and Productivity Institute
- National Vocational Training Institute
- Integrated Centre for Employable Skills
- Opportunities Industrialization Centre
- National Youth Council
- Ghana Co-operatives Council
- Ghana Co-operative College
- Organisation of African Trade Union
- Department of Social Welfare
- National Youth Employment Programme
- Fair Wages and Salaries Commission

5.0 2007 BUDGETARY ALLOCATION FOR THE MINISTRY OF MANPOWER, YOUTH AND EMPLOYMENT

For the 2007 Financial year, the Ministry has been allocated the sum of Twenty-one Million, Six Hundred and Seventy-seven Thousand, One Hundred Ghana Cedis (GH¢21,677,100.00) made up of Ten Million, Three Hundred and Twenty-five Thousand, Seven Hundred Ghana Cedis (GH¢10,325,700.00) under GoG, One Million, Three Hundred and Fifty-one Thousand, Four Hundred Ghana Cedis (GH¢1,351,400.00) from IGF sources and Ten Million Ghana Cedis (GH¢10,000,000.00) from HIPC sources under Heads 185 for the Operations of the Ministry of Manpower Youth and Employment.

The breakdown of the approved GoG sum of GH¢10,325,700.00 under the various items of expenditure is as follows:

ITEM	PE (GH¢)	AMINISTRA TION (GH¢)	SERVICE (GH¢)	INVEST MENT (GH¢)	TOTAL (GH¢)
GOG	7,589,300.00	653,900.00	632,000.00	1,450,500.0 0	10,325,700.0 0
TOTAL	7,589,300.00	653,900.00	632,000.00	1,450,500.0 0	10,325,700.0 0

Table 1

Below is a tabular representation of budgetary performance of the Ministry for the 2007 financial year matching the GoG releases against allocations for the various cost centres.

ITEM	ALLOCATION (GH¢)	RELEASED (GH¢)	VARIANCE (GH¢)	PERCENTAGE RELEASES (%)
PE	7,589,300	7,926,909.69	(337,609.69)	104.45
ADMIN	653,900	544,916.67	108,983.33	83.33
SERVICE	632,000	321,657.71	310,342.29	50.90
INVEST- MENT	1,450,500	739,029.13	711,470.87	50.95
TOTAL	10,325,700	9,532,513.20	793,186.80	92.32

Table 2

5.1 BUDGETARY RELEASES

The Joint-Committee observed that as at October 2007 about 92.32% of the approved budget under GoG for the year had been released and utilized for the intended purpose.

A cursory glance at Table 2 indicates that out of a total approved budget of Ten Million, Three Hundred and Twenty-five Thousand, Seven Hundred Ghana Cedis (GH¢10,325,700.00), Nine Million, Five Hundred and Thirty-two Thousand, Five Hundred and Thirteen Ghana Cedis, Twenty Ghana Peswas (GH¢9,532,513.20) had been released to carry out the Ministry's activities.

The Joint-Committee saw this as a demonstration of Government's commitment to promote and encourage the creation of an enabling environment for accelerated growth and also develop and implement a sector-wide approach reform programme for the Ministry of Manpower, Youth and Employment.

It was against this background, that the Joint-Committee noted the many significant achievements made by the Ministry during the year under consideration some of which we discussed below:

6.0 ACHIEVEMENTS

6.1 National Employment Policy (NEP)

The Ministry was to complete a National Employment Policy which was aimed at ensuring a cross-sectoral approach to employment issues such as Youth Employment, labour-based employment and linkages between institutional training and industry.

The Joint-Committee learnt that implementation of the Policy including the National Youth Employment Programme was in progress and as at September 2007, a total of One Hundred and Seven Thousand, Five Hundred and Twenty-four (107,524) Youth of the country had been engaged in the various modules of the National Youth Employment Programme.

6.1.1 YOUTH POLICY

The Joint-Committee was pleased to learn that the Ministry had completed work on the draft Youth Policy which highlights the contribution of the youth to National development and their developmental needs. The Joint-Committee was hopeful that the implementation action plan being worked out would be completed by the end of the year as anticipated and be subjected to stakeholders' validation.

6.1.2 RELIEF FOR PERSONS WITH DISABILITY

As envisaged under the Persons with Disability Act, Act 715, a Disability Council was established in the course of the year. The Department of Social Welfare disbursed One Hundred Thousand Ghana Cedis (GH¢100,000.00) to Persons with Disability in 20

districts. The Department further paid NHIS premium amounting to Eight Thousand, Eight Hundred and Twenty Ghana Cedis (GH¢8,820) to 2,347 orphans and vulnerable children and 1,225 of their caregivers.

6.1.3 NATIONAL SOCIAL PROTECTION STRATEGY (NSPS)

The NSPS has been developed and approved for implementation, the Joint-Committee was particularly pleased with the Livelihood Empowerment against Poverty (LEAP) programme which will provide direct cash transfers to the extreme poor and the vulnerable.

6.1.4 THE FAIR WAGES & SALARIES COMMISSION

The Ministry was successful in facilitating the passage of the law establishing the Fair Wages and Salaries Commission 2007, Act 737. The Joint-Committee was satisfied with the extent of work done towards the implementation of the Act with the constitution of the Board of the Commission, the provision of office accommodation and the establishment of the secretariat.

6.2 CHALLENGES

In spite of the apparent high budgetary allocation for the year under review, the Ministry encountered a number of difficulties some of which are discussed below:

6.2.1 LOW STAFFING LEVELS

The Joint-Committee noted that low staffing level had been one of the major challenges of the Ministry, its departments and agencies. The Management Development and Productivity Institute continued to experience low levels of staff in the professional area due to low

levels of salaries and poor conditions of service. The Department of Social Welfare, the Department of Factories Inspectorate, the Labour Department and the National Youth Council which have crucial roles to play in the human resource development of the country as envisaged under GPRS II were seriously affected by the low staffing levels.

The Joint-Committee hoped that the Ministry of Finance would extend a leave of life to the Ministry by providing a supplementary budget to enable the Ministry augment its existing staff strength.

6.2.2 INADEQUATE LOGISTICS

The Joint-Committee noted with serious concern, the inadequate logistics of the Ministry and indicated that this could have a debilitating effect on the Ministry with respect to the set objectives. The Department of Social Welfare was one of the agencies which was not able to monitor and supervise programmes in the districts and the communities due to inadequate logistics. The Joint Committee recommends that the Ministry of Finance takes the Ministry's activities as a priority and release all allocations that is due for the Ministry to be able to carry out their objectives

7.0 2008 BUDGETARY ALLOCATION FOR THE MINISTRY OF MANPOWER, YOUTH AND EMPLOYMENT

In order to achieve the set objectives with particular reference to the work programme for 2008 Financial Year, the Ministry of Manpower Youth and Employment is being allocated an amount of Twenty-One Million, Three Hundred and Ten Thousand, Two Hundred and Ninety-one Ghana Cedis (GH¢21,310,291.00), made up of Eleven

Million, Nine Hundred and Twenty-three Thousand, One Hundred and Sixty-one Ghana Cedis (GH¢11,923,161.00) under GoG, Five Million, Two Hundred Thousand Ghana Cedis (GH¢5,200,000.00) from HIPC sources, Two Million, One Hundred and Eighty-seven Thousand, One Hundred and Thirty Ghana Cedis (GH¢2,187,130.00) from IGF sources and Two Million Ghana Cedis (GH¢2,000,000.00) from Multilateral Debt Initiatives.

Below is a tabular presentation of the allocation to the Ministry and its departments and agencies.

ITEM	PE	ADMIN.	SERVICE	INVEST.	TOTAL
MMYE	76,398	193,247	169,891	218,897	658,433
NYC	1,291,859	100,214	50,946	252,230	1,695,249
MDPI	283,761	18,462	20,365	68,214	390,802
NVTI	1,825,710	33,084	30,872	60,903	1,950,569
OATUU	38,219	4,149	-	-	42,368
OIC	264,556	12,136	13,953	40,026	330,671
GCC	40,245	4,045	4,593	17,899	66,782
ICCES	660,790	20,121	25,325	36,590	742,826
FWSC	434,803	80,000	130,000	100,000	744,803
LABOUR	494,060	42,383	28,358	102,419	667,220
DSW	3,065,676	98,946	100,429	136,427	3,401,478
DFI	206,675	35,190	18,634	46,873	307,372
DOC	716,208	40,177	31,674	59,943	848,002
COOP COLLEGE	37,335	12,286	6,964	20,000	76,585
TOTAL	9,436,295	694,442	632,004	1,160,420	11,923,161

Table 2

In greater detail, the 2008 budgetary allocation to the Ministry of Manpower, Youth and Employment will enable the Ministry undertake the following activities:

- Mobilize both internal and external resources with a view of expanding and accelerating its core programmes and activities in the areas of human resource development, employment, youth empowerment and social integration and protection.
- The National Vocational Training Institute will be resourced to play a prominent role in the new educational programmes which emphasizes apprenticeship training for the youth from Junior High Schools and on the job training for graduates at tertiary institutions.
- Play a lead role in the operationalization of the National employment policy and co-ordinate and strategize on sectoral issues that will occur in the course of implementation as well as monitor set targets earmarked for other MDA's
- Complete the Development of the Human Resource policy and the implementation of the Action Plan.
- Continue to offer training to produce the requisite skilled manpower needed by industry or for self employment.
- Create awareness with its development partners among the relevant stakeholders through sensitization and educational programmes on the legislative instrument, especially, on the section that deals with the operations of private Employment Agencies and Foreign Contracts in order to ensure compliance and generation of revenue for national development.
- National Youth Council runs distance education in Youth Development with the University of Ghana.
- Expand the pilot auditing programme of the Ghana Co-operative Council.

- Provide marketable vocational skills to unskilled and unemployed youth.
- Re-organize District Farmers co-operative unions in twenty (20) districts.
- Twenty (20) new employable Training Centers equipped by 31st December 2008.
- Enhance female access to male-dominated skills training.
- Provide employable skills to PWD (Persons With Disabilities).
- Provide social welfare services to disadvantaged adults.

8.0 OBSERVATIONS AND RECOMMENDATIONS

8.1 INADEQUATE MEANS OF TRANSPORT.

The Joint-Committee observed that inadequate means of transport had been a major constraint to the Ministry's Departments and Agencies. The Joint-Committee noted that this situation was likely to have adverse effect on the smooth performance of the Ministry in terms of service delivery.

The Joint-Committee observed that most of the Departments and Agencies under the Ministry were not able to monitor and supervise the activities under their areas of jurisdiction. The Department of Social Welfare and the Factories Inspectorate Division were particularly affected, adversely, by the lack of transport in their monitoring and other field works.

The Joint-Committee accordingly recommends that the Ministry of Finance makes special arrangements to provide the Ministry and its

Agencies with some additional vehicles to enhance the performance and effectiveness of the Ministry.

8.2 LOW REMUNERATION

The Joint-Committee noted low remuneration as a serious challenge facing the Ministry which is charged with the responsibility of setting standards of productivity for others. The Joint-Committee observed that of the Ministry personnel were less motivated due to poor conditions of service. The Joint-Committee recommends that all Agencies and Departments with potential of generating Internally Generated Funds (IGF) should be allowed to retain at least a percentage to meet aspects of their expenditure and thereby improve the remuneration of their personnel.

8.3 HUMAN RESOURCE DEVELOPMENT

The Joint-Committee noted with enthusiasm the aspect of the work of the Ministry and some of its Agencies that bothered on training as it tallied with the noble objectives of the GPRS II. The Joint-Committee is of the opinion that all such agencies under the Ministry which have such responsibility ought to be assisted to be more effective in churning out their training programmes considering the fact that such training targets, very often, the youth who would otherwise be involved in all manner of vices including armed-robbery, drug dealings, rape, etc.

The Joint-Committee was particularly concerned about the lack of support for the centres of the Integrated Community Centre for Employable Skills (ICCESS) and the Opportunities Industrialization

Centre (OIC) which have serious handicap in respect of equipment, tools and other materials for effective teaching. Realising that these centres are located within the communities having direct benefit to affected localities, the Joint-Committee recommends that the District/Municipal and Metropolitan Assemblies make efforts to assist the centres with logistical support to enable them function.

The Joint-Committee further recommends that the Ministry of Finance makes a special release of funds for the revamping of these all important institutions to enable them assist in ridding our streets of deviants.

8.4 MANAGEMENT DEVELOPMENT AND PRODUCTIVITY INSTITUTE

The Joint-Committee observed that part of the present parcel of land on which the Management Development and Productivity Institute (MDPI) is located has been encroached upon by a hotel investor and other private individuals. Efforts by the MDPI to reclaim the encroached pieces of land had resulted in protracted legal tussle in the law courts which case was yet to be called for adjudication since 2000 when the complaint was lodged with the courts.

The Joint-Committee recommends that Government sets up a Task Force to investigate this matter and find a lasting solution to it to forestall the use of scarce resources in the settlement of protracted legal disputes with the squatters many of whom have fully developed their illegally acquired properties.

8.5 THE NATIONAL YOUTH EMPLOYMENT PROGRAMME

8.5.1 EVALUATION OF PERFORMANCE

The National Youth Employment Programme (NYEP), the Joint-Committee was informed, had since its launch on October 3 2006, made significant progress in respect of providing employment to the teeming youth of the country.

The programme had as at August 2007 engaged the services of One Hundred and Eight Thousand, Four Hundred and Three (108, 403) Youth in the Six Modules that have been operational since the inception of the programme vis:

- Community Teaching Assistantship and Volunteer Teachers
- Community Protection Units
- Health Extension workers
- Waste and Sanitation
- Internship
- Agriculture – Crop

The Joint-Committee noted with satisfaction the regional spread of the number of the youth engaged in the Programme and expressed the hope that the trend will be continued as the programme expands in the years ahead.

8.5.2 ANALYSIS OF THE PROJECTED COVERAGE AND THE ACTUAL ENGAGEMENTS UNDER THE SIX MODULES

The Joint-Committee was also pleased to note that the Programme had made great achievements by moving close to achieving the targets set for the Six Modules which are currently operational within the first year of the Programme's commencement.

The table below demonstrates the targets set for 2007, the actuals and the projection for 2008.

Employment Modules	Projected No. Of Beneficiaries For 2007	Actual No. Of Youth Employed As Sept. 2007	Difference	Targets Achieved In Percentages	Projection For 2008
Agric Biz-Crop	74,870	25,383	49,487	33.90%	26,250
Comm. Edu Teach & Volu Teachers	33,801	32,801	1,000	97.04%	35,801
Comm. Protection	20,000	2,749	17,251	13.97%	20,000
Health Extension Workers	15,000	15,000	0	100%	25,000
Waste & Sanitation	10,500	9,100	1,400	86.67%	10,500
Internship	17,500	5,200	12,300	29.71%	10,000
TOTAL	171,671	90,233	81,438	52.56%	127,551

While over 50% of the set target for the 6 modules had been achieved, some specific modules with particular reference to the Community Protection, the Agriculture and Internship Modules had more to do get to their respective targets.

Nonetheless, the Joint-Committee was unanimous in the observation that the waste and sanitation module had made the most impact in comparison with the other modules.

In the circumstance, as the Joint-Committee welcomed the projection made for 2008, it also calls for the waste and sanitation projection of 10,500 to be significantly augmented to enhance the cleanliness of the environment. Specifically, the Joint-Committee recommends that the projection for waste and sanitation for the ensuing year be increased from 10,500 to 20,000 having regard to the fact that the 50% increase in the District Assemblies Common Fund allocation will be sufficient to absorb the expansion. This, the Joint-Committee observed will project the image of the country as it hosts major international events including the African Cup of Nations Football Tournament and the number of other conferences which are billed to be held in Ghana in the year under consideration.

8.5.3 BUDGETARY PERFORMANCE

The Joint-Committee further observed that while the budgetary proposals for the NYEP was impressive on paper, the rate of releases from the dedicated funds were rather abysmal. This had effectively slowed down the rate of expansion of the programme and had also

delayed the payment of allowances to participants, a situation which the Joint-Committee believed, could de-motivate other unemployed youth from joining the programme thereby erasing the gains made so far.

A combination of factors account for the rather erratic rate of budgetary releases.

These factors include the non-compliance on the part of statutory organizations to cede approved funds to the programme, and on time; failure on the part of Parliament to ensure that the executive directive which was agreed upon by Parliament setting out the percentage deductions to be made from all statutory funds be respected by all stakeholders, more especially, by those whose estimates pass through the House; and the inability of statutory organizations to realize the budgeted inflows.

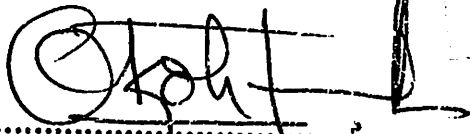
The Joint-Committee took particular notice of the Road Fund which had, as at November 2007 released only Two Million Ghana Cedis (GH¢2,000,000.00) out of a budgeted figure of about Twenty-two Million, Six Hundred Thousand Ghana Cedis (GH¢22,600,000.00). In the case of the GETFUND, the Joint-Committee observed that while the statutory 10% of its budget inflow of 2007 was Seventeen Million, Five Hundred Thousand Ghana Cedis (GH¢17,500,000.00), only Five Million, Six Hundred Thousand Ghana Cedis (GH¢5,600,000.00) was allocated to the NYEP which, ironically, was approved by Parliament.

The Joint-Committee was glad to notice that the Ministry was taking steps to remind all the statutory funds administrators about their obligations to the programme to forestall the recurrence of the GETFUND and Road Fund incident.

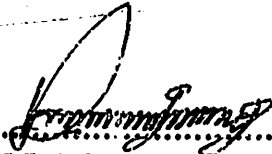
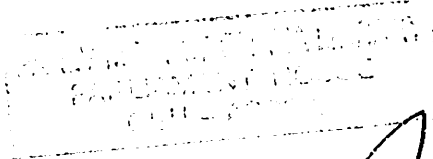
While the Joint-Committee support the call for stakeholders to respect their obligations to the programme, the Joint-Committee further recommends that Parliament takes steps to ensure that the NYEP is made a cost centre in their proposed expenditures and is credited with a figure representing the percentage approved by the House.

9.0 CONCLUSION

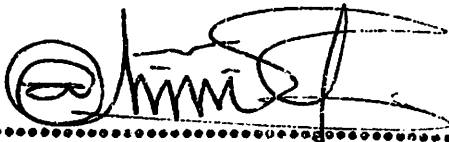
Confident in the initiatives, policies and programmes that the Ministry has outlined to pursue in the ensuing financial year towards realizing the ideals of the Ministry, the Joint-Committee recommends to the House for approval the sum of **Twenty-one Million, Three Hundred and Ten Thousand, Two Hundred and Ninety-one Ghana Cedis (GH¢21,310,291.00)** made up of Eleven Million, Nine Hundred and Twenty-three Thousand, One Hundred and Sixty-one Ghana Cedis (GH¢11,923,161.00) under GoG, Five Million, Two Hundred Thousand Ghana Cedis (GH¢5,200,000.00) from HIPC sources, Two Million, One Hundred and Eighty-seven Thousand, One Hundred and Thirty Ghana Cedis (GH¢2,187,130.00) from IGF sources and Two Million Ghana Cedis (GH¢2,000,000.00) from Multilateral Debt Relief Initiative for the operational expenses of the Ministry of Manpower, Youth and Employment for the year ended 31st December 2008.



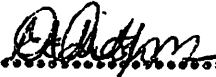
.....
HON. PAUL OKOH
CHAIRMAN, COMMITTEE
ON EMPLOYMENT, SOCIAL
WELFARE AND STATE
ENTERPRISES



.....
HON. ISAAC K. ASIAMAH
CHAIRMAN, COMMITTEE
ON YOUTH, SPORTS AND
CULTURE



.....
ABDALLAH IBRAHIM GARIBA
CLERK TO THE COMMITTEE
ON EMPLOYMENT, SOCIAL
WELFARE AND STATE
ENTERPRISES



.....
EDITH EDILYN ADJEI
CLERK, COMMITTEE ON
YOUTH, SPORTS AND
CULTURE

14TH DECEMBER, 2007