

2015 LABOUR FORCE SURVEY REPORT

Highlights of:

**Activity Status, Employment
&
Labour Underutilization**

Outline of presentation

- Labour force framework
 - Activity status
 - Employment
 - Labour underutilization
 - Key findings

LABOUR FORCE FRAMEWORK

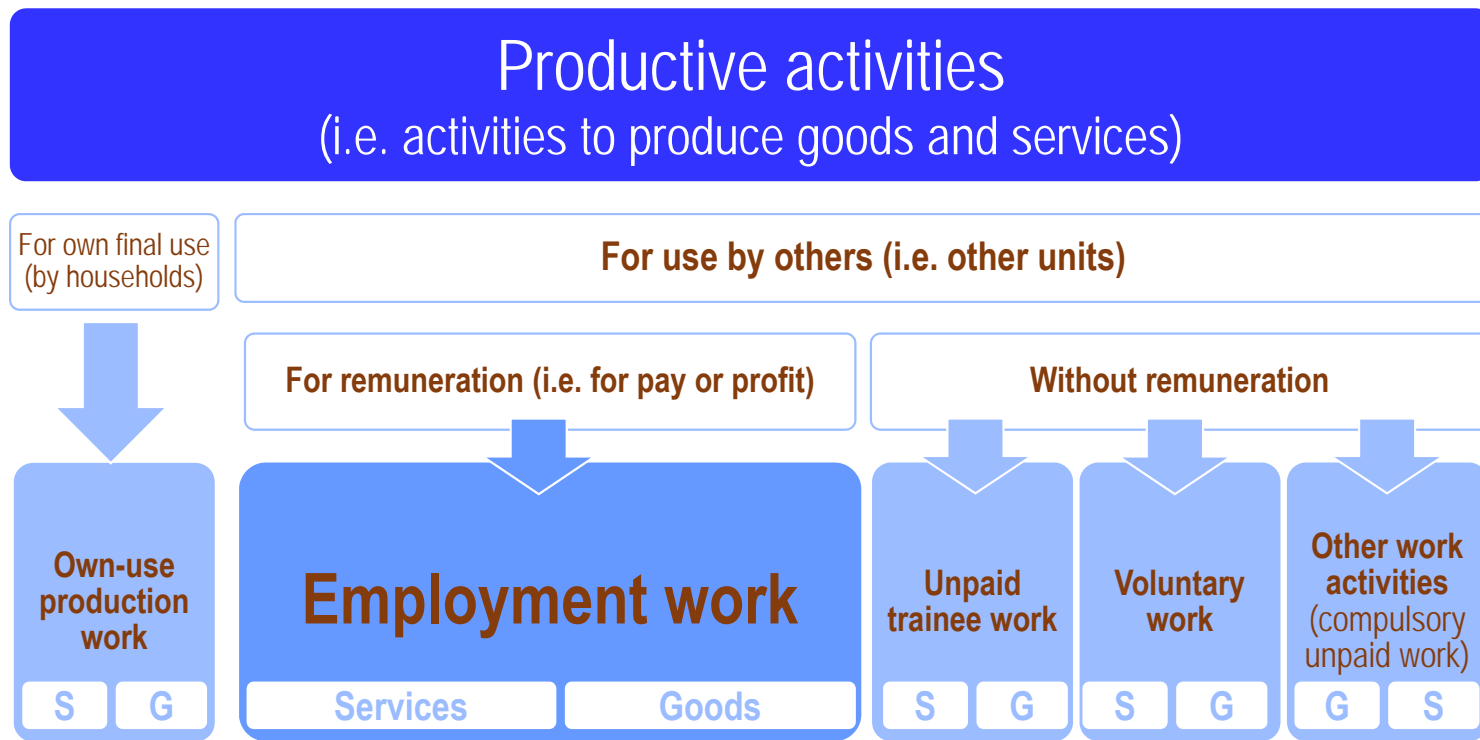
The Concept of 'Work'

Work is defined as:

Any activity performed to produce goods or provide services for one's own final use or for the final use by others (ILO, 2013).

Recognizes all productive activities as work
**** But WORK ≠ Employment**

Forms of work framework (I)

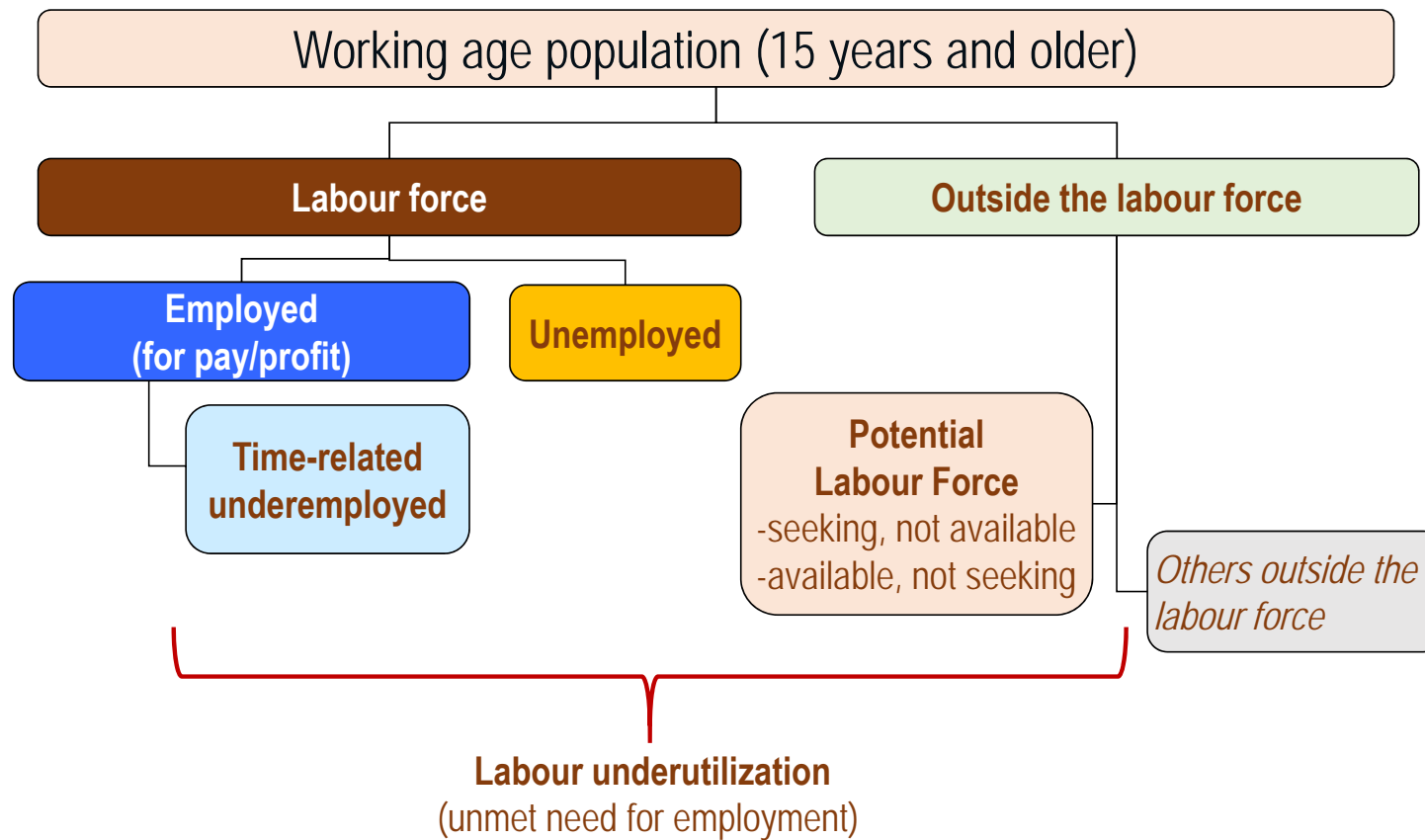


Source: ILO Department of Statistics

Forms of work framework (II)

- Distinguishes different “types” of work (i.e. productive activities).
 - ✓ Main intended destination of production (own final use / use by others)
 - ✓ Type of transaction (for remuneration / without remuneration)
- Separate measurements in support of more targeted monitoring to inform policymaking.

Standard labour force framework

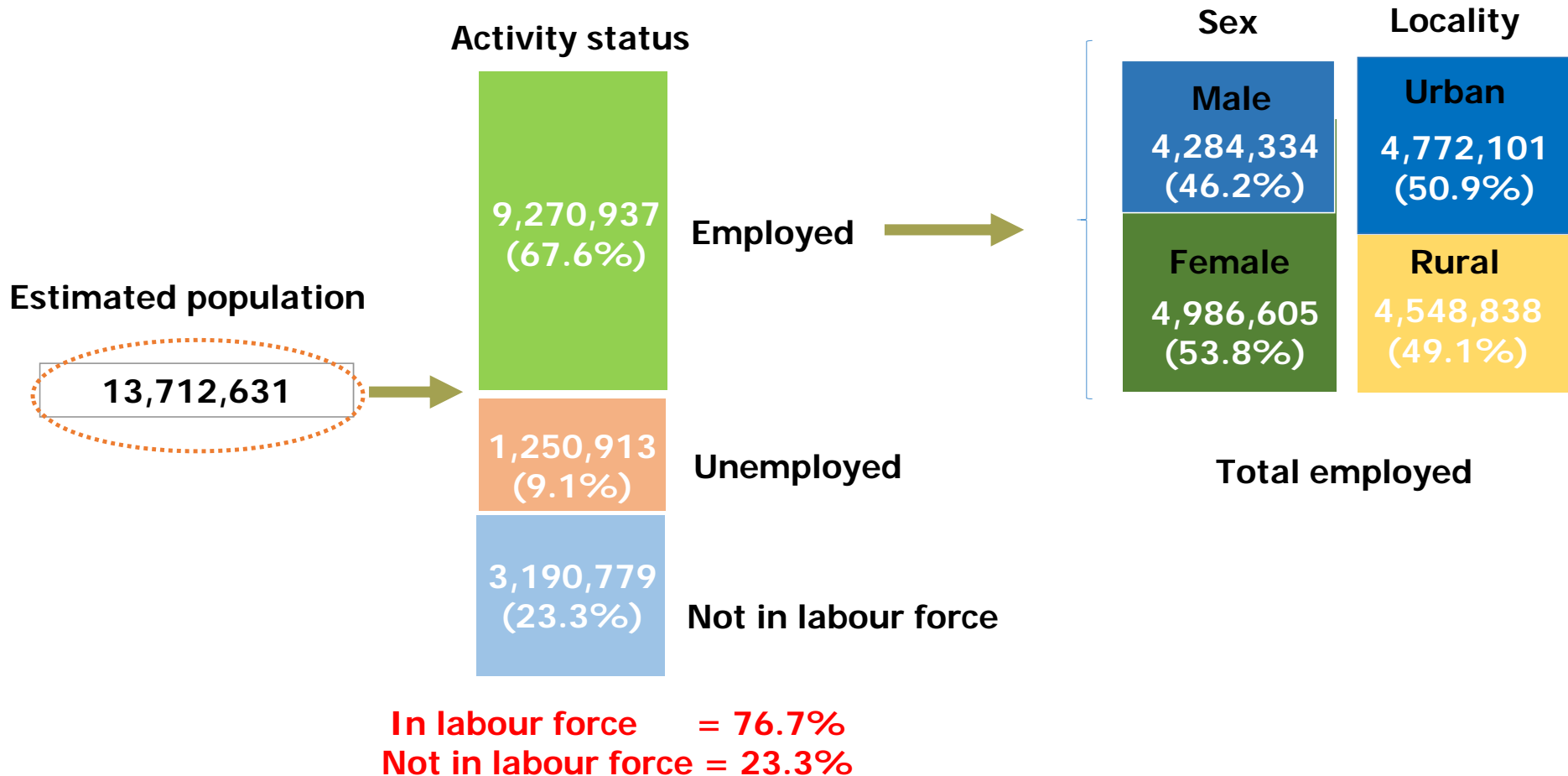


ACTIVITY STATUS

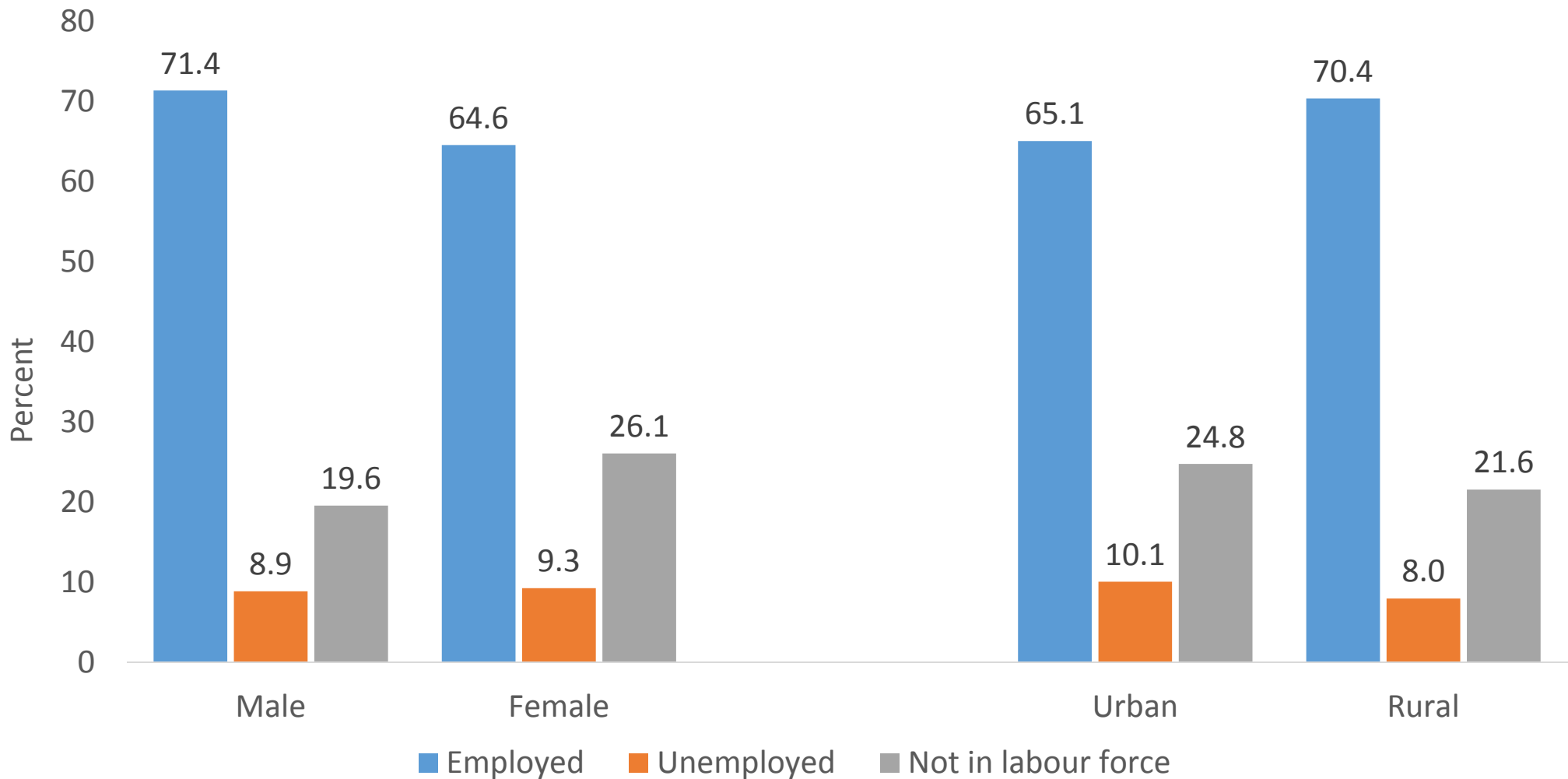
Current activity status

- Questions on economic activity were asked of all persons 15 years and older; i.e. the target population is 15 years and older.
- **Work**: Considered to have worked if one performed an economic activity for a minimum of one hour during the 7 days preceding the interview date.
- **Employed**: Worked for remuneration (i.e. pay or profit).
- **Unemployed**: Did not work and was potentially available for work.
- **Not in labour force**: Neither employed nor unemployed.

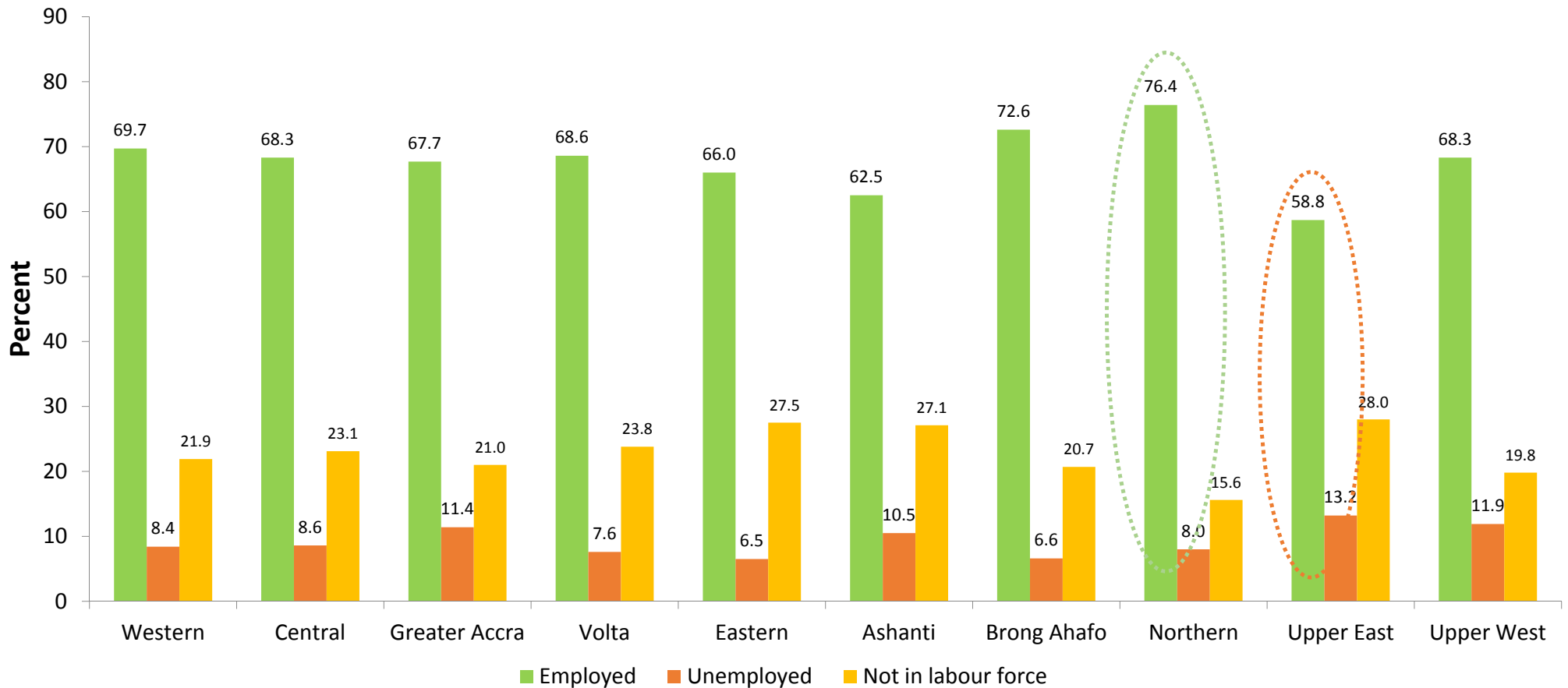
Population 15 years and older by activity status



Activity status of population 15 years+ by sex and locality



Activity status of population 15 years and older by region

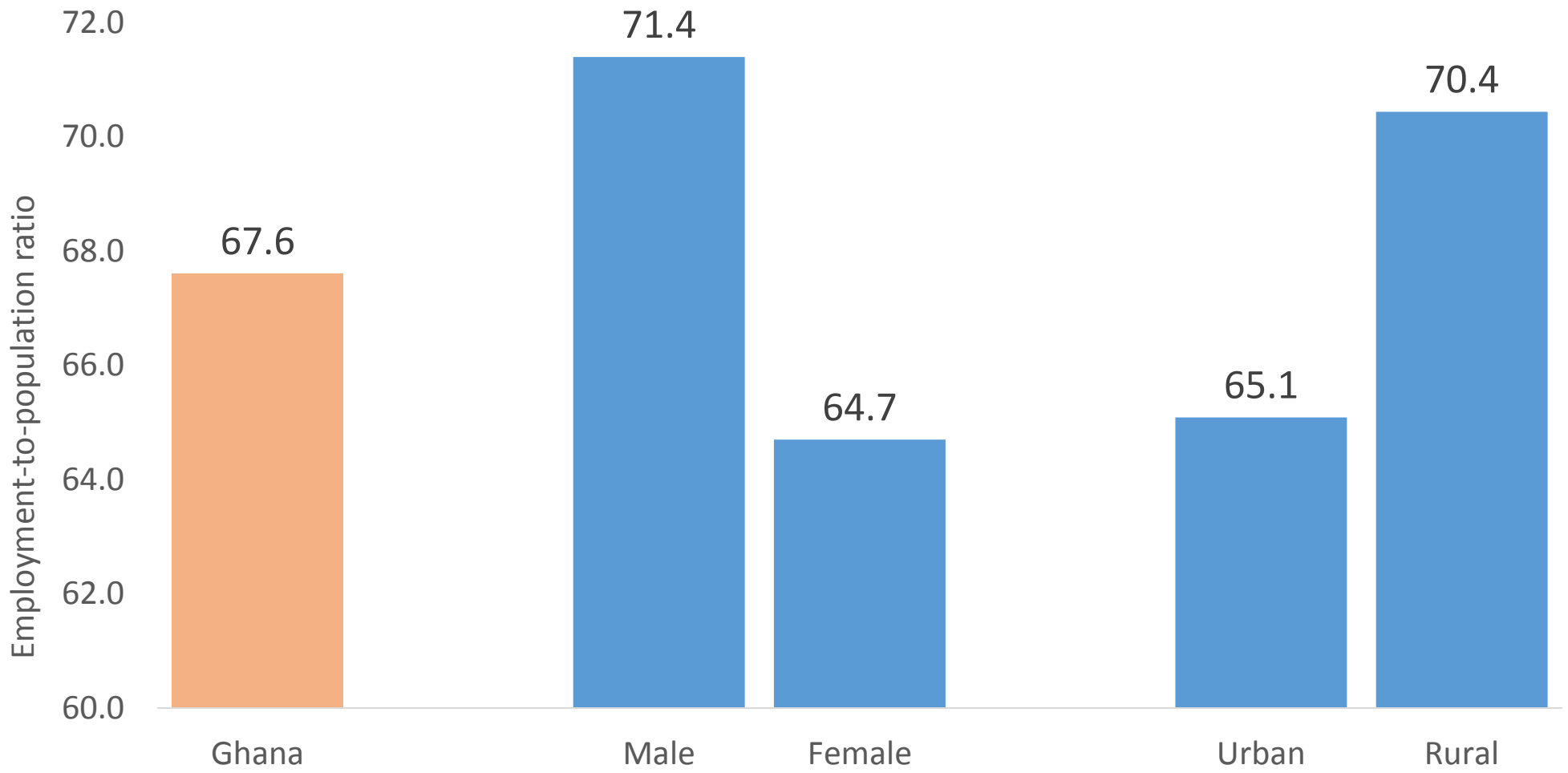


Currently not in labour force by reason for inactivity

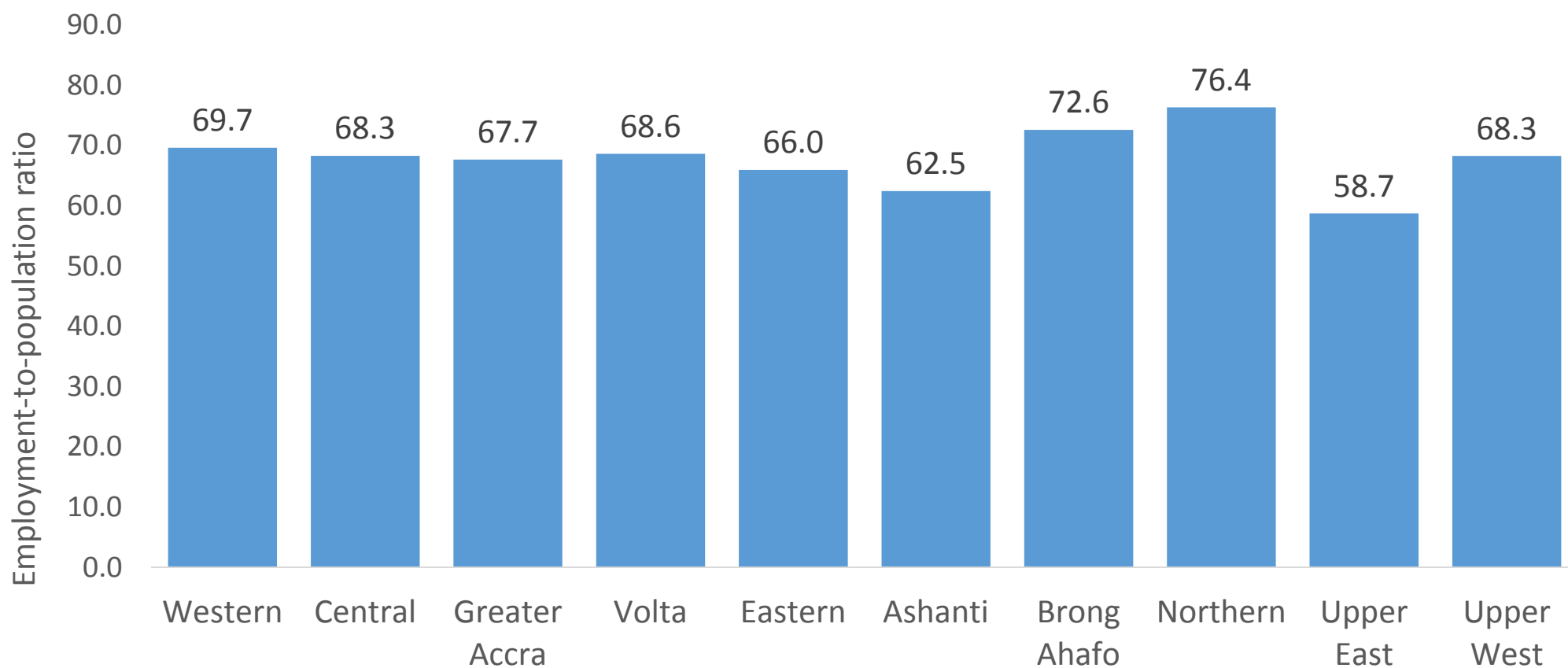
Reason	Ghana		Male	Female
Training	35.1		49.3	26.8
Too old/young	14.9		13.7	15.5
Household duties	13.6		3.0	19.8
Disability	11.3		10.4	11.8
No desire to work	4.8		6.8	3.6
Pensioner/retirement	3.9		7.2	1.9
Pregnancy	3.9		0.0	6.1
Other	12.6		9.6	14.3
All	100.0		100.0	100.0

EMPLOYMENT

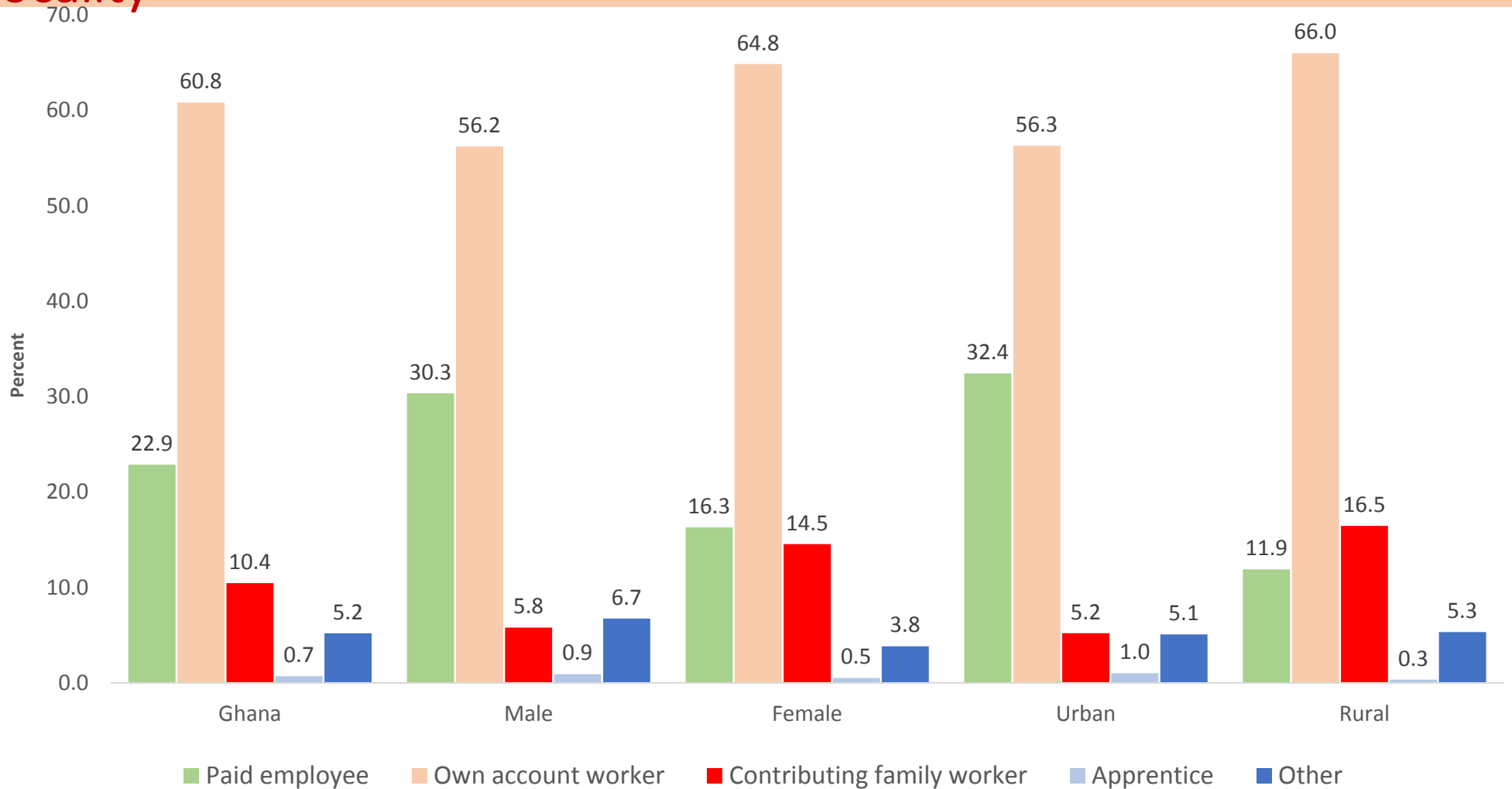
Employment-to-population ratio of population 15 yrs+ by sex and locality



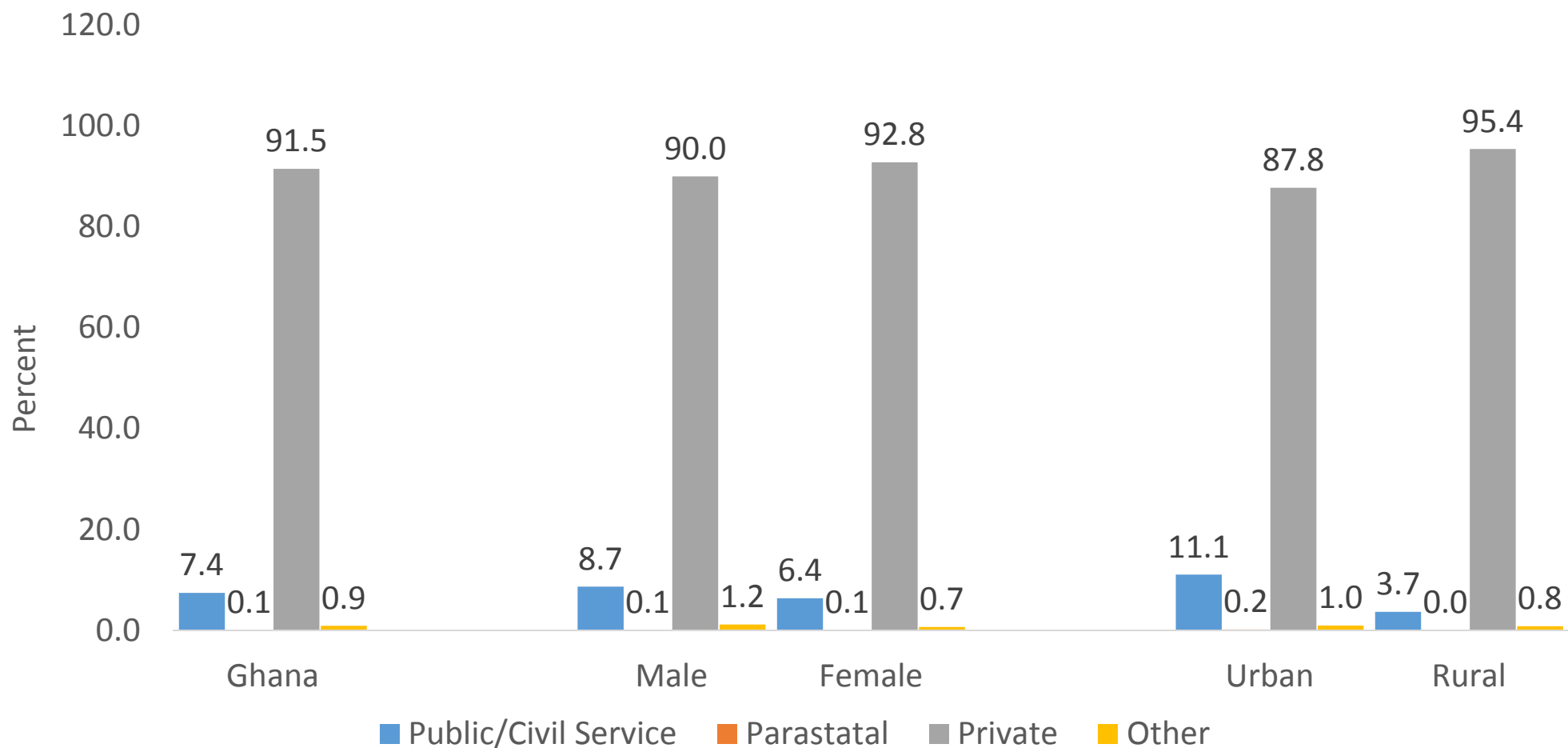
Employment-to-population ratio of population 15 years and older by region



Employment status of the employed population 15 yrs+ by sex and locality



Employment sector of the employed population 15 yrs+ by sex and locality

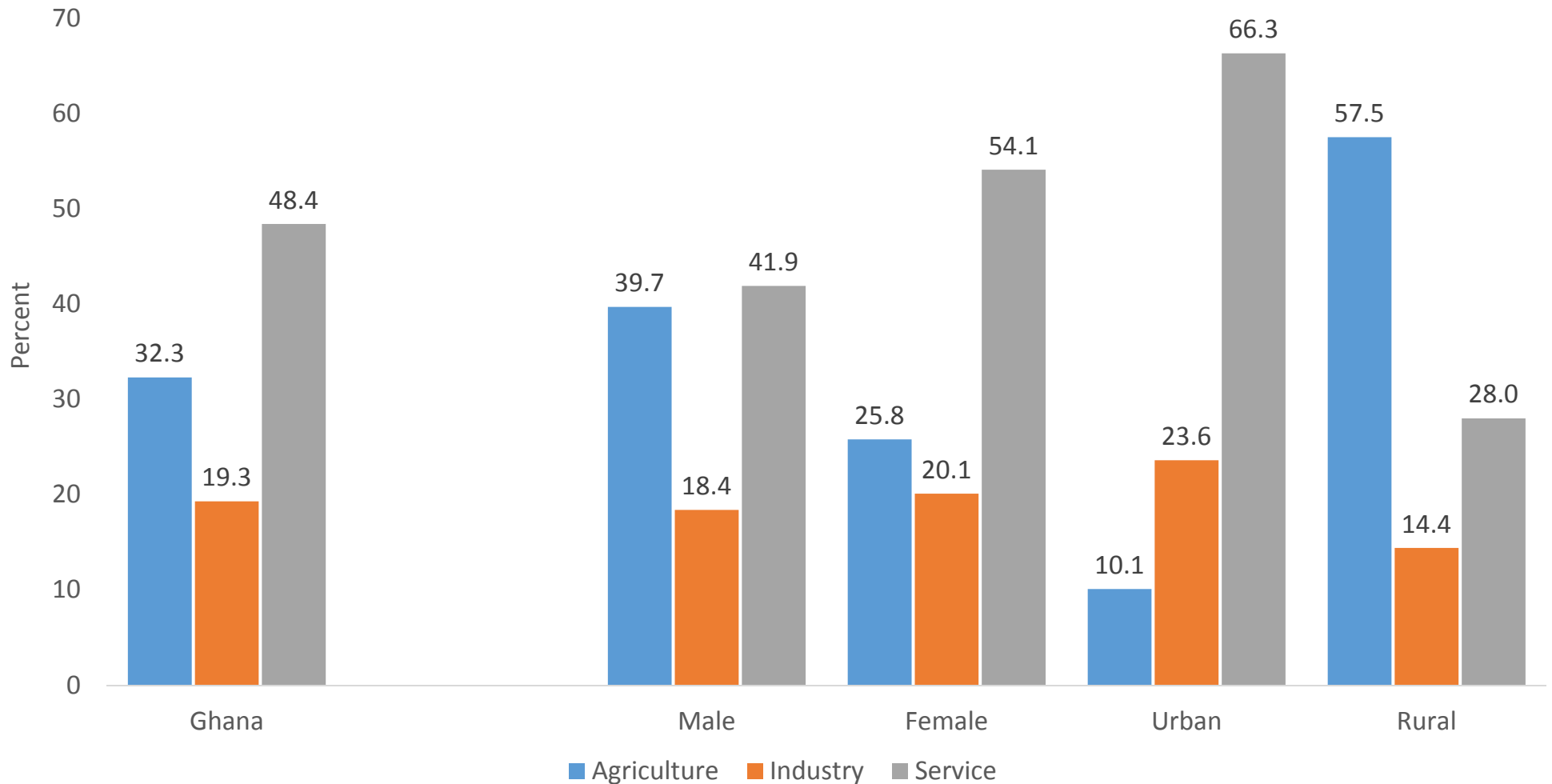


Employed population 15 yrs+ by occupation, sex and locality

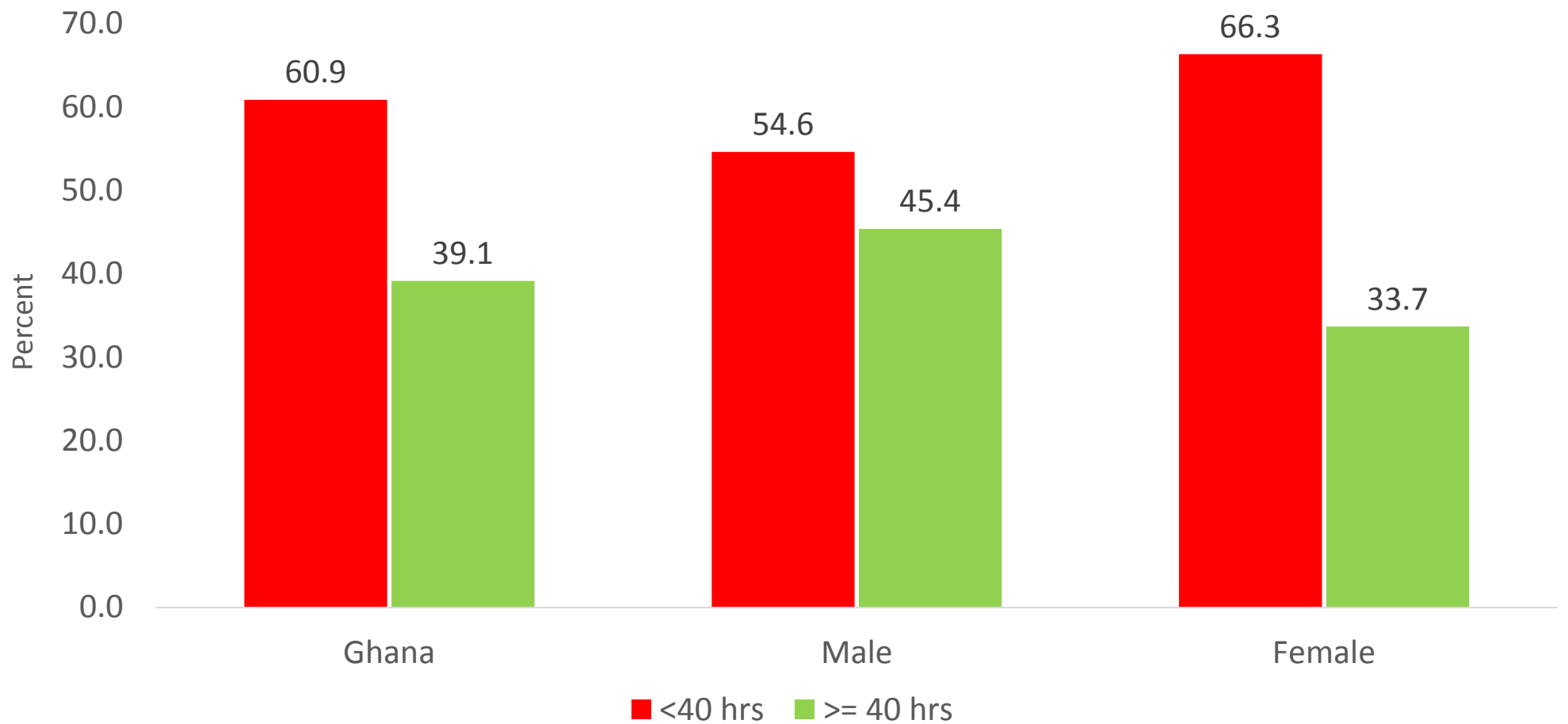
- Males are more into agricultural work (34.7%) while females are more into service & sales work (39.3%).
- In urban areas, Service and sales work (36.5%) is the main occupation, while agricultural work (51.5%) is the main occupation for those in rural localities.

Main Occupation	All	Male	Female	Urban	Rural
Total	100.0	100.0	100.0	100.0	100.0
Managers	1.5	1.9	1.2	2.4	0.5
Professionals	8.8	10.3	7.5	11.9	5.3
Technicians and associate professionals	2.2	3.6	1.0	3.5	0.8
Clerical support workers	2.1	2.6	1.7	3.5	0.6
Service and sales workers	27.3	13.6	39.3	36.5	16.7
Skilled agricultural, forestry and fishery workers	28.1	34.7	22.4	7.8	51.5
Craft and related trades workers	19.6	17.4	21.7	23.5	15.2
Plant and machine operators, and assemblers	4.2	8.5	0.5	5.5	2.8
Elementary occupations	6.0	7.3	4.8	5.4	6.7
Other	0.1	0.2	0.0	0.1	0.0

Employed population 15 yrs+ by industry, sex and locality



Number of hours worked by employed population 15 yrs+ by sex and locality



Average monthly earnings of the employed population 15 yrs+ by occupation and sex.

Main occupation	Average monthly cash earnings (GH¢) by those receiving cash		
	Both sexes	Male	Female
Total	894	1,007	709
Managers	1,369	1,297	1,518
Professionals	1,020	1,119	913
Technicians and associate professionals	1,167	1,403	616
Clerical support workers	1,116	1,247	972
Service and sales workers	486	582	359
Skilled agricultural, forestry and fishery workers	544	711	260
Craft and related trades workers	1,086	1,364	388
Plant and machine operators, and assemblers	706	725	345
Elementary occupations	495	661	285
Other occupations	1,163	1,163	0

LABOUR UNDERUTILIZATION

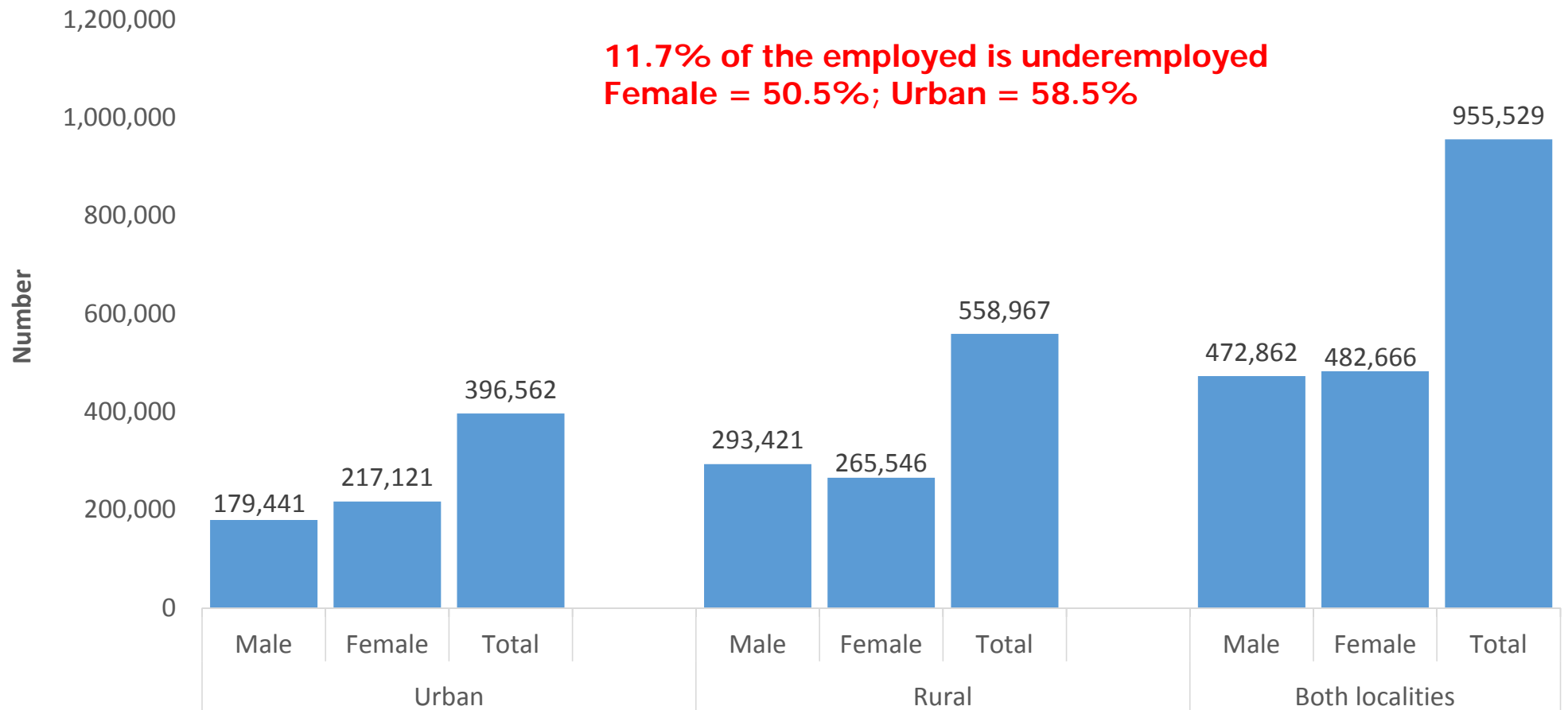
Measures of labour underutilization

- Underemployment
- Unemployment
- Composite labour underutilization (19th ICLS)

Underemployment

- ✓ Measurement is limited to time-related underemployment.
- ✓ Worked less than 40 hours within the past 7 days, and
- ✓ Available and willing to work more hours than those worked in their job(s).

Time-related underemployed population estimates 15 yrs+ by sex and locality



Time-related underemployed population estimates of persons (15 yrs+) by region and sex

Region	Number	Total	Sex		Locality	
	Total		Male	Female	Urban	Rural
Western	48,017	5.0	5.6	4.5	5.6	4.6
Central	78,139	8.2	8.5	7.9	9.9	7.0
Greater Accra	130,492	13.7	13.6	13.7	30.5	1.7
Volta	69,911	7.3	6.4	8.2	7.4	7.3
Eastern	46,220	4.8	6.3	3.4	5.0	4.7
Ashanti	87,793	9.2	8.9	9.5	16.8	3.8
Brong Ahafo	50,662	5.3	3.6	7.0	4.2	6.1
Northern	209,236	21.9	21.6	22.2	13.4	27.9
Upper East	176,765	18.5	19.7	17.3	5.3	27.8
Upper West	58,295	6.1	5.8	6.4	2.0	9.0
Total	955,529	100.0	100.0	100.0	100.0	100.0

Time-related underemployed population (15 yrs+) by occupation and sex

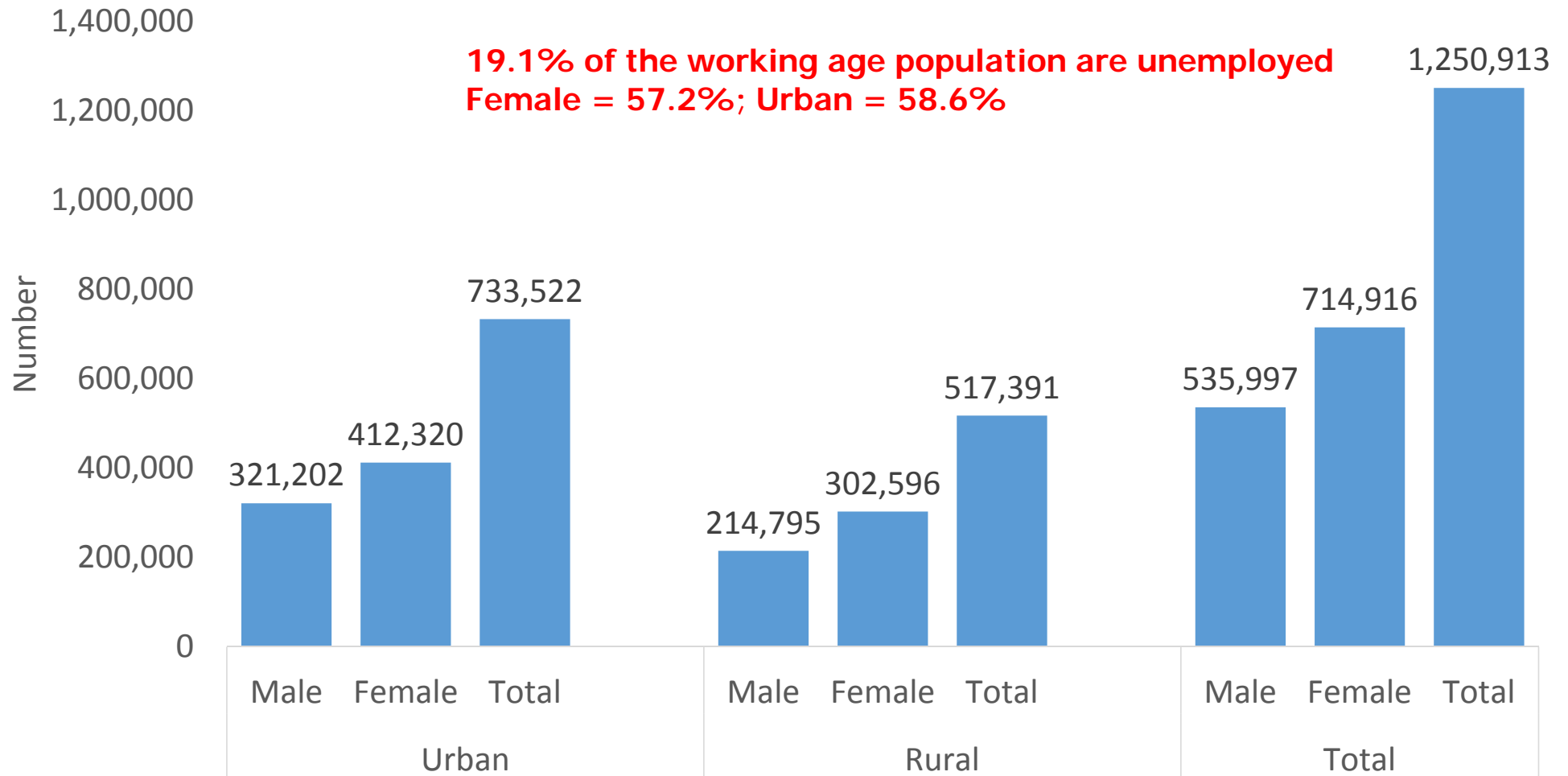
Occupation	Total		
	Male	Female	Total
Legislators/managers	0.2	0.0	0.1
Professionals	4.8	2.4	3.6
Technicians and associate professionals	2.4	0.5	1.5
Clerical support workers	0.4	0.7	0.6
Service/sales workers	6.9	33.6	20.4
Skilled agric/fishery workers	49.4	35.1	42.2
Craft and related trades workers	20.1	18.5	19.3
Plant machine operators and assemblers	5.9	0.2	3.0
Elementary occupations	9.9	8.9	9.4
Total	100.0	100.0	100.0

Unemployment

- ✓ Strict definition – not working in the last 7 days, available for work, actively looking.
- ✓ In developing economies such as Ghana, work opportunities are limited, and potential workers may well give up after unsuccessful periods of looking for work.
- ✓ Relaxed definition – not working in the last 7 days and, potentially available for work.

i.e. Persons aged 15 years and older, who within the reference period, were without jobs but were “potentially” available for jobs are considered unemployed.

Unemployed population estimates 15 yrs+ by sex and locality



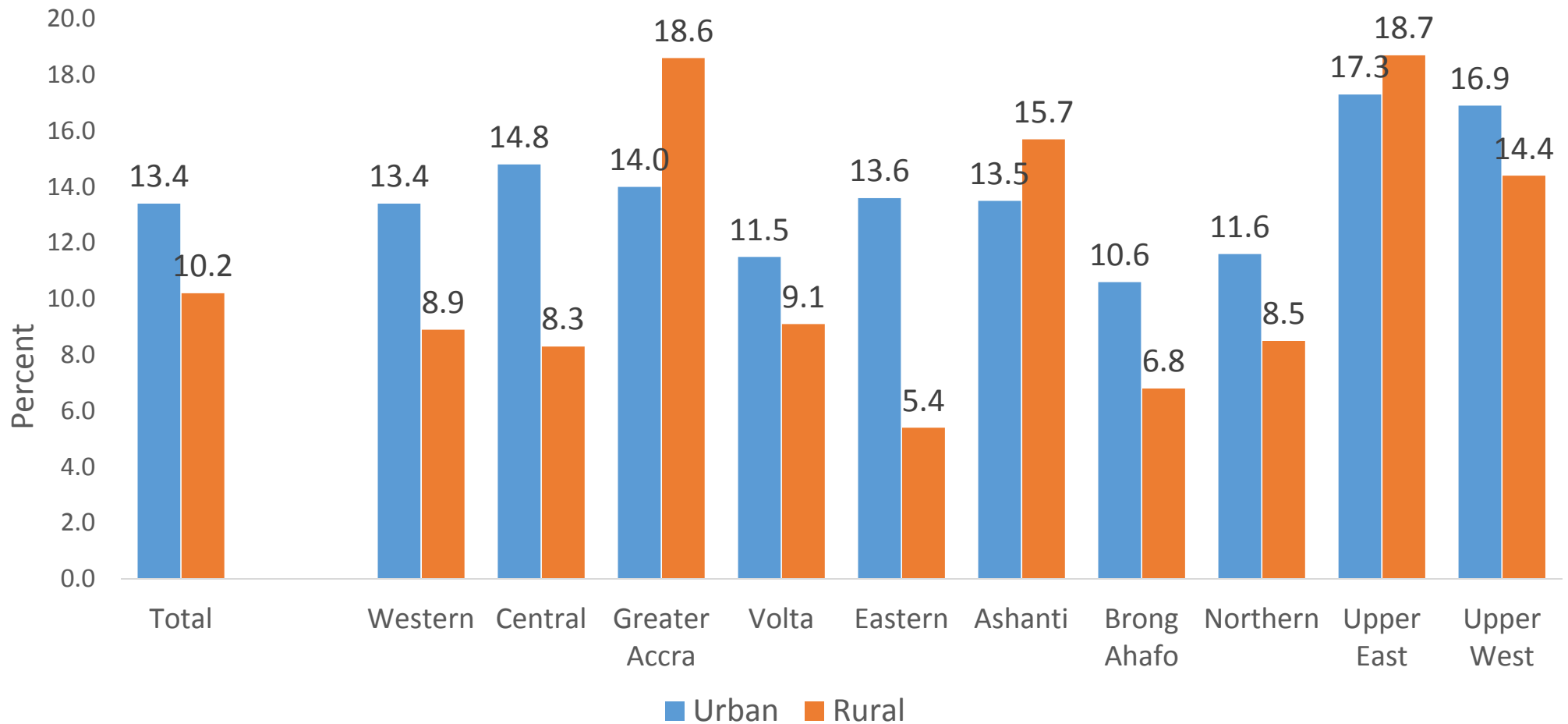
Unemployment rate - computation

$$\text{Unemployment rate} = \frac{\text{Unemployed population}}{\text{Employed population} + \text{Unemployed population}} \times 100$$

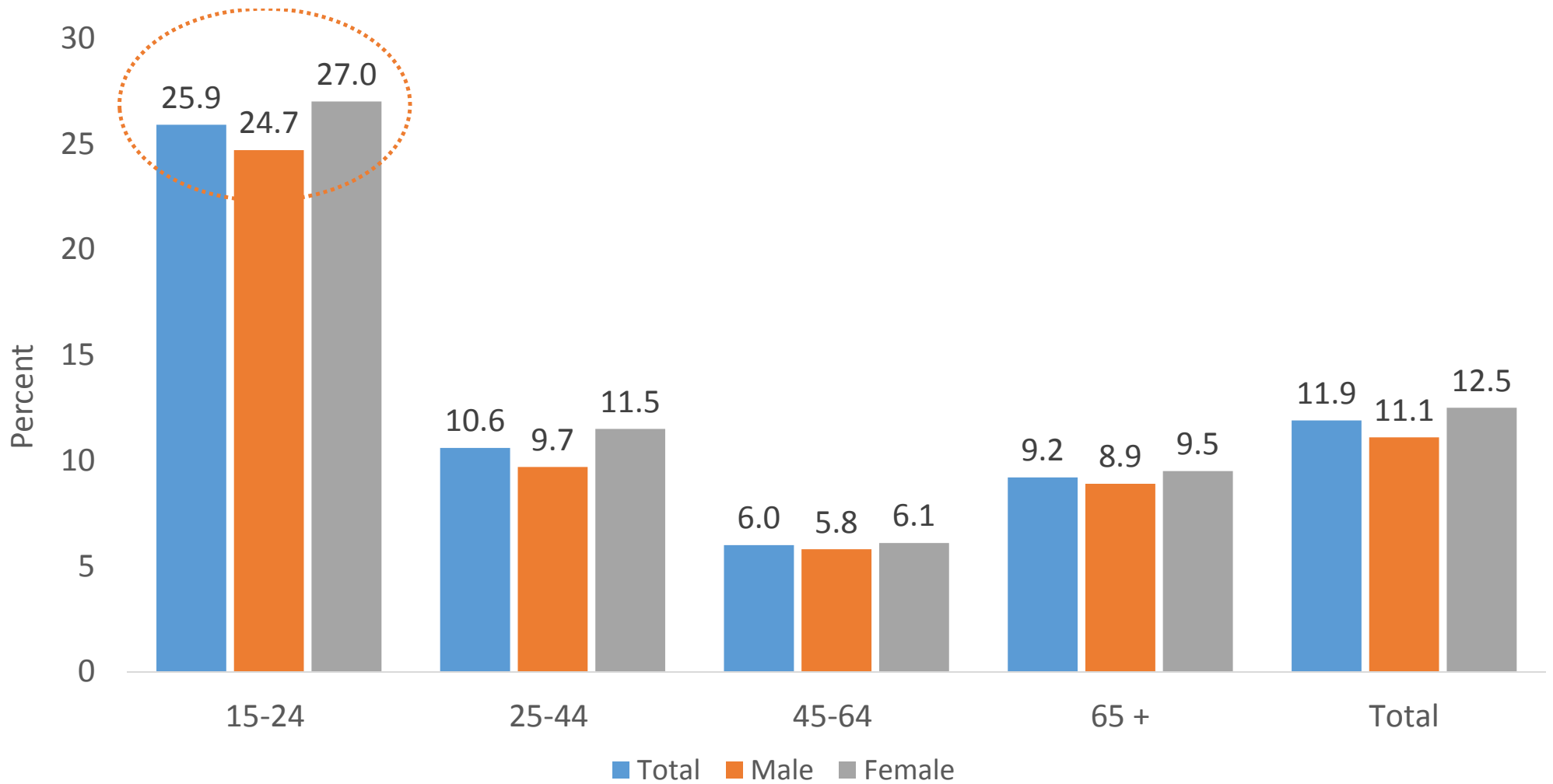
Unemployment rate for population 15 yrs+ by region and sex

Region	Male	Female	Total
Total	11.1	12.5	11.9
Western	10.4	11.1	10.8
Central	11.2	11.3	11.2
Greater Accra	15.6	13.3	14.4
Volta	7.2	12.1	9.9
Eastern	6.6	11.1	9.0
Ashanti	13.4	15.1	14.3
Brong Ahafo	10.1	6.8	8.4
Northern	6.1	12.6	9.5
Upper East	18.0	18.7	18.4
Upper West	11.8	17.0	14.8

Unemployment rate of population 15 yrs+ by region and locality



Unemployment rate for population 15 yrs+ by age groups and sex



Unemployment rate is highest (19.3%) among persons with secondary educational qualification

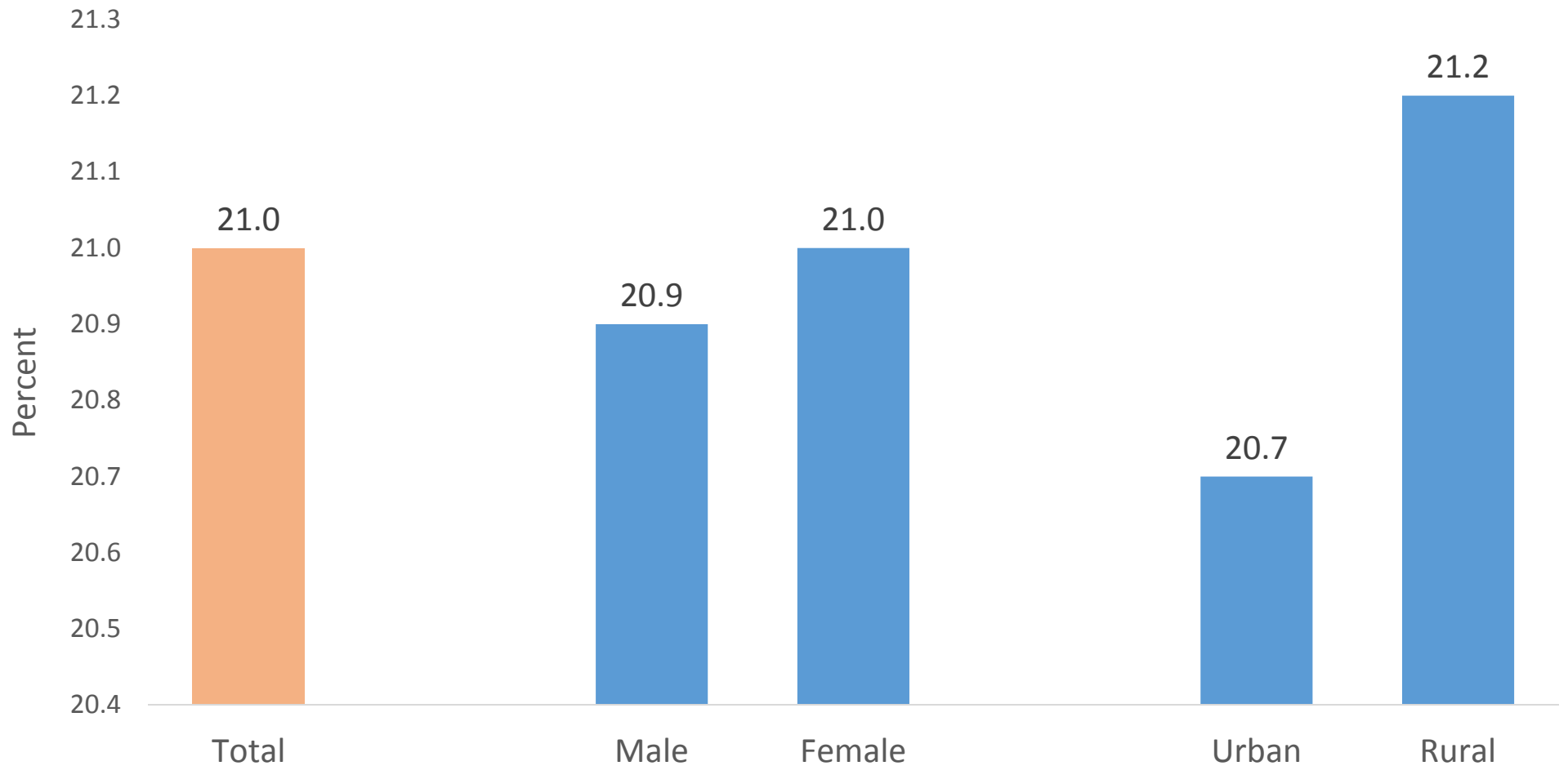
Education qualification	Male	Female		Urban	Rural		Total
No qualification	8.3	11.8		12.9	9.3		10.5
MSLC/BECE	11.8	10.8		12.3	9.9		11.3
Secondary	17.2	21.9		19.1	19.7		19.3
Post- Secondary	11.0	10.4		11.5	8.4		10.7
Degree or higher	7.6	6.6		7.5	6.4		7.3
Total	11.1	12.5		13.4	10.2		11.9

Composite measure of labour underutilization - computation

- ✓ The composite measure treats the underemployed equally as the unemployed

$$\text{Composite measure} = \frac{\text{Underemployed} + \text{Unemployed population}}{\text{Employed population} + \text{Unemployed population}} \times 100$$

Composite measure of labour underutilization by sex and locality



KEY FINDINGS

Key findings (1/2)

- Unemployment rate for Ghana is 11.9 percent, and is particularly high among the 15-24 year olds (25.9%).
- Unemployment rate is highest in the Upper east Region (18.4%) and lowest in Brong Ahafo Region (8.4%).
- Two-thirds (67.6%) of the population 15 years and older are employed while 23.3 percent are outside the labour force.
- About one-tenth (11.7%) of the employed population are underemployed. Of this proportion, females account for slightly more than half (50.7%) while close to half (49.3%) are males.

Key findings (2/2)

- Majority (71.2%) of the employed are in vulnerable employment (own account workers and contributing family workers).
- The labour market is characterized by the dominance of the private sector (91.5%)
- Skilled agricultural workers (28.1%) and Wholesale & retail trade workers (27.3%) constitute the largest occupational groups.
- The Service sector (48.4%) is the main employer of the employed population. The Agric sector engages 32.3 percent of the employed.