



MINISTRY OF EMPLOYMENT AND LABOUR RELATIONS

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SUBMISSION OF ANNUAL BUDGET PERFORMANCE REPORT FOR 2022 FINANCIAL YEAR

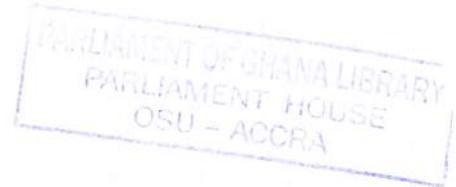
We write, in accordance with Section 27 (1, 2 &3) of the PFM Act, 2016, (Act 921), to submit herewith the Ministry's Annual Budget Implementation/Performance Report for the 2022 Financial Year.

2. Please accept the assurances of our highest consideration.

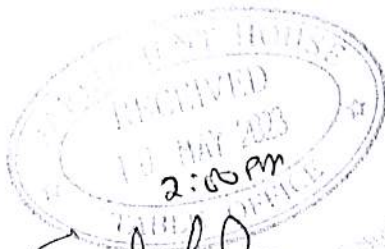


Handwritten signature of Kizito Ballans
KIZITO BALLANS
CHIEF DIRECTOR
for: Minister

THE CLERK
PARLIAMENT OF GHANA
PARLIAMENT HOUSE
ACCRA



cc: The Hon. Minister, MELR
The Hon. Minister, MOF



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REPUBLIC OF GHANA

MINISTRY OF FINANCE

BUDGET PERFORMANCE REPORT IN RESPECT

OF

MINISTRY OF EMPLOYMENT
AND LABOUR RELATIONS

FOR THE PERIOD

JANUARY TO DECEMBER, 2022

SUBMITTED TO THE PARLIAMENT

IN

ACCORDANCE WITH

Sections 27 (1, 2&3) of the Public Financial Management Act, 2016, Act 921

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Ministry of Finance: Professional, Ethical, Efficient, Responsive – Transforming Ghana Beyond Aid



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PART A : EXECUTIVE SUMMARY

In line with Section 11 of the Civil Service Act 1993 (PNDC Law 327), the Ministry of Employment and Labour Relations by Executive Instrument (EI 28), January, 2017 is mandated to formulate policies on employment and labour issues, develop sector plans, coordinate sector specific interventions, promote harmonious labour relations and workplace safety, promote the elimination of child labour, monitor and evaluate the implementation of policies, programmes and projects for accelerated employment creation for national development. The Ministry executes its Mandate through the development of employment and labour-related policies and strategies in tripartite consultations with its Social Partners through the National Tripartite Committee (NTC).

The Ministry's vision is decent jobs for all workers in Ghana and Ghanaian workers abroad.

PERFORMANCE

Programmes and sub-programmes

In line with Programme-Based Budgeting (PBB), the Ministry implemented its 2023 Budget under four main programmes and 12 sub-programmes as shown below;

Programme one (P1): Management and Administration with four (4) sub-programmes; Finance and Administration, Human Resources, Policy Planning, Budgeting, Monitoring & Evaluation, and the Research, Statistics and Information Management. The Budget Programme is implemented by the four main Directorates of the Ministry's Headquarters

Programme two (P2): Job Creation and Development with three sub programmes; Youth Employment and Entrepreneurial Development which is implemented by the Youth Employment Agency (YEA), Graduate Business Support Scheme (GEBSS)¹ and Co-operatives Development which is implemented by the Department of Co-operatives, Ghana Co-operatives College and Ghana Co-operatives Council.

Programme three (P3): Skills Development – there are two sub-programmes under this Budget Programme. These are the Vocational Skills Training and Testing implemented the National Vocational Training Institute (NVTI), Opportunities Industrialization Centre Ghana (OIC), and Integrated Community Centres for Employable Skills

Programme four (P4): Labour Administration with four sub-programmes namely; Employment Services, Labour Relations and Establishment Inspections implemented by the Labour Department and Occupational

¹ GEBBS is currently being implemented by the Ministry of Business Development



Safety and Health implemented by Department of Factories Inspectorate (DFI). The other two are Public Service Wages and Salaries Administration implemented by Fair Wages and Salaries Commission (FWSC) and Pension Reforms and Regulation implemented by the National Pensions Regulatory Authority (NPRA).

FINANCIAL PERFORMANCE

In the 2022 Financial Year, a total of Two Hundred and Fifty Eight Million, Sixty One Hundred and Seventy Thousand (GH¢258,170,000.00) was appropriated to the Ministry *excluding the Youth Employment Agency (YEA)*. *Per the YEA Act, the Agency's annual budgetary allocation comes from earmarked funds appropriated separately which implies that adding it to the Sector's appropriation will amount to double appropriation.* The appropriated amount of GH¢258,170,000.00 came from three main sources; the Consolidated Fund (GoG) increase from GH¢77,215,481.00 in 2021 to GH¢80,602,000 in 2022 representing 31% while IGF increase from GH¢130,015,312.00 in 2021 to GH¢142,948,000.00 in 2022 representing 55%. Development Partners (DPs) components of the allocation decreased from GH¢796,334.00 in 2021 to GH¢34,620,000.00 in 2022.

Under GoG, Compensation of Employees increased from GH¢68,758,386.00 in 2021 to GH¢73,682,000.00 in 2022 indicating a 7% growth while Goods and Service decreased from GH¢3,739,587.00 to GH¢3,618,000.00 indicating 4%. The remaining GH¢3,302,000.00 representing 4% was for Capital Expenditure.

As at 31st December 2022, the total release from GoG, IGF, and DP released to the Ministry amounted to GH¢168,670,392.22 out of which GH¢150,096,821.70 was expended. The release from GoG amounted GH¢78,063,842.09 while Internal Generated Fund (IGF) amounted GH¢90,606,550.13. Out of the total expenditure, GH¢105,908,794.09 was expended on Compensation of Employees (COE), GH¢42,096,615.64 on the use of Goods and Services and GH¢21,000,168.27 on Capital Expenditure.

In terms of economic classification, GH¢105,908,794.09 out of the GH¢105,908,794.09 allocation for COE representing 100% was expended while GH¢42,096,615.64 representing 49.34% of the Goods and Service allocation of GH¢83,092,000 was expended. For Capital Expenditure, GH¢21,000,168.27 out of the GH¢72,990,000 allocation was expended. This represents 28.77% of the CAPEX allocation.

Per funding sources, GH¢78,059,248.13 out of the GH¢80,602,000 allocation under GoG representing 97% was expended while GH¢72,037,583.61 representing 50.39% of the total IGF allocation of GH¢142,948,000 was expended.



NON- FINANCIAL REPORT

The key achievements of the Ministry during the 2022 Financial Year are presented below in line with the programme-Based budget Programmes and sub-programmes.

Management and Administration Programme

The Ministry led the organisation of the maiden National Labour Conference; a broad stakeholders' platform, to deepen dialogue with Social Partners and other key Government Institutions. The conference aimed at strengthening tripartism for building peaceful labour relations and resilient economy. The Conference resolved that Government should expedite action on the review of the Single Spine Pay Policy (SSPP) to address issues of salary inequities/inequalities, weak salary administration and poor management of conditions of service. The Ministry successfully resolved all twelve (12)-strike actions in 2022. The Ministry undertook a nationwide survey on the incidence of violence and harassment in the world of work as part of its commitment towards the ratification of ILO Violence and Harassment Convention, 2019 (No. 190) to ensure a world of work free from violence and harassment. To strengthen labour migration governance, the Ministry drafted five (5) Bilateral Labour Agreements (BLAs) between Ghana and Italy, Mauritius, Italy, Saudi Arabia, and Kuwait. The BLAs are pending adoption by representatives of the various countries and Ghana. The Ministry also developed a standardised template to regulate the export of labour between Ghana and other countries. Additionally, the Ministry conducted a survey on the impact of COVID-19 on employment to guide government in the design and implementation of policies and programmes aimed at addressing the impact of the pandemic on employers and the employees alike.

Job Creation and Development Programme

The Department of Co-operatives continued to encourage the formation of small-scale businesses through the co-operative system. The Department facilitated the formation and registration of 2,084 new co-operative societies as against the 1,000 projected for the year, inspected 1,413 against projected 700 and audited 765 existing co-operative societies out of the 1200 projected. The Cooperatives Institutions also trained 9,646 agricultural society members, 5,419 artisans.

Skills Development Programme

The technical and vocational skills training institutions of the Ministry; National Vocational Training Institute (NVTI), Opportunities Industrialisation Centres-Ghana (OIC-G) and the Integrated Community Centres for Employable Skills (ICCESS) trained 8,000 persons in various vocational trades. NVTI registered 792 master craft persons while NVTI tested 41,645 persons in various vocational skills. The Management Development and Productivity Institute trained 1,127 persons in various managerial and productivity enhancement skills.

Labour Administration

The Labour Administration Institutions continued to enforce labour laws and regulations for the maintenance of industrial peace in the country. In view of this, the Labour Department conducted 980 workplace/labour inspections. The Department of Factories Inspectorate inspected 3,479 workplaces, registered 527 new work places, undertook 121 safety talks and conducted 12 industrial hygiene surveys. Negotiations on conditions of service for twenty-one (21) trade unions completed and five (5) on-going.

The National Pensions Regulatory Authority (NPRA) licensed Trustees 27, Pensions Fund Managers 40 and registered 17 Fund Custodians. The Authority also rolled out 40 sensitization programmes throughout the country.

CHALLENGES



The Sector was confronted with a number of challenges in the 2022 Financial which undoubtedly impacted on its performance. Even though Labour Department received some support from Development Partners to enable inspectors carry out inspections, they were inadequate. Late release of the budget allotment, and non-approval of IGF retention for the Labour Department, Department Factories Inspectorate and the Department of Co-operatives continued to be major challenges to effective and sustainable performance of the sector.

Office accommodation remains one of critical challenges. The dilapidated nature of the offices of the Labour Department Headquarters and the Department of Co-operatives is a great indictment on their inspectorate roles. The Department of Factories Inspectorate is in a temporal accommodation for two years which is almost due after been evicted from their original location as a result of the Marine Drive Project. Inadequate staffing in almost all the Departments under the Ministry is yet another big challenge confronting the Sector. The Labour Act 2005, (Act 651) requires Labour Officers to visit all work place (in both the formal and the informal sector). However, the current staff strength of the Department makes it impossible to have even one labour officer per district. This has made it impossible for the Departments to cover even all the establishments in the formal sector let alone the informal sector where a lot on infractions such as child labour, forced labour etc, are believed to thrive.

Youth Employment Agency

For the financial year ending 2022, an amount of **GH¢ 904,913,316** was appropriated for the Agency's programmes and activities. Out of the appropriated amount, **GH¢ 350,954,747** was released and **GH¢337,075,772** expended. In terms of economic classification an amount of **GH¢ 65,848,064** was appropriated for compensation of employees for the financial year ending 31st December, 2021, out of which **GH¢62,392,516** representing **95.75 %** was expended. For Goods and Services, **GH¢ 809,428,182** was appropriated and actual expenditure at the end of the year amounted to **GH¢259,905,454** representing **32.11%** of appropriation. **GH¢ 29,837,070** was appropriated for capital expenditure out of which **GH¢14,777,802 (49.53%)** was expended.

For non-financial performance, the Agency had a target to recruit **146,000** beneficiaries for various modules comprising the programmes for 2022. At the end of the financial year, **84,541** beneficiaries were engaged under the various modules.

PART B : STRATEGIC OVERVIEW OF THE MINISTRY

VISION:

Decent jobs for all workers in Ghana and Ghanaian workers abroad.

MISSION:

The Ministry of Employment and Labour Relations exists to coordinate and promote employment opportunities, decent jobs and harmonious labour relations in all sectors of the national economy, through the formulation of policies, regulations, monitoring and evaluation of performance of the sector.

GOAL:



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

CORE FUNCTIONS:

- Initiate, formulate and coordinate sector policies and programmes as well as schemes to ensure sustainable, accelerated employment-generation and human capital development;
- Develop strategies and mechanisms to ensure and promote industrial peace and harmony;
- Develop and periodically review all legal and policy instruments for the sector
- Ensure the development and review of labour market information management systems to facilitate the availability of timely, relevant and accurate national employment and labour statistics;
- Coordinate all national employment initiatives with the collaboration of relevant stakeholders of the economy;
- Ensure the monitoring and evaluation of sector policies, programmes and projects in relation to gainful employment-generation and the promotion of industrial harmony;
- Promote best management practices, systems and procedures in all sectors of the economy to enhance labour productivity;
- Ensure fair and equitable wages and salaries for employees in all sectors of the economy;
- Ensure 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.

POLICY OBJECTIVES

The objectives and their related Sustainable Development Goals (SDGs) are as follows:

- Ensure Improved skills development for industry (SDGs 4.3, 4.4, 4.7, 17.8)
- Harness the benefits of migration for socioeconomic development (SDGs 8.8, 10.4, 10.7)
- Attain gender equality and equity in political, social and economic development systems and outcomes (SDG 5.4)
- Ensure decent pensions for Beneficiaries (SDGs 8.3, 8.5, 8.8, 16.5, 16.6)



- Promote full participation of PWDs in social and economic Development (*SDGs 8.5, 8.8, 16.8*)
- Improve human capital development and management (*SDGs 1b, 8.2, 8.3, 8.5, 9b, 16.6, 17.4,17.5*)
- Promote the creation of decent jobs (*SDGs 4.4, 8.3, 8.7, 8.8, 8.10, 16.6, 16.7*)
- Promote effective participation of the youth in socioeconomic development (*SDGs 4.4, 8.3, 16.6*)

Table 1: Policy Outcome indicators and Targets (Skip this)

Outcome Indicator Description	Unit of Measurement	Baseline		Latest Status		Target		Remarks
		Year	Value	Year	Value	Year	Value	
Unemployment rate	% of persons available and looking for work but without work.	2020	11.8	2021	7.1	2022	5.0	
Employed and Unemployed persons placed in local job vacancies	Number of individuals placed in job vacancies in all sectors	2020	8,839	2021	3,231	2022	4,200	
Youth Employment	Number of unemployed youth linked to employment opportunities through Government interventions	2020	80,530	2021	82,869	2022	143,321	
Conducive Workplace Environment	Number of industrial hygiene and safety surveys conducted	2020	104	2021	112	2022	196	
Labour inspections conducted	Workplace Inspections conducted	2020	1,085	2021	696	2022	1,500	
Incidence of Industrial Accidents	% of industrial accidents reported and investigated	2020	30/30 (100%)	2021	8/8 (100%)	2022	100%	
Industry Harmony	Labour complaints addressed	2020	75%	2021	75%	2022	90%	
Incidence Child Labour	Child Labour rate	2020	21.8%	2021	21.8%	2022	10%	



PART C: MDAs BUDGET PERFORMANCE

Non-Financial Performance

Table 2: Monitoring and Evaluation Matrix for Programme Based Budget

Budget Programme 1 Title: MANAGEMENT AND ADMINISTRATION

Sub-Programme	Type of Indicator	Description of Indicator	Unit of Measure of Indicator	Baseline (2021)	Year: 2022			Remarks	
					Target	Actual	Variance		
National Objective: Promote the creation of decent jobs									
Programme 1 Objective: Improve Policy environment & institutional capacity for effective human capital development and employment policy management									
Sub Programme 1.1 Objective: Provide institutional support for the day-to-day administration of Government business at Ministry									
P1.1 Finance and Administration	Outcome 1: Improve Policy environment & institutional capacity for effective human capital development and employment policy management								
	Output 1	Office Furniture	Number of equipment and logistics purchased	3	50	62			
	Output 1.1	Computers		5	42	42	0		
	Output 1.2	Printers		3	5	5	0		
	Output 1.3	Scanners		2	2	3	1		
	Output 1.4	Air conditions		3					
	Output 1.5	Digital Cameras (CCTV Camera)		0	24	24	0		
	Output 1.6	Vehicle		3	0	0	0		
	Output 2	Consultancy Service		Number of services consultancies commissioned	1	2	4		
	Output 3	Works procured		Number of office rooms rehabilitated	0	44	41	3	
Output 4	Procurement plan	Number of procurement plan available		1	1	1	0		
Output 5	Annual Internal Audit Report	Number of Inter Audit issued	5	5	5	0			
Output 6	Financial Statements	Number of Copies distributed to parliament CAGD/AG	4	4	4	0			



Sub-Programme	Type of Indicator	Description of Indicator	Unit of Measure of Indicator	Baseline (2021)	Year: 2022			Remarks
					Target	Actual	Variance	
National Objective: Promote the creation of decent jobs								
Programme 1 Objective: Improve the policy environment and institutional capacity for effective human capital development and employment policy management								
Sub Programme 1.1 Objective: to develop and retain capacity of MELR staff								
P1.2 Human Resource Management	Outcome 1: Improve human capital development and management							
	Output 1	Competency- Based Training	Number of staff attended competency based training	5	90	117	-37	
	Output 2	Scheme of Service Training Organised	Number of staff attended scheme of service training	10	55	35	-20	
	Output 3	Promotion Interviews Facilitated	Number of staff attended training for promotion	24	26	23	-3	

Sub-Programme	Type of Indicator	Description of Indicator	Unit of Measure of Indicator	Baseline (2021)	Year: 2022			Remarks
					Target	Actual	Variance	
National Objective: Promote the creation of decent jobs								
Programme 1 Objective: Improve the policy environment and institutional capacity for effective human capital development and employment policy management								
Sub Programme 1.1 Objective: Lead the preparation of sector strategic plan, programmes and projects towards the implementation of relevant sector policies								
P1.3 Policy Planning	Outcome 1: Improve Policy environment & institutional capacity for effective human capital development and employment policy management							
	Output 1	Labour Policies developed	Number of Employment Polices developed	1	1	1		Work-in-progress on C190
	Output 2	Programmes and projects monitored	Monitored report (s)	1	2	3	2	
	Output 3	Programmes and projects evaluated	Evaluation report (s)	1	1	3	1	
	Output 4	Periodical review of employment and labour policies	Number of employment/lab our policies review	2	1	2	0	
	Output 5	Labour Market Survey	Number Labour Market reports produced	1	1	0	1	
Output 6	Laws and Regulations reviewed	Number of Labour Laws and Regulations reviewed	1	1	1	1		



Sub-Programme	Type of Indicator	Description of Indicator	Unit of measure of Indicator	Baseline 2020	Year.....2021.....			Remarks
					Target	Actual	Variance	
National Objective : Promote the creation of decent jobs								
Programme 1 Objective : Improve the policy environment and institutional capacity for effective human capital development and employment policy management								
Sub - Programme 1.1 Objective : To produce relevant employment/labour-related data and information to all stakeholders								
Outcome 1 : Relevant Employment Statistics Generated for Decision Making								
P1.4 Research, Statistics and Information Management	Output 1	Labour Market Survey	Survey Report published	1	1	0	0	
	Output 2	Data collection and analysis on topical labour issues	Number of Reports produced	2	2	2	0	non release of funds
	Output 3	Maintenance of ICT machines and Infrastructure	Number of times ICT machines and infrastructure are maintained	3	4	3	1	
Sub - Programme 1.2 Objective : To disseminate relevant employment/labour-related data and information to all stakeholders								
Outcome 2 : Relevant Employment/ Labour Related Data and Information Disseminated to all Stakeholders								
	Output 1	Information, Education and Communication (IEC) materials	Number of IEC materials distributed	20	500	200	300	Inadequate funds
	Output 2	Radio discussions	No. of discussions held	2	10	0	10	Inadequate funds



BUDGET PROGRAMME TITLE: JOB CREATION AND DEVELOPMENT – P2

Sub-Programme	Type of Indicator	Description of Indicator	Unit of Measure of Indicator	Baseline (2021)	Year: 2022			Remarks
					Target	Actual	Variance	
National Objective: Promote effective participation of the youth in socioeconomic development								
Programme 1 Objective: Create opportunities for accelerated job creation across all sectors								
Sub Programme 1.1 Objective: 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								
P2.1 Youth Employment and Entrepreneurial Development	Outcome 1:							
	Output 1.1	Youth in Security (Community Policing)	Number of Beneficiaries recruited	15,500	15,000	15,000	0	
	Output 1.2	Youth in Sanitation	Number of Beneficiaries recruited	45,000	40,000	45,000	5,000	
	Output 1.3	Community Health workers	Number of Beneficiaries recruited	3,000	3,000	6,000	3,000	
	Output 1.4	Community improvement Programme	Number of Beneficiaries recruited	0	10,000	7,735	2,265	
	Output 1.5	Trades and Vocation	Number of Beneficiaries recruited	8,000	8,000	0	8,000	
	Output 1.6	Job Centre	Number of Beneficiaries recruited	3,000	3,000	3,806	806	
	Output 1.7	Disability (Chalk production)	Number of Beneficiaries recruited	0	500	0	500	
	Output 1.8	Regional Flagship programme	Number of Beneficiaries recruited	8,000	5,000	0	5,000	
	Output 1.9	Youth in Entrepreneurship	Number of Beneficiaries recruited	5,000	10,000	5,000	5,000	
Total				80,530	116,230	82,869	33,361	



Sub-Programme	Type of Indicator	Description of Indicator	Unit of Measure of Indicator	Baseline (2021)	Year—2022			Remarks
					Target	Actual	Variance	
National Objective: An enhanced policy environment for the promotion of job creation, skills development, harmonious labour relations and elimination of child labour								
Programme 1 Objective: Encourage the formation of small business enterprises through the Co-operative system								
Sub Programme 1,1 Objective: To encourage the formation of small scale businesses through the Co-operative system								
P2.2 Cooperatives Development	Outcome 1: Co-operative societies strengthened							
	Output 1	Registration of Coop. Socs.	Number of cooperatives societies registered	2,133	1000	2,084	1,084	
	Output 2	Audit of Coop. Socs.	Number of societies audited	616	1200	765	435	
	Output 3	Inspection of Coop. Soc.	Number of inspections carried out	1,201	700	1,413	713	
	Output 4	Arbitration of Conflicts in the Societies	Number of conflicts resolved and arbitrated	14	22	18	4	
	Output 5	Farmers Trained	Number of farmers trained	5,320	3,200	9,646	6,446	
	Output 5.1	Artisans Trained	Number of artisans trained	120	500	5,419	4919	



BUDGET PROGRAMME TITLE: SKILLS TRAINING – P3

Sub-Programme	Type of Indicator	Description of Indicator	Unit of Measure of Indicator	Baseline (2021)	Year: 2022			Remarks
					Target	Actual	Variance	
National Objective: An enhanced policy environment for the promotion of job creation, skills development, harmonious labour relations and elimination of child labour								
Programme 1 Objective: Ensure provision of adequate training and skills development in line with global trends								
Sub Programme 1.1 Objective: To provide formal demand driven vocational skills training for the youth								
P3.1 Vocational Skills Training and Testing	Outcome 1: Youth equipped with employable skills							
	Output 1.1	Admission	Number of youth admitted	5,679	8,560	8000	-560	
	Output 1.2	Training	Number trained	7,496	8,590	7650		
		Skills set provided in lab. Mrk.			41	40		
	Output 1.3	On-The-Job placement	Number of trainees placed on the job	4,605	5,096	6000		
Outcome 2:								
	Output 2.2	Register MCPs	Number of MCPs registered	4,321	1000	792		
		Mastercraft trained	Number trained	124	150	120		
	Output 2.3	Accredit MCPs	Number of MCPs accredited	2,109	2,674	185		
	Output 2.4	Monitor and visit workshops	Number of workshops monitored	947	2,674	115		
Outcome 3:		To conduct test for candidates in various trades at all levels	Number of candidates tested	40,295	45,871	7449		



Sub-Programme	Type of Indicator	Description of Indicator	Unit of Measure of Indicator	Baseline (2021)	Year 2022			Remarks
					Target	Actual	Variance	
National Objective: An enhanced policy environment for the promotion of job creation, skills development, harmonious labour relations and elimination of child labour								
Programme 1 Objective: Enhance labour productivity across all sectors								
Sub Programme 1.1 Objective: To improve and develop the standard of management in all aspects at all levels								
P3.2	Outcome 1: Skills Development and Productivity							
Skills Development and Productivity	Output 1	Consultancy services delivered	Number of consultancy services delivered.	2	5	3	2	
	Output 2	Managerial and functional courses delivered.	No of Managerial and functional courses delivered.	82	90	83	7	
	Output 3	Management Development	No. of persons trained	866	1000	1,127	127	
	Output 4	Research work done	No of Research done/Publications	1 Publications	2	1	1	
	Output 5	SCORE rolled out	No. of SME's visited & trained	60	60	74	14	

BUDGET PROGRAMME TITLE: LABOUR ADMINISTRATION – P4

Sub-Programme:	Type of Indicator	Description of Indicator	Unit of Measure of Indicator	Baseline (2020)	Year: 2021			Remarks
					Target	Actual	Variance	
National Objective: An enhanced policy environment for the promotion of job creation, skills development, harmonious labour relations and elimination of child labour								
Programme Objective: Enhance Labour Administration and promote harmonious labour relations								
Sub Programme 1.1 Objective: To link the unemployed and employed to suitable employment opportunities in all sectors of the economy								
P4.1	Output 1	Registration of job seekers	No. of job seekers registered	4,172	4,500	3,280	1,220	
Employment Services, Labour Relations and	Output 2	Placement of job seekers in local job vacancies	No. of job seekers placed in local job vacancies	3,231	6,500	11,280	4,780	



Establishment Inspections	Output 3	Registration of Migrant workers	No. of Migrant workers registered	Nil	1,500	547	953	
	Output 4	Placement of Migrant workers in employment abroad	No. of Migrant workers placed in employment abroad	Nil	150	198	48	
	Output 5	Registration of Private Employment Agencies	No. of Private Employment Agencies registered	39	65	55	10	
	Output 6	Vocational and Career Counselling and Guidance visits to basic schools undertaken	No. of Vocational and Career Counselling and Guidance visits to basic schools	53	65	70	5	

Sub Programme 2.1 Objective: To protect the rights of all employers and employees and coordinate the implementation of Child Labour Interventions

Outcome: The Rights of employees and employers are protected								
	Output 1	Monitoring the operations of Private Employment Agencies	No. of Private Employment Agencies monitored	21	150	112	38	
	Output 2	Workplace Inspections	No. of workplaces inspected	696	1,800	980	820	
	Output 3	Sensitization of Communities on Child Labour	No. of communities sensitized on Child Labour	62	150	120	30	
	Output 4	Identification of Child Labourers	No. of Child Labourers identified	1,526	100	95	5	
	Output 5	Facilitation of the payment Workmen's Compensation claims	No. of victims compensated	289	262	240	22	

Sub Programme 3.1 Objective: To promote harmonious Labour Relations

	Output 1		No. of Trade Union Certificates issued	4	4	4		
	Output 2	Issuance of Collective Bargaining Certificates	No. of Collective Bargaining Certificates issued	46	65	46	19	
	Output 3	Resolution of Workplace Labour Complaints	No. of Labour Complaints resolved	47	50	147	97	
	Output 4	Notification of Lay-offs (Redundancy)	No. Lay-offs recorded	3,616	1,500	2,833	1,333	



Sub-Programme	Type of Indicator	Description of Indicator	Unit of Measure of Indicator	Baseline (2021)	Year: 2022			Remarks
					Target	Actual	Variance	
National Objective: An enhanced policy environment for the promotion of job creation, skills development, harmonious labour relations and elimination of child labour								
Programme 4 Objective: Improve work place safety and health								
Sub Programme 4.2 Objective: To promote safe and healthy conditions at all workplaces								
P4.2 Occupational Safety and Health	Outcome 1:							
	Output 1.1	Shops, offices and Factories inspection conducted	Number of shops, offices and factories inspected	2,570	3000	3,479	479	
	Output 1.2	Safety talks	Number of Safety talks undertaken.	70	100	121	21	
	Output 1.3	Industrial Hygiene Survey undertaken	Number of Industrial hygiene survey reports Produced	42	96	12	84	
	Output 1.4	Industrial accidents reported by industries	Number reported	16	66	17	49	
	Output 1.5	Industrial accidents investigated and reported	Percentage of industrial accidents reported and investigated	100% 18/18	100%	94% 17/18	6% 1	
	Output 1.6	New factories, shops and offices registered	Number of new factories, offices and Shops registered	235	500	527	27	
	Output 1.7	OSH offenders prosecuted	Number of OSH offenders Prosecuted	1	30	0	-30	



Sub-Programme	Type of Indicator	Description of Indicator	Unit of Measure of Indicator	Baseline (2021)	Year: 2022			Remarks
					Target	Actual	Variance	
National Objective: An enhanced policy environment for the promotion of job creation, skills development, harmonious labour relations and elimination of child labour								
Programme 1 Objective: Enhance Labour Administration and promote harmonious labour relations								
Sub Programme 1.1 Objective: To reduce spatial and income inequalities across the country among different socioeconomic classes and link public service pay to productivity								
P4.3: Outcome: Increase in Public Service Productivity, Efficient Fiscal Performance and Wage Sustainable								
Public Service Wage and Salary Administration	Output 1.1	Base Pay and pay-point relative to be negotiated	Communique on Base Pay and Pay-point relativity signed and circulated by April each year	1 st July, 2021	30 th April, 2022	2022/2023 Base Pay Negotiations completed on 12 th January, 2023	0	
	Output 1.2	Negotiations on Conditions of Service of PSIs to be conducted.	Signed Conditions of Service.	Conditions of Service for three (3) PSIs to be negotiated	Conditions of Service for fifteen (15) PSIs to be negotiated	Negotiation on Conditions of Service for twenty one (21) PSIs concluded and 5 ongoing.	0	
	Output 1.3	Public Service jobs to be re-evaluated and grade structures reviewed	Number of Public Service jobs re-evaluated and grade structures reviewed.	Two (2) Public Service jobs to be re-evaluated and grade structures reviewed. (This is demand driven).	Ten (10) Public Service jobs to be re-evaluated and grade structures reviewed.	re-evaluation of twelve (12) jobs, review of 47 grade structures & placement completed	0	
	Output 1.4	Report on Labour Market Survey	Report	Labour Market Survey Report (2019) completed and submitted to MoF & MELR	Stakeholder Validation of LM survey report	Labour Market Survey Report (2019) submitted to MoF for consideration and decision making.	0	LMS Report (2019) awaits policy decision by MoF & MELR.



Sub-Programme	Type of Indicator	Description of Indicator	Unit of Measure of Indicator	Baseline (2021)	Year: 2022			Remarks
					Target	Actual	Variance	
	Output 1.6	Report on CAGD Payroll Data analyse	Report	2021 CAGD Payroll Data monitored.	2021 CAGD Payroll Data to be monitored to determine trends in Government wage bills	Report on 2021 CAGD Payroll Data analysis completed.		Draft report on 2020 CAGD Payroll Data yet to be submitted to Management for decision making.
	Output 1.7	Public Service pay linked to performance and Productivity	Reports	Draft manual for linking pay to performance and Productivity developed	Public Service pay linked to performance and Productivity	FWSC has developed a digitalization model for the process of linking pay to productivity.		
	Output 1.8	Stakeholder engagements.	Number of stakeholder engagement held	30	40	40		

Sub-Programme	Type of Indicator	Description of Indicator	Unit of Measure of Indicator	Baseline (2021)	Year: 2022			Remarks
					Target	Actual	Variance	
National Objective: An enhanced policy environment for the promotion of job creation, skills development, harmonious labour relations and elimination of child labour								
Programme 4 Objective: Enhance Labour Administration and promote harmonious labour relations								
Sub Programme 4.4 Objective: To ensure adequate social protection for the working force through pension reforms								
4.4	Outcome 1: Market discipline							
Pension Reforms and Regulations	Output 1.1	License / registration and annual renewal of individual and	Number of individual trustees licensed/registered / renewed / relicensed	1,040	1,040	1,014	-26	



Sub-Programme	Type of Indicator	Description of Indicator	Unit of Measure of Indicator	Baseline (2021)	Year: 2022			Remarks
					Target	Actual	Variance	
		corporate trustees, pension fund managers, custodians and schemes	No. of Corporate trustees licensed/registered / renewed / relicensed	27	27	27	0	
			No. of Pension fund managers licensed/registered / renewed / relicensed	40	40	40	0	
			No. of pension fund custodians licensed/registered / renewed / relicensed	17	17	17	0	
			No. of pension schemes licensed/registered / renewed / relicensed	226	226	216	-10	Some Employer Sponsored Schemes joined Master Trust Schemes
			Output 2	Onsite inspections conducted	No. of schemes and entities inspected	38	40	34
	Output 3	Institutional education on retirement planning undertaken	Number of sensitization programmes organised	13	40	40	0	110 institutional invitation honoured
	Output 4	Pension related complaints received and resolved	Percentage of pension related complaints resolved	38%	80%	73%	7%	78 resolved out of 107
	Output 5	Informal sector workers participation in pensions:	No. of informal sector contributors	415,950	947,670	538,255	409415	



Sub-Programme	Type of Indicator	Description of Indicator	Unit of Measure of Indicator	Baseline (2021)	Year: 2022			Remarks
					Target	Actual	Variance	
	Output 7	Recalcitrant Defaulting employers Prosecutions	Number/Percentage of recalcitrant employers prosecuted	100% (10/10)	100%	100%	0	69 prosecutions out of 69 GHS 6,390,493.38 retrieved in 2022
	Output 9	Improved knowledge of industry players through training	Number of training sessions organised	12	12	9	3	
			Number of participants	184	200	127	73	



Financial Performance

Table 4: Summary of Expenditure by Programmes (in GH¢M)

BUDGET PROGRAMME/ SUB-PROGRAMME NAME	APPROVED BUDGET /APPROPRIATION (2022)					*2022 AMOUNT RELEASED			**ACTUAL EXPENDITURE FOR 2022					ACTUAL PAYMENTS FOR 2022					***PROJ ECTIONS FOR 2023
	Total	GOG	AB FA	IGF	DP	Total	GOG	ABF A	Total	GOG	A B F A	IGF	DP	Total	GOG	ABF A	IGF	DP	
FA	6.16	6.16				6.19	6.19		6.19	6.19				6.19	6.19				3.90
HR	0.66	0.66																	0.65
PPME	33.07	1.26			31.81														31.82
RSIM	1.21	1.21																	1.12
Total Programme 1	41.10	9.29				6.19	6.19		6.19	6.19				6.19	6.19				37.49
Coop. Development	9.93	9.93				9.40	9.40		9.40	9.40				9.40	9.40				9.75
Total Programme 2	9.93	9.93				9.40	9.40		9.40	9.40				9.40	9.40				9.75
Voc. Skills Train. & Test.	77.76	38.10		39.66		42.87	42.87		42.86		17.64			60.50	42.86		17.64		
Mgt. Skills Dev & Prod.	34.07	2.74		31.32		2.65	2.65		2.65		2.30			4.85	2.65		2.21		6.39
Total Programme 3	111.83	40.84		70.99		45.51	45.51		45.51					65.35	45.51		19.85		6.39
Emp. Ser. Lab. Rlt & Est Insp	10.45					10.14	10.14		10.14	10.14					10.14				10.15
Occupational Saf & Health	3.66					3.78	3.78		3.78	3.78					3.78				4.38
Public Serv. Wag. & Sal. Admi	6.44					3.04	3.04		3.04	3.04					3.04				8.54
Pension Ref. & Reg				71.96	2.81							71.01					52.19		
Total Programme 4	20.54			71.96	2.81	16.96	16.96		87.97	16.96		71.01			16.96		52.19		23.07
Grand Total	258.17	80.60		142.95	34.62	78.06	78.06		169.01	78.06		90.95		150.10	78.06		72.04		76.70

as per releases on GIFMIS

** Actual expenditure is liabilities incurred plus payment made.

*** Your anticipated expenditure at the end of year 2022



Table 5: Summary of Expenditure by Economic Classification

EXPENDITURE ITEM	2022 APPROVED BUDGET /APPROPRIATION	2022 AMOUNT RELEASED	ACTUAL EXPENDITURE FOR THE 2022	ACTUAL PAYMENTS FOR THE 2022	PROJECTIONS FOR 2023
Compensation of Employees	102,088,000.00	105,908,794.09	105,908,794.09	105,908,794.09	40,285,685.00
<i>o/w GoG</i>	73,682,000.00	77,575,683.09	77,575,683.09	77,575,683.09	40,285,685.00
IGF	28,406,000.00	28,333,111.00	28,333,111.00	28,333,111.00	
Use of Goods and Services	83,092,000.00	41,761,429.86	42,096,615.64	42,005,072.34	27,727,653.00
<i>o/w GoG</i>	3,618,000.00	197,244.00	192,650.00	192,650.00	2,142,700.00
ABFA					
IGF	60,543,000.00	41,564,185.86	41,903,965.64	41,812,422.34	2,451,455.00
DP Funds	18,931,000.00	-	-	-	23,133,498.00
Capital Expenditure	72,990,000.00	21,000,168.27	21,000,168.27	2,182,965.27	8,686,004.00
<i>o/w GoG</i>	3,302,000.00	290,915.00	290,915.00	290,915.00	1,096,240.00
ABFA					
IGF	53,999,000.00	20,709,253.27	20,709,253.27	1,892,050.27	374,766.00
DP Funds	15,689,000.00	-	-	-	7,214,998.00
Total	258,170,000.00	168,670,392.22	169,005,578.00	150,096,831.70	76,699,342.00

Table 6: Additional Funds received during the year (Reallocations)

EXPENDITURE ITEM	AMOUNT REALLOCATED	AMOUNT RELEASED	ACTUAL EXPENDITURE	ACTUAL PAYMENTS
Compensation of Employees				
<i>o/w GoG</i>				
Use of Goods and Services		14,612,161	14,612,161	
<i>o/w GoG</i>		14,612,161	14,612,161	-
ABFA				
Capital Expenditure		12,792,186	12,792,186	
<i>o/w GoG</i>		12,792,186	12,792,186	-
ABFA				
Total		27,404,347	27,404,347	



Table 7: Summary of IGF Performance by Revenue Categories (You may add new categories)

REVENUE CATEGORIES	PROJECTIONS/ BUDGET	ACTUAL COLLECTION FOR 2022	PAYMENT INTO CONSOLIDATED FUND FOR 2022	RETENTIONS FOR 2022	REMARKS
A	B	C=D+E	D=C-E	E=C-D	
Fees/Charges	102,395,545.22	101,237,994.39	33,825,287.00	67,412,707.39	
Sale Of Goods and Services	39,105.60	1,000,016.75	-	1,000,016.75	
Fines/Forfeitures	721,889.79	412,900.00	-	412,900.00	
Licenses	1,966,379.00	1,701,000.00	641,564.68	1,059,435.32	
Interests	34,488,275.24	10,659,049.89	18,560.00	10,640,489.89	
Registration / Renewal	1,696,264.57	1,841,286.80	1,803,318.80	37,968.00	
Other Income	271,246.71	2,228,570.09	20,464.00	2,208,106.09	
Total	141,578,706.13	119,080,817.92	36,309,194.48	82,771,623.44	

Table 8: MDAs Cash Position as at 31 December 2022

ACCOUNT NAME(S)	BALANCE AS AT 31 December 2022
GoG Sub CF	63,323,866.61
Internally Generated Fund (IGF)	3,475,034.66
Donor	16,166,736.77
*Other Accounts	76,537,781.67
Total Cash Position	159,503,419.71

The Sub-CF amount includes the balance of the Ministry's operations accounts

**Please provide details and balances on other accounts not listed above in accordance with Section 30(3) of PFM Act.*



PART D: MDAs STAFF STRENGTH

Table 11: Established Post Category

S/N	GRADE	STAFF STRENGTH TARGET FOR 2022	NO. AT POST AS AT 31/12/2022	PROJECTION FOR 2023	PROJECTION FOR 2024	PROJECTION FOR 2025
HEADQUARTERS						
1	Chief Director	1	1	1	1	1
2	Director	3	3	4	4	4
3	Deputy Director	9	9	9	10	11
4	Assistant Director I	5	5	5	5	6
5	Assistant Director IIA	4	4	4	4	6
6	Assistant Director IIB	2	2	2	2	2
7	Senior Programme Officer	0	0	0	2	3
8	Programme Officer	7	7	7	10	11
9	Assistant Programme Officer	9	9	9	9	9
10	Asst. Controller and Accountant General	1	1	1	1	1
11	Chief Accountant	0	0	0	0	1
12	Principal Accountant	3	3	3	4	5
13	Senior Accountant	3	3	3	3	3
14	Accountant	1	1	1	1	1
15	Assistant Chief Accounts Technician	1	1	1	1	1
16	Chief Internal Auditor	1	1	1	1	1
17	Principal Internal Auditor	0	0	0	2	2
18	Senior Internal Auditor	2	2	2	2	3
19	Internal Auditor	3	3	3	3	1
20	Principal Procurement & Supply chain Manager	1	1	1	1	1
21	Senior Procurement & Supply chain Manager	0	0	0	1	1
22	Senior Procurement & Supply chain Officer	0	0	0	1	1

23	Procurement & Supply chain Manager	2	2	2	3	2
24	Procurement & Supply chain Officer	1	1	1	1	1
25	Assistant Procurement & Supply chain Manager	2	2	2	2	2
26	Deputy Chief Information Officer	1	1	1	1	1
27	Senior Information Officer	1	1	1	1	1
28	Assistant Information Officer (RTI)	1	1	1	1	1
29	Senior Receptionist	1	1	1	1	1
30	Development Planning Officer	2	2	2	2	2
31	Planning Officer	1	2	2	5	3
32	Asst. Planning Officer	3	3	3	3	3
33	Senior Planning Officer	2	2	2	3	2
34	Senior Research Officer	0	0	0	0	1
35	Research Officer	1	1	1	2	2
36	Assistant Research Officer	1	1	1	1	1
37	Chief IT/IM Officer	0	0	0	0	1
38	Principal IT/IM Officer	1	1	1	1	1
39	Senior IT/IM Officer	1	1	1	1	1
40	Principal IT/IM Technician	0	0	0	0	1
41	Senior IT/IM Technician	1	1	1	1	1
42	Chief Executive Officer	2	2	2	3	2
43	Asst. Chief Executive Officer	2	2	2	2	3
44	Principal Executive Officer	3	3	3	3	3
45	Higher Executive Officer	0	0	0	3	3
46	Executive Officer	3	3	3	3	3
47	Principal Records Officer	0	0	0	1	1
48	Records Officer	2	2	2	2	2
49	Senior Records Officer	1	1	1	1	1
	Senior Procure. & Supply Chain Officer	0	0	0	1	1
50	Records Supervisor	1	1	1	1	1
51	Senior Private Secretary	3	3	3	3	4
52	Private Secretary	2	2	2	2	2



53	Stenographer Grade I	0	0	0	1	1
54	Stenographer Grade II	1	1	1	1	1
55	Transport Officer	0	0	0	1	1
56	Yard Foreman	4	4	4	4	4
57	Heavy Duty Driver	2	2	2	2	2
58	Driver GD I	1	1	1	1	1
59	Driver GD II	2	2	2	2	2
60	Chief Messenger	1	1	1	1	1
61	Dispatch Rider	1	1	1	1	1
62	Estates Manager	1	1	1	2	2
63	Chief Conservancy Foreman	1	1	1	1	1
64	Head Conservancy	0	0	0	1	2
65	Sanitary Labourer	2	2	2	2	2
66	Headman	1	1	1	1	1
67	Labourer	3	3	3	3	3
68	Sanitary Foreman	0	0	0	0	3
69	Headman Sanitary Labourer	3	3	3	3	3
70	Security Guard	2	2	2	2	2
71	Headman Watchman	1	1	1	1	1
72	Security Personnel	1	1	1	1	1
73	Assistant Security Officer	1	1	1	1	1
	Total	125	126	127	153	164

DEPARTMENT OF COOPERATIVE

1	Registrar	1	0	1	1	1
2	Deputy Registrar	21	3	21	21	21
3	Assistant Registrar	47	8	47	47	47
4	Principal Cooperative Officer	44	11	44	44	44
5	Senior Cooperative Officer	117	40	117	117	117
6	Cooperative Officer	115	110	115	115	115
7	Principal Inspector of Cooperative Societies	50	0	50	50	50

8	Senior Assistant Inspector Coop. Societies	50	0	50	50	50
9	Assistant Inspector of Cooperative Societies	47	0	47	47	47
10	Inspector of Cooperative Societies	107	32	107	107	107
11	Senior Assistant Cooperative Officer	0	19	19	19	19
12	Assistant Cooperative Officer	7	9	7	7	7
13	Senior Private Secretary	2	2	2	2	2
14	Accountant	1	1	1	1	1
15	Principal Accountant	1	0	1	1	1
16	Senior Accounts Technician	1	0	1	1	1
17	Senior Internal Auditor	1	0	1	1	1
18	Assistant Internal Auditor	1	2	1	1	1
19	IT/IM Officer	1	2	1	1	1
20	Assistant IT/IM	1	0	1	1	1
21	Research Officer	1	1	1	1	1
22	Assistant Research Officer	4	0	4	1	1
23	Senior Information Officer	1	0	1	1	1
24	Assistant Information Officer	1	0	1	1	1
25	Executive Chief Officer	1	0	1	1	1
26	Assistant Chief Executive Officer	0	1	1	1	1
27	Principal Executive Officer	2	0	2	2	2
28	Senior Executive Officer	1	0	1	1	1
29	Executive Officer	3	3	3	3	3
30	Procurement and Supply Chain Manager	1	0	1	1	1
31	Procurement and Supply Chain Officer	1	1	1	1	1
32	Assistant Procurement and Supply Chain Officer	1	0	1	1	1
33	Principal Technical Officer	0	1	1	1	1
34	Assistant Programme Officer	0	1	1	1	1
35	Senior Stenographer Secretary	0	1	1	1	1
36	Stenographer Secretary	4	5	4	4	4
37	Stenographer GD 1	131	4	131	131	131



38	Stenographer GD 11	2	5	2	2	2
39	Senior Records Assistant	9	1	9	9	9
40	Record Assistant	1	1	1	1	1
41	Junior Record Assistant	0	1	1	1	1
42	Clerical Officer	0	1	1	1	1
43	Senior Typist	0	1	1	1	1
44	Typist	0	1	1	1	1
45	Typist GD 1	0	4	3	2	1
46	Typist GD 11	0	6	6	4	4
47	Estate Officer	1	0	1	1	1
48	Driver GD 1	3	0	3	3	3
49	Driver Gd 11	0	3	3	2	0
50	Driver 111	18	3	18	18	18
51	Watchman	4	3	4	4	4
52	Chief Headman	1	1	1	1	1
53	Chief Messenger	0	3	3	2	1
54	Messenger	0	5	5	4	3
55	Headman Labourer	0	1	1	1	0
56	Labourer	5	3	5	5	5
57	Sanitary Labourer	0	2	2	2	0
58	Senior Budget Analyst	1	0	1	1	1
TOTAL		815	305	865	856	848

MANAGEMENT DEVELOPMENT AND PRODUCTIVITY INSTITUTE (MDPI)

1	Director General	1	1	1	1	1
2	Deputy Director General	2	1	2	2	2
3	Director – Training	1	1	1	1	1
4	Director- Finance/Admin	1	1	1	1	1
5	Director- Consultancy	1	1	1	1	1
6	Director- National Productivity Centre	1	0	1	1	1
7	Director, Business Development	1	0	1	1	1

8	Director- Research Statistics Info Mgt (RSIM)	1	0	1	1	1
9	Chief Consultant	9	9	11	9	9
10	Chief Internal Auditor	0	0	1	1	1
11	Principal Consultant	4	4	7	11	14
12	Principal Internal Auditor	0	0	1	1	1
13	Senior Consultant	7	0	7	7	10
14	Senior Internal Auditor	0	0	0	1	1
15	Library Manager	0	0	1	1	1
16	Procurement Manager I	1	1	1	1	1
17	Training Services Manager I	1	1	1	1	1
18	Human Resources Manager I	0	0	2	2	2
19	Administrative Manager I	0	0	2	2	2
20	Finance/Accounts Manager	1	0	1	1	1
21	Business Development Manager I	1	0	1	1	1
22	General Services Manager I	0	0	1	1	1
23	Administrative Manager II	2	2	0	0	0
24	Training Services Manager II	0	0	0	0	0
25	Finance/Accounts Manager II	0	0	0	0	0
26	Business Development Manager II	0	0	0	0	0
27	General Services Manager II	0	0	0	0	0
28	IT Manager II	1	1	1	1	1
29	Consultant	0	0	1	1	1
30	Library Manager III	0	0	0	0	0
31	Human Resource Manager III	2	2	1	1	1
32	Administrative Manager III	1	0	1	1	1
33	Business Development Manager III	0	0	0	1	1
34	General Services Manager III	1	0	1	1	1
35	Training Services Manager III	1	0	1	1	1
36	Finance /Accounts Manager III	1	1	0	1	1
37	Procurement Manager III	1	0	1	1	1



38	IT Manager III	1	0	1	1	1
39	Internal Auditor	0	0	1	1	1
40	Principal Private Secretary	1	1	1	1	1
41	Senior Private Secretary	1	1	1	1	1
42	General Services Officer I	1	1	1	1	1
43	Accounts Officer I	1	0	1	3	3
44	Research Officer	2	0	2	2	2
45	Human Resource Officer I	1	0	1	1	1
46	Administrative Officer I	2	0	2	2	2
47	Training Services Officer I	1	0	1	1	1
48	Transport Officer I	1	0	1	1	1
49	Stores Officer I	1	0	1	1	1
50	IT Officer I	1	0	1	1	1
51	Purchasing /Procurement Officer I	1	0	1	1	1
52	Assistant Internal Auditor	1	1	1	1	1
53	Business Development Officer I	1	1	1	1	1
54	Private Secretary	1	0	1	1	1
55	General Services Officer II	1	1	1	1	1
56	Accounts Officer II	1	1	1	1	1
57	Training Services Officer II	1	0	1	1	1
58	Human Resource Officer II	1	0	1	1	1
59	Administrative Officer II	1	0	1	1	1
60	Business Development Officer II	1	0	1	1	1
61	Purchasing/Procurement Officer II	1	0	1	1	1
62	Stores Officer II	1	1	1	1	1
63	Transport Officer II	1	0	1	1	1
64	Stenographer Secretary	1	1	1	1	1
65	Principal Matron	1	1	1	1	1
66	Chief Security Guard	1	1	3	3	3
67	Chief Machine Minder	1	1	1	1	1
68	Chief Driver Mechanic	1	0	0	1	1

69	Principal Matron	1	1	1	1	1
70	Stenographer I	1	0	1	1	1
71	Stenographer II	1	0	1	1	1
72	Senior Matron	1	1	1	1	1
73	Senior Artisan	2	2	1	1	1
74	Senior Stores Clerk	1	0	1	1	1
75	Principal Driver Mechanic	1	1	2	2	2
76	Principal Machine Minder	1	0	1	1	1
77	Principal Security Guard	4	3	2	2	2
78	Senior Library Clerk	0	0	0	0	0
79	Senior Machine Minder	0	0	0	0	0
80	Senior Human Resource Clerk	0	0	0	0	0
81	Senior Driver Mechanic	2	2	2	2	2
82	Senior Machine Minder	1	0	1	1	1
83	Purchasing /Procurement Clerk	1	0	1	1	1
84	Accounts Clerk I	0	0	0	0	0
85	Matron	1	1	1	1	1
86	Library Clerks	0	0	0	0	0
87	Machine Minder	0	0	0	0	0
88	Artisan I	1	1	1	1	1
89	Accounts Clerk II	0	0	0	0	0
90	Cook I	1	0	1	1	1
91	Senior Security Guard	1	3	3	3	3
92	Driver Mechanic	2	0	2	2	2
93	Attendance/Receptionist/Telephonist	1	0	1	1	1
94	Cook II	1	0	1	1	1
95	Security Guard	0	0	0	0	0
96	Senior Groundsman	1	0	1	1	1
97	Pantry Hand	3	3	3	3	3
98	Groundsman	1	0	1	1	1
99	Cleaner	3	0	3	3	3



	TOTAL	109	56	121	129	135
LABOUR DEPARTMENT						
1	CHIEF LABOUR OFFICER	1	0	1	1	1
2	DEPUTY CHIEF LABOUR OFFICER	1	3	5	2	2
3	ASST. CHIEF LABOUR OFFICER	18	16	24	20	20
4	PRINCIPAL LABOUR OFFICER	23	26	30	30	36
5	SENIOR LABOUR OFFICER	40	43	55	55	55
6	LABOUR OFFICER	55	40	40	45	45
7	SENIOR LABOUR INSPECTOR	41	44	45	50	50
8	LABOUR INSPECTOR	6	8	10	15	20
9	ASSISTANT LABOUR INSPECTOR	2	4	9	11	15
1	CHIEF ACCOUNTANT	0	1	1	1	0
2	PRINCIPAL ACCOUNTANT	1	1	1	1	1
3	SENIOR PRIVATE SECRETARY	1	1	2	3	5
4	PRINCIPAL RECORDS SUPERVISOR	1	1	1	1	1
5	SENIOR ACCOUNTANT	1	0	0	1	1
6	SENIOR INTERNAL AUDITOR	0	0	1	1	2
7	INTERNAL AUDITOR	1	2	1	1	1
8	CHIEF EXECUTIVE OFFICER	1	2	2	3	3
9	ASST. CHIEF EXECUTIVE OFFICER	2	2	5	6	6
10	PRIVATE SECRETARY	0	1	1	3	4
11	ASST. INTERNAL AUDITOR	1	0	1	1	1
12	PRINCIPAL EXECUTIVE OFFICER	4	3	3	5	5
13	ASST. DIRECTOR 2B	1	1	0	0	1
14	ASST. PROCUREMENT AND SUPPLY CHAIN MANAGER	1	1	1	1	1
15	STENOGRAPHER SECRETARY	2	1	2	3	3
16	STENOGRAPHER	11	11	10	10	9
17	SENIOR EXECUTIVE OFFICER	2	2	4	5	7

18	RECORDS SUPERVISOR	1	1	1	1	1
19	YARD FOREMAN	2	2	1	3	4
20	PRINCIPAL DATA ENTRY OPERATOR	1	1	1	1	1
21	IT/IM TECHNICIAN	2	2	4	4	4
22	HIGHER EXECUTIVE OFFICER	0	3	5	10	12
23	ASST. IT/IM TECHNICIAN	2	2	3	4	4
24	EXECUTIVE OFFICER	7	4	6	7	8
25	TYPIST	5	4	2	2	2
26	ENUMERATOR	1	0	0	0	0
27	HEADMAN-WATCHMAN SUPERVISOR	4	4	5	7	8
28	HEADMAN-WATCHMAN	11	10	9	10	11
29	TELEPHONIST/RECEPTIONIST	1	1	2	2	2
30	CHIEF MESSENGER	9	9	9	10	11
31	DRIVER	4	5	5	5	6
32	WATCHMAN	1	1	1	2	3
33	WATCHMAN DAY	8	8	6	8	9
34	WATCHMAN NIGHT	12	12	12	14	15
35	ASST. SECURITY GUARD	1	1	1	1	1
36	TELEPHONE OPERATOR/SWITCH BOARD OPERATOR	2	1	1	1	0
37	CHIEF HEADMAN	2	2	5	8	8
38	HEADMAN LABOURER	5	4	3	5	8
39	ASST. CHIEF MESSENGER	2	4	6	8	10
40	LABOURER	2	2	4	6	8
41	SANITARY LABOURER	2	2	4	6	8
42	MESSENGER	1	0	3	5	7
43	SWEEPER/CLEANER/CHARWOMAN	15	15	14	16	20
TOTAL		320	314	368	421	466



DEPARTMENT OF FACTORY INSPECTORATE						
1	CHIEF INSPECTOR	1	NIL	1	1	1
2	DEPUTY CHIEF INSPECTOR	16	3	12	12	12
3	ASST. CHIEF INSPECTOR	10	5	8	8	12
4	PRINCIPAL FACTORY INSPECTOR	12	6	12	12	15
5	SENIOR FACTORY INSPECTOR	20	17	12	20	25
6	FACTORY INSPECTOR	60	24	52	60	80
7	ACCOUNTANT	-	1	2	2	2
8	INTERNAL AUDIT	-	1	1	1	1
9	RESEARCH OFFICER	5	2	4	5	6
10	PROGRAMME OFFICER	10	1	9	10	12
11	ICT	10	2	10	10	10
12	CHIEF EXECUTIVE OFFICER	1	1	-	-	-
13	ASST. CHIEF EXECUTIVE OFFICER	5		6	8	10
14	PRINCIPAL CHIEF EXECUTIVE OFFICER	10	6	6	8	10
15	SENIOR EXECUTIVE OFFICER	25	12	16	18	30
16	HIGHER EXECUTIVE OFFICER	10	3	8	8	8
17	EXECUTIVE OFFICER	10	5	8	8	10
18	PROCUREMENT	2	1	4	5	6
19	PRIVATE SECRETARY	5	1	8	8	8
20	STENOGRAPHER SECRETARY	10	2	10	12	16
21	STENOGRAPHER GRADE I	15	2	10	10	10
22	STENOGRAPHER GRADE II	8	6	6	8	8
23	RECORDS OFFICER	5	1	2	5	6
24	DRIVERS	15	10	12	15	15
25	SANITARY LABOURER	12	6	8	10	12
TOTAL		287	124	237	277	341
FAIR WAGES AND SALARY COMMISSION						
1	Chief Executive	1	1	1	1	1



2	Deputy Chief Executive	-	-	1	1	1
3	Director	-	3	5	5	5
4	Deputy Director	1	2	8	8	8
5	Principal Research Officer	-	9	11	12	14
6	Senior Research Officer	-	6	4	3	3
7	Research Officer	4	7	7	5	4
8	Chief Research Assistant	-	2	2	2	2
9	Principal Research Assistant	0	0	1	1	1
10	Senior Research Assistant	0	1	1	1	1
11	Research Assistant	0	0	0	0	0
12	Chief Driver	3	3	2	3	3
13	Senior Driver	1	1	2	2	2
14	Dispatch Clerk	0	4	4	4	4
15	Office Assistant	0	1	2	2	2
TOTAL		10	40	51	50	51

NATIONAL PENSIONS REGULATION AUTHORITY

1	Chief Executive Officer	1	1	1	1	1
2	Dep. Chief Executive Officer	1	1	1	1	1
3	Director	4	4	4	4	4
4	Deputy Director	1	1	1	2	4
5	Principal Manager	0	0	0	0	0
6	Senior Manager	8	8	9	7	5
7	Manager	12	9	11	13	14
8	Assistant Manager	39	36	39	39	39
9	Officer	28	19	34	37	40
10	Chief Assistant	0	0	0	0	0
11	Principal Assistant	0	0	0	0	0
12	Senior Assistant	1	1	1	1	1
13	Snr. Private Secretary	0	0	0	0	0
14	Private Secretary	0	0	0	0	0



15	Stenographer Secretary	0	0	0	0	0
17	Driver / Dispatch Rider	10	9	10	11	12
	Cleaner	7	6	9	10	11
	Total	112	95	120	126	132



Table 12: Non-Established Post Category

S/N	GRADE	Staff Strength target for 2021	No. at post as at 31 st December 2021	Projections for 2022	Projections for 2023	Projections for 2024
NATIONAL PENSIONS REGULATION AUTHORITY						
1	Manager	1	1	1	1	1
2	Officer	8	8	11	11	11
3	Driver	1	1	1	1	1
4	Cleaner	2	2	1	1	1
	Total	12	12	14	14	14

PART E: ACTIONS TAKEN TO IMPLEMENT THE RECOMMENDATIONS OF PARLIAMENT ON THE MOST RECENT REPORT OF THE AUDITOR-GENERAL

YOUTH EMPLOYMENT AGENCY

Table 13: Actions taken on Parliament recommendations on the most recent Auditor-General's Report

S/N	RECOMMENDATIONS BY PARLIAMENT	ACTIONS TAKEN	REMARKS

**Please refer to Section 27 (4d) of the PFM Act. Please skip if not applicable.*



PART F: PROGRESS REPORT ON GOVERNMENT ON-GOING PROJECTS

Table 14: Details on Government On-going Projects

S/N	Name of Project and Location (a)	Contract Sum (b)	Variations in Contract sum	Total Revised Contract Sum (c)	Actual Payments to date	Balance	Last Payment made		Amount Budgeted for 2021	Amount programmed for 2022	Amount programmed for 2023	*Remarks
							Date	Amount				
1												
2												
3												
4												
5												

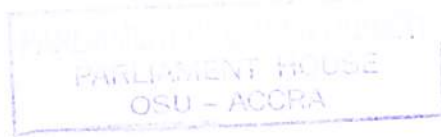
**Remarks should include status of completion*



PART G: CONCLUSION

In the 2022 financial year, in spite of the numerous challenges that confronted the Ministry, the MELR made commendable efforts towards the maintenance of peaceful industrial relations, coordination of job creation interventions in the country.

Notwithstanding the critical role the sector plays in the maintenance of harmonious industrial atmosphere in the country, it remains one of the least resourced sectors of the economy. It is the humble appeal of the ministry that the Ministry of Finance should allow the Labour Department, Department of Factories Inspectorate and Department of Co-operatives to retain portions of their IGF in order to sustain their operations and make their services accessible to the greater number of the citizenry.





REPUBLIC OF GHANA

MINISTRY OF FINANCE

Professional, Ethical, Efficient, Responsive – Transforming Ghana Beyond Aid

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