



GHANA STATISTICAL SERVICE

2015 LABOUR FORCE REPORT



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PREFACE AND ACKNOWLEDGEMENT

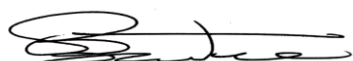
The Government of Ghana recognizes the important role labour plays in the development agenda of the country, especially for economic growth and improvement in the lives of the population. As a result, a number of initiatives have been taken over the years to promote growth, including the Ghana Poverty Reduction Strategy (GPRS), the Livelihood Empowerment Against Poverty (LEAP) and recently the Ghana Shared Growth and Development Agenda (GSGDA). Ghana's Vision 2020 adopted a human-centred approach to development with emphasis on social welfare issues such as poverty, hunger and the problem of child labour.

The Ghana Statistical Service (GSS) has, within the framework of the Ghana Statistics Development Plan (GSDP), conducted the 2015 labour force survey. The main objective of the LFS is to collect basic statistics on the labour force situation in Ghana and make labour statistics available to the government, the private sector and the general public for making decisions that aim at improving the employment situation of Ghanaians. This is to ensure that the LFS provides a tool for monitoring progress towards national goals and global commitments with an overarching goal of promoting the welfare of the Ghanaian population while ensuring the availability of labour force indicators to feed into Ghana's Shared Growth and Development Agenda (GSGDA).

The survey was made possible following the support provided by various stakeholders. The GSS acknowledges with gratitude the many contributions that complemented the efforts of the Service in the successful completion of the survey. The GSS would like to thank the selected households in particular for their cooperation, and for the time they devoted to the interviews. Our appreciation also goes to the field personnel and data entry officers for the meticulous manner in which they discharged their duties. We are also grateful to the regional and district administrators as well as traditional rulers and community leaders for the diverse ways in which they assisted our field teams to ensure the success of this important national exercise.

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Finally, the devoted services of the Project Implementation Team, the Regional Statisticians and District Statistical Officers, the report writers and all others who have contributed in numerous ways to the successful implementation of the survey and subsequent production of this report are duly acknowledged.



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ABBREVIATIONS AND ACRONYMS

CAPI	Computer Assisted Personal Interview
CWIQ	Core Welfare Indicators Questionnaire
EAs	Enumeration Areas
GCLS	Ghana Child Labour Survey
GLSS	Ghana Living Standards Survey
GPRS	Ghana Poverty Reduction Strategy
GSDP	Ghana Statistics Development Plan
GSGDA	Ghana Shared Growth and Development Agenda
GSGDA	Ghana's Shared Growth and Development Agenda
GSS	Ghana Statistical Service
IDA	International Development Association
ILO	International Labour Organization
IPEC	International Programme on the elimination of Child Labour
LEAP	Livelihood Empowerment Against Poverty
LFS	Labour Force Survey
MDGs	Millennium Development Goals
MELR	Ministry of Employment and Labour Relations
PHC	Population and Housing Censuses
PSUs	Primary Sampling Units
SDGs	Sustainable Development Goals
SPSS	Statistical Package for Social Sciences
SRF	Statistics for Results Facility
SSUs	Secondary Sampling Units
TFSF	Technical and Financial Support Framework

EXECUTIVE SUMMARY

The 2015 Labour Force Survey (LFS) is the first stand-alone survey on labour aimed at collecting basic statistics on the labour force situation in Ghana. These include indicators on employment, unemployment, underemployment and other relevant information that can be used to assess the labour force situation in Ghana. The survey thus provides data to both the public and private sectors and other relevant institutions to enable them make informed decisions on the labour force and labour-related issues in the country. Below is a summary of the findings from the Labour Force Survey conducted in all the ten regions of Ghana from November 2015 to December, 2015.

The 2015 LFS covered a total of 6,030 households selected from 402 enumeration areas across the country. A total of 5,838 households were successfully interviewed, and in the interviewed households, complete interviews were held with 9,604 of the identified 10,931 eligible individuals 15 years and older.

Socio- Demographic Characteristics

Of the individuals interviewed, 53.3 percent were females and 47.7 percent were males. Urban respondents made up 48.7 percent of the sample while 51.2 percent were enumerated in rural areas. There has been a reduction in the mean household size in Ghana from 4.4 in the 2010 Population and Housing Census to 3.2 in the 2015 LFS. This shows a difference of 1.2 in mean household size. The urban and rural mean household sizes were 2.9 and 3.5 respectively.

Among the regions, Northern region has the highest mean household size of 5.1 in 2015, followed by Upper East 4.3, with Greater Accra region having the lowest mean household size of 2.6. Also, the estimated national population size (27,669 million) from the LFS 2015 is almost the same as the projected census figure (27,670 million) for 2015, with the total number of households estimated at 6,332 for Ghana as a whole.

At the national level, the literacy rate for the population 11 years and older in Ghana is 63.0 percent for both sexes (71.8 percent for males and 55.5 percent for females). About a third (32.8%) of the population 3 years and older have attained primary education while less than one percent (0.7%) has attained post graduate degree.

Current Economic Activity

Information on economic activities undertaken by persons aged 15 years and older were collected under two reference periods, namely "activities done in a short time period" and "activities done over a longer time period". The former, which was based on the "last week" (7 days before the survey) gives the estimates of persons who are currently active and those who are currently not in the labour force. A person is said to be "currently active" if he or she is either employed for at least one hour during the seven days reference period, or has a job to go back to if temporarily absent from work, or is available to work if work could be found.

About two-thirds (67.6%) of the labour force are employed, 9.1 percent are unemployed and 23.3 percent are currently not in the labour force. Irrespective of sex, the population in rural areas (70.4%) is more likely to be employed than those in urban areas (65.1%).

The Northern region has the highest proportion of persons employed - slightly more than three-quarters (76.4%) while the Upper East region has the lowest proportion (58.7%) of persons employed. In the regions, the sex distribution of employed persons depicts the national pattern which shows that more males than females are employed. As expected, the Upper East region has a higher proportion of persons who are unemployed (13.2%) compared to the other regions. The region also recorded the highest proportion of those who are not in the labour force (28.0%).

The proportion of the population who are not in the labour force is higher among the age group 15-19 years (67.2%) and those age 65 years and older (51.2%) compared to the other age groups. This may be attributed to the fact that the population 15-19 years are in school while those 65 years and older are retired. This pattern is similar for urban-rural areas.

The employed persons mostly aspire to be service or sales workers (30.0%) irrespective of where they are currently working, with a higher proportion of females (45.0%) than males (12.6%) showing this desire. Less than one percent of persons aged 15 years and older would want to work in elementary occupations such as drinking bar attendant, head porter/kayaye/truck pusher, a cleaner at a chop-bar/on the street, washing bay attendant.

Employment

Employment-to-population ratio is the proportion of a country's population that is employed. The working age group in Ghana includes all persons 15 years and older. About two-thirds (67.6%) of the working age population are in employment (Table 4.1). The proportion of males (71.4%) that are employed is relatively higher than females (64.7%). In most countries, women are less likely than men to participate in the labour market. In other words, they are less likely to be employed (ILO, 2010). About seventy percent (70.4%) of the population in rural localities is employed compared with 65.1 percent in the urban.

The Upper East (58.7%) and Ashanti (62.5%) regions have relatively low proportions of persons employed compared to the other regions. Northern (76.4%) and Brong Ahafo (72.6%) have more of their populations currently in employment.

More than two-third of females (68.2% or 3,401,618) who are currently employed are own account workers while a relatively small number (712,423) work as paid employees (Table 4.2). The proportion of females (12.5% or 625,712) who work as contributing family workers is much higher than males (5.1% or 217,482) in the same work category.

Employment sector

The proportion of females employed in the Civil Service (68,725) is relatively higher than males (56,092) engaged in the same sector. However, the dominance of women in the private sector is very considerable, as 4.6 million women who are in current employment are engaged by the private sector compared with 3.8 million men employed in the same sector.

Main Occupation

Skilled agricultural, forestry and fishery workers constitute the largest occupational group, engaging 2,949,805 of the currently employed persons (Table 4.4). However, more females (1,910,966) are engaged as service and sales workers compared to any other occupation. Whereas in the rural localities, engagement in skilled agricultural, forestry and fishery work is the main occupation for the employed (accounting for 2,537,466 of those in current

employment), service and sales is the main occupation for those in urban localities (engaging 1,792,906). About 76.2 percent of the working force in the urban localities is engaged in service and sales work (1,366,355) compared with their male counterpart of 426,551 (23.8%).

Wages and Earnings

Currently employed persons in the country earn on average GH¢898 with males (GH¢1,011) earning higher than females (GH¢715). Persons working as Managers receive the highest average monthly earnings of GH¢1,378 in both cash and in-kind payment. However, Managers whose earnings is only by in-kind payment receive on average GH¢180 as monthly earnings. Skilled agricultural, forestry and fishery workers earn a relatively higher average monthly income (GH¢525) than service and sales workers (GH¢499).

Second Job

About five percent (5.3%) of the currently employed have a secondary activity. The proportion of those engaged in secondary activity is higher in rural (6.4%) than urban (4.3%) localities. Almost six percent (5.8%) of Managers/Legislators are engaged in “moonlighting”. The proportion of Clerical support workers who engage in secondary activities (8.3%) is relatively higher than those in the other occupations groups who engage in secondary activities.

The number of male Technicians and Associate Professionals in urban localities who are engaged in secondary activities are more (122,274) compared to their counterparts in rural localities 28,358. Besides, less than one in every ten male Professionals (8.4%) in rural localities engage in secondary activities.

Labour Underutilization

About 955,529 persons 15 years and older, representing approximately 10 percent of the employed population, are estimated to be underemployed. Of this number, 50.7 percent are females and 49.3 percent are males. Nearly 6 in every 10 (58.7%) of the underemployed are located in rural areas and about 2 in every 5 (41.3%) are in urban areas. In terms of the regional distribution, more than half of the estimated underemployed persons are located in three regions, namely Northern (21.9%), Upper East (18.6%) and Greater Accra (13.6%).

A total of 1,250,913 persons 15 years and older are estimated to be unemployed. Of this number, 57.2 percent or 714,916 are females and 42.8 percent or 535,997 are males. Nearly one in six (58.6%) or 733,522 of the unemployed are located in urban areas and 41.4 percent or 517,391 are in rural areas. It is observed that more than two-fifths (548,447) of the estimated unemployed persons are located in Ashanti (22.5%) and Greater Accra (21.3%) regions. In terms of age, nearly 7 in every 10 (68.8%) unemployed persons is within the youthful age group (15-34 years). In urban areas, 72.7 percent of the unemployed population is youthful compared to 63.3 percent of their rural counterparts.

This report adopts the relaxed definition of unemployment. Thus, the unemployment rate has been computed based on persons 15 years and older, who within the reference period, were without jobs and “potentially” available for jobs. Based on this definition, the total unemployment rate for Ghana is 11.9 percent; the rate is higher among females (12.5%) than males (11.1%). This means that females are more likely to be unemployed than their male counterparts. There are marked differences in the unemployment rates recorded in the regions, with Upper East (18.4%) recording the highest unemployment rate and Brong Ahafo (8.4%) recording the lowest. The female unemployment rate is higher than that of males in all regions

except Greater Accra (13.3% for females and 15.6% for males) and Brong Ahafo (6.8% for females and 10.1% for males) where the reverse is the case. In Greater Accra, Ashanti and Upper West regions, the unemployment rate in rural areas is higher than the rate in urban areas. In the remaining regions, the reverse is true.

Youth and School-to-work Transition

By Ghana's definition (15-35 years), 59.6 percent of the youth are employed, 12.1 percent are unemployed and the rest are not in the labour force. On the other hand, using the ILO's definition of the youth (15-24 years), only 38.9 of the youth are employed while 13.6 are unemployed, with about half (47.4%) not in the labour force.

Based on Ghana's definition, more males (62.8%) than females (57.2%) are employed. However, there is not much difference between the proportion of males and females who are unemployed (12.3% for males and 12.0% for females). On the other hand, there is a higher female youth who are not in the labour force (30.8%) compared to their male counterparts (24.9%). Similar patterns are observed using the ILO's definition of the youth. For instance, 48.8 percent of the female youth are not in the labour force compared to 45.7 percent of their male counterparts; however, there is not much difference between the unemployed male (13.4%) and the unemployed female (13.8%) youth.

Using Ghana's definition, the proportion of the youth that are employed is relatively lower in urban (57.0%) than in rural (62.8%) areas. On the other hand, the proportion of unemployed youth is higher in the urban (13.6%) than rural (10.4%) areas. Similarly, under the ILO definition, the proportion of employed youth is lower in the urban areas (33.8%) compared to rural areas (44.6%) while the unemployment rate is higher in urban (15.4%) than rural (11.7%) areas.

Informal Employment

Informal employment forms part of the Non-Observed Economy (NOE) which corresponds to the whole set of activities that are not usually measured by traditional means (i.e. administrative registers, enterprise-based surveys and/or household-based surveys) because of economic or administrative reasons. The NOE contains three components: illegal activities, underground activities and informal employment activities.

The data show that 90 percent of the currently employed population 15 years and older are in the informal sector, with males constituting 45.1 percent and females, 54.9 percent. The data further show that 96.2 percent of the currently employed population 15 years and older in the rural areas are in the informal sector compared to 84.1 percent in the urban areas. The proportion of females in informal employment in both rural and urban areas is higher than males. There is also a higher proportion of females in informal employment in urban than rural areas (57.7% against 52.4%) while the reverse is true for males (47.6% in rural and 42.3% in urban). This is probably due to high the female participation in trade and service activities in urban compared to rural areas. At the regional level, the data show that the share of informal employment varies from a low of 84.1 percent in the Greater Accra region to a high of 96.8 percent in the Brong Ahafo region.

Usual Economic Activity

Usual economic activity seeks to collect information not only on the main activity of individuals over a long period, but also on other activities they were engaged in during the period. Inactivity is highest among the age groups 15-19 (28.8%), 20-24 (18.3%) and 65 years and older (16.5%). The high rates of inactivity among the younger age group may be due to the fact that they are still in school while that of the older population could be attributed to old age, which has made them inactive. That of the 20-24-year age group can be due to the fact that they might have just completed school and so are now seeking employment. On the other hand, persons within the age groups 25-29 (14.9%), 30-34 (14.7%) and 35-39 (14.0%) have spent most of their time within the 12-month reference period being economically active. The proportion of usually inactive persons aged 15-19 is higher among the rural (31.6%) than the urban (26.7%) population. Inactivity is also high among the population 65 years and older in the rural localities ((18.7%) than urban (15.0%).

Status of Migrants

Nearly 1 in 2 persons 15 years and older (47.3%) in Ghana had moved to their current location at some point in time and the proportion is similar to that reported in the 2010 Population and Housing Census (Table 9.1). The Table also shows that the proportion of migrants in urban areas (50.9%) is higher compared to their counterparts in the rural areas (43.3%). At the regional level, the Greater Accra region had the highest proportion of migrants (68.1%), followed by Western (52.2%), Brong Ahafo (51.7%) and Ashanti (49.2%) regions. The Upper East region had the lowest proportion of migrants (17.4%). Again, Greater Accra region recorded the highest proportion of both male (69.8%) and female (66.8%) migrants.

Agricultural Activities, Locality Type and Sex of Household Head

A total of 2,203,965 households (representing 25.8 percent of all Ghanaian households) are engaged in agricultural activities, of which 1,690,026 are headed by males (76.7%) and 513,939 or 23.3 percent by females. Among the urban households, 428,065 (9.0%) are engaged in agricultural activities out of which 318,409 and 109,656 households are headed by males and females respectively. Among the rural households, nearly 47 percent are engaged in agricultural activities. Of these, 1,321,429 are headed by males and 402,051 by females. Agricultural activities in Ghana are predominantly rural (80.6% or 1,775,900), which confirms the figure reported by GLSS-6 (82.5%).

The Northern region has the highest proportion of households (54.5%) engaged in agricultural activities, out of which 272,173 and 22,499 are headed by males and females respectively. This is followed by the Brong Ahafo region with 45.7 percent (made up of 242,828 male-headed households and 82,987 female-headed households). The Greater Accra region (2.4%) had the least number of households engaged in agricultural activities of which 31,392 and 9,281 households are headed by males and females respectively. It is worth noting that the Greater Accra and Ashanti regions have lower proportions of households engaged in agricultural activities compared to the national average of 25.8 percent.

Non-Farm Enterprise

The estimated number of non-farm enterprises is 3,755,431. About seven out of every 10 enterprises (69.4%) are found in urban areas, with two-thirds (67%) of the enterprises owned by females. The Greater Accra (26.1%) and Ashanti (21.7%) regions had the highest proportion of non-farm businesses, while the Upper East and Upper West regions have less than two percent each. Female dominance in non-farm enterprises or businesses is observed in the

wholesale and retail trade (81.8%), manufacturing (62.5%) and the services (62.3%) sectors. Males, on the other hand, dominate in the transport (98.4%), mining and quarrying (96.5%) and construction (96.2%) sectors.

Occupational Injuries and Safety

Out of a total of 9,269,889 persons 15 years and older who were employed, 1,341,890 constituting 14.5 percent have had a work place accident sometime in the past, with males (19.4%) being twice as likely as females (10.3%) to have had an accident. Persons in older ages are more likely than younger persons to have experienced work accident. The Table further shows that nearly seven percent (6.3%) of employed persons 15 years or older had an accident in the last 12 months, with six out of every ten (60.9%) persons who had an accident in the past 12 months taking time off work. Employed persons of middle age seem more likely than the young and older persons to have had a work place accident requiring time off work.

CHAPTER ONE

INTRODUCTION

1.1 Background

A Labour Force Survey (LFS) is a standard household-based survey of work-related activities. Since independence, Ghana has not been able to conduct an LFS. Few questions relating to employment, unemployment, and underemployment have, however, been included in Population and Housing Censuses (PHC) and other national surveys such as the Ghana Living Standards Survey (GLSS), Core Welfare Indicators Questionnaire (CWIQ) Survey and the Ghana Child Labour Survey (GCLS). As a result, in-depth information on Ghana's labour force has been scanty.

The Ghana Statistical Service (GSS) has, within the framework of the Ghana Statistics Development Plan (GSDDP), developed a calendar of household survey activities including the Labour Force Survey (LFS). With funding under the Statistics for Results Facility/International Development Association (SRF/IDA), the GSS is to conduct labour force surveys, every two years beginning 2015. These bi-annual surveys are to collect, analyze and disseminate the required statistical information and to build an in-country capacity to carry out labour force surveys at regular intervals, thereby producing time series data that will facilitate the assessment of the impact of policies and programmes on the labour force in the country.

The Government of Ghana recognizes the important role labour plays in the development agenda of the country, especially for economic growth and improvement in the lives of the population. As a result, a number of initiatives have been taken over the years, to promote growth, including the Ghana Poverty Reduction Strategy (GPRS), the Livelihood Empowerment Against Poverty (LEAP) and recently, the Ghana Shared Growth and Development Agenda (GSGDA). Ghana's Vision 2020 adopted a human-centred approach to development with emphasis on social welfare issues such as poverty, hunger and the problem of child labour.

In order to monitor and evaluate the success of these policies and programmes, current and more focused statistical indicators on all facets of the labour force are required. The results of this survey complement that of the findings derived from the labour force module incorporated in the GLSS6 that was conducted in 2012/2013. It also provides monitoring tools for the Sustainable Development Goals (successor to the Millennium Development Goals (MDGs)) as well as other international commitments such as the ILO's commitment to decent work and good governance. The findings of this survey also provide the evidence base for national and regional development plans, including the ILO/IPEC Technical and Financial Support Framework (TFSF 2000-2016).

The 2015 Labour Force Survey, unlike the labour force and child labour modules incorporated in GLSS6, is a stand-alone survey that included detailed questions on all aspects of employment and unemployment. The survey collected a wide range of information that can be used to inform the design, implementation, monitoring and evaluation of various labour and employment policies and programmes in the country.

1.2 Objectives of the survey

The main objective of the LFS was to collect basic statistics on the labour force situation in Ghana and make labour statistics available to the government, the private sector and the general public for making decisions that aim at improving the employment situation of Ghanaians.

The specific objectives of the survey were to:

- Estimate the number of persons in the labour force (Employed, Under-employed and Unemployed);
- Provide data needed for the monitoring and evaluation of the impact of labour policies and programmes;
- Provide up-to-date information for assessing the labour force situation in the country;
- Provide data needed for monitoring the progress of current labour force indicators;
- Contribute to the improvement of data for monitoring labour systems; and
- Provide data for time series analysis using the findings from the GLSS6 as the base year.

1.3 Implementing partners

The survey was implemented by the GSS in collaboration with the Ministry of Employment and Labour Relations (MELR). The GSS has collaborated closely with the MELR and ILO over the years to create synergies in data collection initiatives. This is to ensure that the LFS provides a tool for monitoring progress towards national goals and global commitments with an all-embracing goal of promoting the welfare of the Ghanaian population while ensuring availability of labour force indicators to feed into Ghana's Shared Growth and Development Agenda (GSGDA).

1.4 Sampling Frame and Units

As in all probability sample surveys, it is important that each sampling unit in the target population has a known, non-zero probability of being included in the sample. To achieve this, the 2010 Population and Housing Census (PHC) complete list of census Enumeration Areas (EAs), defined as the primary sampling units (PSUs), was used as the sampling frame. The Ghana Statistical Service maintains this list as a complete list of standardized EAs together with their respective population and household sizes.

The institutional population (those who were in schools, hospitals etc.) enumerated in the 2010 Population and Housing Census (PHC) was excluded from the frame. Maps of the EAs selected for the LFS had well-defined and identifiable boundaries and descriptions for easy identification of the EAs. In order to have a manageable workload within each sample area and reduce the effect of intra-class correlation within a sample area on the variance of the survey estimate, the size of the EAs were standardized and, where applicable, segmented. Attention was paid to these EAs during weighting to allow for the adoption of appropriate weighting procedures.

A two-stage stratified random sampling design was adopted. The first stage involved the selection of 402 EAs, stratified by region, as well as by urban and rural location. The

households in the selected EAs constituted the secondary sampling units (SSUs) for the second stage of the sample selection. At the second stage, 15 households were selected from each of the 402 EAs, which yielded a total of 6,030 households. The design ensured that every household in the country has an equal chance of being selected.

In order to take advantage of possible gains in precision and reliability of the survey estimates from stratification, the EAs were first stratified according to the ten administrative regions and then into urban and rural location. Within each region, the EAs that had been grouped according to rural and urban characteristics will bring the total number of sub domains (strata) to 20.

1.5 Survey Sample

The purpose of the sample is to ensure the collection of reliable, disaggregated and internationally comparable statistics on the labour situation of the Ghanaian population for effective planning, implementation, monitoring and evaluation at the national, regional and zonal levels.

1.5.1 Sample Size and Design

To achieve the study objectives, the sample size for the study was determined based mainly on the type of variables studied, the required precision of the survey estimates, available resources and the indicators to be estimated at the various levels of disaggregation. In designing the survey, other conditions needed to be considered bearing in mind the determination of sampling weights and sampling errors of the estimates for each domain. For example, the larger the sample, the lower the sampling errors associated with the estimates. However, non-sampling errors which cannot be measured statistically increase as the sample size increases since it becomes more difficult to control these errors operationally. Taking all these into consideration, a sample size sufficient enough to yield reliable estimates of all important variables was considered.

Table 1.1 gives the distribution of the population 15 years and older by region and type of residence. The size of the regions and number of residential population varies greatly, from 2.7 percent for the Upper West region, to 19.6 percent for Ashanti region. The urbanization of the regions also varies greatly, with the Greater Accra region having 91.4 percent urban, while for Upper West region, the urban area represents 18.5 percent. In Ghana, 54.1 percent of the population lives in urban areas.

Table 1.1: Sample allocation by region and place of residence

Region	2010 Census population distribution 15+ Years	Average number of persons 15+ in households	Average Household Size from 2010 Census	2010 census percent population distribution	Proportionate Allocation of selected EAs	Adjusted Allocation of selected EAs	Urban EAs	Rural EAs	Adjusted Number of Households selected per EA	HHs per Urban EAs	HHs per Rural EAs	Urban
Western	1,449,507	2.6	4.2	9.5	38	38	17	21	570	256	314	45.0
Central	1,330,029	2.5	4.0	8.7	35	35	16	19	525	240	285	49.0
Greater Accra	2,756,422	2.7	3.8	18.1	73	60	50	10	900	750	150	91.4
Volta	1,305,427	2.6	4.2	8.6	35	34	12	22	510	179	331	35.1
Eastern	1,622,100	2.6	4.1	10.7	43	40	18	22	600	273	327	45.5
Ashanti	2,976,462	2.6	4.1	19.6	79	66	42	24	990	628	362	63.4
Brong Ahafo	1,378,292	2.8	4.6	9.1	36	37	17	20	555	259	296	46.7
Northern	1,368,848	4.3	7.7	9.0	36	36	16	20	540	240	300	33.4
Upper East	611,926	3.4	5.8	4.0	16	29	12	17	435	180	255	22.5
Upper West	409,412	3.7	6.2	2.7	11	27	9	18	405	135	270	18.5
Total	15,208,425	3.0	4.4	100.0	402	402	209	193	6030	3141	2889	54.1

1.6 Weighting the Sample

The data was weighted at the data management stage, taking into consideration the probability of selecting a PSU from a region and a household from the PSU. The final weight was standardized before it was applied to the data. This is because the sampling design described above is not self-weighting since households invariably, were selected with unequal probabilities in the second stage of sampling. As a result, tabulations used an adjustment factor or a sampling weight to account for differences in selection probability and number of completed interviews in any PSU. The required information for computing the weights was at the PSU and household selection stage.

1.7 Questionnaires

Two questionnaires were used for the 2015 Ghana LFS: the Household Questionnaire and the Individual Questionnaire. These questionnaires, which were based on standard Labour Force Survey questionnaires, were adapted to reflect the population and labour issues relevant to Ghana. Comments on the questionnaires were solicited from various stakeholders representing government ministries and agencies, nongovernmental organizations and international donors.

The Household Questionnaire was used to list all the usual members in the selected households. Information was collected on the characteristics of each person listed, including the age, sex, education, and relationship to the head of household. The main purpose of the Household Questionnaire was to identify eligible persons 15 years and older for the individual interview. The Household Questionnaire collected information on the characteristics of the household's dwelling unit, such as the source of drinking water, type of toilet facilities, flooring materials, cooking fuel, and source of lighting, among others.

The Individual Questionnaire was used to collect information on employment, unemployment, underemployment, hours of work, income, duration of employment and duration of unemployment. It also collected information on occupational safety and injury, industrial disputes, discouraged workers, industry, occupation, status and sector of employment, level of education and tourism. The tourism section was added to the labour force survey on the basis of cost efficiency. As part of the Service's agenda for 2015, a tourism survey was to be conducted using a sample size which is about the same as that of the LFS. Management, therefore, agreed to the merging of the two surveys to save cost and time.

1.8 Pretest

Testing the methodology of data collection and assessing the flow of questions in the questionnaires are two important aspects of pretest which must be carried out before the actual fieldwork. A major concern during the development of the questionnaires is that it should present a clear understanding of the questions, ease burden on respondents and minimize field problems. For instance, the respondents should be able to answer questions on "type of activity" satisfactorily so that the population can be classified, in a mutually exclusive manner, into the "employed", "unemployed" and "currently not in the labour force.

To achieve this goal, the questionnaires were pretested before the main fieldwork. The pretest gave important information on the extent of respondent burden, interviewer work load and was particularly valuable in providing exhaustive responses for all the questions in the questionnaires, and the instructions or interviewing procedures that might affect the quality of

the data. In addition, the pretest served as practical training for the members of the Project Implementation Team, more especially regarding the use of the CAPI system.

After the pretest, a general review session was held to discuss the findings from the field and address any challenges or deficiencies in the questionnaires. This provided the Project Implementation Team with inputs to finalize the survey instruments.

1.9 Recruitment and Training

1.9.1 Recruitment

Field workers with basic requirement of Higher National Diploma (HND) qualification were recruited. Previous survey experience was an added advantage. As a result of the diversity of local languages spoken in Ghana, the recruitment process ensured a fair balance of field staff in accordance with the key languages spoken across the country in order to minimize the use of interpreters. Applicants were screened, shortlisted and invited for training. More people than required for field work were invited for training and that enabled the selection of the best data collectors for the work while others were kept on standby in case of attrition.

1.9.2 Training

The training of field staff was undertaken at one central location for 10 days. The methodology that was adopted includes the use of power point presentations, discussion of the questionnaires, mock interviews and field practice. The interviewers' manual was thoroughly used to guide the training.

There were a number of assessments during the training. These involved written assessments, field practice and observations. Overall, 105 people were trained and 100 of them selected and put into 25 teams to undertake the fieldwork. Each team was made up of:

- a) 1 Supervisor
- b) 3 Interviewers
- c) 1 Driver

1.10 Fieldwork/ Data collection

Data collection for the survey was carried out during the months of November and December 2015 (specifically 4th November 2015 to 20th December, 2015). Subsequent LFSs would be carried out during the same period of the year. The reference period was the week preceding the day of interview.

The three interviewers elicited the required information from the household head or any responsible adult in the household using the household questionnaire.. The field supervisor reviewed all questionnaires for completeness and consistency to ensure that quality work is achieved. In addition, the supervisor was responsible for the day-to-day management of the team, and acted as the liaison officer between the team and the project secretariat.

Before the interviews, a listing exercise was carried out in each EA to obtain the total number of households after which 15 households were selected for interview using the Computer Assisted Personal Interview (CAPI) system. EAs that were too large were segmented to be easily handled by the teams. The number of segmentations created was, however considered in working out the probabilities of the weights used for the data analysis. The Face-to-face

interview technique was adopted for the survey using the CAPI system. First, the interviewers obtained socio-demographic information on each household member and then obtained labour force information about all household members aged 15 years and older. In gathering information about the households, any adult household member knowledgeable and able to provide the information was allowed to provide answers in the absence of the household head. The labour force information about the household members 15 years and older was, however, answered by each eligible household member.

1.11 Quality Control and Supervision

1.11.1 Monitoring

Extensive field supervision took place throughout the field work. Data submitted by interviewers were checked for completeness and consistency by field supervisors and revisits made to some selected households for which errors or omissions were found. Supervisors ensured that call-backs are made to maximize non-response rate. Once a cluster is completed, the data were sent to the Secretariat at the headquarters via internet into a drop-box for office validation by the data processing team.

In addition to supervision, there was periodic monitoring of fieldwork. Monitors from the headquarters and Regional Statisticians carried out the monitoring exercise to ensure that the questions are asked correctly to elicit the correct responses. Monitors ensured that field procedures are adhered to; making use of the field check tables generated by the data processing system to know what the data collection issues were for the attention of the teams. The monitors had meetings with teams in the field to check on the quality/quantity of work undertaken by the teams and advised on any apparent lapses. Also, field monitors ensured that the teams had adequate logistics to undertake their assigned work without interruption; and prepared progress reports on their monitoring activities.

1.12 Data Processing

Data collection was done using the Computer Assisted Personal Interviewing (CAPI) System. The CAPI is a form of personal interviewing, but instead of completing a paper questionnaire, the interviewer brings along a hand-held electronic tablet to enter the information which is then sent directly into a database at the HQ through internet connectivity. The data entry application was developed in CSPro version 6 and uploaded onto the electronic tablets. However, to ensure continuity and smooth implementation of the fieldwork, a few questionnaires were printed for the interviewers to use in case of inadequate battery power for the device or in case of a technical hitch. Data were reviewed by the field supervisor before transmitting to the head office where editing and cleaning were carried out while the field work was on-going. Data for each cluster were collected and edited before concatenating all the data.

The Data Processing team was responsible for data cleaning, verification and validation of data. They were also responsible for coding of occupation and industry using the standard ISIC & ISCO codes and resolving all inconsistent issues in the data. In addition, the data processing team was responsible for the development of the tabulation plan and generation of Tables for the report preparation.

As part of the process of cleaning the dataset, a batch editing programme was developed in CSPro in order to identify responses that were inconsistent within the completed questionnaire. This was in addition to the interactive validation tool used during the data collection and data

transmission process. The batch editing programme ranged from simple range checking within each variable to complex checking between variables. After data editing and cleaning, the tables were prepared based on a pre-designed tabulation plan. The Statistical Package for the Social Sciences (SPSS) and STATA were used to produce the tables. Microsoft Excel was then used to organize the tables as well as compute the additional indicators required.

1.13 Response rates

Table 1.2 shows the response rates for the 2015 Ghana LFS. A total of 6,030 households were selected as the sample of the survey, of which 5,838 were successfully interviewed, yielding a response rate of 96.8 percent. In the interviewed households, 10,931 eligible individuals 15 years and older were identified but 9,604 were interviewed, yielding a response rate of 87.9 percent. Response rates are higher for both the household and individual interviews in rural (97%; 89.2%) than urban (96.6%; 86.5%) areas.

Table 1.2: Results of the household and individual interviews

Type of residence	Household			Individual		
	Selected	Interviewed	Response Rate	Eligible	Interviewed	Response Rate
Urban	3,120	3,015	96.6	5,409	4,679	86.5
Rural	2,910	2,823	97.0	5,522	4,925	89.2
Total	6,030	5,838	96.8	10,931	9,604	87.9

1.14 Concepts and Definitions

(a) Employment

The employed are persons of working age (15 years and older) who, during the 7 days before the interview did any work for at least one hour for pay, profit or family gain, or worked without pay on a farm or family holding (including unpaid family workers), and those who had a job and were temporarily absent from work.

Included are:

- Full- and part-time workers seeking other work during the reference period;
- Paid apprentices and trainees;
- Participants in employment promotion schemes;
- Paid and unpaid family workers, including those unpaid family workers who were temporarily absent from work;
- Private domestic servants;
- Seasonal workers awaiting agricultural or other seasonal work;
- Persons on temporary or indefinite lay-off without pay;
- Persons with a job but temporarily absent due to illness or injury; vacation or annual leave; maternity leave; educational leave; absence without leave; bad weather; labour-management dispute; mechanical breakdown; or other reduction in economic activity.

Excluded from the employed are:

- Persons who performed any work while being subject to compulsory schooling, or retired and receiving a pension;
- Students;
- Unpaid apprentices and trainees;
- Persons engaged in own housework;
- Members of producers' co-operatives;
- All members of the armed forces;
- Persons doing unpaid community or social work.

(b) Underemployment

Underemployment has been introduced for identifying the situations of partial lack of work. The underemployed comprise all persons in paid or self-employment, involuntarily working less than 35 hours, who were seeking or available for additional work during the reference period. Thus, the definition sets forth three criteria for identification of underemployed:

- (i) working less than normal duration (35 hours);
- (ii) working less hours on an involuntary basis; and
- (iii) seeking or being available for additional work during the reference period.

All three criteria must be satisfied simultaneously before a person can be classified as “underemployed”. It should be noted that the “**underemployed**” is a **subgroup** of the “**employed**”.

An attempt has also been made to estimate the significance of disguised underemployment, i.e. those individuals who are employed but whose earnings can be considered to be inadequate in relation to their training and work experience as well as those workers whose qualifications and skills are in jobs that do not require such abilities.

(c) Unemployment

The unemployed are persons of working age who, during the 7 days before the interview, were without work and available for work and who have looked for work during the week prior to the interview. Also included are persons without a job and currently available for work who have made arrangements to start a new job on a date subsequent to the interview (no time limit is set for the new job to begin), and those persons waiting for a training. It is a concept derived from the current status which is measured with the activity engaged in during the last seven (7) days or the week prior to the interview.

"Looking for work" is interpreted as having taken one or more of the following actions:

- Wrote to employer/relative, etc.;
- Applied to Union Office or to Labour Office;
- Answered newspaper advertisements;
- Asked relatives, friends, etc.;
- Approached employer directly, etc.

Full- or part-time students seeking full- or part-time work are excluded from the unemployed and considered as inactive.

(d) Economically active population (labour force)

Economically active population or labour force comprises all persons aged 15 years and older, of either sex who furnishes the supply of labour for the production of economic goods and services. The economically active population includes the employed and the unemployed population 15 years and older. Thus, the economically active population is defined as persons who, within the seven days preceding the interview:

- Worked for pay or profit or family gain for at least one hour. This category of persons include those who were in paid employment or self-employment or contributing family workers;
- Did not work, but had job to return to;
- Were unemployed and potentially available for jobs.

(e) Discouraged workers

These are the population who are without work, available for work but not looking for work and who report that no work is available. They are excluded from the unemployed and classified as "discouraged workers".

(f) Hours of work

This refers to hours worked in all activities (main and secondary activities in the farm and non-farm activities in the LFS) the week prior to the interview.

(g) Usual activity

In the survey, respondents are asked for their "usual" status in the last year. This refers to the last 12 months before the day of interview.

(h) Informal activity

Comprises of persons who, in the reference period, were employed in at least one informal sector enterprise, regardless of status in employment and whether it was their main or second job. Two components of informality would be measured namely:

- Employment in informal sector enterprises (Informal sector employment).
- Employment in informal jobs (Informal employment).

Classifications used:

(i) Industry

In the LFS, the International Standard Industrial Classification (ISIC-Rev 4) of all Economic Activities would be used to classify employed persons only and coding would be done to four digits. Published results would be presented according to nine major ISIC divisions.

(ii) Occupation

Data on the distribution of the employed would be made available according to the nine major groups which can be linked to the International Standard Classification of Occupations (ISCO-1988).

(iii) Status in employment

In the LFS, the fully employed and underemployed were categorized by job status into paid employees and self-employed. Paid employees include wage and salary earners (including those workers temporarily absent from work but retaining a formal attachment to their job), apprentices and trainees. Self-employed are sometimes further distinguished according to whether they are employers or not. Unpaid family workers are captured in the self-employed.

Since all respondents of working age were asked for all current job activities, but not previous activities, the unemployed are not be classified by job status.

Data on status in employment of employed persons were collected according to the following status groups:

- Employee in private sector (whether paid or unpaid);
- Employee in public sector (whether paid or unpaid);
- Trainee or apprentice;
- Employee on family farm (whether paid or unpaid);
- Employee on non-family farm (whether paid or unpaid);
- Head of family farm;
- Head of non-farm income earning activity.

(iv) Level of education/qualifications

Information is collected on the highest educational level of all respondents and classified according to thirteen groups:

- No education
- Pre-primary education (nursery, kindergarten)
- Primary education
- JHS/JSS education
- Middle school education
- SHS/SSS education
- Secondary school education
- Vocational/commercial/technical education
- Post middle/secondary certificate
- Post-secondary diploma
- Bachelor degree
- Post graduate

In addition, further information is collected and published on training received both from private and public sources, related to the current job and/or to the job being sought.

CHAPTER TWO

SOCIO-DEMOGRAPHIC CHARACTERISTICS

The Chapter presents information on the socio-demographic characteristics obtained from the 2015 Labour Force Survey. The socio-demographic characteristics that have been conferred are mean household size, estimated population in households and estimated total households, age distribution of population by type of locality and sex, marital status, household heads by ethnicity, household heads by religion and type of disability by sex. The educational characteristics that have been included are school attendance, main reason for not attending school, highest educational level attained, literacy rates and apprenticeship.

2.1 Mean Household Size

The mean household size, the estimated population in households and the estimated number of households by region and locality are presented in Table 2.1. It is observed from the table that there has been a reduction in the mean household size in Ghana from 4.4 during the 2010 Population and Housing Census to 3.2 in the 2015 Labour Force Survey, which implies a difference of 1.2 in the mean household size.

The mean household sizes for urban and rural areas are 2.9 and 3.5 respectively. The table indicates that, among the regions, Northern region has the highest mean household size of 5.1 in 2015, followed by Upper East with 4.3. Greater Accra region has the least mean household size of 2.6. Table 2.1 further shows that, the estimated national population from the LFS 2015 (27,669 million) is just slightly lower than the projected census figure (27,670 million) for 2015, with a total of 6,332 estimated households for Ghana as a whole.

Table 2.1: Mean household size, estimated population in households and estimated total households by region and locality

Locality/Region	Mean Household Size		Population in Households (million)		Households
	Census 2010	LFS 2015	Census Projection in thousands 2015	LFS Estimate in thousands 2015	LFS Estimate in thousands 2015
Ghana	4.4	3.2	27,670	27,669	6,332
Urban	4.1	2.9	-	13,943	3,531
Rural	5	3.5	-	13,725	2,800
Western	4.2	3.2	2,821	2,821	642
Central	4	3.1	2,396	2,753	618
Greater Accra	3.8	2.6	4,507	4,362	1,202
Volta	4.2	3	2,378	2,180	557
Eastern	4.1	2.9	2,959	2,759	696
Ashanti	4.1	2.9	5,282	5,119	1,328
Brong Ahafo	4.6	3.6	2,599	2,862	573
Northern	7.7	5.1	2,793	2,875	384
Upper East	5.8	4.3	1,161	1,138	195
Upper West	6.2	4.2	774	801	137

2.2 Age-Sex Distribution of Population

The age-sex distribution of the population obtained from the Labour Force Survey 2015 has been presented in Table-2.2. It is seen from the table that a higher proportion of the population exists in the lower age groups. The proportion in age group 0-14 stands at 39.9 percent for the nation as a whole while the proportion for urban and rural areas were found to be 35.7 percent and 44.2 percent respectively. This demonstrates higher fertility in the rural areas compared to the urban areas. The table also presents information on age-dependency ratio of Ghana. The age-dependency ratio is the ratio of persons in the “dependent” age group (generally under age 15 and age 65+) to those in the working population (15-64 years). It is often used as an indicator of the economic burden on the working population. It may be interpreted as the number of persons that a worker on average must provide for in the country. The higher the ratio, the more people depend on those working. It is important to note that the age-dependency ratio varies with respect to the sex distribution of the population. With reference to Table 2.2, Ghana’s dependency ratio is 81.3 percent, with the males having higher dependency ratio of 92.2 percent as against the female population (72.5%). With regards to Urban-Rural differentials, the dependency ratio in the rural population (98.1%) is higher than that of urban population (67.4%). It is notable that, for both sexes, the population in the working age group 15-64 at the national level is more than half (55.1%) of the total population. The same pattern is observed in both urban and rural areas, with the urban area having more than half (59.7%) of the population in the working age group 15-64, while the rural area has a little over half (50.5%) of the population in the working age group 15-64 years.

Table 2.2: Age distribution of population by type of locality and sex

Age group	Total			Urban			Rural		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Age Groups	47.7	52.3	100	46.7	53.3	100	48.7	51.3	100
0-4	7.3	6.9	14.2	7	6	13.1	7.5	7.8	15.3
5-9	7.1	6.7	13.7	6.1	6	12	8.1	7.4	15.5
10-14	6.3	5.7	12	5.3	5.3	10.6	7.3	6.1	13.4
15-19	3.9	4.4	8.3	3.5	4.6	8.1	4.3	4.1	8.4
20-24	3.6	4.2	7.8	4.2	4.6	8.8	2.9	3.8	6.7
25-29	3.5	4.7	8.2	4.1	5.6	9.7	2.8	3.8	6.6
30-34	3.1	4.1	7.3	3.6	4.7	8.3	2.6	3.5	6.2
35-39	2.9	3.6	6.5	3.1	4	7.1	2.8	3.3	6.0
40-44	2.2	2.5	4.7	2.4	2.6	5.0	2.0	2.4	4.4
45-49	1.8	2.2	4.1	1.7	2.4	4.1	1.9	2.1	4.0
50-54	1.7	1.9	3.7	1.6	1.9	3.6	1.8	1.9	3.7
55-59	1.2	1.5	2.7	1.3	1.7	3.0	1.2	1.3	2.5
60-64	0.9	1.1	2.0	0.9	1.1	2.0	0.9	1.0	2.0
65+	2.2	2.7	4.9	1.9	2.6	4.5	2.6	2.8	5.4
0-14	20.7	19.2	39.9	18.4	17.3	35.7	22.9	21.2	44.1
15-64	24.8	30.3	55.1	26.3	33.4	59.7	23.3	27.2	50.5
65+	2.2	2.7	4.9	1.9	2.6	4.5	2.6	2.8	5.4
Dependency ratio	92.2	72.5	81.3	77.2	59.7	67.4	109.3	88.4	98.1

The percentage of population in the age group 65 years and older was 4.9 percent at the national level. The corresponding proportions in the urban and rural areas were 4.5 percent and 5.4 percent respectively.

2.3 Marital Status by Locality and Sex

Marital status by locality and sex has been presented in Table-2.3. It is seen from the table that more than two thirds (40.4%) of females were married compared to 39.9 percent for the males. The proportion of widowed divorced and separated were 17.2 percent for males as against 11.7 percent for females. This indicates that in Ghana, there are more males who are widowed, divorced and separated than the females. There exist urban-rural differentials in marital status. In the urban area, a closer to half (42.2%) of female population and 37.8 percent males were never married as against 37.1 percent and 30.4 percent for the rural area. In the urban area, 37.0 percent males and 38.6 percent females and in the rural area 43.3 percent of male population and 42.4 percent of females were married. The proportion of divorced, widowed and separated were 17.4 percent for male and 11.8 percent for female in the urban area compared to 16.8 percent for male 11.7 percent for female in the rural area.

Table 2.3: Marital Status by locality and sex

Marital Status	Ghana			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Married	41	39.9	40.4	40.6	37	38.6	41.5	43.3	42.4
Consensual union	7.2	8.5	7.9	6.6	7.6	7.2	7.9	9.5	8.7
Separated	1.6	2.9	2.3	1.9	3.3	2.7	1.3	2.4	1.9
Divorced	2	4.1	3.1	1.4	4.5	3.1	2.6	3.6	3.1
Widowed	1.7	10.2	6.3	1.4	9.6	6	2.1	10.8	6.7
Never Married	46.4	34.5	39.9	48.1	37.8	42.4	44.6	30.4	37.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100	100	100

2.4 Household heads by ethnicity and region

Table 2.4 presents information on household heads by ethnicity and region. According to the table, more than half (50.1%) of household heads in the country are Akan, followed by Ewe household heads (14.3%); the least is the Mande which has less than one percent (0.3%) of the household heads. In the regions, most of the predominantly Akan speaking regions (Western, Central, Ashanti, Brong Ahafo) had more than half of household heads who are Akan, with the exception of Eastern region where Akan household heads are a little less than half (48.6%), followed by the Ga Dangme with 19.7 percent. The table further indicates that in the northern part of Ghana, the Mole-Dagbani has the highest proportion of household heads, with Upper East having 79.1 percent, followed by Upper West with 68.4 percent and Northern region with 47.9 percent. The results also show that the proportion of Ewe who are household heads is highest in the Volta region (72.7%) followed by Guans (8.1%); the Grusi and Mande constitute less than one percent each (0.2%) and (0.2%).

Table 2.4: Household heads by ethnicity and region

Ethnicity	Regions										
	Ghana	Western	Central	Greater Accra	Volta	Eastern	Ashanti	Brong Ahafo	Northern	Upper East	Upper West
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Akan	50.1	80.2	86.7	34.7	1.5	48.6	80.4	59.5	1.1	1.1	0.7
Ga Dangme	9.7	3.0	0.8	32.8	1.3	19.9	1.0	2.3	1.1	0.1	-
Ewe	14.3	5.8	3.1	18.6	72.7	17.7	2.9	3.4	3.6	0.4	-
Guan	3.3	0.9	5.8	1.2	8.1	4.7	1.5	4.3	7.7	-	0.3
Gurma	4.1	0.3	0.3	0.6	6.0	1.3	0.8	5.8	36.9	4.4	-
Mole-Dagbani	12.4	6.3	1.1	7.5	2.3	3.3	5.1	18.3	47.9	79.1	68.4
Grusi	2.1	1.8	-	1.0	0.2	1.3	2.6	2.1	0.9	10.8	18.2
Mande	0.3	0.3	-	0.3	0.2	0.2	0.4	-	-	1.9	0.3
All others	3.8	1.4	2.1	3.3	7.7	2.9	5.2	4.3	0.9	2.2	12.1

2.5 Household heads by religion, locality and sex

The distribution of household heads by religion, locality and sex has been presented in Table 2.5. It is seen from the table that the proportion of household heads who are Christians in Ghana are more than half (75.8%) of all household heads compared to those in the other religious groups. A further breakdown of the Christian group shows that among all household heads, the Pentecostal/Charismatic group account for the highest proportion (37.6%); Catholics make up 11.6 percent. Household heads professing the Islam faith make up 14.0 percent of all household heads interviewed, followed by those with No religion (5.8%) and Traditionalists (4.2%). Less than one percent (0.2%) of household heads belongs to other religious denominations. The table further indicates that the proportion of female household heads who are Christians is higher (83.5%) than male heads (71.2%). This confirms the assertion that, in Ghana, women participate in church activities more than men.

Table 2.5: Household heads by religion, locality and sex

Religion	Ghana			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
No religion	5.8	6.9	4.0	4.3	5.0	3.2	7.8	9.1	5.2
Christian	75.8	71.2	83.5	79.4	75.9	84.5	71.3	65.8	82.0
<i>Catholic</i>	11.6	12.0	11.0	11.1	11.7	10.2	12.3	12.3	12.2
<i>Protestants</i>	14.6	13.1	17.1	16.0	14.2	18.6	13.0	11.9	15.0
<i>Pentecostal/ Charismatic</i>	37.6	35.3	41.5	41.1	39.7	43.2	33.2	30.3	38.9
<i>Other Christian</i>	12.0	10.8	13.9	11.2	10.3	12.5	12.9	11.3	16.0
Islam	14.0	16.6	9.6	15.1	17.7	11.2	12.6	15.3	7.3
Traditionalist	4.2	5.0	2.7	1.0	1.1	0.9	8.1	9.5	5.4
Other (specify)	0.2	0.3	0.1	0.2	0.3	0.1	0.2	0.3	0.0

2.6 School attendance

School attendance of the population 3 years and older has been presented by locality, region and sex in Table 2.9. It is observed from the table that, at the national level, more than half (72.1%) of the population 3 years and older in rural areas has never attended school compared to 27.9 percent in urban areas. Among the male population 3 years and older in the urban area, a little over one fifth (20.8%) has never attended school, compared to more than half (79.2%) of their male counterparts in the rural areas. It is further observed from the table that more than half (57.4%) of the female population 3 years and older in the urban areas has ever attended school, as against 42.6 percent of their female counterparts in rural areas.

There are regional disparities in the proportion of the population 3 years and older who have ever been to school. From the table, Northern region has the highest proportion of both males (29.7%) and females (22.1%) 3 years and older who have never attended school, as against 3.4 percent of the male population in Greater Accra region and 6.0 percent of the female population in Upper West region. The table further indicates that, among the regions, Ashanti region has the highest proportion of both male (19.7%) and female (20.2%) population 3 years and older who have ever attended school, as compared to 2.4 percent of males and 2.2 percent of females 3 years and older in the Upper West region.

Table 2.6: School attendance of population 3 years and older by locality, region and Sex

School attendance by locality/region	Total			Never attended			Ever attended		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Ghana	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Urban	50.6	50.6	50.6	27.9	20.8	31.8	55.3	53.3	57.4
Rural	49.4	49.4	49.4	72.1	79.2	68.2	44.7	46.7	42.6
Western	10.2	10.2	10.2	6.6	6.4	6.7	10.9	11.3	10.6
Central	10.0	10.0	10.0	6.7	4.0	8.1	10.7	10.7	10.7
Greater Accra	16.0	16.0	16.0	6.0	3.4	7.5	18.1	17.4	18.7
Volta	8.0	8.0	8.0	9.5	9.3	9.6	7.6	7.4	7.8
Eastern	10.0	10.0	10.0	9.1	9.1	9.1	10.2	10.2	10.2
Ashanti	18.4	18.4	18.4	11.2	9.5	12.1	19.9	19.7	20.2
Brong Ahafo	10.2	10.2	10.2	11.5	12.1	11.1	9.9	9.4	10.3
Northern	10.2	10.7	9.7	24.8	29.7	22.1	7.1	7.9	6.3
Upper East	4.1	4.4	3.9	8.6	10.1	7.7	3.2	3.5	2.9
Upper West	3.0	2.9	3.0	6.1	6.4	6.0	2.3	2.4	2.2

2.7 Literacy rate

Literacy rates of the population 11 years and older have been presented in Table 2.12. The table suggests that, at the aggregate level, the literacy rate of population 11 years and older in Ghana is 63.0 percent for both sexes, 71.8 percent for males and 55.5 percent for females.

Urban-rural variations exist, with the literacy rate for both sexes in the urban area (74.5%) being higher than in the rural areas (50.1%). This means that there are more literate individuals in the urban communities than in the rural communities. The distribution by region indicates that Greater Accra region has the highest literacy rate for both sexes as well as for urban and rural communities in the region, while the lowest literacy rate for both sexes is observed in the Northern region (34.5%).

Table 2.7: Literacy rates for population 11 years and older by region, locality and sex

Region	Ghana			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Ghana	63	71.8	55.5	74.5	83.8	67	50.1	59.2	41.9
Western	71.2	79.7	63.3	76.7	83.9	70.8	67.3	77.1	57.6
Central	59	71.8	48.9	64.5	78.4	53.2	54	65.7	45.1
Greater Accra	80.5	89.2	73.3	81.3	89.8	74.2	72.9	83.8	64.1
Volta	62	70.8	55.1	71.9	80	66.3	56.3	66.1	48.2
Eastern	63	72.6	54.6	76.9	87	69.6	50.3	61.8	38.2
Ashanti	71.1	80.6	63.3	76	84.9	68.8	62.3	73.1	53.2
Brong Ahafo	55.5	63.4	48.7	70.9	81.3	63.4	43.8	51.7	36
Northern	34.5	42	27.2	56.1	66.3	46.2	25	31.3	19
Upper East	37.3	43.5	31.3	53.2	59.1	48.3	32.6	39.4	25.9
Upper West	42.8	52	35	63.4	80.4	46.7	38.2	45	32.5

2.8 Educational level

Table 2.11 shows the distribution of the population 3 years and older by level of education. The Table shows that of the total population 3 years and older, 32.8 percent have attained primary education while less than one percent (0.7%) have attained a post graduate degree.

There are variations in the level of education by urban-rural location and by sex, particularly for higher education. At the national level, less than 4 percent (3.9%) of the male population had attained a bachelor degree compared to less than 3 percent (2.2%) of the female population in same category. The percentage of males who attained post graduate education were a little over 1 percent (1.1%) compared to less than one half (0.2%) of the female population 3 years and older. In the urban areas, a little over 5 percent (5.7%) of population 3 years and older had a bachelor's degree or higher compared to 1.3 percent in the rural areas. There are also wide sex variations in educational attainment between urban and rural areas.

Table 2.8: Highest educational level attained for population 3 years and older by locality and sex

Level attained	Ghana			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
None	1.2	1.2	1.1	1.0	1.1	1.0	1.4	1.4	1.4
Nursery	3.7	3.9	3.5	3.5	4.2	2.9	3.9	3.6	4.3
Kindergarten	7.2	7.6	6.8	5.7	6.5	5.1	9.0	8.9	9.2
Primary	32.8	31.5	34.2	25.8	23.3	28.1	41.5	40.8	42.3
JSS/JHS	23.9	21.9	26.0	24.5	22.1	26.6	23.3	21.6	25.2
Middle	8.4	8.7	8.1	9.3	9.2	9.4	7.2	8.1	6.2
SSS/SHS	11.5	12.0	11.0	14.4	15.0	13.9	7.8	8.4	7.1
Secondary	1.3	1.7	0.8	1.7	2.2	1.2	0.8	1.3	0.3
Voc./Tech./Comm	2.0	2.0	2.1	2.9	2.7	3.0	1.0	1.1	0.8
Teacher Training/Agric/Nursing	1.3	1.1	1.4	1.6	1.2	1.9	0.9	1.0	0.8
Post Sec. Dip (HND, Teacher training, Nursing, Unive. Dip)	3.0	3.4	2.5	3.9	4.5	3.4	1.8	2.2	1.4
Bachelor degree	3.1	3.9	2.2	4.7	6.3	3.1	1.1	1.3	0.9
Postgraduate	0.7	1.1	0.2	1.0	1.8	0.3	0.2	0.3	0.1

2.9 School attendance

Table 2.9 presents information on the main reasons for not attending school by locality and sex. The table indicates that more than one third (41.9%) of the population 3 years and older do/did not attend school because their family did not allow schooling, and less than one percent (0.5%) indicated that school is not safe, or that there is the need to work for pay. There exist urban-rural differentials in respect of the main reasons for not attending school. In urban areas, close to half (47.4%) of the female population 3 years and older did not attend school because their family did not allow schooling as against less than one percent (0.7%) who indicated that, school is not safe. Among the male population 3 years and older in rural areas, a little over one-third (33.8%) also said that their family did not allow schooling, whereas 0.2 percent indicated that, school is not safe.

Table 2.9: Main reasons for not attending school by locality and Sex

Main reasons	Ghana			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Too young	9	13.5	6.4	6	10.1	4.3	10.2	14.6	7.3
Disabled/illness	1.6	1.9	1.4	1.7	2.9	1.2	1.5	1.6	1.4
No school /school too far	4	4.9	3.4	2.6	2.6	2.6	4.5	5.6	3.8
Cannot afford schooling	13.8	13.5	14	15.1	15.3	15.1	13.3	13	13.5
Family did not allow schooling	41.9	33.6	46.9	43	32.6	47.4	41.5	33.8	46.6
Not interested in school	9.4	11.2	8.3	8.1	10.7	6.9	9.9	11.3	8.9
Education not considered valuable	7.4	7.2	7.6	8.8	9.1	8.7	6.9	6.7	7
School not safe	0.1	0.1	0.1	0	0	0	0.2	0.2	0.1
To learn a job	0.7	1	0.6	1.1	2	0.7	0.6	0.7	0.6
To work for pay	0.4	0.4	0.4	0.5	0	0.7	0.3	0.5	0.3
To work as unpaid worker in family business/farm	6.1	10.3	3.6	5.2	10.4	3	6.4	10.2	3.9
Help at home with household chores	4.3	0.5	6.6	5.9	1	8	3.7	0.4	5.9
Other (specify)	1.2	1.9	0.8	1.8	3.3	1.2	0.9	1.4	0.6

CHAPTER THREE

CURRENT ECONOMIC ACTIVITY

In this chapter, details of economic activities undertaken by persons aged 15 and older are presented. Economic activities of respondents were collected under two reference periods namely "activities done in a short time period" and "activities done over a longer time period". The former, which was based on the "last week" (7 days before the survey) gives the estimates for persons who are currently active and those who are currently not in the labour force. A person is said to be "currently active" if he or she is either employed for at least one hour during the seven days reference period, or has a job to go back to if temporarily absent from work, or is available to work if work could be found.

The currently active (also referred to as the labour force) includes those who were employed and the unemployed. The employed population constitutes those who are fully employed and the underemployed. Those that are in employment are defined as all those of working age (15 years and older) who, during the seven days preceding the interview, were engaged in any activity to produce goods or provide services for pay or profit. They comprise:

- (a) employed persons "at work", i.e. those who worked in a job for at least one hour;
- (b) employed persons "not at work" due to temporary absence from a job, or to working-time arrangements (such as shift work, flexi time and compensatory leave for overtime).

Table 3.1 shows the current activity status of the survey population 15 years and older. About two-thirds (67.6%) of the labour force are employed, 9.1 percent are unemployed and 23.3 percent are not in the labour force. Irrespective of sex, the population in rural areas (70.4%) is more likely to be employed than those in urban areas (65.1%). On the other hand, the population in the urban areas is more likely than rural dwellers to be unemployed and also not in the labour force. Even though the proportion of males employed (71.4%) is higher than females (64.6%), the same cannot be said of the proportion unemployed and those not in the labour force.

The regional distribution of current activity status of the population as presented in Table 3.1 which shows that the Northern region has the highest proportion of persons employed (76.4%) while the Upper East region has the lowest (58.7%). It also shows that more males than females are employed, depicting the national pattern. Conversely, the Upper East region has a higher proportion of persons who are unemployed (13.2%) compared to the other regions; the region also recorded the highest proportion of those who are not in the labour force (28.0%).

Table 3.1: Current activity status by type of locality, region, and sex

Locality/Region	Labour Force						Not in labour force		
	Employed			Unemployed			Male	Female	Total
	Male	Female	Total	Male	Female	Total			
Ghana	71.4	64.6	67.6	8.9	9.3	9.1	19.6	26.1	23.3
Urban	68.5	62.6	65.1	10.5	9.9	10.1	21.0	27.6	24.8
Rural	74.5	67.1	70.4	7.3	8.6	8.0	18.2	24.3	21.6
Western	72.8	67.3	69.7	8.5	8.4	8.4	18.7	24.3	21.9
Central	71.6	65.8	68.3	9.0	8.4	8.6	19.3	25.8	23.1
Greater Accra	70.7	65.3	67.7	13.1	10.0	11.4	16.2	24.7	21.0
Volta	71.9	66.1	68.6	5.5	9.1	7.6	22.6	24.7	23.8
Eastern	71.1	61.9	66.0	5.0	7.7	6.5	23.9	30.4	27.5
Ashanti	67.5	58.8	62.5	10.4	10.5	10.5	22.1	30.7	27.1
Brong Ahafo	75.5	70.3	72.6	8.5	5.1	6.6	15.9	24.6	20.7
Northern	79.7	73.4	76.4	5.2	10.5	8.0	15.2	16.1	15.6
Upper East	61.7	56.3	58.7	13.6	12.9	13.2	24.7	30.8	28.0
Upper West	70.9	66.4	68.3	9.5	13.6	11.9	19.6	20.0	19.8

Table 3.2 indicates that the proportion of the employed labour force increases with increasing age except after 49 years. The proportion of the employed increased from 24.9 percent for age 15-19 through to age 45-49 where it peaks at 88.7 percent. The employed population then starts decreasing from age group 50-54 (88.1%) to age 65 years and older (44.3%). A similar pattern is observed for urban and rural areas. As expected, the younger population 15-19 years has a lower proportion of the employed population compared to other age groups irrespective of sex and locality of residence.

The proportion of the population who are not in the labour force is higher among the age group 15-19 years (67.2%) compared to the other age groups except for the older age 65 years and older which recorded a value of 51.2 percent. This may be attributed to the fact that the population 15-19 are in school while those 65 years and older are retired; the pattern is similar for urban and rural areas.

Table 3.2: Current activity rate by type of locality, age group and sex

Age/ Locality	Labour Force						Not in labour force		
	Employed			Unemployed			Male	Female	Total
	Male	Female	Total	Male	Female	Total			
Ghana	71.4	64.6	67.6	8.9	9.3	9.1	19.6	26.1	23.3
15-19	25.7	24.3	24.9	8.4	7.4	7.9	65.8	68.3	67.2
20-24	55.5	49.1	51.9	18.2	19.5	18.9	26.3	31.4	29.1
25-29	75.2	67.1	70.4	14.5	13.0	13.6	10.4	20.0	16.0
30-34	85.9	74.9	79.6	9.2	8.7	8.9	4.9	16.4	11.5
35-39	91.3	81.9	85.9	5.8	8.4	7.3	2.8	9.7	6.8
40-44	91.5	82.3	86.5	4.4	7.5	6.1	4.0	10.2	7.4
45-49	92.5	85.8	88.7	5.0	6.1	5.6	2.5	8.2	5.7
50-54	93.5	83.9	88.1	3.3	4.4	3.9	3.2	11.8	7.9
55-59	85.3	81.1	83.0	6.1	4.1	5.0	8.6	14.8	12.0
60-64	67.9	65.0	66.3	8.4	7.1	7.6	23.7	27.9	26.0
65+	49.8	39.7	44.3	4.9	4.2	4.5	45.3	56.1	51.2
Urban	68.5	62.6	65.1	10.5	9.9	10.1	21.0	27.6	24.8
15-19	17.1	16.5	16.7	10.6	6.2	8.0	72.4	77.3	75.3
20-24	49.1	45.3	47.1	21.7	20.6	21.1	29.2	34.1	31.9
25-29	73.0	63.8	67.7	14.2	14.5	14.4	12.8	21.7	18.0
30-34	82.7	74.9	78.3	11.5	9.6	10.4	5.8	15.5	11.3
35-39	89.5	83.5	85.9	7.7	8.0	7.9	2.8	8.5	6.2
40-44	92.1	80.9	86.0	4.0	9.1	6.8	3.9	10.0	7.2
45-49	93.4	85.3	88.4	5.5	4.8	5.1	1.1	9.9	6.5
50-54	95.2	85.4	89.5	1.7	4.7	3.4	3.0	9.9	7.0
55-59	84.7	81.9	83.1	4.2	3.5	3.8	11.1	14.6	13.2
60-64	57.2	52.4	54.4	10.1	10.8	10.5	32.7	36.8	35.0
65+	38.0	34.3	35.9	4.5	3.5	3.9	57.6	62.1	60.2
Rural	74.5	67.1	70.4	7.3	8.6	8.0	18.2	24.3	21.6
15-19	32.3	32.6	32.4	6.8	8.7	7.8	60.9	58.7	59.8
20-24	64.6	53.9	58.4	13.3	18.1	16.1	22.1	28.0	25.5
25-29	78.4	71.9	74.6	14.9	10.7	12.5	6.6	17.3	13.0
30-34	90.5	74.9	81.3	5.9	7.6	6.9	3.6	17.5	11.8
35-39	93.1	80.0	85.9	4.0	8.8	6.7	2.9	11.2	7.5
40-44	90.9	83.9	87.1	4.9	5.8	5.4	4.2	10.3	7.5
45-49	91.8	86.3	88.9	4.5	7.5	6.1	3.6	6.3	5.0
50-54	92.0	82.4	86.9	4.6	4.1	4.3	3.3	13.5	8.8
55-59	85.9	80.2	82.9	8.0	4.8	6.3	6.0	15.0	10.8
60-64	77.5	79.2	78.4	6.8	2.8	4.7	15.7	18.0	16.9
65+	58.0	44.6	51.1	5.1	4.8	4.9	36.8	50.6	43.9

Labour force participation rate (LFPR) is one of the useful indicators derived from labour force surveys and is used to monitor progress towards national and international development targets such as the Sustainable Development Goals (SDGs). The indicator measures the proportion of the working age population which is economically active.

Table 3.3 presents information on the labour force participation rate of the population 15 years and older by age group, locality and sex. The current labour force participation rate is 75.2 percent; it is higher for males (79.0%) than females (72.4%) and this is true for all age groups. Among the age groups, LFPR is highest within the age group 35-39 years (93.8%) and lowest within the age group 15-19 years (24.7%). The situation is the same for urban areas (97.1% for 35-39 and 39.1% for 15-19) but slightly different for rural areas where the age group 45-49 recorded the highest rate of 97.5 percent against 34.2 percent for the age group 15-19 years.

Table 3.3: Labour force participation rate of population 15 years and older by age group, locality and sex

All Ages	Ghana			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	75.2	79.0	72.4	81.8	75.7	78.4	80.4	73.9	76.7
15-19	24.7	27.6	22.7	39.1	41.3	40.2	34.2	31.7	32.8
20-24	68.1	70.8	65.9	77.9	72.0	74.5	73.7	68.6	70.9
25-29	82.0	87.2	78.3	93.4	82.7	87.0	89.6	80.0	84.0
30-34	88.7	94.2	84.5	96.4	82.5	88.2	95.1	83.6	88.5
35-39	93.8	97.2	91.5	97.1	88.8	92.5	97.2	90.3	93.2
40-44	92.8	96.1	90.0	95.8	89.7	92.5	96.0	89.8	92.6
45-49	93.5	98.9	90.1	96.4	93.7	95.0	97.5	91.8	94.3
50-54	93.0	97.0	90.1	96.7	86.5	91.2	96.8	88.2	92.1
55-59	86.8	88.9	85.4	94.0	85.0	89.2	91.4	85.2	88.0
60-64	65.0	67.3	63.2	84.3	82.0	83.1	76.3	72.1	74.0
65+	39.8	42.4	37.9	63.2	49.4	56.1	54.7	43.9	48.8

There are several reasons why some categories of the population would not demand for jobs even if they are offered one. These groups of people are either in full-time education, too young or too old to work, or pregnant. Table 3.4 presents information on persons who are currently not in the labour force by reason for inactivity, locality and sex.

The data show that in Ghana, 35.1 percent of the population would not work or accept work because they are in full-time education or are students. The proportion of males who would not accept work is higher (49.3%) than females (26.8%). A higher proportion of males in rural areas (52.4%) than urban (46.7%) do not work because they are students. The proportion of the population who are too young or old to work constitutes 14.9 percent, with slightly more females (15.5%) than males (13.7%). Most of these categories of persons are found in the rural areas (17.1%) while the urban proportion is 13.1 percent.

Table 3.4 Currently not in labour force by reason for inactivity, locality and sex

Reason for inactivity	Total			Urban			Rural		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
In School/Student/education/Training	49.3	26.8	35.1	46.7	28.6	35.1	52.4	24.4	35.1
Household duties (home maker)	3.0	19.8	13.6	2.7	19.5	13.5	3.3	20.2	13.7
Too old/young	13.7	15.5	14.9	12.8	13.3	13.1	14.7	18.5	17.1
Disabled/unable to work/handicapped	10.4	11.8	11.3	8.4	10.6	9.8	13	13.4	13.3
Pensioner/retirement	7.2	1.9	3.9	11.2	2.5	5.6	2.5	1.1	1.6
Pregnancy	0.0	6.1	3.9	0	5.2	3.3	0	7.4	4.6
No desire to work	6.8	3.6	4.8	6.1	4.4	5.0	7.5	2.7	4.5
Legal restriction (convict or others res	0.2	0.0	0.1	0.3	0	0.1	0	0	0
Other	9.4	14.3	12.5		15.9	14.4	6.6	12.3	10.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Work Aspiration

Often, people aspire to be engaged in certain types of jobs for satisfaction. This section of the report discusses the type of work people want to do if given the option to choose from among a list of jobs. It is also to be noted that the job preference has nothing to do with current status, whether working or not. Aspirations are different from the actual work one does.

The data in Table 3.5 shows that most employed persons aspire to be service or sales workers (30.0%) irrespective of where they are currently working with a higher proportion of females (45.0%) than males (12.6%) showing this desire. Less than one percent of persons aged 15 years and older would want to work in elementary occupations such as drinking bar attendant, head porter/kayaye/truck pusher, a cleaner at a chop-bar/on the street, washing bay attendant. Majority of unemployed persons aspire for service or sales jobs (34.5%) while only a few want to work in elementary occupations (0.7%). On the other hand, majority of persons who are not in the labour force aspire to be professionals (38.3%), with males forming a slightly higher proportion (41.1%) compared to females (36.6%).

Table 3.5: Work aspiration by activity status, sex and locality

Employment aspiration	Employed			Unemployed			Not in labor force		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Legislators/managers	4.9	3.7	4.2	4.6	2.6	3.5	6.6	1.5	3.4
Professionals	23.0	18.7	20.7	22.5	24.4	23.6	41.1	36.6	38.3
Technicians and associate professionals	3.3	0.9	2.1	4.7	1.7	3.0	6.6	1.4	3.3
Clerical support workers	0.7	1.4	1.1	2.5	1.3	1.8	0.8	1.3	1.1
Service/sales workers	12.6	45.0	30.0	16.4	48.1	34.5	16.4	38.9	30.6
Skilled agriculture/fishery workers	18.9	9.1	13.6	10.3	4.9	7.2	7.9	5.2	6.2
Craft and related trades workers	20.3	20.2	20.2	19.4	16.6	17.8	10.2	12.7	11.8
Plant machine operators and assemblers	11.6	0.1	5.4	12.5	0.0	5.4	5.0	0.3	2.0
Elementary occupations	0.9	0.7	0.8	1.2	0.3	0.7	0.7	0.7	0.7
Other Occupations	3.8	0.3	1.9	6.0	0.1	2.6	4.7	1.4	2.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Urban									
Legislators/managers	6.7	4.8	5.6	5.6	3.0	4.1	7.8	2.0	4.1
Professionals	30.8	21.7	25.7	22.9	28.9	26.2	43.1	41.3	41.9
Technicians and associate professionals	4.2	1.0	2.5	6.3	2.7	4.3	7.9	1.5	3.8
Clerical support workers	1.1	2.4	1.8	3.7	1.6	2.5	1.1	1.7	1.5
Service/sales workers	13.5	46.7	31.9	19.0	46.7	34.5	15.1	40.2	31.2
Skilled agriculture/fishery workers	8.6	2.9	5.4	2.4	1.1	1.7	4.7	3.1	3.6
Craft and related trades workers	19.6	19.3	19.4	18.3	15.9	16.9	9.8	8.4	8.9
Plant machine operators and assemblers	10.3	0.1	4.6	13.7	0.0	6.0	4.5	0.5	1.9
Elementary occupations	1.1	0.8	0.9	0.8	0.2	0.4	0.5	0.5	0.5
Other Occupations	4.2	0.4	2.1	7.3	0.0	3.2	5.5	0.8	2.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 3.5: Work aspiration by activity status, sex and locality (cont'd)

Employment aspiration	Employed			Unemployed			Not in labor force		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Rural									
Legislators/managers	3.1	2.5	2.8	3.0	2.2	2.5	5.2	0.9	2.6
Professionals	15.4	15.4	15.4	21.8	18.5	19.8	38.8	30.4	33.6
Technicians and associate professionals	2.5	0.9	1.6	2.3	0.3	1.1	5.1	1.1	2.6
Clerical support workers	0.4	0.4	0.4	0.7	0.8	0.8	0.5	0.8	0.7
Service/sales workers	11.6	43.1	28.0	12.5	50.0	34.4	17.9	37.1	29.7
Skilled agriculture/fishery workers	28.9	15.9	22.1	22.1	9.9	15.0	11.7	8.1	9.5
Craft and related trades workers	21.0	21.1	21.1	21.0	17.7	19.1	10.6	18.5	15.5
Plant machine operators and assemblers	12.9	0.2	6.2	10.8	0.0	4.5	5.6	0.0	2.1
Elementary occupations	0.7	0.5	0.6	1.8	0.4	1.0	0.9	1.0	0.9
Other Occupations	3.5	0.1	1.7	4.0	0.3	1.8	3.7	2.2	2.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

An analysis of urban-rural differentials shows that most employed and unemployed persons wish to work as service or sales workers, with males dominating in both cases compared to females. The majority of persons who are not in the labour force aspire to be engaged as professionals in both urban and rural areas, with a higher proportion of males aspiring to be in the professional category than females.

Persons with varied professions, more often than not, prefer to work for certain employers for different reasons. Table 3.6 presents data on work aspirations by preferred employer and sex. The data suggest that most professionals would prefer to work for government (67.4%) while most people currently engaged as skilled agriculture or fishery workers would prefer to be employed in a family business or farm (74.5%). More than half (55.5%) of employed persons who work as Technicians and associate professionals prefer to work for International organizations. The observed patterns are similar for both males and females.

Table 3.6: Work aspiration by preferred employer and sex

Occupation/Sex	Preferred employer						Other	Total
	Myself	Govt/ Public Sector	Private Company	Family business/ Farm	NGO	Interna- tional Organi- zation		
Both Sexes								
Legislators/managers	3.9	3.1	10.7	0.0	20.6	0.0	0.0	4.0
Professionals	5.5	67.4	34.6	2.1	34.6	29.0	11.1	25.0
Technicians and associate professionals	1.2	3.2	7.9	0.0	4.4	55.4	9.9	2.4
Clerical support workers	0.2	2.7	4.4	0.0	17.9	0.0	0.0	1.2
Service/sales workers	41.1	10.7	9.8	13.0	8.9	13.8	69.6	30.5
Skilled agriculture/fishery workers	16.5	0.6	1.2	74.5	0.0	0.0	1.3	11.3
Craft and related trades workers	25.8	2.6	17.1	4.5	0.0	1.8	0.5	18.0
Plant machine operators and assemblers	5.3	1.9	12.3	3.0	9.8	0.0	0.7	4.6
Elementary occupations	0.6	0.6	2.1	2.9	3.9	0.0	3.7	0.7
Other Occupations	0.1	7.1	0.0	0.0	0.0	0.0	3.2	2.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Male								
Legislators/managers	4.9	5.0	8.6	0.0	23.7	0.0	0.0	5.2
Professionals	9.6	54.1	31.9	2.8	34.4	31.0	19.4	26.5
Technicians and associate professionals	2.3	3.9	10.4	0.0	5.5	61.2	15.7	4.1
Clerical support workers	0.2	1.8	2.0	0.0	17.7	0.0	0.0	0.9
Service/sales workers	14.4	12.9	6.0	2.8	6.4	5.8	61.0	13.6
Skilled agriculture/fishery workers	27.2	0.8	1.4	79.6	0.0	0.0	0.0	16.0
Craft and related trades workers	26.9	4.5	21.2	2.1	0.0	2.1	0.0	18.2
Plant machine operators and assemblers	13.5	3.8	17.0	7.9	12.3	0.0	1.3	10.4
Elementary occupations	0.7	0.8	1.6	4.9	0.0	0.0	0.0	0.9
Other Occupations	0.2	12.3	0.0	0.0	0.0	0.0	2.6	4.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Female								
Legislators/managers	3.2	1.2	15.6	0.0	8.4	0.0	0.0	3.0
Professionals	3.0	80.7	41.1	1.7	35.5	19.0	2.1	23.9
Technicians and associate professionals	0.5	2.5	2.1	0.0	0.0	26.0	3.7	1.1
Clerical support workers	0.2	3.6	10.2	0.0	18.6	0.0	0.0	1.4
Service/sales workers	57.5	8.5	18.6	19.4	18.6	55.0	78.9	43.7
Skilled agriculture/fishery workers	9.9	0.3	0.6	71.3	0.0	0.0	2.6	7.7
Craft and related trades workers	25.1	0.7	7.4	6.0	0.0	0.0	1.1	17.9
Plant machine operators and assemblers	0.2	0.0	1.4	0.0	0.0	0.0	0.0	0.2
Elementary occupations	0.5	0.4	3.1	1.6	19.0	0.0	7.8	0.6
Other Occupations	0.0	2.0	0.0	0.0	0.0	0.0	3.8	0.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 3.7 shows the work aspiration for the population 15 years and older by their educational qualification. Majority of the population who have no educational qualification would want to work as Service or Sales persons (36.7%) while the lowest proportion of this population constituting 0.3 percent wants to be engaged as Clerical support workers. Slightly more than half (53.1%) of the population with Secondary (O' level, A' level, SHS, SSS, etc.) qualification would want to work as professionals. In a similar vein, those who hold Post-Secondary (Teacher Training/Agric./ Nursing/Cert., HND etc.) and First Degree or Higher qualifications would aspire to work as professionals (61.3% and 62.9% respectively).

Table 3.7: Work aspiration for population 15years and older by educational qualification

Work aspiration	Educational qualification						Total
	None	Basic Cert. (Middle, JSS/JHS)	Secondary (O' level, A' level, SHS, SSS, etc.)	Voc. /Tech. /Comm.	Post Sec. (Teacher Training/Agric./ Nursing/Cert., HND etc.)	First Degree or Higher	
Both Sexes							
Legislators/managers	3.0	3.4	5.5	4.2	6.9	11.4	4.0
Professionals	12.6	22.9	53.1	20.4	61.3	62.9	25.0
Technicians and associate professionals	1.4	2.3	4.4	4.6	5.5	4.8	2.4
Clerical support workers	0.3	0.6	2.9	6.3	3.3	5.5	1.2
Service/sales workers	36.8	32.1	17.5	31.1	11.6	6.4	30.5
Skilled agriculture/fishery workers	18.5	6.5	3.2	2.6	2.8	2.0	11.3
Craft and related trades workers	21.1	21.6	6.2	24.8	3.8	3.7	18.0
Plant machine operators and assemblers	4.3	7.2	2.7	2.5	0.6	1.2	4.6
Elementary occupations	0.7	0.7	0.7	0.6	0.7	1.0	0.7
Other Occupations	1.3	2.5	4.0	3.0	3.4	1.2	2.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Male							
Legislators/managers	3.6	4.9	7.2	2.5	7.6	11.5	5.2
Professionals	13.6	21.3	46.1	29.1	55.3	59.7	26.5
Technicians and associate professionals	2.9	3.3	6.5	6.2	8.3	5.4	4.1
Clerical support workers	0.3	0.7	1.1	1.4	1.6	5.0	0.9
Service/sales workers	15.1	14.6	12.2	15.1	9.7	6.2	13.6
Skilled agriculture/fishery workers	28.7	11.0	5.3	4.4	4.8	2.6	16.0
Craft and related trades workers	20.2	24.0	9.0	29.8	6.1	4.8	18.2
Plant machine operators and assemblers	11.9	15.1	4.6	4.2	1.1	1.7	10.4
Elementary occupations	0.8	0.9	0.5	1.2	0.8	1.4	0.9
Other Occupations	3.0	4.3	7.4	6.0	4.8	1.7	4.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 3.7: Work aspiration for population 15years and older by educational qualification (Cont'd)

Work aspiration	Educational qualification						Total
	None	Basic Cert. (Middle, JSS/JHS)	Secondary (O' level, A' level, SHS, SSS, etc.)	Voc. /Tech. /Comm.	Post Sec. (Teacher Training/Agric./ Nursing/Cert., HND etc.)	First Degree or Higher	
Female							
Legislators/managers	2.7	2.1	3.5	5.7	6.2	11.2	3.0
Professionals	12.0	24.3	61.1	12.0	68.1	69.8	23.9
Technicians and associate professionals	0.5	1.4	2.0	3.1	2.4	3.4	1.1
Clerical support workers	0.3	0.5	4.8	11.1	5.2	6.7	1.4
Service/sales workers	48.9	47.8	23.6	46.6	13.7	6.7	43.7
Skilled agriculture/fishery workers	12.8	2.6	0.7	0.8	0.7	0.7	7.7
Craft and related trades workers	21.7	19.5	2.8	20.0	1.2	1.5	17.9
Plant machine operators and assemblers	0.1	0.1	0.5	0.8	0.0	0.0	0.2
Elementary occupations	0.7	0.6	0.9	0.0	0.6	0.0	0.6
Other Occupations	0.3	1.0	0.0	0.0	2.0	0.0	0.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

In general, the data reveal that the sex distribution is not very different from what exists in the country as whole. Most of the population with Post-Secondary (Teacher Training/Agric./ Nursing/Cert., HND etc.) and First Degree or Higher qualifications would aspire to work as professionals. Conversely, while most females with no educational qualification would want to work as Sales or Service persons (48.9%), their male counterparts would want to work as skilled agriculture or fishery workers (28.7%).

Table 3.8 shows the current activity status, occupation and sex of the population 15 years and older by work aspiration. The data show that majority of employed Service and Sales persons would want to work as Legislators or Managers (30.3%) while one-fifth (20.0%) of persons who are not in the labour force also aspire be Legislators or Managers.

Almost two-thirds (65.8%) of persons who work as skilled agriculture/fishery workers would not want to change jobs. This could be interpreted to mean that it is not easy for this group of people to change jobs because they are restricted in what they do and for that matter cannot function in other disciplines.

A little below one-third of employed males who work as Skilled agriculture/fishery workers (31.1%) would want to work as Plant machine operators and assemblers. Only 10.8 percent of males who are unemployed and 9.4 percent of those not in the labour force aspire to work as Plant machine operators and assemblers. About two-fifth (40.0%) of females who are not in the labour force reported that they aspire to work as professionals, with only 9.5 percent of their unemployed counterparts having the same aspiration (Table 3.8).

Table 3.8: Current activity status, occupation and sex for population 15years and older by work aspiration

Current activity Status	Work Aspiration										Total
	Legis- lators/ managers	Profes- sionals	Technicians and associate professionals	Clerical support workers	Service/ sales workers	Skilled agric/ fishery workers	Crafty8 and related trades workers	Plant machine operators and assemblers	Elementary occupa-tions	Other Occupa- tions	
Both sexes											
Employed											
Legislators/managers	4.8	1.1	1.8	3.9	0.6	0.3	0.4	0.5	1.9	0.0	0.9
Professionals	8.4	16.5	4.8	3.5	0.8	0.5	0.8	0.5	1.8	8.5	5.3
Technicians and associate professionals	2.3	2.7	10.2	4.1	0.4	0.3	0.7	1.5	1.3	1.1	1.4
Clerical support workers	3.8	1.5	3.1	22.9	0.6	0.1	0.3	1.2	4.0	1.8	1.2
Service/sales workers	30.3	12.2	11.4	16.9	31.7	4.9	13.5	6.4	7.0	14.1	18.0
Skilled agriculture/fishery workers	9.1	9.7	13.1	8.6	15.6	65.8	23.1	31.1	15.8	17.7	21.5
Craft and related trades workers	7.4	8.6	7.5	1.8	11.5	2.1	30.0	8.6	11.1	8.7	12.5
Plant machine operators and assemblers	2.9	1.7	2.3	0.5	1.0	1.0	2.5	22.5	3.9	3.1	2.6
Elementary occupations	3.2	1.9	3.1	1.1	4.1	6.5	4.6	6.8	23.4	3.9	4.1
Other Occupations	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.5	0.0
Unemployed	7.9	8.6	11.1	14.2	10.3	5.8	9.0	10.6	8.3	11.3	9.1
Not in labor force	20.0	35.6	31.7	22.5	23.3	12.8	15.2	10.2	21.7	28.5	23.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Male											
Employed											
Legislators/managers	4.0	1.4	2.5	6.6	1.5	0.4	0.5	0.5	0.0	0.0	1.2
Professionals	9.3	18.1	4.8	6.7	1.3	0.8	1.3	0.5	3.6	8.6	6.5
Technicians and associate professionals	3.4	3.8	13.1	0.0	1.7	0.5	1.3	1.6	2.5	1.3	2.5
Clerical support workers	3.6	2.1	2.3	11.6	2.4	0.0	0.6	1.3	4.0	1.4	1.6
Service/sales workers	21.8	8.4	7.4	11.9	20.2	3.8	5.1	6.5	6.8	14.3	9.4
Skilled agriculture/fishery workers	11.6	12.1	14.9	13.6	20.5	67.9	27.2	31.3	20.8	19.5	27.4
Craft and related trades workers	6.6	9.8	6.8	2.8	8.2	2.0	32.6	8.5	3.0	10.1	12.0
Plant machine operators and assemblers	4.7	3.7	2.5	1.4	3.8	1.5	5.5	22.9	7.6	3.6	5.7
Elementary occupations	2.2	2.5	3.7	2.7	6.0	7.6	5.4	6.7	23.2	4.5	5.1
Other Occupations	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	1.7	0.1
Unemployed	7.8	7.6	10.2	24.7	10.7	5.8	9.5	10.8	12.5	12.8	8.9
Not in labor force	25.1	30.5	31.7	18.0	23.6	9.7	10.9	9.4	16.0	22.1	19.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 3.8: Current activity status, occupation and sex for population 15years and older by work aspiration (cont'd)

Current activity Status	Work Aspiration										Total
	Legislators /managers	Profes- sionals	Technicians and associate professionals	Clerical support worker s	Service/ sales workers	Skilled agric/ fishery workers	Craft and related trades workers	Plant machine operators and assemblers	Elementary occupa- tions	Other Occupa- tions	
Female											
Employed											
Legislators/managers	5.8	0.8	0.0	2.4	0.4	0.2	0.3	0.0	3.9	0.0	0.7
Professionals	7.2	15.1	4.7	1.8	0.7	0.0	0.4	0.0	0.0	7.9	4.3
Technicians and associate professionals	0.8	1.7	1.9	6.2	0.1	0.0	0.1	0.0	0.0	0.0	0.6
Clerical support workers	4.0	0.9	5.1	28.8	0.2	0.3	0.0	0.0	3.9	4.0	1.0
Service/sales workers	41.7	15.5	22.7	19.4	34.5	6.6	20.1	1.9	7.1	12.7	24.8
Skilled agriculture/fishery workers	5.8	7.5	7.8	6.1	14.4	62.4	19.9	22.7	10.7	6.8	16.9
Craft and related trades workers	8.5	7.6	9.2	1.4	12.3	2.1	27.9	15.5	19.3	0.0	12.9
Plant machine operators and assemblers	0.4	0.1	1.6	0.0	0.4	0.2	0.2	0.0	0.0	0.0	0.3
Elementary occupations	4.6	1.3	1.6	0.2	3.6	4.7	4.0	10.6	23.5	0.0	3.3
Other Occupations	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Unemployed	8.1	9.5	13.8	8.7	10.2	5.8	8.6	0.0	4.1	1.9	9.3
Not in labor force	13.2	40.0	31.5	24.9	23.2	17.7	18.5	49.3	27.5	66.8	26.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

CHAPTER FOUR

EMPLOYMENT

4.1 Introduction

Labour statistics are useful for monitoring the performance of the economy as well as the effectiveness of current and long term economic policies. To some labour economists, everyone must work for wages as a major source of their incomes. This, therefore, means that the inability to obtain a job would lead to lower incomes. Persons in employment, according to the ILO, are all those of working age (15+) who, during a short reference period (the seven days preceding the survey in this case), were engaged in any activity to produce goods or provide services for pay or profit. These include persons who worked in a job for at least one hour, and persons who did not work due to temporary absence from a job, or to working-time arrangements.

It is generally believed that if jobs can be provided to the unemployed, inequality and poverty would be reduced. Employment to some is not only an economic condition but also a human right issue (Wray, 2009). The right to work is believed to be a fundamental prerequisite for social justice in any society in which income from work is an important determinant of access to resources. Employment is said to be the main bridge between economic growth and opportunities for human development. The level of employment, the quality of jobs, and the access which the poor have to decent earnings opportunities will be crucial determinants of poverty reduction (Hull, 2009).

This chapter presents an analysis of data on the currently employed population, their occupation and status in employment. The number of actual hours worked, the average earnings within the various occupations and industries, and the secondary occupation of the employed are also discussed.

4.2 Employment-to-population ratio

Employment to population ratio is the proportion of a country's population that is employed. The working age group in Ghana includes all persons 15 years and older. More than half (67.9%) of the working age population are in employment (Table 4.1). The proportion of males (71.4%) that are employed is relatively higher than females (64.7%). In most countries, women are less likely than men to participate in the labour market; this means that they are less likely to be employed (ILO, 2010). About seventy percent of the population found in rural localities (70.4%) is employed.

The Upper East (58.7%) and Ashanti (62.5%) regions have relatively low proportions of persons employed compared to the other regions. Northern (76.4%) and Brong ahafo (72.6%) have more of their populations currently in employment.

Table 4.1 further shows that all the regions have relatively higher employment to population ratios for males compared to females.

Table 4.1: Employment-to-population ratio for population 15 years and older by locality, region and sex

Type of locality/ Region	Estimated Population			Estimated Number of Employed			Employment-to-population ratio		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Ghana	13,712,631	6,000,163	7,712,468	9,270,939	4,284,334	4,986,605	67.6	71.4	64.7
Urban	7,254,897	3,073,303	4,181,594	4,722,101	2,105,788	2,616,313	65.1	68.5	62.6
Rural	6,457,734	2,926,860	3,530,874	4,548,838	2,178,546	2,370,292	70.4	74.4	67.1
Western	1,338,415	576,271	762,144	932,295	418,451	513,844	69.7	72.6	67.4
Central	1,282,588	538,882	743,706	876,010	386,437	489,573	68.3	71.7	65.8
Greater Accra	2,349,337	1,037,192	1,312,145	1,589,893	733,380	856,513	67.7	70.7	65.3
Volta	1,214,147	527,909	686,238	833,483	379,589	453,894	68.6	71.9	66.1
Eastern	1,641,655	729,486	912,169	1,082,839	518,611	564,228	66.0	71.1	61.9
Ashanti	2,693,473	1,134,166	1,559,307	1,682,207	765,178	917,029	62.5	67.5	58.8
Brong Ahafo	1,175,593	527,725	647,868	853,747	398,619	455,128	72.6	75.5	70.3
Northern	1,156,708	548,477	608,231	883,289	436,912	446,377	76.4	79.7	73.4
Upper East	529,378	241,844	287,534	310,931	149,177	161,754	58.7	61.7	56.3
Upper West	331,337	138,211	193,126	226,245	97,980	128,265	68.3	70.9	66.4

4.3 Employment status

Majority of the currently employed are in vulnerable employment (own account workers and contributing family workers). About six million (5,987,073) of the currently employed persons are own account workers (Table 4.2). These are persons who operate their own economic enterprise, or engage independently in a profession or trade. There are 843,194 persons employed as contributing family workers. Contributing family workers are usually persons who work without pay in an economic enterprise operated by a household member. Paid employees (persons who work for a public or private employer and receive remuneration in wages, salary, commission, tips, piece-rates or payment in kind) are a little over 1.8 million.

More than half of females (68.2% or 3,401,618) who are currently employed are own account workers with a relatively small number (712,423) working as paid employees (Table 4.2). The proportion of females (12.5% or 625,712) who work as contributing family workers is relatively higher than males (5.1% or 217,482).

Domestic employment is virtually non-existent in the Northern region. The main employment status in the Northern region is own account workers. This constitutes about 10 percent of the total in the country (Table 4.2). Central region has more casual workers (55,113) than any other region in the country.

Table 4.2: Employment status of currently employed population 15 years and older by sex, type of locality and region

Sex/ Type of Locality/ Region	Total	Paid employee	Own account worker	Contributing family worker	Domestic employee	Casual worker	Apprentice	Other
Ghana	9,270,941	1,884,299	5,987,073	843,194	42,370	347,280	59,984	106,741
Male	4,284,334	1,171,876	2,585,455	217,482	13,315	206,817	35,918	53,471
Female	4,986,607	712,423	3,401,618	625,712	29,055	140,463	24,066	53,270
Urban	4,722,101	1,416,520	2,784,710	232,230	27,383	170,443	45,074	45,741
Rural	4,548,840	467,779	3,202,363	610,964	14,987	176,837	14,910	61,000
Western	932,295	220,721	535,848	125,021	2,896	39,298	4,032	4,479
Central	876,010	127,055	568,154	111,759	2,548	55,113	4,145	7,236
Greater Accra	1,589,893	539,441	917,831	48,441	11,667	50,050	15,757	6,706
Volta	833,483	91,727	665,348	45,911	5,898	13,036	1,388	10,175
Eastern	1,082,838	157,631	774,373	109,460	3,278	31,077	7,019	0
Ashanti	1,682,208	476,817	992,658	79,802	6,024	50,009	12,309	64,589
Brong Ahafo	853,747	112,400	521,160	160,267	4,691	43,620	6,480	5,129
Northern	883,290	97,814	596,241	131,728	0	49,672	3,232	4,603
Upper East	310,932	44,190	248,828	7,942	686	3,200	2,262	3,824
Upper West	226,245	16,503	166,632	22,863	4,682	12,205	3,360	0

4.4 Employment sector

Employment sector refers to the activity of the establishment in which a person is employed. Table 4.3 shows the distribution of the employed population by employment sector. The labour market is characterized by the dominance of the private sector. The private sector in this report also includes all those engaged in cooperatives. Table 4.3 shows that 8.5 million persons, representing 91.8 percent of the currently employed are engaged in the private sector.

The proportion of females employed in the Civil Service (68,725) is relatively higher than males (56,092). Similarly, females dominate in the private sector with 4.6 million compared with 3.8 million male employed in the same sector.

There are more females (4,911) working in International Organizations/Diplomatic Missions compared to males (4,606). Table 4.3 further shows that male dominance is only in the Public Service and NGOs/Diplomatic Missions.

Table 4.3: Employment sector of currently employed population 15 years and older by sex, type of locality and region

Sex/Locality/Region	Total	Civil Service	Public Service	Parastatals	NGOs (Local & International)	Inter. Organ. /Diplomatic Mission	Private Sector	Other
Ghana	9,270,937	124,817	565,835	9,874	34,070	9,517	8,507,488	19,336
Male	4,284,334	56,092	316,300	4,252	20,187	4,606	3,873,792	9,105
Female	4,986,603	68,725	249,535	5,622	13,883	4,911	4,633,696	10,231
Urban	4,722,102	97,839	425,005	9,016	21,574	5,436	4,158,387	4,845
Rural	4,548,835	26,979	140,830	858	12,495	4,080	4,349,103	14,490
Western	932,295	18,823	73,279	1,447	4,031	1,341	833,374	0
Central	876,009	9,789	51,592	0	2,444	0	810,909	1,275
Greater Accra	1,589,893	30,574	78,737	4,758	9,745	1,947	1,464,132	0
Volta	833,483	3,007	52,833	0	2,774	0	770,472	4,397
Eastern	1,082,838	21,445	49,829	0	0	3,273	1,008,291	0
Ashanti	1,682,208	23,719	135,834	3,669	8,357	1,839	1,496,589	12,201
Brong Ahafo	853,747	8,653	43,123	0	2,684	1,117	797,049	1,121
Northern	883,289	5,686	47,000	0	2,577	0	828,026	0
Upper East	310,931	1,903	23,732	0	1,458	0	283,496	342
Upper West	226,244	1,218	9,876	0	0	0	215,150	0

4.5 Main occupation

In studying the structural changes in an economy, it is very important to know the occupations of the employed population. The occupational groups show the different roles that the country's work force play within the economy. Table 4.4 presents the distribution of the main occupation of the employed by sex and locality.

Skilled agricultural, forestry and fishery workers constitute the largest occupational group, engaging 2,949,805 of the currently employed (Table 4.4). However, more females (1,910,966) are engaged as service and sales workers compared to any other occupation.

Whereas in the rural localities, skilled agricultural, forestry and fishery work is the main occupation for the employed (employing 2,537,466 of those in current employment), service and sales is the main occupation for those in urban localities, engaging 1,792,906. More than half of females (52.2% or 1,366,355) in urban localities are engaged in service and sales work.

Table 4.5 shows the distribution of the main occupation of the employed by the administrative regions of the country. The Table shows that 5,791 of the currently employed persons in the Western region are engaged in other occupations. These are tasks that are unique to a particular occupation within a group and are kept as separate items if they are particularly an important component of the occupation concerned. The Western region is endowed with a lot of natural resources and currently, it is the only region in the country where oil is being produced in commercial quantities. This could explain why it is the only region recording persons engaged

in other occupations, an occupation that might be peculiar to the production and related activities of the oil industry.

Most regions have the main occupation for majority of the employed being skilled agriculture, forestry and fishery work or service and sales work. The Greater Accra (630,377), Ashanti (580,748) and Upper East (46,991) regions have service and sales work as the dominant occupation.

Industry in this report refers to the main economic activity of the establishment where the individual works. It describes the goods and services that are produced in the individual's work place. Economic conditions vary across sectors and the consideration of these sectors gives key insights into how to plan and deliver policy for the growth of the economy. Table 4.6 presents the major industry of the currently employed population by locality and sex.

The structure of the Ghanaian economy in terms of employment has not seen much change from what existed some decades ago. Table 4.6 shows that Agriculture, forestry and fishing remains the main industry of employment, engaging 3.3 million of the currently employed. This is followed by Wholesale and retail trade and the repair of motor vehicles and motor cycles (1.9 million). Manufacturing is the third major industry of employment, engaging about 1.2 million of the currently employed.

Female labour force participation over the years has been lower than that of their male counterparts. However, Table 4.6 shows that in absolute numbers, there are more women working in Ghana today (4,981,953) than the number of men (4,281,393) in current employment. In absolute terms, there are more females (887,408) working in the Manufacturing sector than their male counterparts (366,432). Majority of the currently employed in urban localities (1,385,641) are engaged in Wholesale and retail trade; repair of motor vehicles and motorcycle while Agriculture, forestry and fishing is the main industry of employment in rural localities, engaging 2,797,690 or 61.6 percent of the currently employed.

**Table 4.4: Main occupation of currently employed population 15 years and older
by type of locality and sex**

Main Occupation	Total			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	9,270,939	4,284,335	4,986,604	4,722,101	2,105,789	2,616,312	4,548,838	2,178,546	2,370,292
Managers	120,854	70,349	50,505	101,055	55,866	45,189	19,798	14,483	5,315
Professionals	724,004	390,948	333,056	523,304	281,827	241,477	200,701	109,122	91,579
Technicians and associate professionals	197,034	150,632	46,402	163,312	122,274	41,038	33,723	28,358	5,365
Clerical support workers	169,593	96,114	73,479	147,973	81,477	66,496	21,620	14,637	6,983
Service and sales workers	2,474,269	563,303	1,910,966	1,792,906	426,551	1,366,355	681,363	136,752	544,611
Skilled agricultural, forestry and fishery workers	2,949,805	1,644,404	1,305,401	412,337	247,022	165,315	2,537,466	1,397,381	1,140,085
Craft and related trades workers	1,711,755	717,818	993,937	1,074,371	506,104	568,267	637,384	211,714	425,670
Plant and machine operators, and assemblers	361,554	341,644	19,910	245,425	233,614	11,811	116,130	108,030	8,100
Elementary occupations	556,280	303,332	252,948	255,627	145,263	110,364	300,653	158,069	142,584
Other occupations	5,791	5,791	0	5,791	5,791	0	0	0	0

Table 4.5: Main occupation of currently employed population 15 years and older by region

Main Occupation	Total	Western	Central	Greater Accra	Volta	Eastern	Ashanti	Brong Ahafo	Northern	Upper East	Upper West
Total	9,270,941	932,295	876,010	1,589,893	833,485	1,082,839	1,682,208	853,746	883,290	310,930	226,245
Managers	120,853	8,475	8,518	48,017	8,312	18,529	23,365	1,541	3,410	686	0
Professionals	724,006	94,405	59,952	143,244	54,706	59,236	197,346	30,702	53,108	21,475	9,832
Technicians and associate professionals	197,034	22,873	8,710	74,236	13,971	21,401	37,522	9,340	5,991	1,712	1,278
Clerical support workers	169,592	17,280	13,408	60,022	4,277	18,143	36,581	8,458	7,408	2,054	1,961
Service and sales workers	2,474,269	219,502	247,669	630,377	202,142	252,336	580,748	129,938	136,095	46,991	28,471
Skilled agricultural, forestry and fishery workers	2,949,805	276,160	301,027	44,961	305,375	459,069	303,560	464,657	477,980	175,981	141,035
Craft and related trades workers	1,711,755	165,400	154,784	409,921	189,993	170,469	336,957	120,574	97,614	35,118	30,925
Plant and machine operators, and assemblers	361,556	45,603	31,197	98,250	32,365	26,266	86,109	24,938	10,328	4,037	2,463
Elementary occupations	556,280	76,806	50,745	80,865	22,344	57,390	80,020	63,598	91,356	22,876	10,280
Other occupations	5,791	5,791	0	0	0	0	0	0	0	0	0

**Table 4.6: Major industry of currently employed population 15 years and older
by type of locality and sex**

Main industry group	Total			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	9,263,346	4,281,393	4,981,953	4,721,758	2,105,789	2,615,969	4,541,588	2,175,604	2,365,984
Agriculture, forestry and fishing	3,330,089	1,852,105	1,477,984	532,399	313,393	219,006	2,797,690	1,538,712	1,258,978
Mining and quarrying	74,663	63,236	11,427	34,284	34,284	0	40,379	28,952	11,427
Manufacturing	1,253,840	366,432	887,408	800,524	251,228	549,296	453,316	115,204	338,112
Electricity, gas, steam and air conditioning supply	11,105	8,867	2,238	11,105	8,867	2,238	0	0	0
Water supply; sewerage, waste management and remediation act	29,630	16,927	12,703	26,784	14,081	12,703	2,846	2,846	0
Construction	316,368	297,536	18,832	215,263	202,456	12,807	101,105	95,080	6,025
Wholesale and retail; repair of motor vehicles and motorcycle	1,925,943	494,725	1,431,218	1,385,641	387,319	998,322	540,302	107,406	432,896
Transportation and storage	252,215	238,161	14,054	176,977	165,880	11,097	75,238	72,281	2,957
Accommodation and food service activities	405,658	48,161	357,497	270,946	35,178	235,768	134,712	12,983	121,729
Information and communication	46,052	40,450	5,602	38,245	32,643	5,602	7,807	7,807	0
Financial and insurance activities	71,592	52,691	18,901	67,144	50,314	16,830	4,448	2,377	2,071
Real estate activities	6,102	6,102	0	1,953	1,953	0	4,149	4,149	0
Professional, scientific and technical activities	81,602	44,816	36,786	76,487	43,646	32,841	5,115	1,170	3,945
Administrative and support service activities	46,677	33,328	13,349	38,268	26,090	12,178	8,409	7,238	1,171
Public administration and defence; compulsory social security	182,442	117,346	65,096	143,781	91,056	52,725	38,661	26,290	12,371
Education	534,379	289,061	245,318	363,856	203,347	160,509	170,523	85,714	84,809
Human health and social work activities	241,238	91,894	149,344	190,001	66,187	123,814	51,237	25,707	25,530
Arts, entertainment and recreation	69,563	59,469	10,094	61,172	51,078	10,094	8,391	8,391	0
Other service activities	313,711	132,861	180,850	236,488	104,599	131,889	77,223	28,262	48,961
Activities of households as employers; undifferentiated good	68,530	27,225	41,305	48,493	22,190	26,303	20,037	5,035	15,002
Activities of extraterritorial organizations and bodies	1,947	0	1,947	1,947	0	1,947	0	0	0

4.6 Number of hours worked

Labour supply reflects individual choices of how much labour to supply at each wage rate. Ideally, each person must decide whether to work or not and as well decide on how many hours to work. It has been established that there are mismatches between workers' actual and preferred number of hours worked (Otterbach, 2010). The difference between actual and usual hours worked may result from firms using overtime to meet increasing demand or reducing the number of working hours to control costs. Table 4.7 shows the number of hours worked by the major occupation groups.

Majority (1,745,912) of the currently employed work 30-39 hours a week (Table 4.7). Most managers (42,045) work 40-49 hours a week. This group of workers is likely to be in the formal sector and may be conforming to the required number of hours of work which is 40 hours a week. All those working in other occupations work at least 70 hours a week.

The number of hours worked in a week by most skilled agricultural, forestry and fishery workers (631,433) is 20-29. Table 4.7 shows that the number of skilled agricultural, forestry and fishery workers increases as the number of hours worked increase. However, after 20-29 hours of work a week, the number of skilled agricultural, forestry and fishery workers declines with increasing number of hours of work.

Most males (29,103) who are managers work at least 40-49 hours a week. More females (157,582) than males (115,047) who work as service and sales workers work at least 70 hours a week.

Table 4.7: Main occupation group of currently employed population 15 years and older by sex and hours worked

Major Occupation	Hours worked in the last seven days								
	Total	0-9	10-19	20-29	30-39	40-49	50-59	60-69	70+
Both Sexes									
Total	8,369,311	1,048,984	985,608	1,436,145	1,745,912	1,581,509	635,072	443,571	492,510
Managers	120,855	4,565	1,950	13,153	20,655	42,045	22,301	2,678	13,508
Professionals	713,702	60,592	47,666	128,394	215,977	208,636	25,780	11,329	15,328
Technicians and associate professionals	192,241	26,642	23,101	25,359	26,951	44,519	19,581	15,238	10,850
Clerical support workers	169,592	2,311	7,094	12,699	33,213	83,327	12,484	6,096	12,368
Service and sales workers	2,275,843	292,702	222,622	250,572	396,182	381,052	263,290	196,794	272,629
Skilled agricultural, forestry and fishery workers	2,342,347	299,043	408,003	631,433	556,420	317,660	85,483	31,970	12,335
Craft and related trades workers	1,680,347	230,819	152,556	258,748	360,349	340,561	138,424	111,958	86,932
Plant and machine Operators and assemblers	352,335	39,758	25,152	21,487	38,238	80,269	46,922	54,716	45,793
Elementary occupations	516,258	92,552	97,464	94,300	97,927	83,440	20,807	12,792	16,976
Other occupations	5,791	0	0	0	0	0	0	0	5,791

Table 4.7: Major occupation group of currently employed population 15 years and older by sex and hours worked (Cont'd)

Major Occupation	Hours worked in the last seven days								
	Total	0-9	10-19	20-29	30-39	40-49	50-59	60-69	70+
Male									
Total	3,905,490	419,922	383,329	614,273	786,876	858,210	323,520	247,985	271,375
Managers	70,350	0	0	4,318	16,971	29,103	11,272	2,678	6,008
Professionals	388,501	31,769	29,007	67,158	118,752	103,072	18,448	11,329	8,966
Technicians and associate professionals	145,839	21,430	18,653	12,875	22,996	29,283	16,361	13,391	10,850
Clerical support workers	96,112	240	1,839	9,089	11,193	52,435	10,147	6,096	5,073
Service and sales workers	515,433	44,331	26,891	28,063	55,011	109,251	74,272	62,567	115,047
Skilled agricultural, forestry and fishery workers	1,359,046	151,761	182,204	348,128	328,454	239,659	67,279	30,854	10,707
Craft and related trades workers	703,671	92,876	55,672	79,183	148,088	153,029	69,022	57,687	48,114
Plant and machine Operators and assemblers	332,424	36,965	23,310	19,598	31,603	74,861	45,578	54,716	45,793
Elementary occupations	288,323	40,550	45,753	45,861	53,808	67,517	11,141	8,667	15,026
Other occupations	5,791	0	0	0	0	0	0	0	5,791
Female									
Total	4,463,821	629,062	602,279	821,872	959,036	723,299	311,552	195,586	221,135
Managers	50,505	4,565	1,950	8,835	3,684	12,942	11,029	0	7,500
Professionals	325,201	28,823	18,659	61,236	97,225	105,564	7,332	0	6,362
Technicians and associate professionals	46,402	5,212	4,448	12,484	3,955	15,236	3,220	1,847	0
Clerical support workers	73,480	2,071	5,255	3,610	22,020	30,892	2,337	0	7,295
Service and sales workers	1,760,410	248,371	195,731	222,509	341,171	271,801	189,018	134,227	157,582
Skilled agricultural, forestry and fishery workers	983,301	147,282	225,799	283,305	227,966	78,001	18,204	1,116	1,628
Craft and related trades workers	976,676	137,943	96,884	179,565	212,261	187,532	69,402	54,271	38,818
Plant and machine Operators and assemblers	19,911	2,793	1,842	1,889	6,635	5,408	1,344	0	0
Elementary occupations	227,935	52,002	51,711	48,439	44,119	15,923	9,666	4,125	1,950
Other occupations	0	0	0	0	0	0	0	0	0

Table 4.8 shows the mean (average) number of hours worked per week by major industry group. The average hours worked a week by currently employed persons is 33.4. The highest mean hours of work per week was by persons engaged in administrative and support service activities (54 hours) and those in transport and storage industry (45.4 hours). The least number of hours worked per week is in the agriculture, forestry and fishing industry (26.3 hours).

Table 4.8 further shows that person in the age group 25-44 have the highest mean number of hours of work (34.4 hours a week). The adult population (age 65+) spends less time on work than all the other age groups, working on average 28.8 hours a week. Females engaged in information and communication, and mining and quarrying activities have higher mean hours of work than their male counterparts.

**Table 4.8: Mean number of hours worked by currently employed population
15 years and older, by major industry group, sex and age**

Major Industry	Both Sexes					Male					Female				
	Total	15-24	25-44	45-64	65+	Total	15-24	25-44	45-64	65+	Total	15-24	25-44	45-64	65+
Total	33.4	31.6	34.4	33.2	28.8	35.7	33.2	37.1	35.4	29.0	31.4	30.1	32.0	31.3	28.6
Agriculture, Forestry and Fishing	26.3	22.5	27.3	27.3	22.6	28.8	24.4	30.0	30.0	25.2	22.8	19.8	23.6	23.9	18.5
Mining and Quarrying	42.0	25.4	43.5	43.7	36.0	44.2	25.4	45.7	47.3	0.0	30.3	0.0	28.6	30.8	36.0
Manufacturing	33.7	33.2	34.1	33.3	32.7	41.1	49.3	40.5	38.0	37.8	30.7	27.0	31.5	31.3	29.5
Electricity, Gas, Steam and Air Conditioning Supply	37.4	30.0	41.2	32.0	0.0	38.7	30.0	41.2	0.0	0.0	32.0	0.0	0.0	32.0	0.0
Water Supply	33.7	0.0	32.5	36.6	0.0	43.8	0.0	41.3	50.0	0.0	20.1	0.0	20.8	18.5	0.0
Construction	30.8	28.4	32.4	29.6	15.1	31.2	30.8	32.3	29.2	15.1	24.2	12.8	36.3	37.2	0.0
Wholesale and Retail Trade	39.2	38.2	38.7	40.0	42.6	45.1	41.7	44.1	49.5	45.8	37.1	36.4	36.7	37.2	41.9
Transportation and Storage	45.4	43.4	48.1	39.9	26.3	46.1	44.4	48.5	39.9	30.6	31.4	27.4	34.4	40.0	20.0
Accommodation and Food Service Activities	39.3	47.8	38.7	36.0	25.2	46.7	40.4	58.0	36.4	0.0	38.3	50.1	37.0	35.9	25.2
Information and Communication	37.2	43.1	37.7	21.7	0.0	36.1	37.2	37.6	21.7	0.0	45.2	47.5	40.0	0.0	0.0
Finance and Insurance Activities	42.1	39.9	41.5	63.3	36.0	44.8	43.9	43.8	63.3	36.0	34.4	12.0	36.6	0.0	0.0
Real Estate Activities	38.3	0.0	37.5	40.0	0.0	38.3	0.0	37.5	40.0	0.0	0.0	0.0	0.0	0.0	0.0
Professional, Scientific and Technical Activities	34.8	35.6	36.7	35.4	15.5	34.9	54.2	35.7	38.6	15.5	34.6	28.9	37.9	24.9	0.0
Administrative and Support Service Activities	54.0	0.0	55.4	52.3	0.0	60.6	0.0	63.2	57.7	0.0	37.6	0.0	38.6	36.0	0.0
Public Administration and Defence	45.7	33.6	47.0	44.9	55.0	51.6	31.9	54.3	47.2	56.0	35.1	34.6	34.3	36.2	54.0
Education	29.2	32.3	27.8	31.4	28.5	29.1	32.5	28.0	31.8	28.5	29.4	32.3	27.5	31.1	0.0
Human Health and Social Work Activities	40.5	47.0	38.6	45.1	41.0	44.7	52.8	40.9	53.4	50.4	37.8	40.8	37.1	40.7	25.0
Arts, Entertainment and Recreation	38.1	26.0	34.1	64.0	38.1	39.6	22.0	36.1	66.3	38.1	28.9	32.8	0.0	48.0	0.0
Other Service Activities	33.6	33.4	35.6	23.7	51.5	35.2	34.6	39.9	24.3	70.0	32.5	32.5	33.4	22.0	33.0
Activities of Households As Employers	29.3	25.2	22.4	42.6	12.0	32.1	13.9	35.1	45.1	12.0	27.5	30.9	14.0	40.7	0.0
Activities of Extraterritorial Organizations and Bodies	35.0	0.0	35.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	35.0	0.0	35.0	0.0	0.0

4.7 Wages and Earnings

Productive employment with sustainable earnings is one way of ensuring household income security and poverty reduction. The distribution of wages and paid employment is a key factor in determining inequality among the population. Table 4.9 shows the wages earned by persons engaged in the various occupation groups. Questions on wages and earnings were asked for paid employees and so there is the probability of an overlap between those reporting cash payments and those reporting in-kind payment since some workers could receive their earnings both in cash and in-kind payment.

Table 4.9 shows that 1.8 million of the currently employed are paid employees receiving either cash or in-kind payment. There are more male employees (1,171,877) than females (712,423). Almost all female employees (99.1%) receive cash earnings. All female managers and females who work as plant and machine operators and assemblers earn all their wages in cash payment. Also, all those working in other occupations receive cash earnings.

Table 4.9: Main occupation of currently paid employees 15 years and older and proportion receiving cash and/or in-kind earnings by sex

Main Occupation	Paid employees			Proportion receiving					
				Cash earnings			In-kind earnings		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Total	1,884,300	1,171,877	712,423	98.6	98.3	99.1	10.8	10.4	11.6
Managers	82,774	56,817	25,957	97.6	96.6	100.0	4.0	5.8	0.0
Professionals	639,404	329,684	309,720	99.0	98.7	99.3	6.3	7.2	5.4
Technicians and associate professionals	126,645	90,629	36,016	96.7	95.4	100.0	22.6	27.9	9.1
Clerical support workers	141,998	74,428	67,570	98.6	97.4	100.0	19.1	15.8	22.8
Service and sales workers	317,665	179,332	138,333	99.4	100.0	98.6	13.5	9.9	18.2
Skilled agricultural, forestry and fishery workers	47,159	31,781	15,378	97.5	96.3	100.0	16.0	19.6	8.7
Craft and related trades workers	207,907	151,087	56,820	98.0	97.5	99.1	15.3	12.1	23.8
Plant and machine operators, and assemblers	195,210	186,220	8,990	98.7	98.6	100.0	4.9	5.1	0.0
Elementary occupations	119,747	66,108	53,639	98.5	100.0	96.6	10.5	8.3	13.2
Other occupations	5,791	5,791	0	100.0	100.0	0.0	0.0	0.0	0.0

Table 4.10 shows that currently employed persons in the country earn on average GH¢ 898.65 per month, with males (GH¢1,011.13) earning higher than females (GH¢712.22). Persons working as Managers receive the highest average monthly earnings of GH¢1,378.76 in both cash and in-kind payment. However, Managers whose earnings is only by in-kind payment receive average monthly earnings of GH¢180.49 (Table 4.10). Skilled agricultural, forestry and fishery workers earn a relatively higher average monthly income (GH¢525.04) than service and sales workers (GH¢499.96).

Female Managers receive more average monthly earnings (GH¢1,533.40) than their male counterparts (GH¢1,305.61). On the other hand, males who work as craft and related workers (GH¢1,327.07) earn more than three times their female counterparts (GH¢409.64). Also, among clerical support workers receiving only in-kind payment, males earn on average GH¢550.36 a month while females earn only GH¢43.54.

Table 4.10: Main occupation of currently paid employees 15 years and older by average monthly earnings and sex

Main occupation	Average monthly total earnings (cash and in-kind) by all paid employees			Average monthly cash earnings by those receiving cash			Average monthly In-kind earnings by those receiving payments in-kind		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Total	898.65	1,011.13	715.22	883.42	993.06	704.50	140.85	171.13	96.14
Managers	1,378.76	1,305.61	1,533.40	1,371.42	1,294.79	1,533.40	180.49	180.49	0.00
Professionals	1,017.31	1,122.90	905.59	1,010.40	1,110.31	904.68	108.07	171.47	16.83
Technicians and associate professionals	1,201.19	1,427.13	658.86	1,140.14	1,360.05	612.29	261.65	229.26	511.43
Clerical support workers	1,163.24	1,328.63	985.82	1,112.31	1,239.47	975.89	262.73	550.36	43.54
Service and sales workers	499.96	590.62	380.74	483.66	580.89	355.82	119.64	97.90	135.03
Skilled agricultural, forestry and fishery workers	525.04	658.48	259.40	520.41	651.97	258.53	28.11	32.01	10.00
Craft and related trades workers	1,071.77	1,327.07	409.64	1,062.36	1,321.76	383.61	77.06	42.70	123.59
Plant and machine operators, and assemblers	714.71	732.62	348.82	709.02	726.66	348.82	114.49	114.49	0.00
Elementary occupations	504.99	684.42	276.01	502.85	683.78	271.95	20.13	7.76	29.73
Other occupations	1,162.50	1,162.50	0.00	1,162.50	1,162.50	0.00	0.00	0.00	0.00

Table 4.11 shows that 96.8 percent of males working in Public Administration and Defence receive cash payments. All workers in Electricity, Gas, Steam and Air Conditioning Supply, Real Estate Activities, Professional, Scientific and Technical Activities, and Activities of extraterritorial organizations and bodies receive all their earnings in cash. In-kind earnings are common among persons working in activities of households as employers (45.1%), Information and Communication (27.3%), Accommodation and food service activities (24.8%) Mining and quarrying (24.3%), and Water supply (24.1%).

In-kind earnings activities of households as employers is more than three times higher among females (64.1%) than males (18.0%). It is also common among females (34.8%) than males (24.6%) working in information and communication. However, in Mining and quarrying, in-kind earnings is practically among males (25.3%). Perhaps, this is as an industry identified as predominantly patronized by males.

Table 4.11: Major industry group of currently paid employees 15 years and older and proportion receiving cash and/or in-kind earnings by sex

Major Industry	Paid employees			Proportion receiving:					
	Both sexes	Male	Female	Cash earnings			In-kind earnings		
				Both sexes	Male	Female	Both sexes	Male	Female
Total	1,883,803	1,171,377	712,426	98.6	98.3	99.1	10.8	10.4	11.6
Agriculture, Forestry And Fishing	92,580	73,083	19,497	98.7	98.4	100.0	12.7	14.2	6.9
Mining And Quarrying	34,874	33,529	1,345	95.8	95.7	100.0	24.3	25.3	0.0
Manufacturing	145,529	80,285	65,244	98.4	100.0	96.4	16.3	15.7	16.9
Electricity, Gas, Steam And Air Conditioning Supply	6,133	3,895	2,238	100.0	100.0	100.0	0.0	0.0	0.0
Water Supply	14,928	7,468	7,460	100.0	100.0	100.0	24.1	48.2	0.0
Construction	100,127	97,195	2,932	97.6	97.6	100.0	5.3	5.1	11.7
Wholesale And Retail Trade	140,598	92,440	48,158	100.0	100.0	100.0	14.5	17.3	9.3
Transportation And Storage	137,983	128,724	9,259	96.7	96.5	100.0	5.8	6.2	0.0
Accommodation And Food Service Activities	87,242	22,014	65,228	98.5	93.9	100.0	24.8	26.6	24.2
Information And Communication	21,406	15,804	5,602	100.0	100.0	100.0	27.3	24.6	34.8
Finance And Insurance Activities	62,318	47,520	14,798	96.2	95.0	100.0	16.2	16.7	14.9
Real Estate Activities	4,028	4,028	0	100.0	100.0	0.0	0.0	0.0	0.0
Professional, Scientific And Technical Activities	39,028	25,440	13,588	100.0	100.0	100.0	0.0	0.0	0.0
Administrative And Support Service Activities	41,628	28,280	13,348	100.0	100.0	100.0	4.7	6.9	0.0
Public Administration And Defence	148,671	103,731	44,940	97.8	96.8	100.0	10.7	7.6	17.8
Education	504,219	266,302	237,917	99.5	99.4	99.6	6.2	4.1	8.6
Human Health And Social Work Activities	181,707	61,724	119,983	99.1	99.6	98.9	8.7	15.8	5.0
Arts, Entertainment And Recreation	40,089	34,242	5,847	95.1	100.0	66.7	4.9	5.7	0.0
Other Service Activities	59,262	37,646	21,616	97.7	96.3	100.0	16.3	16.3	16.2
Activities Of Households As Employers	19,506	8,027	11,479	100.0	100.0	100.0	45.1	18.0	64.1
Activities of extraterritorial organizations and bodies	1,947	0	1,947	100.0	0.0	100.0	0.0	0.0	0.0

Employed persons in the Electricity, gas, steam and air conditioning supply industry receive the highest average monthly earnings (cash and in-kind) among all industry groups (GH¢2,196.16). Workers engaged in Real estate activities receive the least average monthly cash and in-kind earnings of GH¢351.10 (Table 4.12).

The gender wage gap in Public Administration and Defence is small compared to other industries. Males working in Public Administration and Defence receive average monthly cash earnings of GH¢1,084.81 while their female counterparts receive GH¢1,057.55. On the other hand, females working in the Electricity, gas, steam and air conditioning supply industry earn a higher average monthly cash income of GH¢5,000.00 compared to their male counterparts who earn only GH¢585.00. However, there were no earnings by those receiving payments in-kind for Electricity, gas, steam and air conditioning supply.

Table 4.12: Major industry group of currently paid employees 15 years and older by average monthly earnings and sex

Main industry	Average monthly earnings (cash and in-kind) by all paid employees			Average monthly cash earnings by those receiving cash			Average monthly In-kind earnings by those receiving payments in-kind		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
	Total	898.83	1,011.48	715.22	883.60	993.40	704.50	140.85	171.13
Agriculture, Forestry And Fishing	811.37	955.71	278.95	802.92	945.11	278.47	65.84	73.44	7.00
Mining And Quarrying	1,463.08	1,516.04	200.00	1,409.37	1,460.07	200.00	211.57	211.57	0.00
Manufacturing	966.00	1,408.97	405.13	959.56	1,403.42	393.09	59.38	35.35	86.76
Electricity, Gas, Steam And Air Conditioning Supply	2,196.16	585.00	5,000.00	2,196.16	585.00	5,000.00	0.00	0.00	0.00
Water Supply	715.71	1,301.96	128.85	713.71	1,297.94	128.85	8.33	8.33	0.00
Construction	1,181.39	1,207.65	332.04	1,180.46	1,206.77	329.60	17.02	16.76	20.83
Wholesale And Retail Trade	558.57	692.79	300.94	539.50	664.49	299.59	131.22	163.74	14.66
Transportation And Storage	760.61	759.00	782.15	759.08	757.36	782.15	25.61	25.61	0.00
Accommodation And Food Service Activities	443.68	637.26	382.34	405.91	595.00	345.99	150.19	149.38	150.49
Information And Communication	608.47	470.97	996.38	598.29	459.24	990.58	37.29	47.61	16.67
Finance And Insurance Activities	1,315.63	1,473.82	833.06	1,215.26	1,341.22	831.00	594.36	756.21	13.80
Real Estate Activities	351.50	351.50	0.00	351.50	351.50	0.00	0.00	0.00	0.00
Professional, Scientific And Technical Activities	1,111.24	963.74	1,387.41	1,111.24	963.74	1,387.41	0.00	0.00	0.00
Administrative And Support Service Activities	967.39	1,172.34	533.16	967.00	1,171.77	533.16	8.33	8.33	0.00
Public Administration And Defence	1,076.38	1,084.81	1,057.55	1,070.27	1,077.59	1,053.92	55.90	92.07	20.33
Education	868.53	960.05	766.37	862.64	951.23	763.75	94.34	213.93	30.42
Human Health And Social Work Activities	1,004.95	948.91	1,033.99	1,000.09	935.47	1,033.58	55.58	85.00	8.05
Arts, Entertainment And Recreation	707.52	748.53	347.23	704.12	744.74	347.23	66.67	66.67	0.00
Other Service Activities	1,040.79	1,319.43	573.35	949.45	1,219.33	496.68	548.57	590.48	474.77
Activities Of Households As Employers	604.04	1,044.87	295.76	494.79	1,023.23	125.25	242.02	120.00	266.04
Activities of extraterritorial organizations and bodies	600.00	0.00	600.00	600.00	0.00	600.00	0.00	0.00	0.00

Table 4.12 further shows that persons engaged in Finance and insurance activities whose earnings are only in-kind receive average monthly earnings of GH¢594.36. Average monthly in-kind earnings by those receiving payments in-kind is lowest for workers in Administration and Support Service activities (GH¢8.33) and those in Water supply (GH¢8.33).

4.8 Second Job

A secondary occupation is any task or activity that the employed performs continually or at a certain point in time in addition to their main employment. Workers take a second job to tackle “working poverty” (make ends meet and help maintain their standard of living). According to Baah-Boateng *et al* (2013), the desire of workers to engage in multiple job-holding (also known as moonlighting) is a reflection of some of the changing labour market outcomes. People hold more than one job just to supplement their income in order to avert any substantial drop in their living conditions. Table 4.13 shows the occupation of the currently employed by their main and secondary activities.

About six percent (5.3%) of the currently employed have a secondary activity (Table 4.13). The proportion of those engaged in secondary activity is higher in rural (6.4%) than urban (4.3%) localities. Table 4.13 further shows that 5.8 percent of Managers/Legislators are engaged in “moonlighting”. The proportion of Clerical support workers who engaged in secondary activities (8.3%) is relatively higher than those in the other occupation groups who are engaged in a secondary activity.

A higher proportion of male Technicians and Associate Professionals in rural localities are engaged in secondary activities compared to their counterparts in urban localities (14.8% and 4.4% respectively). Table 4.13 again shows that about one in every ten male Professionals (10.4%) in rural localities engaged in a secondary activity.

Females working as Plant and machine operators and assemblers do not engage in any secondary activity. Table 4.13 shows that 6.1 percent of female skilled agricultural, forestry and fishery workers in urban localities engaged in secondary activities. More than one in ten females engaged in Craft and related trades in rural localities (10.9%) engaged in secondary activities.

Table 4.13: Main occupation group of currently employed population 15 years and older by sex, locality and main and secondary activity

Sex/ Main Occupation	Total			Urban			Rural		
	Total persons employed	Number engaged in secondary activities	% engaged in secondary activities	Total persons employed	Number engaged in secondary activities	% engaged in secondary activities	Total persons employed	Number engaged in secondary activities	% engaged in secondary activities
Both Sexes									
Total	9,270,942	491,710	5.3	4,722,102	202,001	4.3	4,548,838	289,709	6.4
Managers/Legislators	120,854	6,998	5.8	101,055	6,998	6.9	19,799	0	0.0
Professionals	724,005	42,615	5.9	523,303	24,415	4.7	200,701	18,200	9.1
Technicians and associate professionals	197,034	11,618	5.9	163,311	7,419	4.5	33,722	4,198	12.4
Clerical support workers	169,594	14,103	8.3	147,973	10,690	7.2	21,620	3,413	15.8
Service and sales workers	2,474,269	125,308	5.1	1,792,907	57,896	3.2	681,363	67,412	9.9
Skilled agricultural, forestry and fishery workers	2,949,805	145,823	4.9	412,337	28,437	6.9	2,537,467	117,386	4.6
Craft and related trades workers	1,711,755	105,306	6.2	1,074,372	46,429	4.3	637,384	58,878	9.2
Plant and machine operators, and assemblers	361,554	12,889	3.6	245,425	7,486	3.1	116,129	5,403	4.7
Elementary occupations	556,281	27,050	4.9	255,628	12,231	4.8	300,653	14,819	4.9
Other occupations	5,791	0	0.0	5,791	0	0.0	0	0	0.0
Male									
Total	4,284,336	232,594	5.4	2,105,789	98,234	4.7	2,178,546	134,360	6.2
Managers/Legislators	70,349	3,714	5.3	55,866	3,714	6.6	14,483	0	0.0
Professionals	390,949	25,417	6.5	281,826	14,056	5.0	109,121	11,360	10.4
Technicians and associate professionals	150,631	9,627	6.4	122,274	5,429	4.4	28,358	4,198	14.8
Clerical support workers	96,114	10,491	10.9	81,477	9,149	11.2	14,637	1,342	9.2
Service and sales workers	563,303	36,624	6.5	426,551	13,489	3.2	136,751	23,135	16.9
Skilled agricultural, forestry and fishery workers	1,644,404	83,424	5.1	247,022	18,294	7.4	1,397,382	65,130	4.7
Craft and related trades workers	717,819	32,495	4.5	506,104	19,888	3.9	211,715	12,607	6.0
Plant and machine operators, and assemblers	341,644	12,889	3.8	233,614	7,486	3.2	108,030	5,403	5.0
Elementary occupations	303,332	17,913	5.9	145,264	6,729	4.6	158,069	11,185	7.1
Other occupations	5,791	0	0.0	5,791	0	0.0	0	0	0.0

Table 4.13: Main occupation group of currently employed population 15 years and older by sex, locality and main and secondary activity (cont'd)

Sex/ Main Occupation	Total			Urban			Rural		
	Total persons employed	Number engaged in secondary activities	% engaged in secondary activities	Total persons employed	Number engaged in secondary activities	% engaged in secondary activities	Total persons employed	Number engaged in secondary activities	% engaged in secondary activities
Female									
Total	4,986,607	259,116	5.2	2,616,314	103,767	4.0	2,370,292	155,348	6.6
Managers/Legislators	50,505	3,284	6.5	45,190	3,284	7.3	5,315	0	0.0
Professionals	333,056	17,198	5.2	241,477	10,359	4.3	91,579	6,839	7.5
Technicians and associate professionals	46,403	1,991	4.3	41,038	1,991	4.9	5,365	0	0.0
Clerical support workers	73,480	3,612	4.9	66,496	1,541	2.3	6,984	2,071	29.7
Service and sales workers	1,910,967	88,684	4.6	1,366,355	44,407	3.3	544,611	44,277	8.1
Skilled agricultural, forestry and fishery workers	1,305,401	62,399	4.8	165,316	10,143	6.1	1,140,085	52,256	4.6
Craft and related trades workers	993,937	72,812	7.3	568,267	26,540	4.7	425,669	46,271	10.9
Plant and machine operators, and assemblers	19,910	0	0.0	11,811	0	0.0	8,100	0	0.0
Elementary occupations	252,948	9,136	3.6	110,364	5,502	5.0	142,584	3,634	2.5
Other occupations	0	0	0.0	0	0	0.0	0	0	0.0

CHAPTER FIVE

LABOUR UNDERUTILIZATION

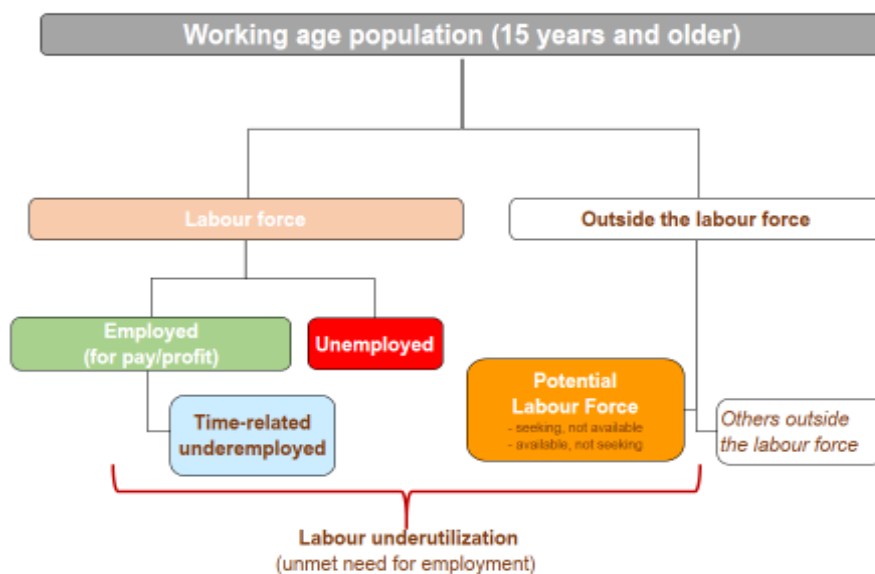
5.1 Introduction

Various governments have implemented employment policies aimed at providing employment, and also improving the quality of employment, especially for those in precarious employment situations, in order to assist the poor and unemployed to take advantage of opportunities to be gainfully employed and contribute their quota to the national development process. This chapter provides information on the underemployed and unemployed population (i.e., labour underutilization), as captured by the 2015 Labour Force Survey.

Over the years, unemployment rate has been the most widely known and used component of labour underutilization than any other labour market indicators in Ghana. There are limitations to the aggregate unemployment rate that is usually measured. Typically, it is based on a narrow concept of labour underutilization which ignores underemployment and potential labour force. Labour underutilization rate and its components provide a more comprehensive view and reflect the degree of underutilization of manpower. The measures are meant to capture mismatches between the demand and supply of labour due to insufficient labour absorption. They also signal situations of unmet need for employment among the population. Labour underutilization has three components: time-related underemployment, unemployment and potential labour force.

The potential labour force identifies situations of inadequate absorption of labour, beyond those captured by underemployment and unemployment. Generally, these are persons excluded from the unemployed population and yet put pressure on the labour market. See Figure 5.1 for the labour underutilization components. This chapter discusses labour underutilization and its characteristics as reported in the survey.

Figure 5.1: Labour underutilization components



5.2 Time-related underemployment and inadequate employment situations

This section presents information on the employed population 15 years and older, who during the reference period were underemployed or wanted to change their work situation for different reasons.

5.2.1 Time-related underemployment

Time-related underemployment refers to employed persons who worked less than 40 hours during the 7 days reference period and were willing and available to work more hours than those worked in their job(s). It signals inadequate employment and complements other indicators of labour slack and labour underutilization, such as the unemployment rate and discouraged workers. This becomes a critical factor in periods of extremely low unemployment by providing economic development professionals with a reserve of workers to be considered by new or expanding businesses. As a result, they represent a pool of labour in addition to the unemployed that economic developers and existing businesses can tap.

About 955,529 persons 15 years and older, representing about 10 percent of the employed population, are estimated to be underemployed (Table 5.1). Of this number, 50.7 percent are females and 49.3 percent are males. Nearly 6 in every 10 (58.7%) of the underemployed are located in rural areas and about 2 in every 5 (41.3%) are in urban areas. In terms of the regional distribution, more than half of the estimated underemployed persons are located in three regions: Northern (21.9%), Upper East (18.6%) and Greater Accra (13.6%).

Table 5.1: Underemployed population estimates of persons 15 years and older by region, locality and sex

Region	Urban			Female			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Western	7,248	14,845	22,093	19,203	6,720	25,924	26,451	21,566	48,017
Central	18,819	20,397	39,216	21,361	17,562	38,923	40,180	37,959	78,139
Greater Accra	59,958	60,868	120,826	4,293	5,373	9,666	64,251	66,241	130,492
Volta	13,842	15,443	29,285	16,549	24,076	40,626	30,392	39,519	69,911
Eastern	13,210	6,609	19,819	16,619	9,782	26,400	29,829	16,391	46,220
Ashanti	25,047	41,427	66,474	16,867	4,452	21,319	41,914	45,879	87,793
Brong Ahafo	2,690	13,816	16,505	14,197	19,960	34,156	16,886	33,775	50,662
Northern	24,476	28,849	53,326	77,822	78,088	155,910	102,298	106,937	209,236
Upper East	10,300	10,836	21,136	83,032	72,598	155,629	93,331	83,434	176,765
Upper West	3,851	4,030	7,881	23,479	26,935	50,414	27,330	30,965	58,295
Total	179,441	217,121	396,562	293,421	265,546	558,967	472,862	482,666	955,529

Table 5.2 shows that about two-fifths (42.0%) of the underemployed persons is within the youthful age group (15-34 years). The highest proportion of the underemployed persons is in the 25-29 and 30-34 age groups (15.3% and 15.2% respectively). In urban areas, 44.7 percent of the underemployed population is youthful compared with 40.1 percent of those in rural areas. It is observed that female youth (45.5%) are more likely than their male counterparts (38.4%) to be underemployed (Table 5.2).

Table 5.2: Time-related underemployed population estimates of persons 15 years and older by age group, locality and sex

Age	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	3,108	5,857	8,964	8,393	14,354	22,747	11,501	20,211	31,712
20-24	17,078	17,478	34,556	25,004	18,610	43,614	42,082	36,088	78,170
25-29	29,033	41,976	71,009	35,820	39,324	75,144	64,852	81,300	146,153
30-34	22,408	40,268	62,676	40,605	41,845	82,450	63,013	82,113	145,126
35-39	14,121	38,522	52,643	58,455	29,887	88,342	72,577	68,409	140,985
40-44	27,522	29,451	56,972	21,950	28,275	50,226	49,472	57,726	107,198
45-49	22,879	12,742	35,621	15,501	20,870	36,370	38,380	33,612	71,992
50-54	5,746	9,961	15,707	22,044	25,112	47,156	27,790	35,073	62,863
55-59	18,468	11,447	29,914	17,144	17,374	34,518	35,612	28,821	64,432
60-64	7,532	3,413	10,945	13,608	14,273	27,881	21,139	17,686	38,825
65+	11,548	6,006	17,554	34,897	15,622	50,519	46,444	21,629	68,073
Total	179,441	217,121	396,562	293,421	265,546	558,967	472,862	482,666	955,529

Table 5.3 presents the underemployment rate for persons 15 years and older. The overall time-related underemployment rate is 9.1 percent. The rate is higher for males (9.8%) than females (8.5%). The rate is also higher for rural dwellers (11.0%) than those residing in urban areas (7.3%). There are marked disparities in the underemployment rates recorded in the regions, with Upper East (46.4%) recording the highest underemployment rate and Eastern (3.3%) recording the lowest.

Table 5.3: Underemployment rate of population 15 years and older by region, type of locality and sex

Region	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Western	4.1	5.7	5.1	6.6	2.1	4.3	5.7	3.7	4.6
Central	9.5	8.4	8.9	9.1	5.7	7.2	9.3	6.9	7.9
Greater Accra	7.5	6.7	7.1	6.0	6.5	6.3	7.4	6.7	7.0
Volta	11.0	8.2	9.3	5.8	7.3	6.6	7.4	7.7	7.6
Eastern	6.1	2.2	3.8	4.9	3.0	3.9	5.4	2.6	3.9
Ashanti	4.6	6.1	5.4	5.0	1.1	2.9	4.7	4.2	4.5
Brong Ahafo	1.6	6.5	4.3	5.2	7.2	6.2	3.8	6.9	5.4
Northern	17.7	17.9	17.8	23.8	22.4	23.1	22.0	20.9	21.4
Upper East	25.1	24.4	24.8	58.9	47.0	52.7	51.3	42.0	46.4
Upper West	18.8	14.9	16.6	25.9	21.1	23.1	24.6	20.0	21.9
Total	7.4	7.2	7.3	12.3	9.9	11.0	9.8	8.5	9.1

According to Table 5.4, the underemployment rate is highest for the population 65 years and older (11.5%) and lowest for the 15-19 year olds (6.1%). Generally, the 15-24 year age group recorded lower underemployment rates compared to the other age groups. It is observed that for all age groups, the underemployment rate in rural areas is higher than that of urban areas with the exception of the 40-49 year age group, where the reverse is the case (Table 5.4).

Table 5.4: Time-related underemployment rate of persons 15 years and older by age group, locality and sex

Age	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	3.6	5.9	4.8	5.2	8.4	6.9	4.7	7.5	6.1
20-24	5.5	5.0	5.3	10.5	6.1	8.0	7.6	5.5	6.5
25-29	6.9	8.0	7.5	12.2	10.5	11.2	9.1	9.1	9.1
30-34	5.5	8.3	7.0	14.1	11.9	12.9	9.1	9.8	9.5
35-39	4.5	8.6	6.9	18.4	8.4	13.1	11.5	8.5	9.8
40-44	11.2	10.6	10.9	9.8	11.2	10.6	10.5	10.9	10.7
45-49	12.5	4.8	8.0	7.0	8.8	7.9	9.4	6.7	7.9
50-54	3.5	4.7	4.2	10.7	12.0	11.4	7.5	8.4	8.0
55-59	14.5	6.7	10.0	12.5	12.1	12.3	13.5	9.2	11.1
60-64	10.9	3.9	7.0	13.9	14.0	14.0	12.7	9.3	10.9
65+	12.0	5.0	8.2	17.0	9.1	13.4	15.4	7.4	11.5
Total	7.4	7.2	7.3	12.3	9.9	11.0	9.8	8.5	9.1

Table 5.5 shows that most of the underemployed persons worked as skilled agriculture/fishery workers (42.2%), Service/sales workers (20.4%) and Craft and related trades workers (19.3%). The underemployed males mainly worked as skilled agriculture/fishery workers (49.4%) and Service/sales workers (20.1%); for females, the proportions are 35.1 percent and 33.6 percent respectively. In urban areas, 35.1 percent of the underemployed were Service/sales workers while 24.1 percent were Craft and related trades workers. In the rural areas, however, the underemployed were mainly skilled agriculture/fishery workers (64.5%) and Craft and related trades workers (12.8%).

Table 5.5: Underemployed persons 15 years and older by occupation, locality and sex

Occupation	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Legislators/managers	0.4	0.0	0.2	0.0	0.0	0.0	0.2	0.0	0.1
Professionals	8.4	4.2	6.1	2.7	1.0	1.9	4.8	2.4	3.6
Technicians and associate professionals	5.7	0.6	2.9	0.5	0.4	0.4	2.4	0.5	1.5
Clerical support workers	1.0	1.7	1.4	0.0	0.0	0.0	0.4	0.7	0.6
Service/sales workers	12.1	54.1	35.1	3.7	16.8	10.0	6.9	33.6	20.4
Skilled agric/fishery workers	17.6	5.1	10.8	68.9	59.6	64.5	49.4	35.1	42.2
Craft and related trades workers	33.6	24.1	28.4	11.8	13.9	12.8	20.1	18.5	19.3
Plant machine operators and assemblers	12.3	0.0	5.6	2.0	0.4	1.2	5.9	0.2	3.0
Elementary occupations	8.9	10.1	9.6	10.5	7.8	9.2	9.9	8.9	9.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 5.6 shows that 46.6 percent of the underemployed persons were in the Agriculture, forestry and fishing sector. The Wholesale and retail trade sector engaged 13.9 percent while the Manufacturing sector engaged 13.4 percent. Seven in every ten (70.2%) of the underemployed in the rural areas are engaged in the Agriculture, forestry and fishing sector compared to 13.3 percent of their urban counterparts. The underemployed in urban areas are about three times more likely (22.8%) than those in rural areas (7.6%) to be engaged in the Wholesale and retail trade sector.

Table 5.6: Time-related underemployed persons 15 years and older by industry, locality and sex

Industry type	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	21.1	6.9	13.3	76.7	63.1	70.2	55.5	37.9	46.6
Mining and quarrying	2.4	0.0	1.1	0.0	0.0	0.0	0.9	0.0	0.5
Manufacturing	10.9	26.4	19.4	4.2	14.7	9.2	6.8	19.9	13.4
Construction	17.0	3.0	9.3	6.1	0.0	3.2	10.2	1.4	5.7
Wholesale and retail trade	11.0	32.7	22.8	4.0	11.6	7.6	6.6	21.1	13.9
Transportation and storage	11.0	0.0	5.0	2.6	1.1	1.9	5.8	0.6	3.2
Accommodation and food service activities	0.0	7.7	4.2	0.5	1.7	1.0	0.3	4.4	2.4
Information and communication	2.0	0.0	0.9	0.0	0.0	0.0	0.8	0.0	0.4
Professional, scientific and technical activities	3.9	3.0	3.4	0.0	0.9	0.4	1.5	1.8	1.7
Public administration and defence	1.2	2.6	2.0	0.6	1.0	0.8	0.8	1.7	1.3
Education	7.1	4.2	5.5	2.9	0.6	1.8	4.5	2.2	3.4
Human health and social work activities	0.6	0.7	0.7	0.0	0.6	0.3	0.2	0.7	0.5
Arts, entertainment and recreation	1.0	0.3	0.7	0.5	0.0	0.2	0.7	0.2	0.4
Other service activities	10.7	8.6	9.6	0.7	2.3	1.4	4.5	5.1	4.8
Activities of households as employers	0.0	3.8	2.1	1.3	2.5	1.9	0.8	3.1	2.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Of the total underemployed population, 8 in every 10 are self-employed without employees, 7.8 percent are paid employees and 3.7 percent are casual workers. The self-employed without employees are in high proportions irrespective of sex and locality of residence (Table 5.7).

Table 5.7: Time-related underemployed persons 15 years and older by employment status, locality and sex

Employment status	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees	17.1	9.4	12.9	5.5	2.6	4.1	9.9	5.7	7.8
Non-agric self-employed with employees	5.8	3.3	4.4	0.0	0.3	0.2	2.2	1.7	1.9
Agric self-employed with employees	1.1	0.0	0.5	1.4	1.3	1.4	1.3	0.7	1.0
Non-agric self-employed without employee	43.8	69.1	57.7	10.0	29.5	19.3	22.8	47.3	35.2
Agric self-employed without employees	21.2	8.6	14.3	74.4	57.6	66.4	54.2	35.6	44.8
Non-agric contributing family worker	0.0	3.2	1.7	0.7	0.0	0.4	0.5	1.4	0.9
Agric contributing family worker	0.0	0.6	0.3	2.0	7.3	4.5	1.2	4.3	2.8
Domestic employee	0.6	2.7	1.7	0.0	0.2	0.1	0.2	1.3	0.8
Casual workers	8.5	1.2	4.5	5.1	1.0	3.1	6.4	1.1	3.7
Apprenticeship	0.0	0.3	0.2	0.0	0.2	0.1	0.0	0.3	0.1
Other	1.9	1.6	1.7	0.9	0.0	0.5	1.3	0.7	1.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 5.8 indicates that the main sector of engagement for the underemployed population is the private sector. The private sector engaged 96.5 percent of the underemployed population. A higher proportion of the underemployed in rural areas is engaged by the private sector (98.1%) compared to 94.3 percent in urban areas. On the other hand, 4.2 percent of the underemployed in urban areas compared to 2.5 percent in rural areas is engaged by the Public Service (Table 5.8).

Table 5.8: Time-related underemployed persons 15 years and older by employment sector, locality and sex

Employment sector	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Civil Service	0.2	0.8	0.5	0.0	0.6	0.3	0.1	0.6	0.4
Public Service	4.5	4.0	4.2	2.3	0.0	1.2	3.1	1.8	2.5
Parastatals	0.0	0.0	0.0	0.3	0.0	0.2	0.2	0.0	0.1
NGOs	1.1	0.9	1.0	0.5	0.0	0.2	0.7	0.4	0.5
Private	94.2	94.3	94.3	96.9	99.4	98.1	95.9	97.1	96.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

5.2.2 *Inadequate employment situations*

Persons are in an *inadequate employment situation* when, during the reference period, they wanted to change their current work situation for reasons that limit their capacities and well-being and were available to do so. For example, a worker may want to replace their current paid or self-employment jobs for another. Information was sought from the underemployed population on whether they wanted to do any of the following:

- Change the current job/activity;
- Find an additional job/activity, besides the current job.

As mentioned earlier, 1 in every 10 (10.3%) of the employed population were underemployed. Table 5.9 indicates that 97.2 percent of the underemployed population showed an indication of wanting to change their work situation. Of this, 61.4 percent wanted an additional job/activity while 35.9 percent wanted to change their current job/activity. The desire to change the current work situation was mostly reported by males (98.6%) and the underemployed in rural areas (97.6%).

Table 5.9: Employed/worked by willingness to change work situation, sex and locality

Type of change	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total employed	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wanted:	98.6	95.5	96.9	98.6	96.7	97.6	98.6	96.0	97.2
To change current job/activity	36.6	35.5	36.0	34.8	36.6	35.7	35.7	36.0	35.9
An additional job/activity	62.0	59.9	60.8	63.8	60.1	61.9	62.9	60.0	61.4
Did not wish to change jobs, or get another job	1.4	4.5	3.1	1.4	3.3	2.4	1.4	4.0	2.8

5.3 Unemployment

Unemployment is widely regarded as one of the key labour market indicators and a good measure of current economic activity. If one uses the strict ILO definition, the unemployed population consists of all persons (15 years and older) who are available for work and actively seeking for a job during the reference period. The broad unemployment definition relaxes the requirement that the person must be available and actively look for work. This is because in many developing economies such as Ghana, work opportunities are limited, and potential workers may well give up after unsuccessful periods of looking for work. As a result, the relaxed definition of unemployment is adopted in this report. Thus, persons aged 15 years and older, who within the reference period, were without jobs but were “potentially” available for jobs are considered unemployed.

5.3.1 *Unemployed population*

About 1,250,913 persons 15 years and older are estimated to be unemployed (Table 5.10). Of this number, about 57.2 percent or 714,916 are females while 42.8 percent or 535,997 are males. Nearly one in six (58.6%) or 733,522 of the unemployed are located in urban areas and 41.4 percent or 517,391 are in rural areas. It is observed that more than two-fifths (548,447) of the estimated unemployed persons are located in Ashanti (22.5%) and Greater Accra (21.3%) regions.

Table 5.10: Unemployed population age 15 years and older by region, locality and sex

Region	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Western	24,986	33,691	58,676	23,778	30,466	54,244	48,764	64,156	112,920
Central	27,087	38,567	65,654	21,368	23,701	45,068	48,455	62,268	110,723
Greater Accra	123,028	115,284	238,311	12,454	16,092	28,546	135,482	131,375	266,858
Volta	9,682	26,507	36,189	19,577	36,106	55,682	29,258	62,613	91,871
Eastern	23,151	47,900	71,051	13,370	22,786	36,156	36,521	70,685	107,206
Ashanti	71,777	93,864	165,641	46,496	69,452	115,948	118,273	163,316	281,589
Brong Ahafo	20,655	19,797	40,452	24,284	13,291	37,576	44,940	33,088	78,028
Northern	10,495	24,291	34,786	17,801	39,815	57,616	28,296	64,105	92,401
Upper East	8,595	6,161	14,755	24,245	30,971	55,216	32,840	37,131	69,971
Upper West	1,746	6,261	8,007	11,423	19,918	31,340	13,169	26,179	39,347
Total	321,202	412,320	733,522	214,795	302,596	517,391	535,997	714,916	1,250,913

In terms of age, nearly 7 in every 10 (68.8%) unemployed persons or 860,740 is within the youthful age group (15-34 years). In urban areas, 72.7 percent of the unemployed population is youthful compared to 63.3 percent of their rural counterparts (Table 5.11).

Table 5.11: Unemployed population estimates of persons 15 years and older by age group, locality and sex

Age	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	32,911	27,336	60,248	28,186	36,026	64,211	61,097	63,362	124,459
20-24	95,408	108,236	203,644	40,800	76,782	117,582	136,208	185,018	321,226
25-29	68,360	96,704	165,063	47,086	48,553	95,639	115,445	145,257	260,702
30-34	49,739	54,684	104,423	17,521	32,410	49,931	67,260	87,094	154,353
35-39	24,964	39,268	64,232	13,069	35,372	48,440	38,033	74,639	112,672
40-44	10,217	27,985	38,202	11,550	16,370	27,919	21,767	44,354	66,121
45-49	10,179	14,079	24,258	10,506	19,007	29,513	20,685	33,086	53,771
50-54	2,921	10,938	13,859	9,798	9,840	19,639	12,719	20,779	33,498
55-59	6,017	6,894	12,911	11,721	8,161	19,882	17,738	15,055	32,793
60-64	10,374	15,110	25,484	7,877	3,530	11,407	18,252	18,640	36,892
65+	10,113	11,085	21,198	16,681	16,547	33,228	26,794	27,633	54,426
Total	321,202	412,320	733,522	214,795	302,596	517,391	535,997	714,916	1,250,913

Table 5.12 presents the occupational classification of the type of work the unemployed persons indicated they will ideally want to do. The table shows that more than a third (34.5%) of the unemployed would want to be Service/sales workers, 23.6 percent would like to be Professional workers while 17.8 percent prefer to go into craft and related trade work. Even though people are being encouraged to get into agricultural activities, only 7.2 percent of the unemployed persons indicated that they would want to become agricultural/fishery workers.

Higher proportions of females than males gave the indication that ideally, they would want to do Service/sales work (48.1% and 16.4% respectively) and Professional work (24.4% and 22.5% respectively). On the other hand, higher proportions of males than females indicated their preference in the remaining occupational groups (Table 5.12).

Table 5.12: Work aspirations of unemployed persons 15 years and older by locality and sex

Occupation	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Legislators/managers	5.6	3.0	4.1	3.0	2.2	2.5	4.6	2.6	3.5
Professionals	22.9	28.9	26.2	21.8	18.5	19.8	22.5	24.4	23.6
Technicians and associate professionals	6.3	2.7	4.3	2.3	0.3	1.1	4.7	1.7	3.0
Clerical support workers	3.7	1.6	2.5	0.7	0.8	0.8	2.5	1.3	1.8
Service/sales workers	19.0	46.7	34.5	12.5	50.0	34.4	16.4	48.1	34.5
Skilled agric/fishery workers	2.4	1.1	1.7	22.1	9.9	15.0	10.3	4.9	7.2
Craft and related trades workers	18.3	15.9	16.9	21.0	17.7	19.1	19.4	16.6	17.8
Plant machine operators and assemblers	13.7	0.0	6.0	10.8	0.0	4.5	12.5	0.0	5.4
Elementary occupations	0.8	0.2	0.4	1.8	0.4	1.0	1.2	0.3	0.7
Other Occupations	7.3	0.0	3.2	4.0	0.3	1.8	6.0	0.1	2.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

5.3.2 Unemployment rate

As indicated earlier, this report adopts the relaxed definition of unemployment. Thus, the unemployment rate has been computed based on persons 15 years and older, who within the reference period, were without jobs and “potentially” available for jobs.

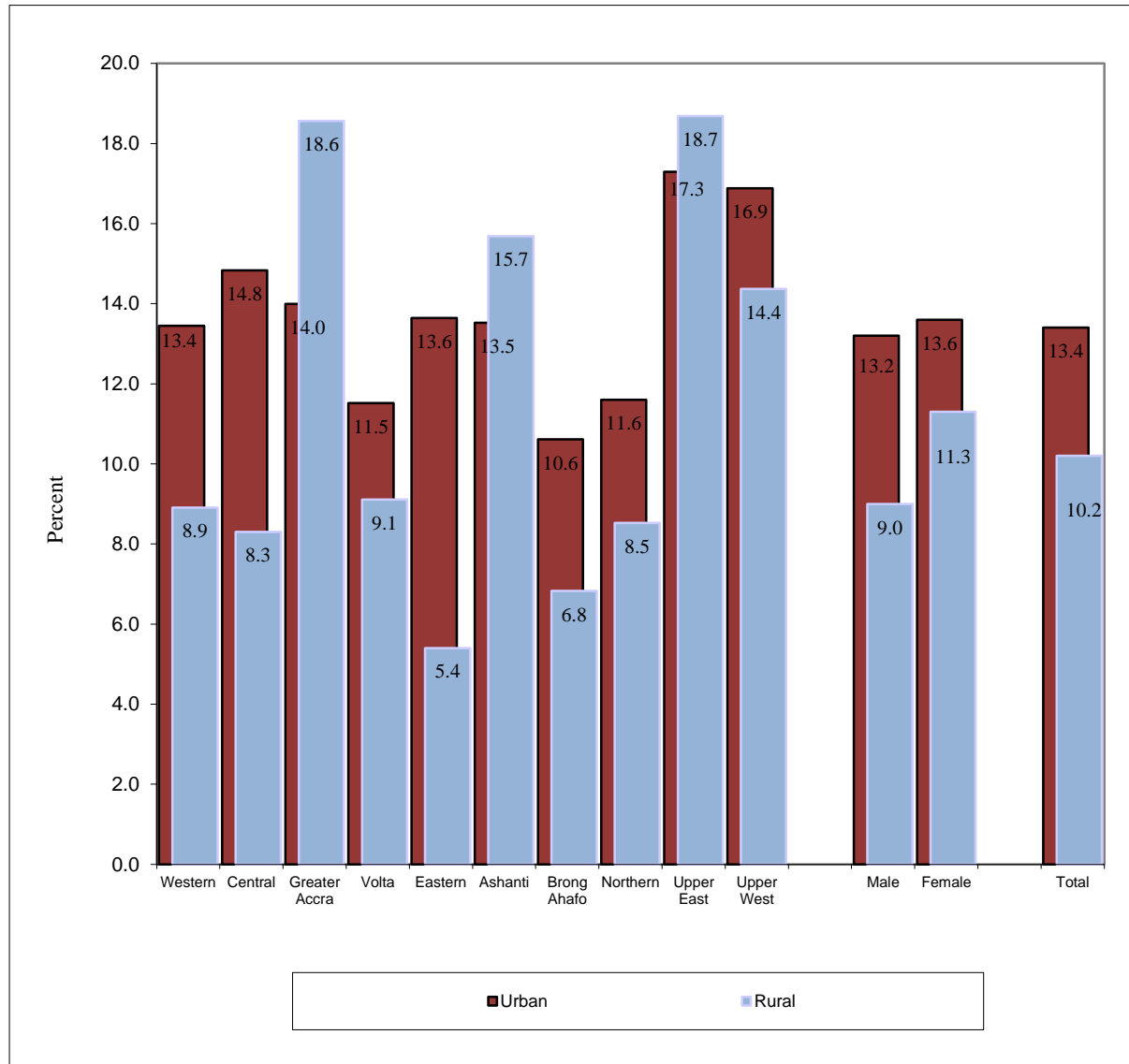
Table 5.13 shows the unemployment rate of persons 15 years and older. The total unemployment rate for Ghana is 11.9 percent; the rate is higher among females (12.5%) than males (11.1%). There are marked differences in the unemployment rates in the regions, with Upper East (18.4%) recording the highest unemployment rate and Brong Ahafo (8.4%) recording the lowest. It is observed that the female unemployment rate is higher than that of males in all regions except Greater Accra (13.3% for females and 15.6% for males) and Brong Ahafo (6.8% for females and 10.1% for males) where the reverse is the case (Table 5.13).

Table 5.13: Unemployment rate of population 15 years and older by region, type of locality and sex

Region	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Western	14.3	12.9	13.4	8.1	9.6	8.9	10.4	11.1	10.8
Central	13.6	15.8	14.8	9.1	7.7	8.3	11.2	11.3	11.2
Greater Accra	15.4	12.7	14.0	17.5	19.5	18.6	15.6	13.3	14.4
Volta	7.7	14.1	11.5	6.9	11.0	9.1	7.2	12.1	9.9
Eastern	10.8	15.6	13.6	3.9	6.9	5.4	6.6	11.1	9.0
Ashanti	13.1	13.8	13.5	13.8	17.3	15.7	13.4	15.1	14.3
Brong Ahafo	12.2	9.3	10.6	8.8	4.8	6.8	10.1	6.8	8.4
Northern	7.6	15.1	11.6	5.4	11.4	8.5	6.1	12.6	9.5
Upper East	21.0	13.9	17.3	17.2	20.0	18.7	18.0	18.7	18.4
Upper West	8.5	23.2	16.9	12.6	15.6	14.4	11.8	17.0	14.8
Total	13.2	13.6	13.4	9.0	11.3	10.2	11.1	12.5	11.9

Overall, the unemployment rate is relatively higher in urban (13.4%) than rural areas (10.2%) irrespective of sex. Urban unemployment rate is higher than rural unemployment rate in seven of the ten regions. On the other hand, the rural unemployment rate is higher than that of urban areas in three regions, namely, Greater Accra, Ashanti and Upper East (Figure 5.2).

Figure 5.2: Unemployment rate by urban, region and sex



In terms of age, Table 5.14 shows that the unemployment rate declines with increasing age up to 64 years and increases thereafter. The unemployment rate is highest among the 15-24 year age group (25.9%) and lowest among the 45-64 year age group (6.0%). This general trend is true irrespective of sex and locality of residence. It is also observed that the unemployment rate is highest for the 15-24 year olds (42.0%) residing in the rural areas of the Upper East region.

Table 5.14: Unemployment rate of population 15 years and older by age-group, type of locality and sex

Characteristics	Region										Total
	Western	Central	Greater Accra	Volta	Eastern	Ashanti	Brong Ahafo	Northern	Upper East	Upper West	
Total											
15-24	22.0	26.3	30.0	30.9	27.9	31.1	11.5	21.1	39.9	19.4	25.9
25-44	8.3	9.4	12.4	6.8	8.1	14.0	9.6	7.6	16.4	14.7	10.6
45-64	4.6	4.6	9.3	6.0	2.7	5.5	4.9	4.7	12.2	12.9	6.0
65 +	18.8	6.6	13.9	5.6	5.3	14.3	3.5	7.9	11.7	11.2	9.2
Total	10.8	11.2	14.4	9.9	9.0	14.3	8.4	9.5	18.4	14.8	11.9
Male											
15-24	23.4	22.9	33.2	23.5	23.3	34.3	8.4	13.6	42.7	15.8	24.7
25-44	7.2	10.1	12.2	5.1	4.8	12.1	12.9	4.8	14.2	11.4	9.7
45-64	4.7	3.4	10.7	2.8	2.8	3.9	6.6	3.6	17.8	11.4	5.8
65 +	26.0	0.0	19.3	3.6	0.0	18.0	6.4	5.4	6.6	6.6	8.9
Total	10.4	11.2	15.6	7.2	6.6	13.4	10.1	6.1	18.0	11.8	11.1
Female											
15-24	21.0	30.3	26.5	37.5	32.7	28.8	14.1	26.9	37.9	22.4	27.0
25-44	9.2	8.8	12.5	8.1	10.6	15.7	6.5	10.2	18.4	16.6	11.5
45-64	4.5	5.3	8.1	8.4	2.7	6.6	3.3	5.7	7.3	14.1	6.1
65 +	8.8	9.1	9.9	7.9	10.7	10.1	0.0	11.9	20.3	16.0	9.5
Total	11.1	11.3	13.3	12.1	11.1	15.1	6.8	12.6	18.7	17.0	12.5
Urban											
15-24	32.8	35.7	29.8	35.1	40.2	30.4	19.1	29.5	34.1	27.6	31.3
25-44	10.5	11.7	12.1	10.3	11.8	13.3	11.8	9.1	11.6	12.9	11.9
45-64	6.8	6.8	9.4	0.0	3.4	4.1	3.6	2.3	17.5	16.9	6.0
65 +	12.5	5.5	7.5	9.9	10.5	17.9	0.0	8.1	19.3	28.6	9.9
Total	13.4	14.8	14.0	11.5	13.6	13.5	10.6	11.6	17.3	16.9	13.4
Rural											
15-24	16.8	18.7	32.0	28.6	16.9	32.1	7.0	16.8	42.0	17.9	20.8
25-44	6.4	7.3	16.1	4.7	4.9	15.3	7.7	7.0	18.1	15.2	9.0
45-64	3.1	3.0	7.8	8.6	2.3	7.5	5.5	5.9	11.3	12.2	5.9
65 +	21.7	7.5	34.3	4.7	2.6	10.5	5.6	7.9	10.4	9.8	8.8
Total	8.9	8.3	18.6	9.1	5.4	15.7	6.8	8.5	18.7	14.4	10.2

According to Table 5.15, the unemployment rate is relatively higher for persons with education than those with no education. The unemployment rate is highest for persons with Secondary certificates, i.e. those who successfully completed SSS/SHS/Secondary education (19.3%) and those with MSLC or BECE certificates (11.3%). Persons with tertiary educational qualifications have the lowest unemployment rate (7.3%). Generally, the unemployment rate is higher for females with no education (11.8%) and urban dwellers with no education (12.9%).

**Table 5.15: Unemployment rate of population 15 years and older
by educational qualification, locality and sex**

Characteristics	Region										Total
	Western	Central	Greater Accra	Volta	Eastern	Ashanti	Brong Ahafo	Northern	Upper East	Upper West	
Total											
No education	8.6	11.8	13.3	11.0	7.9	12.7	5.5	8.6	17.0	13.7	10.5
MSLC/BECE	10.1	9.9	11.7	4.4	8.0	15.3	12.7	8.0	33.0	21.3	11.3
Secondary	17.4	11.7	19.6	20.6	15.9	23.9	12.8	24.3	34.4	19.6	19.3
Post-Secondary	8.2	15.5	18.1	3.7	13.4	7.7	0.0	7.6	2.0	13.4	10.7
Tertiary	12.9	9.7	7.8	8.3	11.4	3.3	7.9	0.0	0.0	0.0	7.3
Total	10.8	11.2	14.4	9.9	9.0	14.3	8.4	9.5	18.4	14.8	11.9
Male											
No education	6.2	14.6	10.8	9.3	2.5	8.0	6.4	6.1	15.9	11.5	8.3
MSLC/BECE	13.9	6.6	15.4	2.2	7.4	15.6	15.8	0.0	37.9	14.3	11.8
Secondary	14.1	10.7	18.9	15.4	12.4	24.9	12.2	11.3	31.0	15.6	17.2
Post-Secondary	4.8	21.2	21.6	0.0	9.2	7.0	0.0	8.7	0.0	7.8	11.0
Tertiary	10.8	21.0	9.6	0.0	13.1	2.4	12.1	0.0	0.0	0.0	7.6
Total	10.4	11.2	15.6	7.2	6.6	13.4	10.1	6.1	18.0	11.8	11.1
Female											
No education	10.1	10.6	14.3	12.0	11.2	14.8	4.7	10.7	17.9	15.0	11.8
MSLC/BECE	7.3	13.9	8.1	6.5	8.7	15.0	9.9	18.3	26.6	28.8	10.8
Secondary	21.3	12.9	20.4	27.7	22.8	22.7	14.3	44.1	40.2	25.1	21.9
Post-Secondary	12.6	0.0	14.0	10.4	15.8	8.3	0.0	5.4	3.9	21.1	10.4
Tertiary	18.4	0.0	3.8	24.5	9.1	5.8	0.0	0.0	0.0	0.0	6.6
Total	11.1	11.3	13.3	12.1	11.1	15.1	6.8	12.6	18.7	17.0	12.5
Urban											
No education	7.3	18.3	13.1	15.2	16.4	10.8	8.9	11.2	19.7	20.0	12.9
MSLC/BECE	14.7	11.9	11.0	5.6	9.8	15.7	12.3	11.7	14.0	12.0	12.3
Secondary	21.6	12.1	19.2	19.5	22.7	21.0	12.6	20.5	24.9	22.5	19.1
Post-Secondary	10.3	21.0	17.3	0.0	19.0	6.2	0.0	9.7	3.8	9.0	11.5
Tertiary	16.7	0.0	7.9	9.1	11.4	2.1	8.5	0.0	0.0	0.0	7.5
Total	13.4	14.8	14.0	11.5	13.6	13.5	10.6	11.6	17.3	16.9	13.4
Rural											
No education	9.3	7.4	15.0	9.6	5.0	14.4	4.4	7.9	16.5	13.0	9.3
MSLC/BECE	7.2	8.3	19.4	3.6	6.0	14.4	13.3	3.6	42.3	26.8	9.9
Secondary	13.4	10.9	27.9	21.4	7.6	31.8	13.4	28.8	46.1	17.1	19.7
Post-Secondary	0.0	10.8	29.3	8.3	0.0	11.8	0.0	0.0	0.0	17.5	8.4
Tertiary	0.0	12.5	6.6	0.0	0.0	6.4	0.0	0.0	0.0	0.0	6.4
Total	8.9	8.3	18.6	9.1	5.4	15.7	6.8	8.5	18.7	14.4	10.2

Information was sought from the unemployed persons regarding the lowest average wage that they are willing to work for. Table 5.16 shows that overall, the unemployed persons, on average, are willing to work for a minimum of GH¢297.25 per month. Unemployed males (GH¢388.14) are willing to work for a higher wage than their female counterparts (GH¢223.53). On average, the unemployed residing in urban areas (GH¢308.56) are willing to work for a higher wage than rural those in rural areas (GH¢278.94).

Table 5.16 further shows that there are marked differences in the minimum amount of money the unemployed persons are willing to work for in the regions, with Upper East (GH¢566.82) recording the highest wage per month and Northern (GH¢179.18) recording the lowest. Males in urban localities of the Western region reported the highest average wage (GH¢1,604.03) per month, while females in rural localities of Brong Ahafo region had the lowest average wage (GH¢63.78) per month.

Table 5.16: Unemployed persons 15 years and older by average lowest wage (in GH¢) per month willing to work for, locality and sex

Region	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Western	1,604.03	132.34	851.37	198.55	261.70	233.88	962.77	197.61	553.68
Central Greater Accra	507.45	188.00	326.96	506.79	148.48	320.90	507.17	172.67	324.49
Volta	573.08	268.54	344.62	447.12	137.65	214.99	514.42	207.61	284.27
Eastern	128.32	198.76	176.02	188.40	541.40	411.84	148.71	300.50	249.41
Ashanti	213.59	407.53	320.91	237.70	147.79	182.78	222.61	295.63	264.73
Brong Ahafo	573.29	215.08	445.82	319.48	63.78	243.97	436.14	143.76	341.27
Northern	160.19	187.03	179.36	247.45	146.22	179.03	211.89	164.67	179.18
Upper East	164.55	206.17	183.28	1,096.59	303.35	686.61	852.14	282.58	566.82
Upper West	687.63	183.35	288.38	307.10	136.05	202.82	361.99	149.81	223.36
Total	386.22	241.23	308.56	391.56	197.04	278.94	388.14	223.53	297.25

5.4 Method of searching for work

The unemployed persons were asked what they had done within the four weeks prior to the survey, to look for work or start a business. Table 5.17 indicates that for persons who actively searched for work during the period, more than two-fifths (44.4%) contacted friends and relatives for information while more than one-quarter (27.8%) indicated that they applied to prospective employers. About one-tenth (10.5%) of the job seekers also took some steps to start a business. Males and urban dwellers (32.4% and 34.3% respectively) are more likely to apply to prospective employers while females and persons residing in rural areas (47.4% and 50.2% respectively) are more likely to seek information from friends (Table 5.17).

Table 5.17: Method used by unemployed persons 15 years and older in looking for work by locality and sex

Method of looking for work	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Applied to prospective employer	39.6	29.5	34.3	17.9	10.8	14.3	32.4	23.5	27.8
Checked at farm/factories/work sites	3.6	0.5	2.0	15.4	2.4	8.8	7.5	1.1	4.2
Asked friends and relatives	41.5	41.6	41.6	40.3	59.7	50.2	41.1	47.4	44.4
Took action to start business	5.7	15.2	10.7	9.0	11.4	10.2	6.8	14.0	10.5
Took action to start agricultural activities	0.0	0.3	0.2	3.3	4.2	3.7	1.1	1.5	1.3
Upgrade skills	0.0	0.3	0.2	2.6	1.8	2.2	0.9	0.8	0.8
Searched internet	1.4	0.7	1.0	0.8	0.0	0.4	1.2	0.5	0.8
Searched newspaper advert	2.4	0.0	1.2	2.0	0.0	1.0	2.3	0.0	1.1
Searched employment services	2.4	1.5	1.9	1.1	3.2	2.2	2.0	2.0	2.0
Looked for land, building, equipment	0.0	0.6	0.3	2.3	0.0	1.1	0.8	0.4	0.6
Registered at an employment centre	0.0	0.9	0.5	0.0	1.9	1.0	0.0	1.2	0.6
Took a test or interview	2.6	0.9	1.7	0.0	0.0	0.0	1.7	0.6	1.1
Waited on the street to be recruited for job	0.6	0.0	0.3	1.3	0.0	0.7	0.9	0.0	0.4
Sought financial assistance to look for job	0.0	6.2	3.2	1.0	2.5	1.8	0.3	5.0	2.7
Other	0.3	1.8	1.1	2.8	1.9	2.4	1.1	1.8	1.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 5.18 shows the kind of work sought by prospective job seekers during the reference period. About one-third (33.5%) of the job-seekers were willing to work in any given job while one-quarter (25.3%) and 14.9 percent were targeting self-employment and employment in small/medium scale enterprises, respectively. It is observed that slightly more than one-quarter of the job-seekers were hoping to be employed by either the Government (12.0%) or large private firms (14.4%). The table further shows that males and urban dwellers are more likely than rural dwellers to seek employment in governmental and large private organizations. On the other hand, females and persons residing in rural areas are more likely to seek self-employment and employment in small and medium scale enterprises than their urban counterparts.

Table 5.18: Unemployed persons 15 years and older by the kind of work sought, locality and sex

Kind of work sought	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government or state enterprise	15.0	9.0	11.9	17.4	6.9	12.1	15.8	8.3	12.0
Large private firm	22.2	7.2	14.4	15.5	13.2	14.4	20.0	9.2	14.4
Small/medium scale enterprise	7.5	18.0	12.9	11.6	25.8	18.8	8.9	20.5	14.9
Self-employment	18.5	29.8	24.4	23.1	31.0	27.1	20.0	30.2	25.3
Any job	36.8	36.0	36.4	32.3	23.0	27.6	35.3	31.9	33.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

5.5 Combined rate of underemployment and unemployment; and composite measure of labour underutilization compared

As the name implies, the combined rate of time-related underemployment and unemployment puts together time-related underemployment and unemployment. This measure treats the underemployed equally as the unemployed. On the other hand, the composite measure of labour underutilization pools together all the measures of underutilization. It shows all unemployed, plus all persons underemployed as well as the potential labour force as a percent of the labour force augmented to include the potential labour force. This is the most comprehensive measure of labour underutilization and it is seen as “effectively treating workers who are underemployed and all those in the potential labour force equally as the unemployed.”

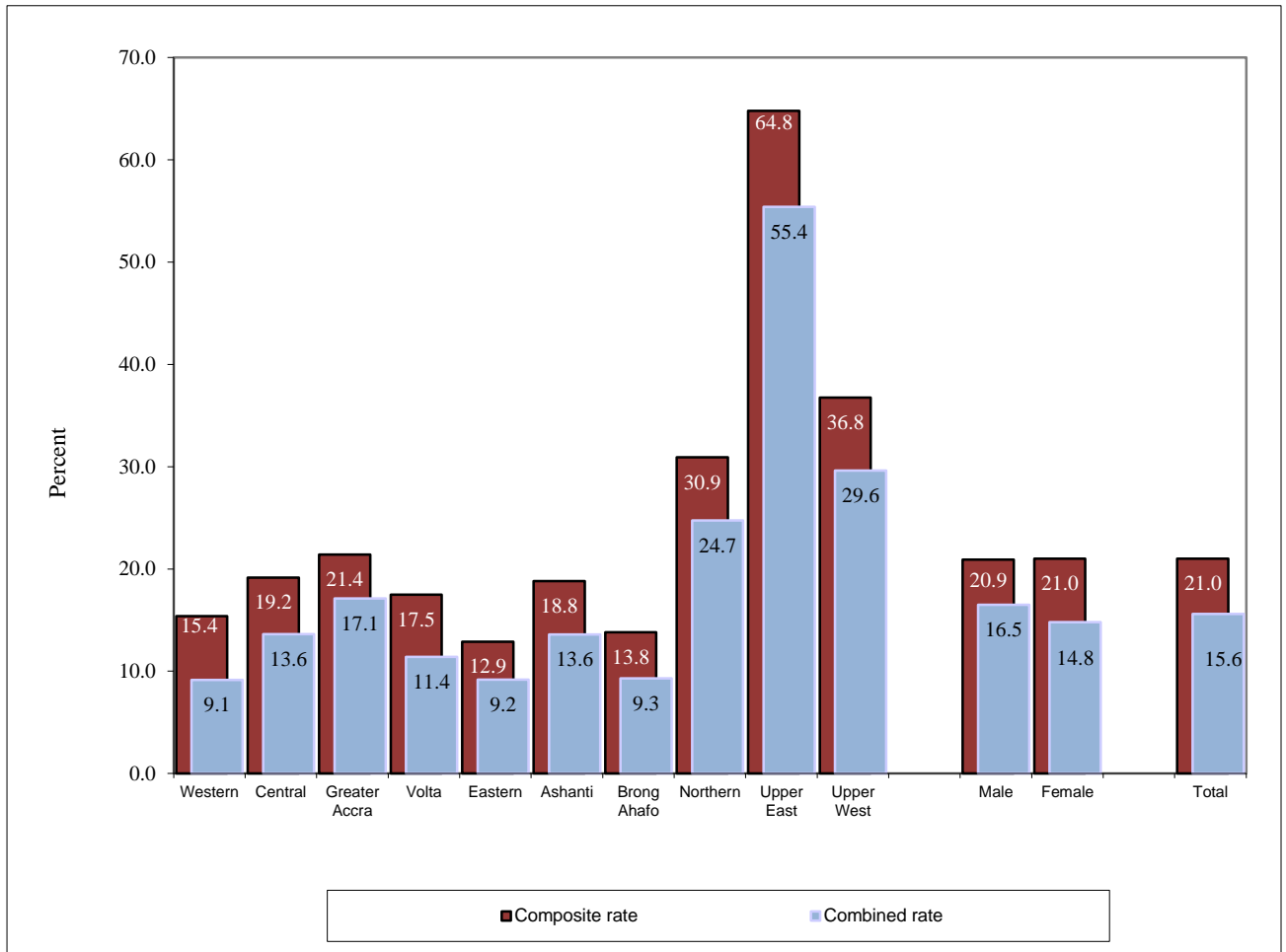
The combined rate of time-related underemployment and unemployment is 15.6 percent, with males (16.5%) recording a relatively higher rate than females (14.8%) (Table 5.19). The composite measure of labour underutilization for Ghana is 21.0 percent (20.9 percent for males and 21.0 percent for females).

Table 5.19: Combined rate of time-related underemployment and unemployment and composite measure of labour underutilization of population 15 years and older by region and sex

Region	Combined rate of time-related underemployment and unemployment			Composite measure of labour underutilization		
	Male	Female	Total	Male	Female	Total
Western	10.8	7.8	9.1	16.1	14.8	15.4
Central	16.2	11.6	13.6	20.4	18.2	19.2
Greater Accra	19.0	15.4	17.1	23.0	20.0	21.4
Volta	8.3	13.9	11.4	14.6	19.8	17.5
Eastern	9.4	9.0	9.2	12.0	13.7	12.9
Ashanti	14.0	13.2	13.6	18.1	19.4	18.8
Brong Ahafo	9.4	9.2	9.3	13.9	13.7	13.8
Northern	24.6	24.9	24.7	28.1	33.5	30.9
Upper East	61.4	49.8	55.4	69.3	60.6	64.8
Upper West	32.2	27.7	29.6	36.4	37.0	36.8
Total	16.5	14.8	15.6	20.9	21.0	21.0

In Figure 5.3, it is observed that for both measures, there are marked differences in the regions. Upper East region has higher rates for both the composite measure and the combined rate (64.8% and 55.4% respectively). The region also recorded the highest percentage point difference between the two measures of underutilization. Western region recorded the least combined rate (9.1%) while Eastern region has the least composite measure of 12.9 percent.

Figure 5.3: Combined rate of time-related underemployment and unemployment compared with composite measure of labour underutilization of population 15 years and older by region and locality of residence



CHAPTER SIX

YOUTH AND SCHOOL-TO-WORK TRANSITION

6.1 Demographic Characteristics of the Youth

Youth is best understood as a period of transition from dependence during childhood to independence at adulthood. However, age is the easiest way to define this group, particularly in relation to education and employment, because a ‘youth’ is often referred to as a person between the ages of leaving compulsory education, and finding their first job. The United Nations, for statistical purposes, defines ‘youth’, as persons between the ages of 15 and 24 years, without prejudice to other definitions by Member States.

Ghana’s definition of the youth as contained in the National Youth Policy of Ghana published in 2010 by the Ministry of Youth and Sports, defined the youth as “persons who are within the age bracket of fifteen (15) and thirty-five (35)”. For planning purpose the survey would present figures for both UN and Ghana definitions for the youth.

Table 6.1 presents information on the distribution of the youth population by region and type of locality, age and sex. The Table presents figures on persons 15-24 years, as well as persons 15-35 years as percentage of the youth guided by international definition of youth and that of Ghana. According to Ghana Statistical Service 35.9 percent of the population constitutes the youth (15-35 years), whereas 19.4 percent is found to be the population 15-24 years. Findings of the survey also indicate that 55.6 percent of the population 15-35 years lives in urban areas (Table 6.1). The proportion of females (56.2 %) in this age group living in urban areas is higher than males (54.9%).

Regarding the population 15-24 years, it is observed that 52.5 percent live in urban areas and females form 53.6 percent compared with 51.1 percent of males.

The regional distribution shows the concentration of the youth, as defined in Ghana, in four regions. These are; Ashanti (20.2%), Greater Accra (17.9%), Eastern (11.4%) and Western (11.0%). Going by the international definition of the youth, it is observed that the youth are concentrated in five regions, namely Ashanti (17.6%), Greater Accra (15.4%), Western (12.6%), Eastern (12.3%) and Central (11.0%). The regional distribution by sex for both definitions follows similar patterns.

The proportion of the youth 15-35 years residing in the Upper East and the Upper West regions are 3.5 percent and 2.2 percent respectively.

Table 6.1: Distribution of population 15-35 years by region, type of locality and sex

Region	15 - 24 years			25-35 years			15 - 35 years		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Western	11.5	13.4	12.6	9.5	9.8	9.7	10.4	11.4	11.0
Central	11.8	10.3	11.0	6.2	8.1	7.3	8.7	9.0	8.9
Greater Accra	14.8	15.9	15.4	20.6	19.3	19.8	17.9	17.8	17.9
Volta	8.5	7.9	8.2	7.1	8.0	7.6	7.8	7.9	7.9
Eastern	14.1	10.8	12.3	9.9	11.1	10.6	11.8	11.0	11.4
Ashanti	15.9	19.0	17.6	23.0	21.7	22.2	19.7	20.5	20.2
Brong Ahafo	8.2	8.2	8.2	9.7	8.1	8.8	9.0	8.2	8.5
Northern	8.9	8.3	8.6	9.0	8.6	8.8	9.0	8.5	8.7
Upper East	3.7	3.7	3.7	3.4	3.2	3.3	3.5	3.4	3.5
Upper West	2.6	2.5	2.5	1.5	2.1	1.8	2.0	2.3	2.2
Urban	51.1	53.6	52.5	58.2	58.2	58.2	54.9	56.2	55.6
Rural	48.9	46.4	47.5	41.8	41.8	41.8	45.1	43.8	44.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 6.2 presents the marital status of the youth (as defined for Ghana and the international definition) for both urban and rural localities by sex. By Ghana's definition, 53.0 percent of the youth have never married while 43.7 percent are either married or in a consensual union. By the international definition, more than four-fifths (81.1%) of the youth have never married.

In the urban areas, the proportion of the youth by Ghana's definition who are never married is 57.5 percent which is higher than the proportion in rural areas (47.3%). Similarly, 85.2 percent of the youth in urban areas as defined by ILO have never married compared to 76.6 percent of their counterparts in the rural areas. This indicates that the youth in rural areas have the tendency to marry at an early age compared to those in urban areas.

Table 6.2: Distribution of population 15-35 years by marital status, type of locality and sex

Marital Status/Type of locality	15 - 24 years			25-35 years			15 - 35 years		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total									
Never Married	92.3	72.1	81.1	43.1	21.7	30.6	65.8	43.2	53.0
Consensual union	4.4	12.3	8.7	14.0	14.7	14.4	9.6	13.6	11.9
Married	3.0	14.9	9.6	39.5	56.7	49.5	22.6	38.8	31.8
Separated	0.1	0.4	0.3	1.8	2.7	2.3	1.0	1.7	1.4
Divorced	0.2	0.3	0.2	1.4	2.4	1.9	0.8	1.5	1.2
Widowed	0.0	0.1	0.0	0.2	1.9	1.2	0.1	1.1	0.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 6.2: Distribution of population 15-35 years by marital status, type of locality and sex (cont'd)

Marital Status/ Type of locality	15 - 24 years			25-35 years			15 - 35 years		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Urban									
Never Married	92.6	79.5	85.2	51.3	28.0	37.7	69.0	49.0	57.5
Consensual union	5.1	9.0	7.3	11.7	13.8	12.9	8.9	11.8	10.6
Married	2.0	11.0	7.1	33.5	51.3	43.9	20.0	34.9	28.5
Separated	0.2	0.3	0.3	2.2	3.1	2.7	1.3	1.9	1.7
Divorced	0.2	0.2	0.2	0.9	2.0	1.6	0.6	1.3	1.0
Widowed	0.0	0.0	0.0	0.4	1.9	1.2	0.2	1.1	0.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Rural									
Never Married	91.9	63.5	76.6	31.8	13.0	20.8	61.9	35.9	47.3
Consensual union	3.8	16.1	10.4	17.1	15.8	16.3	10.5	15.9	13.5
Married	4.0	19.4	12.3	47.7	64.1	57.3	25.9	43.9	36.0
Separated	0.0	0.5	0.3	1.4	2.2	1.9	0.7	1.4	1.1
Divorced	0.3	0.4	0.3	2.0	2.8	2.5	1.1	1.7	1.5
Widowed	0.0	0.1	0.1	0.0	2.1	1.2	0.0	1.2	0.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

6.2 Educational Characteristics of the Youth

Table 6.3 shows the distribution of the youth by educational qualification, type of locality and sex. By Ghana's definition, 40.1 percent of the youth in the age group of 15 – 35 have no education while only 3.8 percent have acquired a tertiary educational qualification. More males (5.4%) had qualification in tertiary education than females (2.6%). With the ILO definition of the youth (15 – 24 years), 34.7 percent had no education while 5.4 percent had tertiary education. More females (9.2%) have qualification in tertiary education than males (1.0%).

Ghana's definition of the youth further shows that more than half (57.0%) of the youth living in rural areas had no education compared to 26.3 percent of their urban counterparts. Only 1.7 percent of the youth in rural areas had qualification in tertiary education compared to 5.6 percent of the urban youth. Similarly, while more males (8.1%) than females (3.7%) have qualification in tertiary education among the urban youth using Ghana's definition, the reverse is the case using the ILO definition of the youth with the proportion of females (12.8%) who have attained tertiary education being higher than males (1.9%). Similar patterns are observed among youth in the rural areas.

Table 6.3: Distribution of population 15-35 years by educational qualification attained, locality of residence and sex

Educational qualification attained	15 - 24 years			25-35 years			15 - 35 years		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total									
No education	41.4	28.9	34.7	45.6	43.2	44.2	34.7	44.2	40.1
MSLC/BECE	29.7	29.6	29.7	29.3	30.7	30.1	29.7	30.1	29.9
Secondary	26.2	21.2	23.5	22.7	14.7	18.2	23.5	18.2	20.4
Post-Secondary	1.7	11.2	6.8	1.7	7.3	4.9	6.8	4.9	5.7
Tertiary	1.0	9.2	5.4	0.7	4.1	2.6	5.4	2.6	3.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Urban									
No education	25.5	16.8	20.5	32.6	29.2	30.6	20.5	30.6	26.3
MSLC/BECE	34.4	31.5	32.7	32.8	34.7	33.9	32.7	33.9	33.4
Secondary	35.9	25.3	29.8	30.6	21.4	25.2	29.8	25.2	27.2
Post-Secondary	2.4	13.7	8.8	2.9	9.2	6.6	8.8	6.6	7.6
Tertiary	1.9	12.8	8.1	1.1	5.5	3.7	8.1	3.7	5.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Rural									
No education	57.7	44.9	51.3	60.5	62.3	61.5	51.3	61.5	57.0
MSLC/BECE	25.0	27.4	26.2	25.1	25.2	25.2	26.2	25.2	25.6
Secondary	16.1	15.5	15.8	14.0	5.3	9.2	15.8	9.2	12.1
Post - Secondary	1.0	7.8	4.4	0.2	5.0	2.8	4.4	2.8	3.5
Tertiary	0.2	4.4	2.3	0.2	2.2	1.3	2.3	1.3	1.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 6.4 shows the regional distribution of the youth by literacy rate, sex and type of residence. From the Table, using Ghana's definition of the youth indicates that 70.3 percent of the youth are literate in English. Among the males, the rate is 77.8 percent while for the females, it is 64.7 percent. The ILO definition of the youth, however, indicates that a slightly higher proportion (78.4%) of the youth is literate. Similar to Ghana's definition, more males (82.7%) are literate than females (78.3%).

A higher proportion of the urban youth (80.4%) are literate compared to their rural counterparts (57.7%) under Ghana's definition of the youth. As observed at the national level, higher proportions of males are literate both in the urban (86.4%) and the rural areas (67.4%) than their female counterparts (76.1% for urban and 50.2% for rural). Similar patterns are observed using the ILO definition.

The regional distribution shows that the three northern regions have comparatively low literacy rates among the youth, with the Northern region recording only 40.7 percent of the youth as literate under Ghana's definition of the youth. The Northern region also has the lowest youth literacy rates for both females (31.9%) and males (50.6%). The trend is similar using the ILO definition, but with relatively higher literacy rates.

Table 6.4: Literacy rate of population 15-35 years by locality of residence, region and sex

Region/Locality	15-24			25-35			15-35		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Locality									
Urban	88.8	83.7	85.9	84.6	70.8	76.5	86.4	76.1	80.4
Rural	76.4	64.5	70.0	58.4	38.2	46.6	67.3	50.2	57.7
Region									
Western	92.6	79.0	84.6	78.2	65.5	70.7	85.5	72.3	77.7
Central	82.2	74.3	78.1	77.6	54.8	62.8	80.1	64.3	71.0
Greater Accra	85.3	86.7	86.1	91.1	74.3	81.5	88.9	79.0	83.3
Volta	81.0	72.3	76.4	77.2	50.5	60.9	79.1	59.8	68.0
Eastern	80.9	77.3	79.1	75.2	62.1	67.2	78.3	68.5	72.9
Ashanti	91.5	77.6	83.2	78.7	65.2	71.1	83.5	70.1	75.8
Brong Ahafo	82.0	70.8	75.8	58.4	46.5	51.9	68.4	56.9	62.1
Northern	64.9	51.7	57.9	40.4	17.8	27.4	51.6	31.9	40.7
Upper East	67.7	59.9	63.4	44.6	32.4	37.7	55.8	45.2	49.9
Upper West	72.0	66.7	69.1	46.7	27.2	33.9	61.7	45.8	52.2
Total	82.7	74.8	78.4	73.6	57.2	64.0	77.8	64.7	70.3

6.3 Youth Employment

Table 6.5 presents the current activity status of the population aged 15-35 years by sex and locality. By Ghana's definition, 59.6 percent of the youth are employed while 12.1 percent are unemployed; the rest are not in the labour force. On the other hand, using the ILO's definition of the youth, only 38.9 of the youth are employed while 13.6 are unemployed, with about half (47.4%) not in the labour force.

The Table further shows that under Ghana's definition, more males (62.8%) than females (57.2%) are employed. However, there is not much difference between the proportion of males and females who are unemployed (12.3% for males and 12.0% for females). On the contrary, the female youths who are not in the labour force recorded a higher proportion of 30.8 percent compared to their male counterparts (24.9%). Similar patterns are observed under the ILO's definition of the youth. For instance, 48.8 percent of the female youth are not in the labour force compared to 45.7 percent of their male counterparts. Again, there is not much difference between the unemployed male (13.4%) and female (13.8%) youth.

Using Ghana's definition, the proportion of the youth that are employed is lower in urban (57.0%) than rural (62.8%) areas. On the other hand, the proportion of unemployed youth is higher in the urban (13.6%) than rural (10.4%) areas. Similarly, under the ILO definition, the proportion of employed youth is lower in the urban areas (33.8%) compared to rural areas (44.6%) while the unemployment rate is higher in urban (15.4%) than rural (11.7%) areas.

Table 6.5: Current activity status of population 15-35 years by type of locality and sex

Age/Type of locality	Employed			Unemployed			Not in labour force		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total									
15-24	40.9	37.4	38.9	13.4	13.8	13.6	45.7	48.8	47.4
25-35	81.5	72.0	76.0	11.3	10.7	11.0	7.2	17.3	13.1
Total	62.8	57.2	59.6	12.3	12.0	12.1	24.9	30.8	28.3
Urban									
15-24	35.9	32.2	33.8	17.1	14.1	15.4	47.1	53.8	50.8
25-35	78.4	70.3	73.7	12.7	12.0	12.3	9.0	17.7	14.1
Total	60.1	54.8	57.0	14.6	12.8	13.6	25.3	32.4	29.4
Rural									
15-24	46.1	43.4	44.6	9.6	13.5	11.7	44.3	43.1	43.7
25-35	85.9	74.3	79.2	9.5	9.0	9.2	4.6	16.7	11.7
Total	66.0	60.3	62.8	9.5	11.0	10.4	24.5	28.7	26.8

Employment status refers to the legal status and classification of a person in employment as either an employee or working on their own account (self-employed). In practice, however, most classifications of employment status in official statistics expand this simple two-fold distinction into a fuller typology which identifies paid employees, the self-employed with and without any employees, self-employed in agriculture, unpaid family workers contributing labour to a family farm or business, as well as ordinary employees.

Table 6.6 shows the distribution of the population 15-35 years by employment status and sex. According to the Ghana definition of the youth, 26.5 percent of the employed youth are paid employees. Among the males, 34.8 percent are paid employees while for the females, 19.7 percent are paid employees. About a third of the employed youth (31.8%) are non-agriculture self-employed workers without employees. The proportion of females employed as non-agriculture self-employed workers without employees (42.7%) is more than twice the proportion of males (18.6%). The agriculture self-employed workers without employees constitute 16.7 percent of the employed youth.

By the ILO definition of the youth, 23.5 percent of the employed youth are paid employees while 18.8 percent are non-agriculture self-employed workers without employees. A further 15.9 percent are agriculture self-employed workers without employees. More than one-quarter of the males (27.4%) are paid employees compared to 20.1 percent of their female counterparts. Similarly, 20.0 percent of the male youth are engaged as agriculture self-employed work without employees. However, the proportion of female non-agriculture self-employed workers without employees (25.6%) is higher than males (11.3%).

Table 6.6: Distribution of employed population 15-35 years by employment status and sex

Employment status	15 - 24 years			25-35 years			15 - 35 years		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Paid employee	27.4	20.1	23.5	38.0	19.5	27.8	34.8	19.7	26.5
Non-Agric Self-employed with employees	2.0	1.3	1.6	4.0	3.2	3.6	3.4	2.7	3.0
Non-Agric Self-employed without employee	11.3	25.6	18.8	21.8	49.3	37.0	18.6	42.7	31.8
Non-Agric Contributing family worker	5.9	11.4	8.8	1.0	2.2	1.6	2.4	4.8	3.7
Agric Self-employed with employees	0.6	0.0	0.3	2.3	0.5	1.3	1.8	0.3	1.0
Agric Self-employed without employees	20.0	12.2	15.9	23.2	12.0	17.0	22.2	12.0	16.7
Agric Contributing family worker	18.9	19.0	18.9	1.2	8.0	4.9	6.5	11.1	9.0
Domestic employee	0.7	1.9	1.3	0.1	0.6	0.4	0.3	1.0	0.7
Casual workers	9.2	6.0	7.5	5.7	2.6	4.0	6.7	3.6	5.0
Apprenticeship	3.0	1.9	2.4	1.1	0.6	0.8	1.7	1.0	1.3
Other	1.1	0.6	0.8	1.7	1.4	1.6	1.6	1.2	1.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

6.4 Sector of Youth Employment

Table 6.7 shows the distribution of the youth (15 – 35years) by the various sectors of employment and sex. The distribution indicates that nine out of every ten (90.3%) of the employed youth 15-35 years are engaged in the private sector while 7 percent are found in the public service. The proportion of females in the private sector (91.6%) is higher than their male counterparts (88.8%). The public sector, made up of the Civil and Public Service together, employ 8.4 percent of the youth.

By the ILO definition, 96.4 of the employed youth are in the private sector with very little difference between the proportion of males (96.9%) and females (96.0%). Only 2.4 percent of the employed youth under the international definition are in the public sector.

Table 6.7: Distribution of employed population 15-35 years by employment sector and sex

Employment sector	15 - 24 years			25-35 years			15 - 35 years		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Civil Service	0.5	0.4	0.5	1.9	1.6	1.8	1.5	1.3	1.4
Public Service	1.2	2.5	1.9	11.2	7.4	9.1	8.2	6.0	7.0
Parastatals	0.0	0.3	0.1	0.2	0.1	0.2	0.2	0.2	0.2
NGOs (Local & International)	0.7	0.3	0.5	0.7	0.5	0.6	0.7	0.5	0.6
Cooperatives	0.2	0.0	0.1	0.4	0.2	0.3	0.4	0.2	0.3
Inter. Organ. /Diplomatic Mission	0.3	0.2	0.3	0.0	0.1	0.1	0.1	0.1	0.1
Private	96.9	96.0	96.4	85.3	89.9	87.8	88.8	91.6	90.3
Other	0.3	0.3	0.3	0.2	0.1	0.2	0.2	0.2	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

6.5 Labour Force Participation Rate

Labour force participation rate is the percentage of the working age population that is in the labour force. The labour force participation rate is the percentage of the population that is either employed or unemployed. The higher the labour force participation rate, the larger the country's population that is interested in working. Table 6.8 shows the labour force participation rate of the youth who are in the age group 15-35 by region and sex. The labour force participation rate of the youth as defined by Ghana is 71.7 percent and under the ILO's definition of the youth, the rate is 52.6 percent. The rate is higher among males (75.1%) than among females (69.2). A similar pattern is observed using the ILO's definition of the youth.

Under Ghana's definition of the youth, the labour force participation rate of the youth in the urban areas is 70.6 percent while in the rural areas, the rate is 73.2 percent. The rate is higher among males in the urban areas (74.7%) than their female counterparts (67.6%). Similarly, the rate is higher among males in the rural areas (75.5%) than among their female counterparts.

The labour force participation rate for the youth 15-35 years is similar across the regions, with the highest rate recorded in the Upper East region (80.7%) while the lowest is recorded in the Eastern region (63.1%). Under the international definition of the youth, Upper West (61.7%) recorded the highest youth labour force participation rate while the lowest was observed in the Eastern region (41.2%).

Table 6.8: Labour force participation rate of population 15-35 years by region and sex

Region	15 - 24 years			25-35 years			15 - 35 years		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Ghana	54.3	51.2	52.6	92.8	82.7	86.9	75.1	69.2	71.7
Locality									
Urban	52.9	46.2	49.2	91.0	82.3	85.9	74.7	67.6	70.6
Rural	55.7	56.9	56.3	95.4	83.3	88.3	75.5	71.3	73.2
Regions									
Western	51.8	56.1	54.4	96.5	86.3	90.5	73.8	71.1	72.2
Central	60.0	47.9	53.7	96.5	79.8	85.7	73.8	64.2	68.3
Greater Accra	66.1	46.7	55.1	91.5	84.0	87.3	81.8	69.8	75.0
Volta	49.5	48.9	49.2	98.8	86.5	91.3	73.9	70.5	71.9
Eastern	41.0	41.3	41.2	90.4	78.4	83.1	63.4	62.8	63.1
Ashanti	49.9	46.9	48.1	91.2	79.1	84.3	75.9	66.3	70.4
Brong Ahafo	61.1	61.3	61.2	87.9	77.1	82.0	76.6	70.3	73.1
Northern	59.3	67.6	63.7	95.8	92.4	93.9	79.1	82.0	80.7
Upper East	44.5	51.0	48.1	95.4	84.7	89.3	70.8	69.0	69.8
Upper West	61.6	61.8	61.7	93.4	90.1	91.3	74.6	76.7	75.9

6.6 Occupation and Industry

Table 6.9 presents the distribution of the employed youth by occupation and sex. The distribution shows that youth employment is skewed towards three main occupational groupings. Under Ghana's definition of the youth, more than a quarter of the employed youth are engaged as Service or Sales workers (27.6%) followed by Agriculture or Fisheries workers (25.5%) and Craft and related trade workers (19.2%). These three occupations account for 72.3 percent of the youth in employment. However, the distribution by sex shows that there are higher proportions of females (39.0%) engaged as Service or sales workers compared to males (13.9%). On the other hand, there are more males engaged as agriculture or fisheries occupations (30.1%) than females (21.6%).

Under the ILO definition, the three major occupation of the employed youth are Agriculture or Fisheries (32.3%) followed by Service or sales (25.7%) and Craft and related trade (18.4%). The proportion of female youth that are into service and sales (34.9%) is more than twice that of males (15.4%) but the proportion of males (37.9%) among the Agriculture and Fisheries workers is higher than females (27.3%).

Table 6.9: Distribution of employed population 15-35 years by occupation and sex

Occupation	15 - 24 years			25-35 years			15 - 35 years		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Legislators/managers	0.9	0.6	0.7	1.2	1.3	1.2	1.1	1.1	1.1
Professionals	5.2	7.2	6.3	15.5	10.2	12.5	12.4	9.3	10.7
Technicians and associate professionals	2.7	1.1	1.9	3.9	1.4	2.5	3.5	1.3	2.3
Clerical support workers	2.1	1.7	1.9	3.3	2.1	2.6	3.0	2.0	2.4
Service/sales workers	15.4	34.9	25.7	13.3	40.6	28.4	13.9	39.0	27.6
Skilled agric/fishery workers	37.9	27.3	32.3	26.8	19.4	22.7	30.1	21.6	25.5
Craft and related trades workers	17.9	18.8	18.4	18.7	20.1	19.5	18.5	19.8	19.2
Plant machine operators and assemblers	7.0	0.0	3.3	10.5	0.6	5.1	9.5	0.5	4.6
Elementary occupations	10.9	8.3	9.5	6.4	4.4	5.3	7.7	5.5	6.5
Other Occupations	0.0	0.0	0.0	0.4	0.0	0.2	0.3	0.0	0.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

For statistical purposes, industry of employment is categorized generally according to a uniform classification code such as the International Standard of Industrial Classification (ISIC) which classifies all economic activities by the major product of that activity. Table 6.10 presents the distribution of youth employed under the various industry categories. From the table, it is observed that three industry groups, Agriculture, forestry and fishing (29.0%), Wholesale and retail trade (20.6%), and Manufacturing (14.0%) account for 63.6 percent of the employed youth according to Ghana's definition of the youth. In addition, Education (7.1%), Accommodation (4.4%) and Construction (4.4%) employed together 15.5 percent of the youth. The proportion of females employed in the three industrial sectors (70.2%) is more than two

and a half times their male counterparts (25.8%). Real estate (0.1%), Electricity, gas, steam and air condition (0.2%) and Water supply, sewerage and waste management (0.2%) industries employed the lowest proportions of the youth.

Under the ILO's definition of the youth, Agriculture, forestry and fishing (37.3%), Wholesale and retail trade (17.7%) and Manufacturing (14.4%) are the three major industry groups which together employ 69.4 percent of the youth. There are more male youth (44.4%) employed in the Agriculture, forestry and fishing industry than females (30.9%). In the Wholesale and retail trade industry, however, there are more females (22.2%) than males (12.6%).

Table 6.10: Distribution of employed population 15-35 years by industry and sex

Industry	15 - 24 years			25-35 years			15 - 35 years		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	44.4	30.9	37.3	30.3	21.9	25.6	34.5	24.4	29.0
Mining and quarrying	1.1	0.0	0.5	2.7	0.3	1.4	2.2	0.2	1.1
Manufacturing	8.5	20.0	14.5	8.8	17.9	13.8	8.7	18.5	14.0
Electricity, gas, steam and air condition	0.3	0.0	0.2	0.5	0.0	0.2	0.4	0.0	0.2
Water supply, sewerage, waste management	0.0	0.0	0.0	0.3	0.2	0.3	0.2	0.2	0.2
Construction	8.3	1.2	4.5	8.3	0.2	3.8	8.3	0.5	4.0
Wholesale and retail trade	12.6	22.2	17.7	12.5	29.4	21.9	12.6	27.4	20.6
Transportation and storage	6.5	0.4	3.2	7.0	0.4	3.4	6.9	0.4	3.3
Accommodation and food service activities	2.7	7.2	5.1	0.8	7.0	4.2	1.3	7.0	4.4
Information and communication	0.5	0.6	0.5	2.0	0.1	0.9	1.5	0.2	0.8
Financial and insurance activities	1.9	0.2	1.0	1.7	0.9	1.2	1.7	0.7	1.2
Real estate activities	0.0	0.0	0.0	0.3	0.0	0.1	0.2	0.0	0.1
Professional, scientific and technical a	0.5	1.2	0.9	1.2	1.1	1.2	1.0	1.1	1.1
Administrative and support service activities	0.0	0.0	0.0	0.8	0.4	0.6	0.6	0.3	0.4
Public administration and defence	0.9	1.4	1.2	3.9	1.9	2.8	3.0	1.8	2.3
Education	3.6	6.6	5.2	10.4	5.7	7.8	8.4	6.0	7.1
Human health and social work activities	0.9	0.8	0.8	3.8	5.6	4.8	2.9	4.3	3.6
Arts, entertainment and recreation	1.8	1.0	1.4	1.7	0.1	0.8	1.8	0.4	1.0
Other service activities	4.4	4.4	4.4	2.6	6.1	4.5	3.1	5.6	4.5
Activities of households as employers	1.1	2.0	1.6	0.4	0.8	0.6	0.6	1.1	0.9
Activities of extraterritorial organization	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.1	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

6.7 Employment to Population Ratio

The employment-to-population ratio is a macroeconomic statistic that indicates the ratio of the labour force currently employed to the total working-age population of a country. This is a statistical ratio that measures the proportion of the country's working-age population that is employed. It is the share of the population who are employed. As such, it provides information about the magnitude of employment (relative to population), and the degree to which an economy is utilizing its key productive resource (labour). This is important for labour market analysis, but has broader economic significance as well (i.e., to national output and growth). It takes into account the impacts of both labor force participation and unemployment, and is a useful summary measure when those forces place countervailing pressures on employment.

Table 6.11 depicts the regional distribution of the youth employment-to-population ratio by age and sex. Under Ghana's definition of the youth, 59.6 percent of the youth are employed. The rate is higher among males (62.8%) than females (57.2%).

The regional distribution shows that, under Ghana's definition of the youth, the Northern region recorded the highest employment-to-population ratio of 70.4 percent while the lowest ratio is recorded in the Upper East region (52.2%). In each region, the ratio is higher for males than females.

Under the ILO definition of the youth however, 38.9 percent of the working age population of the youth are employed. The ratio is higher for males (40.9%) than females (37.4%). At the regional level, it is observed that within three regions namely; Western (39.7% for males and 44.3% for females), Ashanti (32.8% for males and 33.4% for females) and Upper East (25.5% for males and 31.7% for females) the ratio is higher for females than males.

Table 6.11: Employment-to-population ratio by region, age and sex

Region	15 - 24 years			25-35 years			15 - 35 years		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Ghana	40.9	37.4	38.9	81.5	72.0	76.0	62.8	57.2	59.6
Western	39.7	44.3	42.4	87.8	76.9	81.3	63.3	60.5	61.6
Central	46.2	33.4	39.6	79.0	72.6	74.9	58.7	53.5	55.7
Greater Accra	44.2	34.3	38.6	76.9	72.2	74.2	64.4	57.7	60.6
Volta	37.8	30.6	34.0	94.0	77.4	83.9	65.6	57.5	60.9
Eastern	31.4	27.8	29.7	83.5	69.8	75.2	55.0	52.2	53.4
Ashanti	32.8	33.4	33.2	78.5	64.7	70.6	61.5	52.3	56.2
Brong Ahafo	56.0	52.6	54.1	74.6	71.8	73.1	66.7	63.5	65.0
Northern	51.2	49.4	50.2	90.2	82.9	86.0	72.3	68.9	70.4
Upper East	25.5	31.7	28.9	80.2	67.7	73.1	53.8	51.0	52.2
Upper West	51.9	47.9	49.7	84.9	73.3	77.3	65.3	61.3	62.9

6.8 Hours Worked

Hours worked refers to the number of hours a person actually worked within a specified period. Table 6.12 shows the distribution of the number of hours the youth actually worked per week classified by sex. By Ghana's definition of the youth, only 18.5 percent of the employed youth worked between 30 – 39 hours per week while 45.5 percent worked less than 30 hours per week. The rest (17.5%) worked more than 49 hours per week. More than one-fifth of the employed youth (22.4%) also worked for 20-29 hours per week. Generally, the proportion of females who worked less than less than 40 hours per week is higher than males. On the other hand, the proportion of males who worked more than 40 hours per week is higher than females. Similar patterns are observed under the ILO's definition of the youth.

Table 6.12: Distribution of employed population 15-35 years by sex, hour worked per week and average hours

Age/Sex	Hours worked per week								Total	Average hours worked
	0-9	10-19	20-29	30-39	40-49	50-59	60-69	70+		
Total										
Male	12.0	8.0	19.9	18.1	21.1	8.2	6.9	5.8	100.0	35.1
Female	14.3	11.5	24.5	18.8	16.2	6.5	4.0	4.3	100.0	30.9
Total	13.2	9.9	22.4	18.5	18.4	7.2	5.3	5.0	100.0	32.8
15-24										
Male	13.8	10.5	24.7	13.4	21.6	6.9	4.5	4.6	100.0	32.3
Female	18.4	10.0	27.9	17.0	13.1	5.8	3.7	4.3	100.0	29.3
Total	16.2	10.2	26.4	15.3	17.1	6.3	4.1	4.4	100.0	30.7
25-35										
Male	11.3	6.9	17.8	20.1	20.8	8.7	8.0	6.4	100.0	36.3
Female	12.7	12.1	23.2	19.5	17.5	6.7	4.1	4.3	100.0	31.6
Total	12.0	9.8	20.8	19.8	19.0	7.6	5.8	5.2	100.0	33.7

6.9 Youth Unemployment

The **youth unemployment rate** measures the percentage of employable youth in a country's workforce, i.e. population 15-35 years, who during the reference period were without jobs and seeking for a job or available for work. Table 6.13 presents the regional distribution of the unemployed youth classified by sex. The unemployment rate under Ghana's definition of the youth (15-35 years) is 16.9 percent with Upper East region (25.2%) recording the highest rate. This is followed by Ashanti (20.2%) region and Greater Accra (19.1%). The lowest youth unemployment rate is recorded in the Brong Ahafo region (11.1%). The unemployment rate is higher for males than for females in three regions; Greater Accra (21.2% against 17.2%), Central (20.4% against 16.8%) and Brong Ahafo (12.8% against 9.6%).

With respect to 15-24 year olds, the unemployment rate is 25.9 percent, with the Upper East region (39.9%) again recording the highest youth unemployment rate followed by Ashanti (31.1%), Volta (30.9%) and Greater Accra (30.0%). Again, Brong Ahafo (11.5%) recorded the lowest youth unemployment rate.

Table 6.13: Unemployment rate of population 15-35 years by region, type of locality and sex

Region/Type of locality	15 - 24 years			25-35 years			15 - 35 years		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total	24.7	27.0	25.9	12.2	13.0	12.6	16.4	17.4	16.9
Western	23.4	21.0	22.0	9.0	11.0	10.1	14.2	15.0	14.6
Central	22.9	30.3	26.3	18.1	9.0	12.6	20.4	16.8	18.4
Greater Accra	33.2	26.5	30.0	16.0	14.1	14.9	21.2	17.2	19.1
Volta	23.5	37.5	30.9	4.9	10.5	8.1	11.2	18.5	15.3
Eastern	23.3	32.7	27.9	7.7	10.9	9.6	13.2	17.0	15.3
Ashanti	34.3	28.8	31.1	14.0	18.2	16.2	18.9	21.2	20.2
Brong Ahafo	8.4	14.1	11.5	15.1	6.9	10.9	12.8	9.6	11.1
Northern	13.6	26.9	21.1	5.9	10.3	8.4	8.6	16.0	12.7
Upper East	42.7	37.9	39.9	16.0	20.1	18.2	24.1	26.2	25.2
Upper West	15.8	22.4	19.4	9.1	18.7	15.3	12.4	20.1	17.0

Generally, the unemployment rate for the 15-35 years is 16.9 percent (Table 6.14). Persons with secondary school education recorded the highest rate of 24.4 percent while persons with post-secondary or higher recorded the least rate of 13.0 percent. With respect to male-female differentials, females with no education recorded 5.8 percentage points higher than the males (10.8% for males and 16.4% for females).

The unemployment rate for 15-24 year olds is generally higher among the females than males with the exception of post-secondary females.

Table 6.14: Unemployment rate of population 15-35 years by educational attainment and sex

Educational attainment	15 - 24 years			25-35 years			15 - 35 years		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
No education	17.1	23.5	20.9	6.9	12.9	10.8	10.8	16.4	14.3
MSLC/BECE	30.8	30.9	30.9	11.8	9.8	10.7	18.0	15.6	16.7
Secondary	28.2	30.5	29.3	19.2	21.5	20.3	23.2	25.7	24.4
Post Secondary	12.6	2.1	6.1	13.5	13.7	13.6	13.4	12.6	13.0
Tertiary	29.2	57.5	38.7	13.5	7.4	11.2	14.5	10.3	13.0
Total	24.7	27.0	25.9	12.2	13.0	12.6	16.4	17.4	16.9

6.10 School-to-Work Transition of Youth

The school-to-work transition is defined as the period between the end of compulsory schooling or higher levels of schooling (either upon graduation or early exit without completion) and the attainment of full-time, stable employment (OECD 1996). The concept of school-to-work transition is a recent development, associated with change, waiting and uncertainty. The route from schooling to employment is often depicted nowadays, as long and perilous, unlike the short and direct routes presumed available to previous generations.

Youth is a crucial time in life when young people start realizing their aspirations, assuming their economic independence and finding their place in society. The transitions to adulthood and to the world of work often take place simultaneously, and this is a difficult time for many young people. However, if this transition can be made easier by effective assistance to make a good start in the world of work, it will positively affect the professional and personal success of young people in the future stages of life.

There is growing concern regarding the situation of the youth in the labour market. Despite the fact that today's young cohorts are better educated than their older counterparts, high youth unemployment remains a serious problem in many countries. In addition, it is sometimes claimed that job instability has tended to increase among those youths that do have a job. By starting from the premise that a person has not "transited" until he is settled in a job that meets the very basic criteria of "decency", namely a permanency that can provide the worker with a sense of security (e.g. a permanent contract), or a job that the worker feels personally satisfied with.

The school-to-work transition is in three stages namely; the transited, those in transition and those yet to start the transition.

Transited: A young person is said to have "transited" if he/she is currently employed in a stable job, whether satisfactory or non-satisfactory or in a satisfactory but temporary job or in a satisfactory self-employment.

In-transition: A young person is said to be "in transition" if he/she is employed in a temporary and non-satisfactory job or in non-satisfactory self-employment or inactive and not in education or training, with an aim to look for work later or currently unemployed (relaxed definition).

Transition not yet started: A young person whose "transition has not yet started" is one who is currently still in school and inactive (inactive student) or inactive and not in education or training (inactive non-student), with no intention of looking for work.

6.11 Stages of Transition

Table 6.15 presents the distribution of the various stages of youth transition classified by type of residence and sex. By Ghana's definition of the youth, 56.2 percent of the youth have transited while 19.7 percent are in transition and 24.1 percent are yet to start the transition process. There is little difference between the proportion of male youth who have transited (55.6%) and their female counterparts (56.7%). More female youth are in transition (20.5%) compared to males (18.9%). On the other hand, more male than female youth are yet to start the transition process (25.5% and 22.8% respectively).

It worthy to note that because of the inclusion of youth in satisfactory self-employment and satisfactory temporary employment, one cannot say that all young people in the transited category have transited to a "good" job. In fact, a majority of young people in self-employment – the own-account workers and unpaid family workers – are among the poorly paid workers in the informal economy. Yet they have expressed a degree of satisfaction with their job, and they are likely to have finished their transition in the sense that they will remain in the self-employed classification for the remainder of their working lives.

Table 6.15 further shows that more youth have transited in the urban (57.0%) than rural (54.8%) areas. About one-fifth of youth in both urban and areas are in transition (21.0% and 19.2% respectively). On the contrary, more youth in the rural areas have not started the transition (27.7%) compared to their urban counterparts (21.9%).

Less than a third (27.9%) of the youth under the ILO definition of the youth, have transited compared to more than half (51.0%) that are yet to start the transition process. Under this definition, more female youth (28.3%) have transited than females (27.5%). Similar observation is made among males and females in transition while more males (52.4%) than females (49.6%) have not started the transition (Table 6.15).

Table 6.15: Stages of transition of population 15-35 years by sex

Age groups	Transited			In transition			Transition not started		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-24	27.5	28.3	27.9	20.0	22.1	21.1	52.4	49.6	51.0
25-35	78.2	78.6	78.4	18.0	19.3	18.7	3.8	2.0	2.9
15-35	55.6	56.7	56.2	18.9	20.5	19.7	25.5	22.8	24.1
Urban									
15-24	28.0	27.9	27.9	24.3	21.3	22.8	47.7	50.8	49.3
25-35	77.2	76.4	76.8	18.3	21.3	19.9	4.5	2.3	3.3
15-35	57.0	57.1	57.0	20.8	21.3	21.0	22.2	21.6	21.9
Rural									
15-24	27.0	28.8	27.9	14.8	23.2	18.9	58.2	48.0	53.2
25-35	80.0	83.5	81.7	17.4	15.1	16.3	2.6	1.4	2.0
15-35	53.6	56.0	54.8	16.1	19.2	17.6	30.3	24.8	27.7

The same proportion of the transited youth (27.9%) lives in urban and rural areas. However, more youth are in transition in urban (22.8%) than rural (18.9%) areas while the opposite pattern is the case among the youth whose transition has not started (27.7% for rural and 21.9% for urban).

The regional distribution of the stages of youth transition is presented in Table 6.16. The Table shows that under Ghana's definition of the youth, Brong Ahafo (62.6%) had the highest proportion of the youth who had transited. This is followed by Ashanti (59.3%) and Greater Accra (58.7%) regions. The lowest proportion of youth who had transited is recorded in the Upper East (34.8%) and Upper West (39.7%) regions. The highest proportion of the youth in transition is recorded in Greater Accra (24.0%), followed by Central (21.2%), Western (21.1%) and Ashanti (20.7%) regions while the lowest are recorded in the Upper East (14.9%), Volta (15.0%) and Eastern (15.4%) regions. More than half of the youth in Upper East (50.4%) are yet to start the transition process followed by 41.5 percent in the Upper West region.

Under the ILO's definition of the youth, Brong Ahafo (39.7%) remained the region with the highest proportion of transited youth, followed by Greater Accra (35.1%) and Ashanti (30.4%) regions (Table 6.16). The lowest proportion is recorded in the Upper East (11.7%) followed by Northern (22.1%). Central region (26.1%) recorded the highest proportion of the youth in transition followed by Western (25.9%) and Greater Accra (25.5%). Volta region recorded the highest proportion of the youth (60.1%) whose transition had not started followed by Eastern

(59.0%) and Western (49.5%) regions. The lowest proportion of youth who are yet to start the transition process (39.4%) is reported in the Greater Accra region. The Ashanti and Western regions follow with 48.1 percent and 49.5 percent respectively.

Table 6.16: Stages of transition of population 15-35 years by region

Regions	Transited			In transition			Transition not started		
	15-24	25-35	15-35	15-24	25-35	15-35	15-24	25-35	15-35
Western	24.5	82.4	54.5	25.9	16.6	21.1	49.5	1.0	24.4
Central	27.0	82.5	52.4	26.1	15.5	21.2	47.0	2.1	26.4
Greater Accra	35.1	72.4	58.7	25.5	23.2	24.0	39.4	4.4	17.3
Volta	24.2	83.6	56.1	15.7	14.3	15.0	60.1	2.1	28.9
Eastern	23.6	85.3	55.6	17.4	13.5	15.4	59.0	1.1	29.0
Ashanti	30.4	77.4	59.3	21.6	20.1	20.7	48.1	2.5	20.0
Brong Ahafo	39.7	76.5	62.6	13.3	18.2	16.3	47.0	5.3	21.1
Northern	22.1	79.9	51.3	18.7	16.9	17.8	59.2	3.2	30.9
Upper East	11.7	73.3	34.8	11.5	20.5	14.9	76.8	6.2	50.4
Upper West	24.0	71.5	39.7	16.2	24.2	18.8	59.9	4.3	41.5
Total	27.9	78.4	56.2	21.1	18.7	19.7	51.0	2.9	24.1

6.12 Educational Attainment at each Level of Transition

The distribution of the stages of youth transition classified by educational attainment and sex is shown in Table 6.17. Information in the Table shows that under Ghana's definition of the youth, 73.1 percent of the youth with no education had transited while 16.8 percent are in transition with 10.1 percent yet to start the transition process. Among those who had attained primary school education, 57.4 percent have transited and 19.1 percent in transition. About two-thirds of the youth (66.2%) who have attained tertiary education have transited, with only 12.1 percent in the transition process. The remaining 21.7 percent are yet to start the transition.

A relatively higher proportion of males (67.4%) than females (64.3%) have transited among those who have attained tertiary education. A similar pattern is observed among those who had no education. On the contrary, more females than males have transited among the youth who have attained Primary (58.7% of females and 55.5% of males), Secondary (54.2% of females and 52.9% of males) and Post-secondary (62.0% of females and 59.4% of males) education.

Under the ILO's definition of the youth, two-fifths of the youth with no education (41.1%) have transited while more than a third (39.8%) have not started the transition process. Among the youth who have attained tertiary education, however, only 18.1 percent had transited with more than two thirds (67.9%) yet to start the transition process. About three-quarters of females among the youth who have attained tertiary education (75.4%) are yet to start the transition compared to their male counterparts (60.7%). However, a higher proportion of males (25.5%) than females (10.5%) among the youth who have attained tertiary education have transited.

Table 6.17: Stages of transition of population 15-35 years by educational level attained

Education attainment	15-24			25-35			15-35		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Transited									
No education	48.6	35.6	41.1	90.2	78.6	82.8	79.3	69.4	73.1
Primary	30.9	32.6	31.8	82.7	78.2	79.8	55.5	58.7	57.4
Secondary	27.1	28.4	27.8	80.6	80.6	80.6	52.9	54.2	53.6
Post-Secondary	23.5	20.5	22.1	69.5	72.6	71.0	59.4	62.0	60.7
Tertiary	25.5	10.5	18.1	73.5	77.3	74.9	67.4	64.3	66.2
In transition									
No education	0.0	33.3	19.1	9.8	19.7	16.1	7.3	22.6	16.8
Primary	5.0	29.1	18.4	15.7	21.8	19.7	10.1	25.0	19.1
Secondary	22.4	22.0	22.2	18.3	19.1	18.7	20.4	20.6	20.5
Post-Secondary	22.1	5.6	14.3	23.0	21.9	22.4	22.8	18.6	20.7
Tertiary	13.9	14.1	14.0	12.7	10.1	11.7	12.9	10.9	12.1
Transition not started									
No education	51.4	31.2	39.8	0.0	1.7	1.1	13.4	8.0	10.1
Primary	64.1	38.3	49.8	1.6	0.0	0.5	34.4	16.4	23.5
Secondary	50.5	49.5	50.0	1.2	0.3	0.7	26.7	25.2	26.0
Post-Secondary	54.4	73.9	63.6	7.5	5.6	6.5	17.8	19.4	18.6
Tertiary	60.7	75.4	67.9	13.8	12.6	13.3	19.8	24.8	21.7

CHAPTER SEVEN

INFORMAL EMPLOYMENT

7.1 Introduction

When employment opportunities in the formal sector are scarce, people in many developing countries, including Ghana are compelled to enter informal employment for a livelihood. Informal employment is noted to account for a significant proportion of total employment in many developing countries.

Informal employment forms part of the Non-Observed Economy (NOE) which corresponds to the whole set of activities that are not usually measured by traditional means (i.e. administrative registers, enterprise-based surveys and/or household-based surveys) because of economic or administrative reasons. The NOE contains three components: illegal activities, underground activities and informal employment activities.

Informal employment may be characterized as consisting of units engaged in the production of goods and services with the primary objective of providing employment and incomes to the persons involved. These units usually operate on a small-scale basis, with low levels of organization and with little or no division between labour and capital as factors of production. Labour relations, where they exist, are based mostly on casual employment, kinship or personal and social relations rather than contractual arrangements with formal guarantees.

The *Seventeenth International Conference of Labour Statisticians (17th ICLS)* held in Geneva, from 24th November to 3rd December 2003 defined "informal employment as comprising the total number of informal jobs, whether carried out in formal sector enterprises, informal sector enterprises, or households, during a given reference period.

The definition of the informal employment as used in this report combines the concepts of informal production units and informal employment. Informal employment was defined as employment in an establishment where workers were not entitled to paid holidays or leave, sick or maternity leave and where there was no verbal or written contract at the time a person started to work. Any one the three conditions had to be fulfilled in order for a person to be classified as working in informal employment.

7.2 Informal employment characteristics

Table 7.1 shows the distribution of the currently employed population 15 years and older in the informal sector by sex, locality of residence and region. The data show that 90 percent of the currently employed population 15 years and older are in the informal sector with males accounting for 45.1 percent and females, 54.9 percent.

The results show that 96.2 percent of the currently employed population 15 years and older in the rural areas are in the informal sector compared to 84.1 percent for the urban areas. The proportion of females in informal employment in both rural and urban areas is higher than males. There is a higher proportion of females in informal employment in urban than rural areas (57.7% against 52.4%) while the reverse is true for males (47.6% in rural and 42.3% in

urban). This is probably due to the high female participation in trade and service activities in urban compared to rural areas.

At the regional level, the data show that the share of informal employment varies from a low of 84.1 percent in the Greater Accra region to a high of 96.8 percent in the Brong Ahafo region.

The shares of females in informal employment are higher than males, the highest difference being in Upper West with 58 percent of females compared to 42 percent of males.

Table 7.1: Currently employed population 15 years and older in the informal sector by sex, locality of residence and region

Locality/ Region	Total		Male		Female	
	Number	percent	Number	percent	Number	percent
Ghana	8,345,636	90.0	3,763,071	45.1	4,582,565	54.9
Urban	3,972,763	84.1	1,682,205	42.3	2,290,558	57.7
Rural	4,372,873	96.2	2,080,866	47.6	2,292,007	52.4
Western	818,276	87.8	347,894	42.5	470,382	57.5
Central	800,810	91.5	342,760	42.8	458,050	57.2
Greater Accra	1,337,008	84.1	595,205	44.5	741,803	55.5
Volta	790,840	94.9	354,016	44.8	436,824	55.2
Eastern	983,552	90.8	473,729	48.2	509,823	51.8
Ashanti	1,454,211	86.4	636,716	43.8	817,495	56.2
Brong Ahafo	826,084	96.8	377,840	45.7	448,244	54.3
Northern	835,976	94.6	412,401	49.3	423,575	50.7
Upper East	281,656	90.6	131,330	46.6	150,326	53.4
Upper West	217,223	96.0	91,180	42.0	126,043	58.0

7.3 Informal employment by age group and sex

The distribution of the population 15 years and older who are currently employed in the informal sector by locality, region and age is presented in Table 7.2. Collectively, slightly more than one-half (52.3%) of those employed in the informal sector are in the age group 25-44 years. The distribution of informal employment generally peaks within the age bracket 25 to 39 years across the country.

Table 7.2: Currently employed population 15 years and older in the informal sector by locality of residence, region and age

Locality/Region	Total	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
Ghana	90.0	4.6	9.8	13.5	14.0	14.4	10.3	9.3	8.1	5.8	3.8	6.4
Urban	84.1	3.0	10.1	15.1	15.7	15.2	10.5	9.0	7.5	6.0	3.2	4.7
Rural	96.2	6.0	9.6	12.1	12.5	13.6	10.1	9.5	8.7	5.7	4.2	7.9
Western	87.8	7.0	14.0	12.3	15.4	14.2	11.5	8.1	7.6	4.3	2.1	3.6
Central	91.5	7.0	9.8	10.3	12.4	13.4	11.4	11.3	8.6	5.8	4.0	6.2
Greater Accra	84.1	2.2	10.1	16.2	16.3	15.1	11.4	9.3	7.4	4.8	3.0	4.1
Volta	94.9	2.0	9.5	14.9	12.4	13.7	9.7	7.9	9.7	7.4	3.4	9.4
Eastern	90.8	3.5	7.8	12.4	11.8	11.8	11.1	11.6	10.1	7.0	4.2	8.8
Ashanti	86.4	3.0	9.2	14.3	15.5	16.4	9.3	9.1	8.4	6.7	3.3	4.8
Brong Ahafo	96.8	7.5	9.4	11.1	16.0	15.7	7.7	9.6	5.8	5.8	4.0	7.4
Northern	94.6	5.6	11.0	15.5	12.9	14.4	10.4	7.7	7.4	3.8	5.0	6.3
Upper East	90.6	5.2	6.4	13.4	10.0	14.0	8.7	7.4	8.2	8.3	7.3	11.0
Upper West	96.0	9.2	9.7	11.4	9.7	10.3	12.8	7.7	8.7	5.4	5.8	9.1

7.4 Informal employment by status of employment and sex

The employment status of the currently employed population 15 years and older in the informal sector varies from a high of 37.8 percent for persons who are engaged as non-agriculture self-employed without employees to as low as 0.5 percent for Domestic workers (Table 7.3). About one-tenth (11.5%) of persons in informal employment are paid employees with a male proportion of 17.3 percent compared with 6.7 percent for females. The results further show that 42.0 percent of persons within the informal employment are non-agriculture self-employed with or without employees compared to 29.7 percent who are in agriculture self-employment with or without employees. There are more than twice the proportion of females (53.2%) than males (25.2%) who are in non-agriculture self-employment with or without employees. However, the proportion of males (40.6%) in informal employment as agriculture self-employed with or without employees is higher than females (20.8%).

Table 7.3: Currently employed population 15 years and older in the informal sector by sex, status in employment and age

Status in Job	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Paid employee	1,884,331	11.5	1,171,893	17.3	712,438	6.7
Non-agric self-employed with employees	351,959	4.2	182,174	4.8	169,785	3.7
Non-agric self-employed without employees	3,152,801	37.8	875,697	23.3	2,277,104	49.7
Non-agric contributing family worker	229,079	2.7	69,702	1.9	159,377	3.5
Agric self-employed with employees	118,243	1.4	85,526	2.3	32,717	0.7
Agric self-employed without employees	2,362,963	28.3	1,440,909	38.3	922,054	20.1
Agric contributing family worker	614,131	7.4	147,783	3.9	466,348	10.2
Domestic workers	42,371	0.5	13,315	0.4	29,056	0.6
Casual workers	347,281	4.2	206,817	5.5	140,464	3.1
Apprentice	59,986	0.7	35,918	1.0	24,068	0.5
Other (Specify)	106,744	1.3	53,472	1.4	53,272	1.2

Further analysis of the data as presented in Table 7.4 reveals that 23.3 percent of persons 20 to 24 years and currently employed in the informal sector are paid employees, with the male proportion (30.4%) being higher than females (16.9%). On the other hand, the proportion of females 20-24 years in non-agriculture self-employment without employees (35.5%) is about two and a half times that of males (14.6%).

It is worth noting that higher proportions of persons 15-19 years are engaged either as agriculture self-employed without employees or as agriculture contributing family workers. These may be persons who are directly involved in own agricultural activities or accompany their parents to undertake agricultural activities.

Beyond age 30 years, the proportion of persons in informal employment who are non-agriculture self-employed without employees increases with increasing age whereas the proportion who are agriculture self-employed without employees decreases.

The distribution by sex show that more females than males are likely to be employed as non-agriculture self-employed without employees across all age groups compared to agriculture self-employed without employees where there is male dominance. The data further suggest that persons 65 years and older have a higher proportion of agriculture self-employed without employees and agriculture self-employed without employees, an indication that the country's agricultural production is still dependent on the aged.

Table 7.4: Currently employed population 15 years and older in the informal sector by sex, status in employment and age

Sex/Status in Job	Total	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
Both Sexes	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
Paid employee	11.5	9.5	23.3	18.6	13.7	9.9	9.8	7.2	5.9	6.4	5.4	2.9
Non-agric self-employed with employees	4.2	0.0	2.5	4.1	4.6	6.2	5.3	5.3	4.5	5.3	0.6	2.3
Non-agric self-employed without employee	37.8	7.6	25.7	41.6	46.4	45.0	43.1	39.0	37.2	36.3	33.2	29.0
Non-agric contributing family worker	2.7	15.5	6.5	2.5	1.4	1.5	1.4	0.2	2.3	2.2	1.6	1.7
Agric self-employed with employees	1.4	0.0	0.4	0.6	1.8	1.2	1.2	1.5	2.1	1.2	4.0	3.3
Agric self-employed without employees	28.3	22.4	14.2	18.1	19.8	24.5	30.2	34.4	40.0	41.9	44.7	54.5
Agric contributing family worker	7.4	32.0	14.5	5.8	5.4	6.2	3.9	7.0	4.9	2.9	6.8	2.6
Domestic workers	0.5	1.1	1.6	0.2	0.7	0.3	0.1	0.5	0.2	0.4	0.6	0.2
Casual workers	4.2	9.1	7.5	5.9	4.2	2.3	3.7	3.4	2.7	2.9	1.6	2.3
Apprentice	0.7	2.3	2.7	1.1	0.5	0.9	0.0	0.0	0.0	0.0	0.0	0.0
Other (Specify)	1.3	0.5	1.1	1.5	1.6	1.9	1.3	1.6	0.3	0.4	1.4	1.2
Male	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
Paid employee	17.3	9.0	30.4	27.5	23.6	15.3	18.8	9.7	9.8	9.7	7.9	4.7
Non-agric self-employed with employees	4.8	0.0	3.2	4.9	4.7	8.5	7.0	5.6	4.2	4.8	1.2	2.2
Non-agric self-employed without employee	23.3	5.4	14.9	27.8	28.3	28.1	26.0	26.0	25.0	19.9	21.3	14.9
Non-agric contributing family worker	1.9	9.4	4.6	1.2	1.2	0.6	0.9	0.0	2.7	1.7	0.5	1.2
Agric self-employed with employees	2.3	0.0	0.9	0.9	3.0	2.7	1.7	2.6	2.9	1.6	7.9	3.3
Agric self-employed without employees	38.3	29.4	17.1	22.4	28.5	40.2	40.6	47.5	51.7	54.9	52.9	66.7
Agric contributing family worker	3.9	34.2	13.1	1.4	1.8	0.2	0.3	1.7	0.3	0.0	2.1	2.2
Domestic workers	0.4	0.0	1.0	0.0	0.4	0.0	0.1	0.6	0.0	0.9	1.0	0.5
Casual workers	5.5	9.8	9.6	9.9	4.8	3.1	4.1	4.0	3.3	5.7	3.5	1.8
Apprentice	1.0	2.7	3.4	2.1	1.0	0.5	0.0	0.0	0.0	0.0	0.0	0.0
Other (Specify)	1.4	0.0	1.8	1.8	2.6	0.9	0.5	2.3	0.0	0.8	1.5	2.3
Female	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
Paid employee	6.7	9.9	16.9	11.8	6.0	6.0	1.8	5.3	2.6	3.7	3.2	1.0
Non-agric self-employed with employees	3.7	0.0	2.0	3.4	4.5	4.5	3.8	5.1	4.7	5.8	0.1	2.3
Non-agric self-employed without employee	49.7	9.6	35.3	52.2	60.6	57.2	58.1	49.1	47.2	50.3	43.5	43.6
Non-agric contributing family worker	3.5	21.1	8.2	3.5	1.5	2.3	1.8	0.3	2.0	2.7	2.5	2.2
Agric self-employed with employees	0.7	0.0	0.0	0.4	0.8	0.2	0.8	0.6	1.4	0.9	0.7	3.3
Agric self-employed without employees	20.1	16.0	11.7	14.8	12.9	13.2	21.1	24.3	30.4	30.8	37.7	41.8
Agric contributing family worker	10.2	30.0	15.8	9.2	8.2	10.5	7.1	11.0	8.7	5.4	10.7	2.9
Domestic workers	0.6	2.1	2.0	0.3	1.0	0.6	0.1	0.4	0.3	0.0	0.3	0.0
Casual workers	3.1	8.4	5.6	2.9	3.7	1.8	3.3	2.9	2.2	0.5	0.0	2.9
Apprentice	0.5	2.0	2.1	0.3	0.1	1.3	0.0	0.0	0.0	0.0	0.0	0.0
Other (Specify)	1.2	1.0	0.4	1.2	0.8	2.6	2.1	1.0	0.6	0.0	1.2	0.0

The distribution of currently employed population 15 years and older in the informal sector by main occupation and sex is shown in Table 7.5. The three main occupations for employed persons 15 years and older in the informal sector are service and sales, skilled agriculture and fishery and craft and related trades. The data suggest that 90 percent of employed persons are in the informal sector; with a higher proportion being females (91.9%) compared to males (87.9%).

More than one-third of persons in informal employment are skilled agriculture or fishery workers (35.2%) followed by service or sales workers (28.1%). Legislators or managers in informal sector employment constitute a very small proportion (0.8%). There are more females (22.4%) than males (5.7%) who are service or sales workers. However, the proportion of males (19.6%) whose occupation is skilled agriculture and fishery work is higher than females (15.6%) in that category.

Table 7.5: Currently employed population 15 years and older in the informal sector by main occupation, locality of residence and sex

Main Occupation	Employed 15+ years			Employed persons 15+ years in the informal sector		
	Both sexes	Male	Female	Both sexes	Male	Female
All Occupations	9,269,889	4,283,206	4,986,683	90.0	87.9	91.9
Legislators/managers	120,859	70,353	50,506	0.8	0.4	0.4
Professionals	724,028	390,959	333,069	3.3	2.1	1.1
Technicians and associate professionals	197,034	150,629	46,405	1.5	1.2	0.3
Clerical support workers	169,597	96,116	73,481	0.9	0.7	0.2
Service/sales workers	2,474,293	563,301	1,910,992	28.1	5.7	22.4
Skilled agric/fishery workers	2,948,665	1,643,251	1,305,414	35.2	19.6	15.6
Craft and related trades workers	1,711,770	717,817	993,953	20.0	8.2	11.8
Plant machine operators and assemblers	361,565	341,653	19,912	3.8	3.7	0.2
Elementary occupations	556,286	303,335	252,951	6.3	3.5	2.8
Other Occupation	5,792	5,792	0	0.0	0.0	0.0

About 58 percent of persons in informal employment in the rural areas are skilled agriculture or fishery workers compared to 10.3 percent in the urban areas and these are mainly dominated by males in both urban and rural areas (Table 7.6). The dominant occupation, however, within the urban area is service and sales, accounting for 42.4 percent of informal employment compared to 15.1 percent in the rural areas. While males dominate informal employment as skilled agriculture/fishery workers in both urban and rural areas, females on the other hand, dominate in service and sales in both rural and urban areas.

Table 7.6: Currently employed population 15 years and older in the informal sector by main occupation, locality of residence and sex

Main Occupation	Employed persons 15+ years in informal sector			Employed persons 15+ years in the informal sector		
	Both sexes	Male	Female	Both sexes	Male	Female
Urban	Number			Percent		
All Occupation	3,972,763	1,682,205	2,290,558	100.0	100.0	100.0
Legislators/managers	54,202	20,318	33,884	1.4	1.2	1.5
Professionals	178,796	120,913	57,883	4.5	7.2	2.5
Technicians and associate professionals	99,447	80,317	19,130	2.5	4.8	0.8
Clerical support workers	62,735	43,579	19,156	1.6	2.6	0.8
Service/sales workers	1,684,185	351,325	1,332,860	42.4	20.9	58.2
Skilled agric/fishery workers	408,797	245,583	163,214	10.3	14.6	7.1
Craft and related trades workers	1,038,756	476,456	562,300	26.1	28.3	24.5
Plant machine operators and assemblers	215,446	209,042	6,404	5.4	12.4	0.3
Elementary occupations	230,399	134,672	95,727	5.8	8.0	4.2
Other Occupation	0	0	0	0.0	0.0	0.0
Rural	Number			Percent		
All Occupation	4,372,873	2,080,866	2,292,007	100.0	100.0	100.0
Legislators/managers	13,006	10,037	2,969	0.3	0.5	0.1
Professionals	93,752	58,466	35,286	2.1	2.8	1.5
Technicians and associate professionals	27,075	23,783	3,292	0.6	1.1	0.1
Clerical support workers	12,624	12,126	498	0.3	0.6	0.0
Service/sales workers	661,341	127,064	534,277	15.1	6.1	23.3
Skilled agric/fishery workers	2,532,286	1,392,194	1,140,092	57.9	66.9	49.7
Craft and related trades workers	632,512	206,831	425,681	14.5	9.9	18.6
Plant machine operators and assemblers	104,785	96,685	8,100	2.4	4.6	0.4
Elementary occupations	295,492	153,680	141,812	6.8	7.4	6.2
Other Occupation	0	0	0	0.0	0.0	0.0

Information on currently employed population 15 years and older in the informal sector by industry and sex is shown in Table 7.7. About 38 percent of informal employment is in the Agriculture, forestry and fishing industry. This is followed by Wholesale and Retail Trade with 21.6 percent and Manufacturing with 14 percent.

There are more males (45.4%) than females (30.8%) in the Agriculture, forestry and fishing industry. The reverse is the case for the Wholesale and Retail Trade (29.8% females and 11.9% males) and Manufacturing industry (18.4% females and 8.7% males).

Table 7.7: Currently employed population 15 years and older in the informal sector by industry, locality of residence and sex

Industry	Employed 15+ years in informal sector			Employed 15+ years in informal sector		
	Both sexes	Male	Female	Both sexes	Male	Female
	Number			Percent		
All Industries	8,855,706	4,064,517	4,791,189	100.0	100.0	100.0
Agriculture, forestry and fishing	3,322,246	1,845,001	1,477,245	37.5	45.4	30.8
Mining and quarrying	64,534	53,107	11,427	0.7	1.3	0.2
Manufacturing	1,236,044	355,341	880,703	14.0	8.7	18.4
Electricity, gas, steam and air conditioning	6,918	6,918	0	0.1	0.2	-
Water supply, sewerage, waste management	23,048	12,181	10,867	0.3	0.3	0.2
Construction	309,132	290,300	18,832	3.5	7.1	0.4
Wholesale and retail trade	1,910,317	482,382	1,427,935	21.6	11.9	29.8
Transportation and storage	236,948	224,543	12,405	2.7	5.5	0.3
Accommodation and food service activities	397,866	42,317	355,549	4.5	1.0	7.4
Information and communication	44,102	40,449	3,653	0.5	1.0	0.1
Financial and insurance activities	41,505	30,685	10,820	0.5	0.8	0.2
Real estate activities	6,103	6,103	0	0.1	0.2	-
Professional, scientific and technical	61,746	33,384	28,362	0.7	0.8	0.6
Administrative and support service activities	35,051	26,987	8,064	0.4	0.7	0.2
Public administration and defence	147,082	94,788	52,294	1.7	2.3	1.1
Education	390,673	221,589	169,084	4.4	5.5	3.5
Human health and social work activities	174,590	80,942	93,648	2.0	2.0	2.0
Arts, entertainment and recreation	67,612	59,468	8,144	0.8	1.5	0.2
Other service activities	309,711	130,807	178,904	3.5	3.2	3.7
Activities of households as employers	68,531	27,225	41,306	0.8	0.7	0.9
Activities of extraterritorial organizations	1,947	0	1,947	0.0	-	0.0

Table 7.8 shows that within the urban areas, informal employment is highest for persons in the Wholesale and retail industry (31.3%) with the proportion of females (40.5%) being higher than males (19.5%). The proportion of the currently employed population 15 years and older

engaged in the informal Manufacturing sector is 18 percent and that engaged in informal Agriculture, forestry and fishing is 12 percent. Females (22.1%) are also more likely to be in informal employment in the Manufacturing industry than males (12.7%) in urban areas. However, more males (16%) than females (8.9%) are in informal employment within the Agriculture, forestry and fishing industry (Table 7.8).

Table 7.8: Currently employed population 15 years and older in the informal sector by industry, locality of residence and sex

Industry (Urban)	Employed persons 15+ years in informal sector			Employed persons 15+ years in informal sector		
	Both sexes	Male	Female	Both sexes	Male	Female
	Number			Percent		
All Industries	4,380,464	1,923,951	2,456,513	100	100	100
Agriculture, forestry and fishing	527,044	308,786	218,258	12.0	16.0	8.9
Mining and quarrying	26,840	26,840	0	0.6	1.4	0.0
Manufacturing	787,916	244,158	543,758	18.0	12.7	22.1
Electricity, gas, steam and air conditioning	6,918	6,918	0	0.2	0.4	0.0
Water supply, sewerage, waste management	20,201	9,334	10,867	0.5	0.5	0.4
Construction	208,884	196,077	12,807	4.8	10.2	0.5
Wholesale and retail trade	1,370,767	375,749	995,018	31.3	19.5	40.5
Transportation and storage	161,705	152,257	9,448	3.7	7.9	0.4
Accommodation and food service activities	263,146	29,334	233,812	6.0	1.5	9.5
Information and communication	36,295	32,642	3,653	0.8	1.7	0.1
Financial and insurance activities	39,128	28,308	10,820	0.9	1.5	0.4
Real estate activities	1,953	1,953	0	0.0	0.1	0.0
Professional, scientific and technical	57,801	33,384	24,417	1.3	1.7	1.0
Administrative and support service activities	26,642	19,749	6,893	0.6	1.0	0.3
Public administration and defence	112,770	70,776	41,994	2.6	3.7	1.7
Education	257,567	154,523	103,044	5.9	8.0	4.2
Human health and social work activities	131,968	56,578	75,390	3.0	2.9	3.1
Arts, entertainment and recreation	59,220	51,076	8,144	1.4	2.7	0.3
Other service activities	233,259	103,319	129,940	5.3	5.4	5.3
Activities of households as employers	48,493	22,190	26,303	1.1	1.2	1.1
Activities of extraterritorial organizations	1,947	0	1,947	0.0	0.0	0.1

Table 7.9 shows the distribution of the currently employed population 15 years and older in the informal sector by industry and sex in the rural areas. The highest proportion of informal employment is in the Agriculture, forestry and fishing industry (62.5%) followed by the Wholesale and retail industry with 12.1 percent. Whereas there are more males (71.8%) than females (53.9%) in informal employment in the Agriculture, forestry and fishing industry, the proportion of females (18.5%) in formal employment in the Wholesale and retail trade industry is more than three times that of males (5.0%).

Table 7.9: Currently employed population 15 years and older in the informal sector by industry, locality of residence and sex

Industry (Rural)	Employed 15+ years in informal sector			Employed 15+ years in informal sector		
	Both sexes	Male	Female	Both sexes	Male	Female
	Number			Percent		
All Industries	4,475,242	2,140,566	2,334,676	100.0	100.0	100.0
Agriculture, forestry and fishing	2,795,202	1,536,215	1,258,987	62.5	71.8	53.9
Mining and quarrying	37,694	26,267	11,427	0.8	1.2	0.5
Manufacturing	448,128	111,183	336,945	10.0	5.2	14.4
Electricity, gas, steam and air conditioning	0	0	0	0.0	0.0	0.0
Water supply, sewerage, waste management	2,847	2,847	0	0.1	0.1	0
Construction	100,248	94,223	6,025	2.2	4.4	0.3
Wholesale and retail trade	539,550	106,633	432,917	12.1	5.0	18.5
Transportation and storage	75,243	72,286	2,957	1.7	3.4	0.1
Accommodation and food service activities	134,720	12,983	121,737	3.0	0.6	5.2
Information and communication	7,807	7,807	0	0.2	0.4	0.0
Financial and insurance activities	2,377	2,377	0	0.1	0.1	0.0
Real estate activities	4,150	4,150	0	0.1	0.2	0.0
Professional, scientific and technical	3,945	0.00	3,945	0.1	0.0	0.2
Administrative and support service activities	8,409	7,238	1,171	0.2	0.3	0.1
Public administration and defence	34,312	24,012	10,300	0.8	1.1	0.4
Education	133,106	67,066	66,040	3.0	3.1	2.8
Human health and social work activities	42,622	24,364	18,258	1.0	1.1	0.8
Arts, entertainment and recreation	8,392	8,392	0	0.2	0.4	0.0
Other service activities	76,452	27,488	48,964	1.7	1.3	2.1
Activities of households as employers	20,038	5,035	15,003	0.4	0.2	0.6
Activities of extraterritorial organizations	0	0	0	0.0	0.0	0.0

Tables 7.10, 7.11 and 7.12 show the informal sector entrepreneurs by sex, industry and age. Within the Agriculture, forestry and fishing industry, the data show that 12.9 percent of persons in the age group 35-39 years are entrepreneurs compared to 10.9 percent in the age group 30-34 years. The electricity, gas, steam and air conditioning industry is dominated by entrepreneurs within the age groups 20-24, 25-29 and 30-34 years with proportions of 28.2 percent, 28.2 percent and 43.6 percent respectively (Table 7.10).

Analysis of Tables 7.11 and 7.12 shows that within the water supply, sewerage, waste management industry, almost half of the entrepreneurs are males aged 40-44 years (49.7%) while for the females almost one out of every six entrepreneurs (59.3%) is in the age group 35-39 years. With the advent of sanitation issues around the country, the data suggest that more females are found in occupations related to the cleaning of the environment than males.

The Financial and insurance services industry is dominated by male entrepreneurs in the age groups 20-24 and 25-29 years, with each recording 45 percent while the 40 to 44 year age group recorded the highest share of female entrepreneurs (36.7%). The Arts, entertainment and recreation industry recorded a high level of female participation, with those within the age group 15-19 years recording the highest proportion of 47.9 percent while the age groups 20-24 years and 25-29 years recorded 31.9 percent each (Tables 7.12).

Table 7.10: Informal sector entrepreneurs by sex, industry and age

Sex/Main Industry	Employed 15+ years in the informal sector											
	Total	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
Both Sexes	100.0	4.5	9.8	9.8	14.0	14.4	10.3	9.3	8.1	5.8	3.8	6.3
Agriculture, forestry and fishing	100.0	6.7	7.6	7.6	10.3	12.9	9.9	10.9	9.9	7.2	5.2	10.3
Mining and quarrying	100.0	2.8	8.4	8.4	25.2	8.4	0.0	13.4	2.3	3.9	0.0	2.6
Manufacturing	100.0	3.3	11.5	11.5	14.6	16.1	12.8	7.5	8.3	4.1	3.2	3.4
Electricity, gas, steam and air conditioning	100.0	0.0	28.2	28.2	43.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Water supply, sewerage, waste management	100.0	0.0	0.0	0.0	9.6	26.2	27.8	9.0	0.0	9.0	0.0	0.0
Construction	100.0	2.5	16.8	16.8	18.4	11.3	13.1	10.4	4.4	4.3	2.2	1.1
Wholesale and retail trade	100.0	2.8	8.7	8.7	16.5	16.3	9.5	9.3	7.8	6.8	3.2	5.5
Transportation and storage	100.0	2.7	15.4	15.4	23.9	15.3	11.0	5.4	2.8	4.5	1.8	2.0
Accommodation and food service activities	100.0	4.8	9.8	9.8	11.3	22.2	14.5	7.7	7.9	4.6	2.5	1.3
Information and communication	100.0	8.0	4.2	4.2	29.5	16.9	2.1	9.3	0.0	0.0	0.0	0.0
Financial and insurance activities	100.0	6.3	35.1	35.1	1.3	10.4	15.5	0.0	12.3	0.0	0.0	5.3
Real estate activities	100.0	0.0	0.0	0.0	0.0	0.0	0.0	32.0	0.0	0.0	0.0	0.0
Professional, scientific and technical activities	100.0	2.3	16.4	16.4	8.3	22.4	0.0	5.6	3.1	3.3	3.3	9.8
Administrative and support service activities	100.0	0.0	0.0	0.0	12.3	5.9	17.3	7.3	11.9	8.3	3.2	0.0
Public administration and defence	100.0	1.5	16.1	16.1	18.2	15.5	3.4	2.7	3.7	4.8	2.2	4.3
Education	100.0	0.8	16.1	16.1	15.8	5.3	10.4	5.8	5.8	3.4	2.2	0.4
Human health and social work activities	100.0	0.9	1.9	1.9	20.4	13.7	6.1	10.1	8.3	5.2	2.5	10.8
Arts, entertainment and recreation	100.0	6.3	21.7	21.7	20.1	6.1	7.0	16.3	0.0	2.2	0.0	7.3
Other service activities	100.0	4.7	15.1	15.1	23.1	14.0	9.8	4.5	5.3	1.4	1.8	1.0
Activities of households as employers	100.0	5.9	21.7	21.7	11.1	2.3	8.7	11.8	8.8	3.1	8.0	1.9
Activities of extraterritorial organizations	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table 7.11: Informal sector entrepreneurs by sex, industry and age (cont'd)

Sex/Main Industry	Employed 15+ years in the informal sector											
	Total	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
Male	100.0	4.9	10.3	10.3	13.6	13.4	10.7	9.0	8.1	5.9	3.9	7.2
Agriculture, forestry and fishing	100.0	7.1	7.4	7.4	10.5	13.3	10.7	10.1	10.0	7.4	5.1	11.1
Mining and quarrying	100.0	3.5	10.5	10.5	22.4	8.0	0.0	13.5	2.9	0.0	0.0	0.0
Manufacturing	100.0	2.5	11.8	11.8	13.2	15.2	11.7	7.2	9.0	3.5	4.1	4.8
Electricity, gas, stream and air conditioning	0.0	0.0	28.2	28.2	43.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Water supply, sewerage, waste management	100.0	0.0	0.0	0.0	17.1	0.0	49.7	16.1	0.0	0.0	0.0	0.0
Construction	100.0	1.6	16.1	16.1	19.3	10.9	12.9	10.7	4.7	3.9	2.4	1.2
Wholesale and retail trade	100.0	2.8	11.9	11.9	13.5	17.1	9.7	7.5	8.6	6.9	1.6	4.3
Transportation and storage	100.0	2.8	14.9	14.9	24.0	15.9	11.4	4.7	2.9	4.6	1.8	1.2
Accommodation and food service activities	100.0	22.5	17.3	17.3	2.2	15.6	4.7	4.2	6.0	7.8	6.1	0.0
Information and communication	100.0	3.3	4.4	4.4	31.0	17.7	2.2	9.8	0.0	0.0	0.0	0.0
Financial and insurance activities	100.0	0.0	45.0	45.0	1.7	11.6	9.5	0.0	15.8	0.0	0.0	6.8
Real estate activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	32.0	0.0	0.0	0.0	0.0
Professional, scientific and technical activities	100.0	0.0	9.8	9.8	12.2	24.5	0.0	11.3	0.0	6.6	6.6	19.8
Administrative and support service activities	100.0	0.0	0.0	0.0	15.3	1.1	21.5	9.0	14.8	10.4	4.0	0.0
Public administration and defence	100.0	2.6	8.3	8.3	14.9	16.7	5.8	4.2	6.4	8.2	3.7	3.7
Education	100.0	0.0	11.3	11.3	19.4	4.3	16.4	2.6	4.3	3.6	3.9	0.7
Human health and social work activities	100.0	1.5	2.7	2.7	22.1	10.1	7.2	10.8	2.9	6.0	4.3	11.1
Arts, entertainment and recreation	100.0	0.0	20.1	20.1	23.2	7.1	8.0	15.7	0.0	2.6	0.0	8.4
Other service activities	100.0	7.1	16.1	16.1	14.6	13.4	11.5	7.8	9.8	1.9	4.5	2.4
Activities of households as employers	100.0	0.0	20.6	20.6	4.9	2.1	14.1	15.0	11.3	8.1	0.0	4.9
Activities of extraterritorial organizations	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table 7.12: Informal sector entrepreneurs by sex, industry and age (cont'd)

Sex/Main Industry	Employed 15+ years in the informal sector											
	Total	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
Female	100.0	4.3	9.5	9.5	14.3	15.2	10.0	9.5	8.1	5.7	3.7	5.7
Agriculture, forestry and fishing	100.0	6.2	7.9	7.9	10.0	12.5	8.9	11.8	9.9	7.0	5.2	9.2
Mining and quarrying	100.0	0.0	0.0	0.0	36.7	10.2	0.0	13.2	0.0	20.0	0.0	13.2
Manufacturing	100.0	3.6	11.4	11.4	15.2	16.5	13.2	7.6	8.0	4.3	2.9	2.8
Electricity, gas, steam and air conditioning	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Water supply, sewerage, waste management	100.0	0.0	0.0	0.0	0.0	59.3	0.0	0.0	0.0	20.4	0.0	0.0
Construction	100.0	15.3	27.1	27.1	4.7	17.2	15.9	4.7	0.0	10.5	0.0	0.0
Wholesale and retail trade	100.0	2.9	7.6	7.6	17.4	16.0	9.4	9.9	7.5	6.8	3.8	5.9
Transportation and storage	100.0	0.0	26.4	26.4	21.5	0.0	0.0	20.4	0.0	0.0	0.0	20.4
Accommodation and food service activities	100.0	3.0	9.0	9.0	12.3	22.9	15.5	8.0	8.1	4.3	2.2	1.5
Information and communication	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Financial and insurance activities	100.0	28.7	0.0	0.0	0.0	5.9	36.7	0.0	0.0	0.0	0.0	0.0
Real estate activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Professional, scientific and technical activities	100.0	4.5	22.9	22.9	4.5	20.4	0.0	0.0	6.2	0.0	0.0	0.0
Administrative and support service activities	100.0	0.0	0.0	0.0	0.0	25.6	0.0	0.0	0.0	0.0	0.0	0.0
Public administration and defence	100.0	0.0	27.2	27.2	22.9	13.8	0.0	0.7	0.0	0.0	0.0	5.2
Education	100.0	1.8	22.6	22.6	11.0	6.7	2.2	10.1	7.9	3.2	0.0	0.0
Human health and social work activities	100.0	0.0	0.8	0.8	18.0	18.7	4.7	9.2	15.9	4.0	0.0	10.4
Arts, entertainment and recreation	100.0	47.9	31.9	31.9	0.0	0.0	0.0	20.3	0.0	0.0	0.0	0.0
Other service activities	100.0	3.0	14.4	14.4	28.8	14.5	8.6	2.2	2.2	1.1	0.0	0.0
Activities of households as employers	100.0	9.6	22.4	22.4	15.0	2.5	5.3	9.8	7.2	0.0	13.1	0.0
Activities of extraterritorial organizations	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

CHAPTER EIGHT

USUAL ECONOMIC ACTIVITY

8.1 Introduction

Statistics on economic activity over a 12-month period, rather than in respect of a recent short period, are important to users who have an interest in a summary presentation of activities covering all seasons. Such data are used in economic and manpower planning and can be particularly valuable as a basis for national accounting estimates.

There are two measures of the economically active population: the currently active population, and the usually active population. The current activity measures provide a snapshot of the economically active population at a point in time. The usual activity measures, on the other hand, provide a picture of the economically active population over a long period and are not affected by seasonal patterns of activity. This chapter, therefore, presents statistics on the usual activity status of persons 15 years and older who were economically active over the 12-month period preceding the survey.

8.2 Usual activity status

The usual economic activity seeks to collect information not only on the main activity of individuals over a long period, but also on other activities they were engaged in during that period.

Table 8.1 presents data on the usual activity status of the population 15 years and older by age group and sex. Inactivity is highest among the age groups 15-19 (28.8%), 20-24 (18.3%) and 65 years and older (16.5%). The high rates of inactivity among the younger age group may be due to the fact that they are still in school while that of the older population could be attributed to old age, which has made them inactive. That of the 20-24 year age group can be due to the fact that they might have just completed school and so now seeking employment. On the other hand, persons within the age groups 25-29 (14.9%), 30-34 (14.7%) and 35-39 (14.0%) have spent most of their time within the 12 month reference period being economically active.

The proportion of usually inactive persons aged 15-19 is high among the rural (31.6%) than urban (26.7%) population. Inactivity is also higher among the population 65 years and older in the rural localities ((18.7%) than in urban areas (15.0%).

Similarly, the male-female differentials within the same age groups follow the same pattern across Ghana in general, among the male and female population groups and also at the rural and urban levels.

Table 8.1: Usual activity status of population aged 15 and older by age and sex and locality

Age Group/Sex	Ghana			Urban			Rural		
	Total	Usually Active	Usually Inactive	Total	Usually Active	Usually Inactive	Total	Usually Active	Usually Inactive
Both Sexes									
15 - 19	11.5	4.6	28.8	10.3	2.9	26.7	12.8	6.4	31.6
20 - 24	12.4	10.0	18.3	13.3	10.3	20.0	11.3	9.7	16.0
25 - 29	14.0	14.9	11.6	15.9	16.8	13.8	11.9	13.0	8.6
30 - 34	12.6	14.7	7.4	13.9	16.5	8.1	11.2	12.8	6.5
35 - 39	11.2	14.0	4.4	11.2	14.4	4.1	11.3	13.5	4.8
40 - 44	7.9	9.9	2.8	7.8	10.1	2.6	8.0	9.6	3.0
45 - 49	7.0	9.0	2.1	6.6	8.7	1.8	7.5	9.2	2.5
50 - 54	6.2	7.8	2.2	5.5	7.4	1.5	7.0	8.3	3.3
55 - 59	4.8	5.8	2.3	4.7	5.9	2.1	4.9	5.6	2.6
60 - 64	3.5	3.5	3.5	3.3	2.9	4.3	3.7	4.2	2.4
65 +	8.8	5.8	16.5	7.5	4.1	15.0	10.4	7.6	18.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Male									
15 - 19	12.1	4.9	34.0	10.1	3.1	28.7	14.1	6.7	41.0
20 - 24	12.5	10.2	19.3	14.3	11.2	22.7	10.5	9.3	14.7
25 - 29	13.3	14.3	10.0	15.7	16.6	13.1	10.8	12.1	5.9
30 - 34	12.2	14.4	5.3	14.1	16.9	6.8	10.2	12.1	3.3
35 - 39	10.8	13.5	2.6	10.5	13.3	3.1	11.2	13.7	2.0
40 - 44	8.2	10.2	1.9	8.3	11.0	1.4	8.0	9.5	2.5
45 - 49	6.9	8.7	1.5	6.0	8.0	.7	7.9	9.4	2.5
50 - 54	6.4	8.0	1.4	5.5	7.3	.7	7.3	8.6	2.4
55 - 59	4.8	5.7	2.0	4.7	5.8	1.8	5.0	5.7	2.3
60 - 64	3.6	3.5	4.2	3.3	2.7	4.9	4.0	4.2	3.2
65 +	9.2	6.4	17.8	7.4	4.1	16.1	11.1	8.7	20.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Female									
15 - 19	11.0	4.4	25.6	10.5	2.8	25.6	11.7	6.1	25.7
20 - 24	12.3	9.8	17.7	12.6	9.6	18.3	12.0	10.1	16.8
25 - 29	14.5	15.4	12.6	16.0	16.9	14.2	12.8	13.8	10.3
30 - 34	12.9	14.9	8.8	13.7	16.1	8.9	12.1	13.5	8.5
35 - 39	11.6	14.3	5.5	11.7	15.3	4.7	11.4	13.3	6.6
40 - 44	7.6	9.6	3.3	7.4	9.4	3.3	7.9	9.8	3.4
45 - 49	7.1	9.2	2.5	7.0	9.3	2.5	7.2	9.1	2.5
50 - 54	6.1	7.7	2.7	5.6	7.4	1.9	6.8	8.0	3.8
55 - 59	4.8	5.8	2.5	4.8	6.0	2.3	4.8	5.6	2.8
60 - 64	3.4	3.6	3.1	3.3	3.0	4.0	3.5	4.2	1.8
65 +	8.6	5.3	15.7	7.5	4.1	14.3	9.8	6.6	17.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

8.3 Usual economic activity participation rate

Age is an important factor since it gives an insight or provides information on when a person is likely to join the labour force or when one is expected to leave it. The usual economic activity participation rate by age group, sex and locality has been presented in Table 8.2. The overall participation rate is 71.6 percent, with the proportion of males (75.4%) being higher than that of females (68.6%). Participation rate is highest among the population within the age group 45-59 (89.5%) and is lowest among the age group 15-19 (28.8%).

The usual economic activity participation rate for males is generally higher across all age groups compared to females. Participation rates in both urban and rural localities are not too different from the pattern observed for the country and between males and females.

Table 8.2: Usual economic activity participation rate of the population 15 years and older by age group, sex and locality

Age group	Total			Urban			Rural		
	Both	Male	Female	Both	Male	Female	Both	Male	Female
15 – 19	28.8	30.8	27.1	19.6	22.2	17.8	37.2	37.2	37.1
20 – 24	58.0	61.9	54.9	53.3	56.5	50.7	64.2	69.8	60.1
25 – 29	76.4	81.4	72.9	73.0	77.0	70.0	81.6	88.1	77.0
30 – 44	86.9	92.3	82.8	86.0	90.6	82.5	88.0	94.3	83.2
45 – 59	89.5	93.4	86.5	90.1	94.6	86.9	89.0	92.3	86.1
60+	54.1	57.9	50.9	44.5	46.1	43.4	62.2	66.7	58.1
Total	71.6	75.4	68.6	68.9	72.6	66.3	74.6	78.4	71.4

8.4 Usual employment

Table 8.3 shows that the private sector employs 92.4 percent of the usually employed persons while the public sector, comprising the civil service, public service and parastatals, engages only 7.6 percent, indicating that the private sector absorbs most of the working population. The proportion of private sector employees is also higher in rural (96.2%) than urban (88.8%) localities. More males (9.0%) than females (6.3%) are employed by the public sector. This is clearly seen in the urban areas, where 13.7 percent of persons employed in the sector are males compared to 9.2 percent of females. In the private sector, however, the proportion of females (93.7%) employed in the private sector is higher than males (91.0%).

Table 8.3: Usually employed population 15 years and older by type of employer, locality, and sex

Type of employer	Total			Urban			Rural		
	Both	Male	Female	Both	Male	Female	Both	Male	Female
Public Sector	7.6	9.0	6.3	11.2	13.7	9.2	3.8	4.3	3.2
Civil Service	1.5	1.6	1.4	2.2	2.3	2.1	0.7	1.0	0.5
Public Service	5.9	7.2	4.9	8.7	11.1	6.8	3.0	3.3	2.7
Parastatals	0.1	0.2	0.1	0.2	0.3	0.2	0.0	0.0	0.0
Private Sector	92.4	91.0	93.7	88.8	86.3	90.8	96.2	95.7	96.8
NGOs (Local & International)	0.4	0.5	0.3	0.4	0.5	0.4	0.3	0.4	0.1
Cooperatives	0.2	0.4	0.1	0.3	0.5	0.2	0.2	0.3	0.1
Inter. Organ. /Diplomatic Mission	0.1	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.1
Private	91.5	89.9	93.0	87.8	85.0	90.2	95.4	94.7	96.1
Other	0.2	0.2	0.2	0.1	0.1	0.1	0.3	0.3	0.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

8.5 Employment Status

Usually active persons were asked to provide information regarding their economic activity status during the 12 months prior to the survey and the results are presented in Table 8.4. The Table shows that the largest share of the population 15 years and older fall in the category of non-agriculture self-employed without employees (35.1%) followed by agriculture self-employed without employees (24.0%). Female non-agriculture self-employed without employees constitute a relatively higher percentage (45.8%) than males (22.7%) in the same category, while males in the agriculture self-employed without employees' category recorded a relatively higher percentage (31.6%) than females (17.5%). This pattern is similar when analyzed for urban and rural areas.

The Table further shows that 20.3 percent of the usually active persons are paid employees, with a higher percentage (27.1%) for males than females (14.5%). Females are more likely than men to fall within the contributing family worker status. This is revealed in both categories of non-agriculture contributing family workers and the agriculture contributing family workers.

Table 8.4: Usually employed population 15 years and older by employee status, locality and sex

Employee Status	Total			Urban			Rural		
	All	Male	Female	All	Male	Female	All	Male	Female
Paid employee	20.3	27.1	14.5	30.0	40.5	21.6	10.1	14.0	6.6
Non-Agric Self-employed with employees	3.7	4.2	3.3	5.8	6.8	5.0	1.5	1.7	1.4
Non-Agric Self-employed without employees	35.1	22.7	45.8	44.7	29.2	57.1	25.2	16.3	33.3
Non-Agric Contributing family worker	4.2	2.4	5.7	3.8	3.0	4.5	4.6	1.9	7.0
Agric Self-employed with employees	1.3	2.0	0.7	0.8	1.1	0.5	1.8	2.8	0.9
Agric Self-employed without employees	24.0	31.6	17.5	7.5	10.9	4.8	41.2	51.8	31.6
Agric Contributing family worker	5.9	3.4	8.1	1.7	1.0	2.3	10.3	5.8	14.5
Domestic employee	0.5	0.3	0.6	0.6	0.5	0.6	0.3	0.1	0.5
Casual workers	3.3	4.2	2.5	3.2	4.5	2.1	3.4	4.0	2.8
Apprenticeship	0.6	0.8	0.5	0.9	1.3	0.6	0.3	0.4	0.3
Other (specify)	1.1	1.2	1.0	0.9	1.1	0.8	1.2	1.2	1.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

8.6 Industry of the usually employed persons

The main industry of usually employed persons as indicated in Table 8.5 is Agriculture, forestry and fishing which employs 36.1 percent of all usually employed persons. Males dominate over females in the Agriculture, forestry and fishing industry, especially in the rural areas where 70.8 percent of the usually employed persons are males compared with 54.0 percent females. This is followed by the wholesale and retail trade, which employs 20.6 percent of the usually employed persons.

Unlike the Agriculture, forestry and fishing industry that employs more males than females, the reverse is true for the wholesale and retail trade where females dominate (28.6% females vs 11.4% males).

The manufacturing industry also employs 13.6 percent of the usually employed population. Here again, it is seen that females dominate in this industry as reflected in the national, rural and urban distributions.

Table 8.5: Main industry of usually employed population 15 years and older by main industry locality and sex

Main Industry	Total			Urban			Rural		
	All	Male	Female	All	Male	Female	All	Male	Female
Agriculture, forestry and fishing	36.1	43.1	30.0	11.3	14.8	8.5	62.1	70.8	54.0
Mining and Quarrying	0.8	1.6	0.2	0.8	1.8	0.0	0.9	1.4	0.4
Manufacturing	13.6	9.0	17.6	17.1	12.5	20.9	9.9	5.5	14.0
Electricity, gas, stream and air conditioning supply	0.1	0.2	0.0	0.2	0.4	0.1	0.0	0.0	0.0
Water supply: sewerage, waste management and remediation activities	0.4	0.5	0.2	0.6	0.8	0.5	0.1	0.1	0.0
Construction	3.5	7.1	0.4	4.7	9.8	0.5	2.2	4.3	0.3
Wholesale and retail; repair of motor vehicles and motorcycles	20.6	11.4	28.6	29.1	18.1	38.1	11.7	4.8	18.0
Transportation and storage	2.8	5.8	0.3	3.9	8.1	0.4	1.8	3.6	0.1
Accommodation and food service activities	4.6	1.2	7.5	6.0	1.8	9.3	3.1	0.5	5.5
Information and communication	0.6	1.0	0.2	0.9	1.6	0.3	0.2	0.4	0.0
Financial and insurance activities	0.8	1.2	0.4	1.4	2.3	0.7	0.1	0.1	0.1
Real estate activities	0.1	0.1	0.0	0.0	0.1	0.0	0.1	0.2	0.0
Professional, scientific and technical activities	0.9	1.1	0.8	1.7	2.2	1.3	0.1	0.1	0.2
Administrative and support activities	0.5	0.7	0.3	0.7	1.1	0.5	0.2	0.3	0.0
Public administration and defence; compulsory social security	1.9	2.6	1.3	2.9	4.0	2.0	0.8	1.1	0.5
Education	5.6	6.7	4.7	7.6	9.7	6.0	3.6	3.8	3.3
Human Health and social work activities	2.6	2.1	3.0	3.9	3.0	4.6	1.1	1.2	1.1
Arts, entertainment and recreation	0.8	1.4	0.3	1.3	2.3	0.5	0.2	0.4	0.0
Other service activities	3.2	2.8	3.5	4.7	4.4	4.9	1.6	1.3	2.0
Activities of households as employers	0.6	0.6	0.7	1.0	1.0	0.9	0.2	0.1	0.3
Activities of extraterritorial organ. and bodies	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

CHAPTER NINE

MIGRATION

9.1 Introduction

Migration can be defined as the permanent change of residence or the movement of people in space often involving a change in the usual place of residence. A migrant is, therefore, a person whose current usual place of residence is different from his/her place of birth or previous place of residence. Thus, migration has within it elements of both space and time or distance and duration. Spatially, the movement must cross a definite geographical or administrative boundary. In terms of time, there must be a permanent or sustained stay in the place of destination. The essential character of migration is that it involves a change in place of abode, or place of “usual” residence and taking-up of life in a new or different place. Migration has become increasingly recognized as an important aspect of economic development and plays an important role in population redistribution and strongly relates to regional economic development. The study of migration is important for two principal reasons. Firstly, migrants contribute directly to population decrease in the source areas and an increase in the destination areas. Secondly, migration tends to be selective in terms of sex and age. So migration can indirectly affect the productive capacity through its selective effect on age and sex composition and can have significant demographic, social and economic impact on both source and destination areas. For the purpose of this report, the focus is on persons 15 years and older whose current place of residence is different from their place of birth.

9.2 Status of migrants

This section provides information on the distribution of the migrant population 15 years and older. Nearly 1 in 2 of the population 15 years and older (47.3.7%) in Ghana had moved to their current location at some point in time and the proportion is similar to the 35 percent reported in the 2010 Population and Housing Census (Table 9.1). The Table also shows that the proportion of migrants in urban areas (50.9%) is higher compared to their counterparts in the rural areas (43.3%). At the regional level, the highest proportion of migrants is in Greater Accra (68.1%), followed by Western (52.2%), Brong Ahafo (51.7%) and Ashanti (49.2%) regions. The lowest proportion of migrants is found in the Upper East region (17.4%). Again, the Greater Accra region recorded the highest proportion of migrants (68.1%). The proportion for males and females were 69.8 percent and 66.8 percent respectively.

Table 9.1: Distribution of migrants population 15 years and older by region, locality of residence and sex

Region/ Locality of Residence	Total			Migrants					
	Both Sexes	Male	Female	Number			Percent		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	13,711,642	5,997,708	7,713,934	6,488,064	2,745,438	3,742,626	47.3	45.8	48.5
<i>Urban</i>	7,254,935	3,073,305	4,181,630	3,692,393	1,580,388	2,112,005	50.9	51.4	50.5
<i>Rural</i>	6,456,707	2,924,403	3,532,304	2,795,671	1,165,050	1,630,621	43.3	39.8	46.2
Western	1,338,416	574,923	763,493	698,877	311,861	387,016	52.2	54.2	50.7
Central	1,281,396	537,703	743,693	448,785	180,666	268,119	35.0	33.6	36.1
Greater Accra	2,349,274	1,037,154	1,312,120	1,600,175	723,824	876,351	68.1	69.8	66.8
Volta	1,214,190	527,924	686,266	487,090	183,213	303,877	40.1	34.7	44.3
Eastern	1,641,701	729,506	912,195	761,754	344,870	416,884	46.4	47.3	45.7
Ashanti	2,693,586	1,134,209	1,559,377	1,325,206	550,610	774,596	49.2	48.5	49.7
Brong Ahafo	1,175,663	527,756	647,907	607,760	284,771	322,989	51.7	54.0	49.9
Northern	1,156,703	548,475	608,228	397,541	132,241	265,300	34.4	24.1	43.6
Upper East	529,428	241,868	287,560	91,947	17,522	74,425	17.4	7.2	25.9
Upper West	331,285	138,190	193,095	68,929	15,860	53,069	20.8	11.5	27.5

9.3 Age and sex distribution of Migrants

Table 9.2 shows the distribution of the estimated population of migrants 15 years and older by age and sex. The 2015 Ghana Labour Force Survey estimated the population of migrants as 6,488,064 persons, comprising 3,742,626 females and 2,745,438 males) The proportion of migrants starts increasing at age 20-24 (11.5%) and gets to a peak of 25.8 percent at age 35-39 years before declining again at the older ages. The age structure of both male and female migrants is not too different from the national distribution.

Table 9.2: Migrants population 15 years and older by age and sex

Age	Number			Percent		
	Both Sexes	Male	Female	Both Sexes	Male	Female
15-19	478,870	210,856	268,014	7.4	7.7	7.2
20-24	747,412	304,198	443,214	11.5	11.1	11.8
25-29	999,500	375,756	623,744	15.4	13.7	16.7
35-39	1,673,671	680,081	993,590	25.8	24.8	26.5
40-44	544,360	239,041	305,319	8.4	8.7	8.2
45-49	500,785	211,141	289,644	7.7	7.7	7.7
50-54	421,323	185,289	236,034	6.5	6.7	6.3
55-59	328,335	137,602	190,733	5.1	5.0	5.1
60-64	257,845	118,627	139,218	4.0	4.3	3.7
65-69	178,464	95,108	83,356	2.8	3.5	2.2
70-74	139,923	69,603	70,320	2.2	2.5	1.9
75-79	94,634	50,855	43,779	1.5	1.9	1.2
80+	122,942	67,281	55,661	1.9	2.5	1.5
Total	6,488,064	2,745,438	3,742,626	100.0	100.0	100.0

9.4 Origin of migrants and duration of stay

This section presents information on the origin and duration of stay of migrants. Duration of stay is defined as the length of time (i.e. the number of years) a person has continuously been living in the locality without moving out to stay in another town or village. Table 9.3 shows that majority of migrants are long term migrants. About half (50.7%) of migrants have stayed in their current place of residence for a period of ten years or more while 23.3 percent have stayed for 1-4 years. Only 7.8 percent of migrants have stayed in their current location for less than a year. There is no variation between male and female migrants who have stayed in the same locality for a period of at least 10 years.

At the regional level, higher proportions of migrants who have stayed in their current place of residence for ten years and over are found in the Upper East (61.6%), Northern (59.3%) and Upper West (56.8%) regions. The Greater Accra (47.2%) region has the least proportion of migrants who have stayed for a period of ten years and over. High proportions of migrants who originate from outside the borders of Ghana have also stayed longer in their current place of residence. For instance, migrants from Other ECOWAS countries (41.7%) and other nationals other than ECOWAS (52.8%) have all stayed in their current place of residence for ten years and over.

Table 9.3: Origin of migrants 15 years and older by duration of residence and sex

Origin of Migrants	Percent														
	Number			Less than 1 year			1 year < 5 years			5 years < 10 years			10+ years		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	6,488,064	2,745,438	3,742,626	7.8	7.5	8.0	23.3	22.8	23.6	18.2	19.0	17.6	50.7	50.7	50.7
Western	511,497	197,331	314,166	10.8	7.3	12.9	28.8	27.3	29.7	12.7	12.1	13.1	47.8	53.3	44.4
Central	600,783	258,381	342,402	7.1	9.2	5.4	21.5	19.5	23.0	17.6	17.6	17.5	53.9	53.7	54.1
Greater Accra	668,363	318,894	349,469	7.1	6.9	7.3	27.2	22.9	31.2	18.5	20.8	16.4	47.2	49.4	45.1
Volta	769,005	310,235	458,770	5.8	5.5	6.0	22.8	25.4	21.0	19.6	18.6	20.2	51.9	50.5	52.9
Eastern	869,424	396,194	473,230	8.6	7.5	9.5	20.8	19.6	21.8	17.4	19.9	15.3	53.2	53.0	53.4
Ashanti	1,256,952	507,953	748,999	9.0	9.6	8.6	25.1	25.9	24.5	21.3	21.8	20.9	44.6	42.6	45.9
Brong Ahafo	481,911	198,778	283,133	8.7	9.4	8.3	26.1	26.4	26.0	17.8	13.6	20.7	47.4	50.7	45.1
Northern	709,724	298,140	411,584	6.6	5.9	7.1	16.3	14.3	17.7	17.9	20.1	16.3	59.3	59.7	58.9
Upper East	235,247	90,891	144,356	5.3	3.0	6.8	20.1	24.1	17.5	12.9	16.9	10.4	61.6	55.9	65.3
Upper West	179,394	69,077	110,317	6.1	6.4	5.9	17.0	16.0	17.7	20.1	22.8	18.4	56.8	54.8	57.9
ECOWAS	174,239	84,902	89,337	9.0	6.4	11.5	30.6	32.4	28.9	18.7	22.8	14.8	41.7	38.4	44.8
Other nationals other ECOWAS	31,525	14,662	16,863	0.0	0.0	0.0	29.5	36.1	23.8	17.7	12.5	22.2	52.8	51.4	54.0

9.5 Reasons for migrating

There are factors that either drive people away from their present place of residence and or attract them to new residences. People move for a variety of reasons and the decision-making process is complex. A range of individual, household, community and national factors influence migration decision making processes. The focus of this section is on the population 15 years and older and the reason for making movements over the period. Table 9.4 shows that family unification (57.7%) and work (34.0%) are the two major reasons for migrating. The proportion of female (74.5%) migrants who moved due to family reason is higher than males (34.7%). However, male migrants (53.8%) are more likely to move for work reasons than females (15.6%). At the regional level, family unification dominated reasons for migration; it ranges from 51.6 percent in the Brong Ahafo region to 77.2 percent in the Upper East region.

Table 9.4: Migrants by sex and reasons for migrating

Region	Total	Work	Family	School/ training	Conflict	Disaster	Other
Total	6,488,064	34.0	57.7	4.9	0.4	0.2	2.8
<i>Male</i>	2,745,438	53.8	34.7	6.5	0.6	0.2	4.1
<i>Female</i>	3,742,626	19.5	74.5	3.7	0.3	0.2	1.8
Western	698,877	39.8	55.1	5.2	0.0	0.0	0.0
Central	448,785	28.0	59.0	8.0	2.0	0.0	3.0
Greater Accra	1,600,175	35.1	52.2	4.7	0.1	0.6	7.3
Volta	487,090	30.6	59.9	7.7	1.2	0.0	0.6
Eastern	761,754	34.7	61.6	2.6	0.0	0.4	0.7
Ashanti	1,325,206	35.1	58.4	4.2	0.3	0.0	2.1
Brong Ahafo	607,760	41.9	51.6	5.0	0.0	0.0	1.5
Northern	397,541	23.1	72.6	2.7	1.4	0.0	0.2
Upper East	91,947	10.2	77.2	12.6	0.0	0.0	0.0
Upper West	68,929	14.9	72.6	3.9	0.0	0.0	8.6

9.6 Current activity status of migrants

This section provides information on the activity status (employed, unemployed and outside the labour force) of migrants 15 years and older. Table 9.5 shows that majority of the migrant population are employed (71.6%) while the unemployed and those not in the labour force accounted for 8.7 percent and 19.7 percent respectively. There are variations in the proportions of employed male and female migrants. The proportion of male migrants (75.6%) who are employed is higher than females (68.7%). Migrants in rural areas (75.1%) are more likely to be employed than those in urban areas (68.9%).

Table 9.5: Migrants 15 years and older by sex, locality and current activity status

Locality/sex	Number	Percent		
		Economically active		Not in labor force
		Employed	Unemployed	
Total	6,488,064	71.6	8.7	19.7
Male	2,745,438	75.6	8.2	16.3
Female	3,742,626	68.7	9.1	22.2
Urban	3,692,393	68.9	9.8	21.3
Male	1,580,388	72.1	9.1	18.8
Female	2,112,005	66.6	10.3	23.1
Rural	2,795,671	75.1	7.3	17.6
Male	1,165,050	80.4	6.8	12.8
Female	1,630,621	71.4	7.6	21.0

9.7 Activity status of migrants by age and sex

This section examines the distribution of migrants by their activity status, age and sex. Table 9.6 shows that only 3.1 percent of migrants aged 15-19 are employed and the proportion increases to peak at 15.8 percent for those 30-34 years. From age 35-39 the proportion of employed migrants declines with increasing age. The proportion of migrants who are not in the labor force is highest at age 15-19 years (23.7%) and then declines with increasing age until 65 years and older, where it rises to 18.9 percent. Recall that at 65+ years, people would have exited the labour force.

Table 9.6: Migrants 15 years and older by age, sex and current activity status

Age	Employed			Unemployed			Not in labor force		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
	15-19	3.1	2.9	3.2	5.7	8.8	3.7	23.7	29.2
20-24	8.5	8.8	8.3	24.1	22.3	25.2	16.9	16.2	17.3
25-29	15.3	13.9	16.5	22.1	21.5	22.4	12.8	8.9	14.9
30-34	15.8	16.3	15.5	12.2	12.9	11.7	7.8	3.3	10.3
35-39	14.0	13.0	14.9	10.5	8.5	11.8	4.6	2.3	5.8
40-44	10.1	10.2	10.0	6.9	6.6	7.1	3.0	3.0	3.0
45-49	9.4	9.4	9.4	5.4	5.5	5.4	2.5	0.6	3.5
50-54	8.4	8.7	8.1	1.4	0.7	1.9	2.0	0.6	2.7
55-59	5.9	5.7	6.1	2.9	4.1	2.1	2.9	2.2	3.3
60-64	3.7	3.8	3.6	4.1	4.9	3.6	4.9	6.4	4.1
65+	5.8	7.3	4.5	4.7	4.2	5.1	18.9	27.3	14.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

9.8 Employment status

Table 9.7, which provides information on the employment status of migrants, shows that about 6 in 10 (60.5%) of the working migrant population are self-employed while about a quarter (25.1%) are paid employees. Contributing family workers account for 8.5 percent of the working migrants. The results also show that whereas males (34.7%) are more likely to be paid employees than females (17.3%), the situation is different for the self-employed as the proportion of females (66.0%) is higher than males (53.8%).

The proportion of paid employees in urban areas (35.1%) is higher than in rural areas (13.0). However, migrant workers in rural areas (66.9%) are more likely to be self-employed than their counterparts in urban areas (55.3%). The proportion of migrants who are contributing family workers in rural areas is almost four times (14.3%) the proportion in urban areas (3.6%).

Table 9.7: Employment status of migrants by locality and sex

Employment status	Total			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Paid employee	25.1	34.7	17.3	35.1	47.9	24.7	13.0	18.7	8.5
Self employed	60.5	53.8	66.0	55.3	40.9	66.9	66.9	69.4	64.9
Contributing family worker	8.5	4.1	12.0	3.6	3.3	3.9	14.3	5.1	21.8
Domestic workers	0.6	0.5	0.7	0.9	0.9	0.9	0.2	0.0	0.4
Casual workers	3.6	4.8	2.6	3.7	5.2	2.6	3.5	4.5	2.7
Apprentice	0.5	0.6	0.4	0.6	0.9	0.4	0.3	0.2	0.3
Other	1.2	1.5	1.0	0.8	1.0	0.6	1.8	2.1	1.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number	4,646,094	2,075,215	2,570,879	2,545,733	1,139,023	1,406,710	2,100,361	936,192	1,164,169

9.9 Employment sector

Table 9.8 presents information on employment sector of migrants 15 years and older. About 89 percent of migrants are working in the private sector (88.7%) while only one in ten are employed in the public service. A higher proportion of female migrants (90.7%) are employed in the private sector than males (86.3%). In the urban areas, majority of migrants are found working in the private sector (85.1%) compared to the public service (13.6%) sectors. Similarly, majority of the migrants in the rural areas are in the private sector (93.1%) when compared to the public sector (5.6%).

Table 9.8: Employment sector of migrants 15 years and older by locality and sex

Employment sector	Total			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Government	10.0	12.0	8.3	13.6	16.7	11.1	5.6	6.3	5.0
Parastatals	0.2	0.2	0.1	0.3	0.3	0.3	0.0	0.1	0.0
NGOs (Local & International)	0.4	0.4	0.3	0.4	0.4	0.4	0.4	0.5	0.3
Cooperatives	0.3	0.5	0.1	0.4	0.7	0.1	0.2	0.4	0.1
Inter. Organ. /Dip. Mission	0.2	0.1	0.2	0.1	0.1	0.1	0.2	0.1	0.3
Private	88.7	86.3	90.7	85.1	81.6	88.0	93.1	92.0	94.0
Other	0.3	0.4	0.2	0.1	0.2	0.0	0.5	0.6	0.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number	4,646,094	2,075,215	2,570,879	2,545,733	1,139,023	1,406,710	2,100,361	936,192	1,164,169

9.10 Occupation

Occupation refers to the type of work done during the reference period by employed migrants. Information on occupation provides a description of a person's job. Table 9.9 shows that relatively higher proportions of migrants are engaged in service and sales (29.1%), skilled agriculture and fishery (26.1%) and craft and related trades (18.4%). There are variations in the occupations of males and females. Whereas a higher proportion of males are skilled agriculture or forestry workers (31.1%), their female counterparts are engaged in service and sales (40.2%).

Table 9.9 further shows that a higher proportion of the urban migrants (38.7%) are engaged as service and sales workers whereas in the rural areas majority of them are into skilled agriculture and forestry (50.9%). Higher proportions of males in the urban areas are craft and related workers (22.4%) and service and sales workers (21.9%). Similarly, majority of females in the urban areas are service and sales workers (52.3%) and craft and related workers (21.5%). On the other hand, females in rural areas are more likely to be engaged in agriculture and fisheries (44.0%), service and sales (25.5%) and craft and related work (18.2%).

Table 9.9: Main occupation of migrants 15 years and older by type of locality and sex

Occupation of Migrants	Total			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Managers	1.5	2.1	1.0	2.3	3.2	1.5	0.6	0.8	0.5
Professionals	9.6	11.3	8.2	12.2	14.1	10.6	6.4	7.9	5.2
Technicians and associate professionals	2.4	4.3	0.9	3.6	6.1	1.6	1.0	2.1	0.1
Clerical support workers	2.5	2.8	2.2	4.0	4.6	3.5	0.6	0.7	0.6
Service and sales workers	29.1	15.3	40.2	38.7	21.9	52.3	17.4	7.4	25.5
Skilled agric/fishery workers	26.1	31.1	22.1	5.6	7.7	4.0	50.9	59.4	44.0
Craft and related trades workers	18.4	16.3	20.0	21.9	22.4	21.5	14.1	8.9	18.2
Plant machine operators and assemblers	4.3	9.0	0.6	5.5	11.4	0.7	2.9	6.1	0.4
Elementary occupations	6.0	7.5	4.8	5.9	8.1	4.1	6.1	6.8	5.6
Other Occupations	0.1	0.3	0.0	0.2	0.5	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

9.11 Industry

Information on the industries within which migrants 15 years and older are employed is shown in Table 9.10. The term industry as used here refers to the main activity of the establishment in which an employed person worked during the survey reference period. The activity refers to the kind of goods produced or services supplied by the unit in which the person works. Agriculture, forestry and fishing employs 29.7 percent of migrants. The second largest industry is wholesale and retail trade, accounting for 22.2 percent, followed by manufacturing (14.6%). The real estate sector, however, employs less than 1 percent (0.1%) of migrants in the country. Male migrants (35.9%) are more likely to be employed in the agricultural, forestry and fishing industry than their female (24.7%) counterparts. In contrast, the proportion of female migrants engaged in wholesale and retail trade is more than twice that of males (30.1% females and 12.4% males).

Table 9.10: Main industry of migrants 15 years and older by locality of residence and sex

Main Industry	Total			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Agriculture, forestry and fishing	29.7	35.9	24.7	7.4	10.5	4.9	56.7	66.7	48.6
Mining and quarrying	1.0	1.9	0.2	0.8	1.8	0.0	1.2	2.1	0.4
Manufacturing	14.6	9.3	18.8	17.3	12.0	21.5	11.3	6.1	15.4
Electricity, gas, stream and air conditioning	0.1	0.2	0.1	0.2	0.3	0.2	0.0	0.0	0.0
Water supply, sewerage, waste management	0.4	0.6	0.2	0.7	1.1	0.4	0.0	0.0	0.0
Construction	3.2	6.8	0.3	4.5	9.6	0.4	1.5	3.3	0.1
Wholesale and retail trade	22.2	12.4	30.1	29.0	18.1	37.7	14.1	5.5	20.9
Transportation and storage	3.2	6.8	0.3	4.4	9.3	0.4	1.7	3.6	0.2
Accommodation and food service activities	4.7	1.1	7.7	6.1	1.4	9.8	3.2	0.8	5.1
Information and communication	0.5	0.8	0.2	0.7	1.0	0.4	0.2	0.5	0.0
Financial and insurance activities	1.1	2.1	0.4	1.9	3.6	0.5	0.2	0.3	0.2
Real estate activities	0.1	0.3	0.0	0.1	0.2	0.0	0.2	0.4	0.0
Professional, scientific and technical activities	1.0	1.4	0.7	1.7	2.5	1.1	0.1	0.0	0.2
Administrative and support service activities	0.5	0.7	0.4	0.8	1.1	0.6	0.2	0.3	0.1
Public administration and defence	2.5	3.8	1.5	3.9	5.9	2.4	0.8	1.2	0.4
Education	6.9	8.4	5.8	8.8	10.9	7.1	4.7	5.3	4.2
Human health and social work activities	3.4	2.8	3.9	4.6	3.3	5.6	1.9	2.1	1.8
Arts, entertainment and recreation	0.6	1.4	0.0	1.1	2.4	0.1	0.1	0.2	0.0
Other service activities	3.4	2.9	3.8	4.9	4.0	5.6	1.6	1.5	1.6
Activities of households as employers	0.8	0.5	1.1	1.2	1.0	1.3	0.4	0.0	0.7
Activities of extraterritorial organization	0.0	0.0	0.1	0.1	0.0	0.1	0.0	0.0	0.0
All Industries	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Agriculture is mainly a rural activity in Ghana and this is depicted in the data presented in Table 9.10 where more than one-half (56.7%) of the migrant population in rural areas is employed in agriculture, forestry and fishing compared to only 7.4 percent of those in urban areas. The proportion of male migrants (66.7%) engaged in agriculture in the rural areas is higher compared to females (48.6%). In the urban areas, majority of the migrants are engaged in wholesale and retail trade (29.0%) and manufacturing (17.3%).

CHAPTER TEN

AGRICULTURAL ACTIVITIES

10.1 Introduction

The Agricultural sector contributes significantly to the Ghanaian economy, although in recent times it has been overtaken by the services sector. That notwithstanding, the sector continues to provide employment for almost fifty percent of employed persons in Ghana. The Household Agricultural Module of the Ghana Labour Force Survey (GLFS) questionnaire sought information on household agricultural activities. This chapter presents information on agricultural assets such as land and livestock and fishing activities. Furthermore, it provides information on agricultural production, technology, income and expenditure, among others.

10.2 Agricultural Activities, Locality and Sex of Household Head

A total of 2,203,965 households representing 25.8 percent of Ghanaian households are engaged in agricultural activities of which 1,690,026 are headed by males (76.7%) and 513,939 or 23.3 percent by females (Table 10.1). Among the urban households, 428,065 (9.0%) were engaged in agricultural activities out of which 318,409 and 109,656 households are headed by males and females respectively.

Among the rural households, nearly 47 percent are engaged in agricultural activities of which 1,321,429 and 402,051 are headed by males and females, respectively. Agricultural activities in Ghana are predominantly rural (80.6% or 1,775,900), which confirms the results obtained from the GLSS-6 (82.5%).

The Northern region has the highest proportion of households (54.5%) engaged in agricultural activities, out of which 272,173 and 22,499 are headed by males and females respectively. This is followed by the Brong Ahafo region with 45.7 percent (made up of 242,828 male-headed households and 82,987 female-headed households). The Greater Accra region (2.4%) had the least number of households engaged in agricultural activities of which 31,392 and 9,281 households are headed by males and females respectively. It is worth noting that the Greater Accra and Ashanti regions have lower proportions of households engaged in agricultural activities compared to the national average of 25.8 percent.

Table 10.1: Households engaged in agricultural activities by type of locality, region and sex of head

Type of locality/ Region	Households in Agriculture		Sex of head	
	Estimated No.	Percentage	Male	Female
Ghana	2,203,965	25.8	1,690,026	513,939
Urban	428,065	9.0	318,409	109,656
Rural	1,775,900	46.9	1,371,617	404,283
Western	255,479	30.9	205,084	50,395
Central	247,438	32.6	156,656	90,782
Greater Accra	40,673	2.4	31,392	9,281
Volta	255,611	32.3	189,648	65,963
Eastern	384,850	38.5	291,563	93,287
Ashanti	251,944	14.0	186,185	65,759
Brong Ahafo	325,815	45.7	242,828	82,987
Northern	294,672	54.5	272,173	22,499
Upper East	70,652	26.5	58,593	12,059
Upper West	76,831	42.9	55,904	20,927

10.3 Agricultural Activities by Locality, Region and Activity

The types of agricultural activity undertaken by households are the growing of crops, rearing of livestock and game (Table 10.2). A total of 2,203,965 households are engaged in agricultural activities, with 428,065 in urban areas, and 1,775,900 being rural households. Among the urban households, 241,758 are into crop production, 417,984 are into livestock rearing and 426,790 are involved in game. In the rural households, 1,296,247 grow crops, 1,739,944 rear livestock while 1,754,115 are involved in game.

Among the regions, Eastern (384,850 constituting 17.5%) has the highest number of households involved in agricultural activities, followed by the Brong Ahafo (325,815), with Greater Accra (40,673) having the least. For crop production, however, Brong Ahafo has the highest number of households (273,546) followed by Northern (273,546) region, with the least being Greater Accra region (16,795). In terms of livestock rearing and game, Eastern region has the highest number of households (383,229 and 385,840 respectively), followed by Brong Ahafo (324,692 and 324,699 respectively), with Greater Accra having the least number. Interestingly, all the households that are involved in agricultural activities in the Greater Accra, Eastern and Upper East regions are involved in game.

Table 10.2: Households engaged in agricultural activities by locality, region and type of activity

Type of locality/ Region	Households in agriculture	Agricultural activity		
		Crop	Livestock	Game
Ghana	2,203,965	1,538,005	2,157,928	2,180,905
Urban	428,065	241,758	417,984	426,790
Rural	1,775,900	1,296,247	1,739,944	1,754,115
Western	255,479	163,643	252,689	252,465
Central	247,438	174,697	243,295	244,995
Greater Accra	40,673	16,795	38,727	40,673
Volta	255,611	179,586	254,111	254,102
Eastern	384,850	206,536	383,229	384,850
Ashanti	251,944	161,884	251,944	247,804
Brong Ahafo	325,815	273,546	324,692	324,699
Northern	294,672	268,127	268,984	283,833
Upper East	70,652	57,506	63,425	70,652
Upper West	76,831	35,685	76,832	76,832

10.4 Crop Farm Size (Hectares), Locality, Region and Source of Land

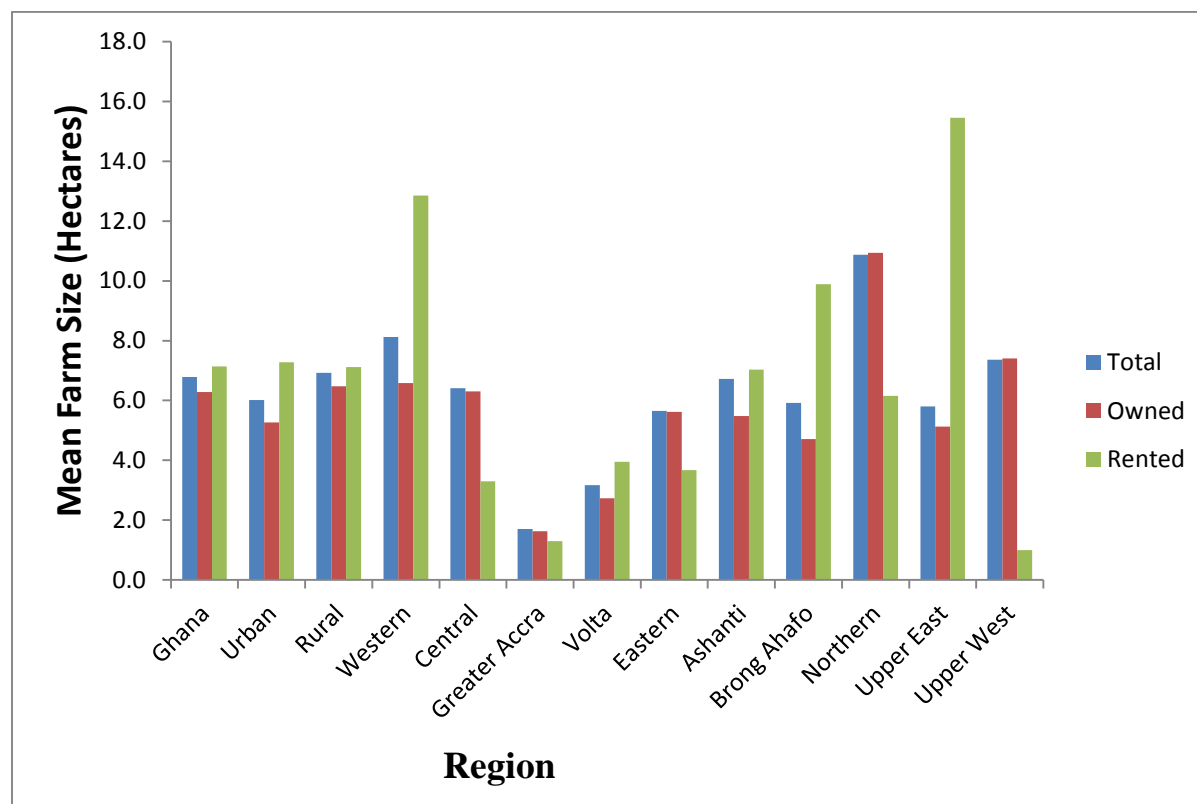
The mean farm size for food crop farming in Ghana is 6.8 hectares (Figure 10.1). The average owned-farm land size is 6.3 hectares while that for the rented is 7.1 hectares. The mean crop farm size among the urban households is 6.0 hectares. The average farm size for owned-farm lands in urban areas is 5.3 hectares and that for rented farm lands is 7.3 hectares.

In the rural households, the mean farm size is 6.9 hectares; it is 6.5 hectares and 7.1 hectares for owned and rented land respectively. In both rural and urban localities, the average size for rented farm lands is larger than those that are owned.

The Northern region has the largest mean crop farm size of 10.9 hectares followed by Western region with 8.1 hectares. Greater Accra region has the least average farm size of 1.7 hectares. For owned farm lands, the Northern region has the largest size of 10.9 hectares followed by Upper West region with 7.4 hectares, with the least being Greater Accra region (1.7 hectares). For the rented farm lands, the Upper East region has the largest average farm size of 15.5 hectares followed by the Western region with 12.9 hectares. The least average rented farm land is in the Upper West (1.0 hectares).

In both urban and the rural households in Ghana, the average size of rented farm lands is larger than those that are owned except for households in the Central, Greater Accra, Eastern, Northern and Upper West regions.

Figure 10.1: Households and mean crop farm size (Hectares) by locality, region and source of land



10.5 Use of Fertilizer and Mechanical Unit

Fertilizer use refers to the application of organic fertilizer to the land to aid crop growth. Use of mechanical unit refers to the use of tractor and plough, among others, also referred to as mechanized agriculture.

Out of a total of 1,538,005 crop farmers, 671,349 (43.7%) used or applied fertilizer on their farms while 56.3 percent did not (Table 10.3). About a third (32.5%) of the households practice mechanized agriculture. For crop farmers in the urban areas, almost four out of every five (39.5%) applied fertilizer while a third (33.5%) practiced mechanized agriculture. The pattern is not different from the rural areas where a greater proportion of crop farmers neither used fertilizer nor practiced mechanized agriculture.

Among the regions, fertilizer-use was more prominent in the Upper West region with 92.3 percent of households involved, followed by Northern region with 69.1 percent and the least being Central region with only 20.3 percent. In the Ashanti region, 48.9 percent of crop farmers used fertilizer.

Mechanical farming was widely practiced by crop farmers in the Upper West region (88.5%) followed by the Greater Accra region (76.9%); the practice is lowest in the Central region (2.1%).

Table 10.3: Crop farming households' use of fertilizer and mechanical unit by locality and region

Locality/Region	Total	Fertilizer				Mechanical Unit			
		Yes	%	No	%	Yes	%	No	%
Ghana	1,538,005	671,349	43.7	866,656	56.3	500,473	32.5	1,037,532	67.5
Urban	241,758	95,420	39.5	146,338	60.5	80,929	33.5	160,829	66.5
Rural	1,296,247	575,929	44.4	720,318	55.6	419,544	32.4	876,703	67.6
Western	163,643	91,447	55.9	72,196	44.1	17,778	10.9	145,865	89.1
Central	174,697	35,522	20.3	139,175	79.7	3,724	2.1	170,973	97.9
G. Accra	16,795	8,164	48.6	8,631	51.4	12,910	76.9	3,885	23.1
Volta	179,586	59,600	33.2	119,986	66.8	45,006	25.1	134,580	74.9
Eastern	206,536	54,483	26.4	152,053	73.6	116,342	56.3	90,194	43.7
Ashanti	161,884	79,200	48.9	82,684	51.1	13,803	8.5	148,081	91.5
Brong Ahafo	273,546	103,721	37.9	169,825	62.1	49,865	18.2	223,681	81.8
Northern	268,127	185,310	69.1	82,817	30.9	199,063	74.2	69,064	25.8
Upper East	57,506	20,952	36.4	36,554	63.6	10,406	18.1	47,100	81.9
Upper West	35,685	32,950	92.3	2,735	7.7	31,576	88.5	4,109	11.5

10.6 Mean annual labour cost by locality and region

Input cost to agricultural activities, including labour cost, is important in determining the overall annual expenditure incurred as well as the sources of funding for the various expenditures. It is estimated that crop farmers in Ghana spent on average more on permanent labour (GH¢435.17) than on casual labour (GH¢375.40). While crop farmers in the rural localities spent more on permanent labour than casual, it was the opposite in the urban localities (Table 10.4). Crop farmers in the Eastern region (GH¢9,500.00) and the Northern region (GH¢898.85) recorded the highest mean annual expenditure on permanent labour with the least being the Greater Accra (GH¢2.18) and Upper East region (GH¢1.50).

Crop farmers in the Western, Central, Greater Accra, Ashanti, Brong Ahafo, Upper East and Upper West regions spent more on casual labour than on permanent labour. This pattern in labour cost is similar to, and is reflected in, the urban localities in Ghana with the reverse being the case in the rural areas. On the other hand, crop farmers in Volta, Eastern and Northern regions spent more on permanent labour than on casual.

Table 10.4: Households engaged in crop farming and estimated mean annual labour cost by locality and region

Type of locality/ Region	Type of labour					
	Total		Permanent		Casual	
	Households	Mean (GH¢)	Households	Mean (GH¢)	Households	Mean (GH¢)
Ghana	744,645	412.80	94,995	435.17	708,710	375.40
Urban	123,253	371.47	21,050	196.67	110,286	377.61
Rural	621,392	421.00	73,945	503.07	598,424	374.99
Western	48,706	754.92	23,491	406.14	35,454	767.99
Central	83,831	364.77	4,030	145.05	79,801	375.87
Greater Accra	12,053	109.06	4,729	2.18	9,259	140.85
Volta	64,453	483.56	13,415	699.02	61,445	354.61
Eastern	101,609	584.69	1,628	9,500.00	101,609	432.48
Ashanti	86,826	159.01	28,625	33.24	82,913	155.04
Brong Ahafo	146,270	460.90	11,336	147.31	140,900	466.62
Northern	172,480	373.38	3,962	898.85	171,455	354.84
Upper East	15,033	42.27	1,548	1.50	13,484	46.95
Upper West	13,384	141.46	2,231	79.04	12,390	138.58

10.7 Estimated total annual income from agricultural activities

The annual income from agricultural activities, the type of activity and the income from the various agricultural activities gives an indication of the contribution of the agriculture sector to the economy. The estimated total annual income (in Million Ghana Cedis) from the sale of agricultural produce by type of locality, region and type of agricultural activity in 2015 is presented in Table 10.5. The Table shows that the total annual income from the sale of agricultural produce in Ghana was GH¢9,257 million with the rural households contributing the largest proportion (92%). Upper West region recorded the highest sales (GH¢5,037 million) followed by the Western region (GH¢1,104 million); the least sales from agricultural produce were recorded in the Greater Accra region (GH¢57 million).

The total income from crop farming in Ghana was GH¢4,029 million. The Western region recorded the highest sales (GH¢926 million) followed by the Eastern and Northern regions with GH¢684 million and GH¢657 million respectively, with Greater Accra recording the least (GH¢23 million).

Table 10.5: Estimated total annual income from sales by locality, region and type of agricultural activity (GH¢ Million)

Locality/Region	Total	Crops	Livestock	Fish	
				Farming	Game
Ghana	9,257	4,029	0	0	5,227
Urban	715	510	0	0	205
Rural	8,542	3,519	0	0	5,023
Western	1,104	926	0	0	178
Central	306	303	0	0	3
Greater Accra	57	23	0	0	34
Volta	444	443	0	0	1
Eastern	691	684	0	0	7
Ashanti	469	469	0	0	0
Brong Ahafo	435	431	0	0	4
Northern	666	657	0	0	9
Upper East	47	46	0	0	0
Upper West	5,037	47	0	0	4,990

Note: The figure zero (0) represents annual income less than GH¢1 million

Game contributed GH¢5,227 million of the total income from agricultural activities in Ghana. Game is defined as collection of wild animals like crab, snails, Shea nuts and others. The Upper West region recorded the highest sales from game (GH¢4,990 million), which may be attributed to the collection of Shea nuts which is a predominant agricultural activity in the region. It is followed by the Western region (GH¢178 million).

10.8 Type of agricultural activity

The distribution of the population 15 years and older engaged in agricultural activities by sex, type of activity, type of locality and region is presented in Table 10.6.

More than three million (3,025,297) persons aged 15 years and older are engaged in agricultural activities either in crop farming, livestock or game. A greater proportion of these farmers is located in the rural areas (82%). Northern region has the highest number of persons engaged in agricultural activities (512,325) followed by the Eastern region (478,569), with the least being in Greater Accra (46,480). The Eastern region has the highest number of crop farmers (476,948) followed by Brong Ahafo region (473,281). The Greater Accra region again has the least number of crop farmers (44,534).

Livestock farming is dominated by the Eastern region (476,948) followed by Brong Ahafo region (473,281). Northern region is highest in terms of game (490,815) followed by Eastern region (478,569), with Greater Accra being the least.

Among the male farmers, Northern (247,900) and Brong Ahafo (211,544) regions realized the highest number who engages in crop farming. Regarding livestock and game, Eastern region has the largest number (288,037 and 289,658 respectively), followed by Brong Ahafo. Females in the Northern and Brong Ahafo regions on the other hand dominate in crop farming, livestock and game.

**Table 10.6: Population 15 years and older engaged in agricultural activities
by sex, type of activity and region**

Sex/ Agricultural Activity	Total	Urban	Rural	Western	Central	Greater Accra	Volta	Eastern	Ashanti	Brong Ahafo	Northern	Upper East	Upper West
Both sexes	3,025,297	543,286	2,482,011	342,713	342,445	46,480	310,933	478,569	302,087	475,687	512,325	102,595	111,463
Crops	2,139,355	316,226	1,823,129	215,336	247,700	18,732	205,041	254,612	199,762	406,367	456,270	82,159	53,376
Livestock	2,943,696	526,378	2,417,318	335,319	337,133	44,534	309,433	476,948	302,087	473,281	467,922	85,576	111,463
Fish Farming	0	0	0	0	0	0	0	0	0	0	0	0	0
Game	2,988,896	541,143	2,447,753	339,699	340,002	46,480	309,424	478,569	297,947	473,456	490,815	101,041	111,463
Male	1,649,339	298,646	1,350,693	185,455	171,791	27,510	174,596	289,658	173,205	245,716	276,734	54,958	49,716
Crops	1,148,998	168,943	980,055	111,903	129,777	5,589	107,468	150,407	117,312	211,544	247,900	41,816	25,282
Livestock	1,608,401	291,868	1,316,533	182,665	170,517	27,510	173,096	288,037	173,205	244,594	250,550	48,511	49,716
Fish Farming	0	0	0	0	0	0	0	0	0	0	0	0	0
Game	1,632,260	297,372	1,334,888	182,441	169,348	27,510	174,596	289,658	173,205	245,716	265,889	54,181	49,716
Female	1,375,958	244,640	1,131,318	157,258	170,654	18,970	136,337	188,911	128,882	229,971	235,591	47,637	61,747
Crops	990,357	147,283	843,074	103,433	117,923	13,143	97,573	104,205	82,450	194,823	208,370	40,343	28,094
Livestock	1,335,295	234,510	1,100,785	152,654	166,616	17,024	136,337	188,911	128,882	228,687	217,372	37,065	61,747
Fish Farming	0	0	0	0	0	0	0	0	0	0	0	0	0
Game	1,356,636	243,771	1,112,865	157,258	170,654	18,970	134,828	188,911	124,742	227,740	224,926	46,860	61,747

CHAPTER ELEVEN

NON-FARM ENTERPRISES

11.1 Introduction

Non-farm household enterprises are those businesses that are not related to agriculture and take place at the household level. These include households that reported that they operated any non-agricultural income-generating enterprise that produces goods or services or at least one member in the household owned a shop or operated a trading business.

This chapter presents an analysis of information on the characteristics of non-farm household enterprises by the sex of the owner, locality and region of residence. It also presents data on the revenue and expenditure of these enterprises in the last full month of operation as well as the persons engaged by the enterprise.

11.2 Type of Non-Farm Enterprise/Business

Table 11.1 presents the total number and types of non-farm household businesses by the sex of the owner, locality and region of residence. The estimated number of non-farm enterprises is 3,755,431. About seven out of every 10 enterprises (69.4%) are found in urban areas, while two-thirds (67%) of the enterprises owned by females. The Greater Accra (26.1%) and Ashanti (21.7%) regions have the highest proportion of non-farm businesses, while the Upper East and Upper West regions have less than two percent each. Female dominance in non-farm enterprises or businesses is pronounced in the wholesale and retail trade (81.8%), manufacturing (62.5%) and the services (62.3%). Males, on the other hand, dominate in transport (98.4%), mining and quarrying (96.5%) and construction (96.2%).

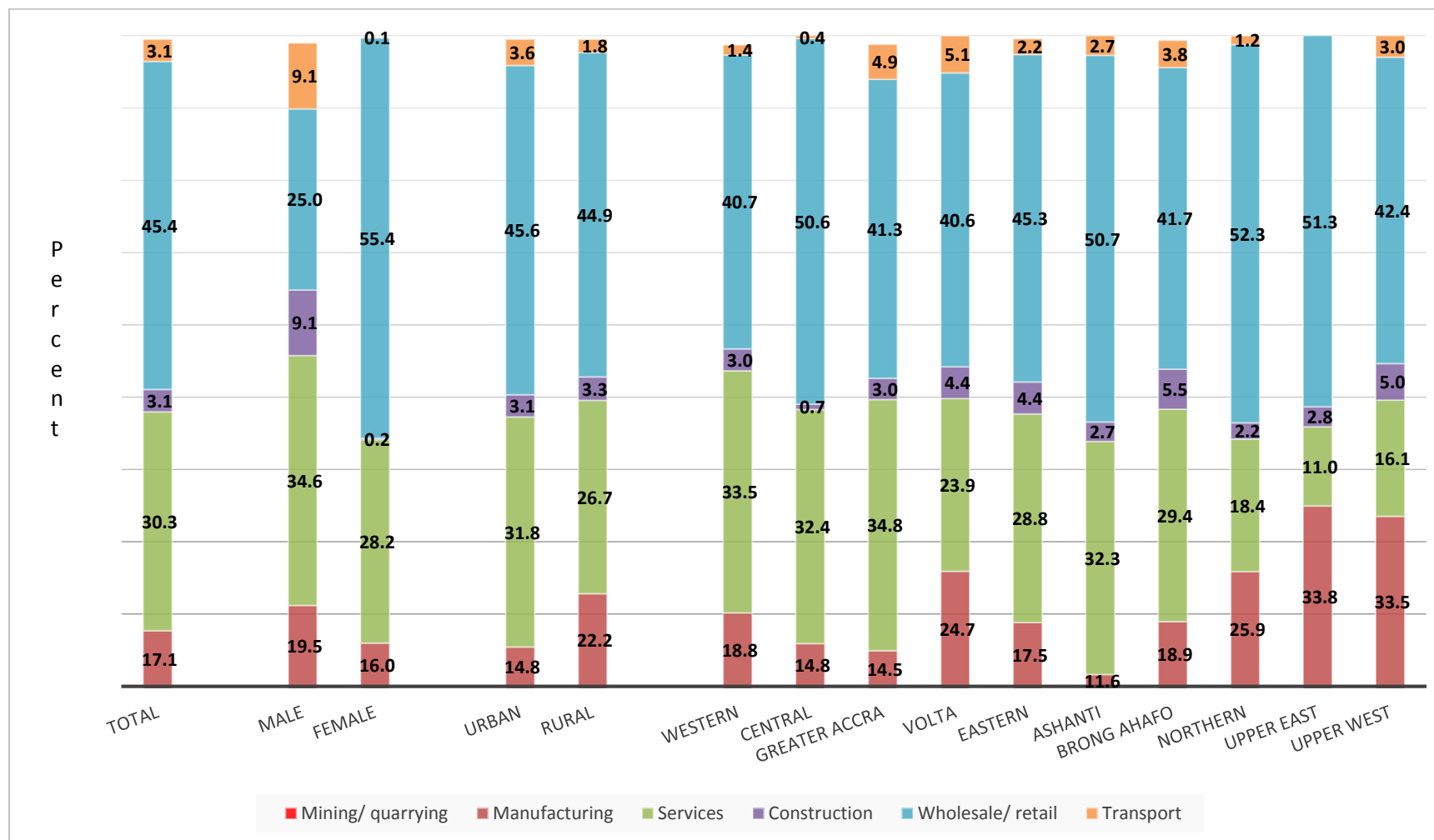
More than two-fifths (45.4%) of household non-farm businesses are in the wholesale or retail trade, 30.4 percent in services and 17.1 percent in manufacturing. Construction and transport constitute about three percent each of all household non-farm enterprises or businesses (Figure 11.1). More than half (55.4%) of non-farm household businesses owned by females are in the wholesale and retail trade sector, while the dominant non-farm businesses for males is in the service sector (34.6%). Almost similar proportions of non-farm businesses in wholesale and retail trade are found in urban (45.6%) and rural areas (44.9%). The proportion of non-farm businesses in the service sector in urban (31.8%) areas is, however, higher than in rural (26.7%) areas. Wholesale and retail trade are also found to be the dominant non-farm businesses in four regions, namely Northern (52.3%), Upper East (51.3%), Ashanti (50.7%) and Central (50.6%) regions.

Figure 11.1 also shows that the three northern regions have between 25 and 34 percent of the non-farm enterprises in the manufacturing sector, while Ashanti region (11.6%) has the least.

Table 11.1: Type of non-farm enterprise/business by sex of owner, locality of residence and region

Region	Mining/quarrying		Manufacturing		Services		Construction		Wholesale/ retail		Transport		Other		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Total	22,064	100.0	642,552	100.0	1,136,870	100.0	117,106	100.0	1,703,264	100.0	114,890	100.0	18,686	100.0	3,755,431	100.0
Male	21,290	96.5	241,113	37.5	428,403	37.7	112,646	96.2	310,126	18.2	113,052	98.4	12,427	66.5	1,239,057	33.0
Female	774	3.5	401,439	62.5	708,467	62.3	4,460	3.8	1,393,138	81.8	1,838	1.6	6,259	33.5	2,516,374	67.0
Urban	15,308	69.4	386,615	60.2	829,360	73.0	79,670	68.0	1,187,128	69.7	93,709	81.6	13,032	69.7	2,604,823	69.4
Rural	6,756	30.6	255,937	39.8	307,510	27.0	37,435	32.0	516,136	30.3	21,181	18.4	5,654	30.3	1,150,608	30.6
Western	4,232	19.2	59,774	9.3	106,372	9.4	9,618	8.2	129,105	7.6	4,442	3.9	4,028	21.6	317,572	8.5
Central	3,825	17.3	50,446	7.9	110,267	9.7	2,551	2.2	172,315	10.1	1,277	1.1	0.0	0.0	340,681	9.1
Greater Accra	3,899	17.7	142,612	22.2	341,000	30.0	29,007	24.8	405,422	23.8	47,657	41.5	11,685	62.5	981,282	26.1
Volta	4,406	20.0	90,194	14.0	87,122	7.7	16,082	13.7	148,285	8.7	18,723	16.3	0.0	0.0	364,813	9.7
Eastern	4,929	22.3	66,665	10.4	109,623	9.6	16,848	14.4	172,167	10.1	8,260	7.2	1,626	8.7	380,116	10.1
Ashanti	-	0.0	94,775	14.7	262,776	23.1	21,805	18.6	412,969	24.2	22,214	19.3	0.0	0.0	814,539	21.7
Brong Ahafo	-	0.0	40,344	6.3	62,568	5.5	11,784	10.1	88,881	5.2	8,039	7.0	1,346	7.2	212,962	5.7
Northern	-	0.0	59,258	9.2	42,079	3.7	5,123	4.4	119,851	7.0	2,813	2.4	-	0.0	229,124	6.1
Upper East	774	3.5	21,923	3.4	7,119	0.6	1,802	1.5	33,322	2.0	-	0.0	-	0.0	64,940	1.7
Upper West	-	0.0	16,562	2.6	7,944	0.7	2,486	2.1	20,947	1.2	1,464	1.3	-	0.0	49,403	1.3

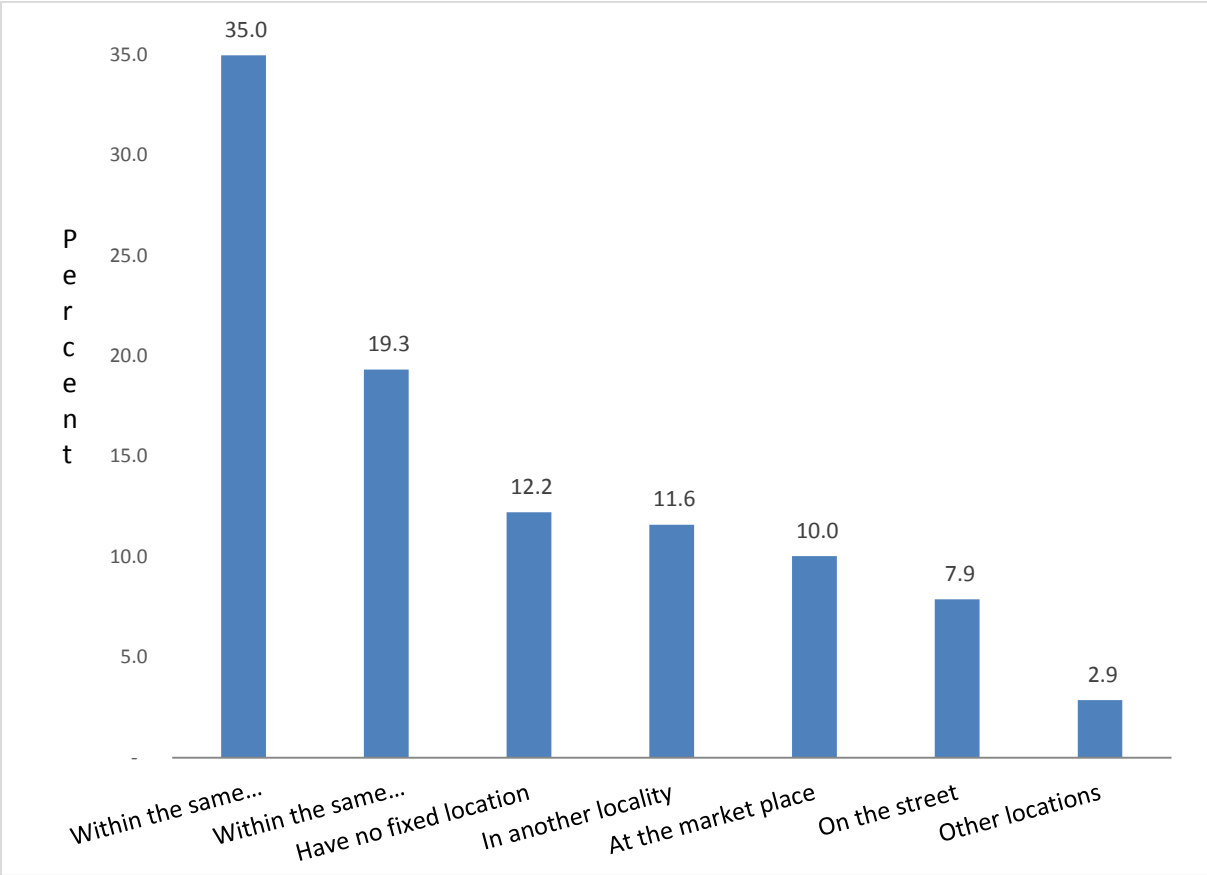
Figure 11.1: Type of non-farm enterprise/business by sex of owner, locality of residence and region



11.3 Location of Household Non-Farm Business

Figure 11.2 presents information on the location of household non-farm businesses. More than one-third (35%) of all non-farm businesses are located within the same dwelling as the household, while about one out of every five (19.3%) are located within the same vicinity or locality. Whereas 12.2 percent of the non-farm businesses have no fixed location, about eight percent are operated on the streets.

Figure 11.2: Location of non-farm enterprises



11.4 Type of Non-Farm Enterprise/Business and location

Table 11.2 shows that most of the non-farm enterprises that operated within the same dwelling unit as the household are into wholesale or retail trade (43.8%). This is followed by manufacturing (27.8%) and service (27.1%) enterprises. About two-fifths (39.9%) of non-farm manufacturing enterprises are also found to be operating in another house other than the operator’s household. Most of the non-farm enterprises that operated on the streets are into wholesale or retail trade (55.2%) and services (32.6%). Similarly, most of the enterprises that have no fixed location are into wholesale or retail trade (49.4%).

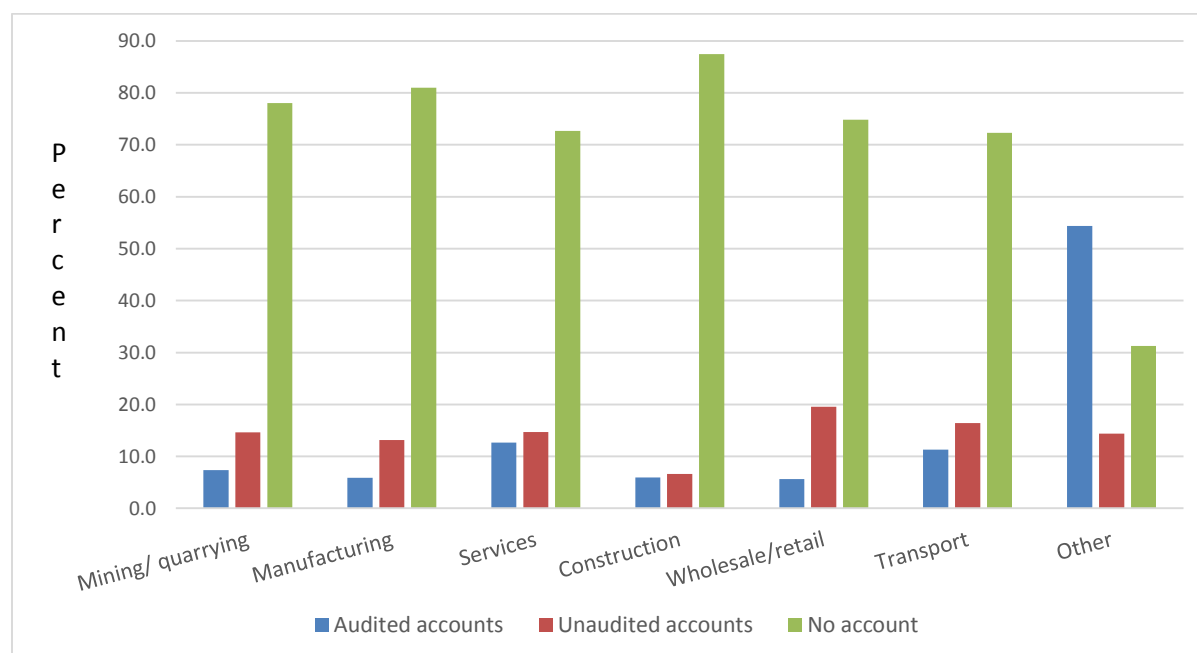
Table 11.2: Type of non-farm enterprise/business and location of enterprise

Location of enterprise	Mining/Quarrying	Manufacturing	Services	Construction	Wholesale/retail	Transport	Other	Total	Estimated number
Total	0.6	17.1	30.2	3.1	45.4	3.1	0.5	100.0	3,751,752
Within the same house as the household	0.0	27.8	27.1	1.0	43.8	0.0	0.4	100.0	1,311,488
In another house	0.0	39.9	26.7	0.0	28.8	4.6	0.0	100.0	42,273
Within the same vicinity/locality	1.3	16.5	36.2	3.4	39.3	2.3	0.9	100.0	725,062
In another locality	1.5	14.4	44.1	4.3	31.1	3.3	1.3	100.0	434,831
At the market place	0.0	7.5	13.7	0.0	78.2	0.5	0.0	100.0	376,556
On the street	0.0	7.3	32.6	0.8	55.2	4.0	0.0	100.0	295,939
Have no fixed location	0.7	4.8	18.1	12.6	49.4	14.1	0.4	100.0	458,118
Other	2.5	6.6	74.8	1.0	11.7	3.3	0.0	100.0	107,486

11.5 Type of Non-Farm Enterprise/Business by forms of accounting records

Accounts keeping practices by non-farm household businesses are presented in Figure 11.3 and Table 11.3. About three-quarters (75.4%) of non-farm enterprises do not keep any form of accounts, with those in construction dominating (45.1%). More than half of enterprises classified as “other” keep audited accounts. With the exception of businesses in the service and transport sectors, less than 10 percent of the other non-farm enterprises have audited accounts.

Figure 11.3: Type of non-farm enterprise/business by form of accounting records kept on the enterprise



Among the businesses that keep audited accounts, 46.4 percent are engaged in services and 31.1 percent in wholesale and retail trade, with less than one percent (0.5%) engaged in mining and quarrying. More than half (54%) of all non-farm enterprises in wholesale and retail trade keep unaudited accounts.

Table 11.3: Type of non-farm enterprise/business by form of accounting records kept on the enterprise

Form of accounting record kept	Mining/quarrying	Manufacturing	Services	Construction	Wholesale/retail	Transport	Other	Total	Estimated number
All accounts	0.6	17.1	30.2	3.1	45.4	3.1	0.5	100.0	3,750,726
Audited accounts	0.5	12.2	46.4	2.3	31.1	4.2	3.3	100.0	308,525
Unaudited accounts	0.5	13.7	27.0	1.3	54.0	3.1	0.4	100.0	615,821
No account	0.6	18.4	29.1	3.6	45.1	2.9	0.2	100.0	2,826,380

11.6 Type of Non-Farm Enterprise/Business by Revenue Earned

Table 11.4 presents the revenue in the last full month of operation of non-farm businesses by type of activity. Overall, more than three-quarters (76.4%) of the enterprises earned less than GH¢1000.00 in revenue in a full month of operation, with nearly three out of every 10 earning less than GH¢200.00. Most enterprises in services (28.7%) and wholesale or retail trade (29.9%) earned less than GH¢200.00 in the last full month they operated. Enterprises that recorded more than GH¢1,000.00 in revenue in the last full month of operation are in the transport sector (49.3%). More than one in every ten enterprises in the mining and quarrying (17.7%) and construction (10.3%) sectors earned a revenue of GH¢5,000.00 or more during the last full month of operation.

Table 11.4: Type of non-farm enterprise/business by revenue earned in last full month of business operation

Revenue (GH¢)	Mining/quarrying	Manufacturing	Services	Construction	Wholesale/retail	Transport	Other	Total	Estimated number
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	3,282,448
1 - 199	19.6	30.4	28.7	7.1	29.9	6.6	22.4	28.4	931,888
200 - 499	19.3	31.5	27.9	23.7	25.9	23.4	55.1	27.4	897,938
500 - 999	34.7	20.6	19.9	38.8	20.1	20.6	0.0	20.7	679,007
1000 - 1999	8.7	8.3	9.1	14.8	11.1	23.6	0.0	10.5	343,535
2000 - 2999	0.0	3.3	6.6	3.0	3.3	7.6	0.0	4.3	140,506
3000 - 3999	0.0	1.5	2.3	1.9	1.7	9.6	0.0	2.0	65,554
4000 - 4999	0.0	1.9	0.6	0.4	1.8	2.5	22.5	1.5	49,593
5000+	17.7	2.4	4.9	10.3	6.2	6.0	0.0	5.3	174,428

11.7 Type of Non-Farm Enterprise/Business by Expenditure

Table 11.5 presents the expenditure made by non-farm businesses in the last full month of operation by type of enterprise. Overall, four out of every five enterprises (82.6%) made an expenditure of less than GH¢1,000.00 in the last full month the enterprises operated, with 43.3 percent having an expenditure of less than Gh¢200.00. Less than four percent (3.4%) of the enterprises had an expenditure of GH¢5,000.00 or more during the last full month of operation. More than half (57.4%) of the non-farm manufacturing enterprises had an expenditure below GH¢200.00. On the other hand, more than one-third (36.1%) of mining and quarrying enterprises had an expenditure of GH¢5,000.00 or more in the last full month they operated.

Table 11.5: Type of non-farm enterprise/business by expenditure in last full month of business operation

Expenditure (GH¢)	Mining/quarrying	Manufacturing	Services	Construction	Wholesale/retail	Transport	Other	Total	Estimated number
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	2,991,402
1 - 199	15.0	57.4	47.3	27.3	38.2	22.1	0.0	43.3	1,295,324
200 - 499	32.7	22.0	25.3	53.3	26.6	42.3	59.1	26.5	791,857
500 - 999	0.0	9.9	10.8	7.3	15.5	6.4	0.0	12.8	381,466
1000 - 1999	16.3	6.3	8.6	6.8	8.2	13.4	0.0	8.1	241,348
2000 - 2999	0.0	1.8	2.3	1.1	4.4	4.9	0.0	3.3	98,626
3000 - 3999	0.0	1.0	0.8	2.7	2.0	2.7	40.9	1.6	47,417
4000 - 4999	0.0	0.4	0.7	1.4	1.8	0.0	0.0	1.2	35,077
5000+	36.1	1.1	4.4	0.0	3.3	8.2	0.0	3.4	100,286

11.8 Mean Revenue of Non-Farm Enterprise by sex of owner, locality of residence and region

Table 11.6 presents the mean revenue for the last full month the enterprises operated. The average revenue for all non-farm household businesses stood at GH¢1,875.10, with the highest mean revenue accruing to enterprises in the mining and quarrying sector (GH¢3,893.00), followed by those in the transport sector (GH¢3,893.00). The mean revenue for enterprises owned by males (GH¢3,827.80) was three times higher than that of female owned enterprises (GH¢1,046.10). Enterprises owned by females had lower mean revenue than males except for those in the “other” category. While enterprises in urban areas had higher mean revenue generally, mining and quarrying (GH¢7,637.30) enterprises in rural areas had five times more revenue than those in urban areas (GH¢1,497.00). This may be attributed to the fact that mining and quarrying activities take place mainly in rural areas.

The mean revenue for a household mining and quarrying enterprise located in the Eastern (GH¢30,000.00) for the last full month the enterprise operated was over 60 times that in the Central region (GH¢453.30). The Eastern region also recorded the highest mean revenue for construction. The mean revenue for manufacturing, services, and wholesale and retail trade enterprises were highest in the Western region.

Table 11.6: Mean revenue (GH¢) of non-farm enterprises by sex of owner, locality of residence and region

Sex/locality/ Region	Mining/ quarrying	Manu- facturing	Services	Cons- truction	Wholesale/ retail	Transport	Other	All
Total	3,893.00	878.1	1,809.00	1,214.00	2,194.30	3,777.00	1,108.80	1,875.10
Male	4,070.40	1,028.20	3,192.40	1,221.70	7,460.90	3,836.50	340.8	3,827.80
Female	100	795.7	1,109.40	608.3	1,089.70	1,000.00	2,050.00	1,046.10
Urban	1,497.00	1,094.70	2,235.30	1,115.10	2,259.70	4,570.20	1,812.30	2,106.20
Rural	7,637.30	574.7	773.9	1,404.30	2,049.90	1,105.70	245.3	1,394.10
Western	4,163.90	2,299.60	3,447.50	596.2	6,104.00	838.3	245.3	4,260.00
Central	453.3	1,048.10	1,315.80	1,259.00	1,835.50	500	-	1,534.80
Greater Accra	499.8	821.1	1,557.90	926.7	1,550.10	10,073.70	300	1,696.10
Volta	742.5	743.6	928.5	634.8	618.9	1,108.90	-	751.5
Eastern	30,000.00	1,283.90	1,951.60	2,588.70	5,966.10	902.2	-	3,961.00
Ashanti	-	487.6	2,493.90	1,244.00	1,144.70	1,103.60	-	1,482.50
Brong Ahafo	-	402.8	550.6	2,312.70	1,627.80	1,632.30	4,000.00	1,191.30
Northern	-	318.5	613.6	608.8	1,395.30	1,118.70	-	954.9
Upper East	100	348.3	1,065.30	1,598.80	984.3	-	-	787.3
Upper West	-	700.3	573	1,272.20	961.3	175.4	-	806.9

11.9 Mean Expenditure of Non-Farm Enterprise by sex of owner, locality of residence and region

Table 11.7 presents the mean expenditure for the last full month the enterprises operated. The mean expenditure for all non-farm household businesses was GH¢1,181.60, with the relatively higher mean expenditure accounted for by enterprises in the mining and quarrying sector (GH¢4,655.40) followed by those in the transport sector (GH¢2,089.40). The mean expenditures for male owned enterprises were higher for all types of enterprises except those in the “other” category. Enterprises in the Eastern (GH¢18,000.00) and Western (GH¢5,500.00) regions had the highest mean expenditures in the mining and quarrying sectors, while those in Greater Accra

(GH¢4,829.10) and Northern (GH¢3,198.90) regions dominated the transport sector. While Ashanti region (GH¢5,192.20) had the highest expenditure in services, the Upper East (GH¢1,783.80) had the highest expenditure in the construction sector (Table 11.7).

Table 11.7: Mean expenditure (GH¢) of non-farm enterprises by sex of owner, locality of residence and region

Sex/locality/ region	Mining/ quarrying	Manu- facturing	Services	Cons- truction	Wholesale/ retail	Transport	Other	All
Total	4,655.40	442.3	1,942.80	486.5	998.4	2,089.40	1,374.00	1,181.60
Sex								
Male	4,655.40	496.6	4,605.10	486.5	1,403.80	2,102.90	250	2,177.30
Female	-	413	738.2	-	915	1,500.00	3,000.00	790.4
Locality of Residence								
Urban	1,874.10	534.9	2,417.90	383.6	1,037.00	2,445.70	1,374.00	1,374.60
Rural	9,432.10	314.9	820.9	700.3	908.8	942.9	-	771.8
Region								
Western	5,500.00	796.9	2,546.30	718.8	1,210.50	390.7	-	1,449.10
Central	185	518.2	1,383.60	564.5	1,245.90	200	-	1,146.00
Greater Accra	-	482.1	678.7	467.1	1,011.30	4,829.10	250	935.4
Volta	679.2	372.3	453.9	236.5	446	417.5	-	423.3
Eastern	18,000.00	722.8	1,033.50	957.3	973.2	425	-	1,031.60
Ashanti	-	331.3	5,159.20	230.9	1,075.10	1,805.60	-	2,176.20
Brong Ahafo	-	242.9	199	740.1	1,273.70	607.5	3,000.00	792.8
Northern	-	153.3	251.1	297.2	503.9	3,198.90	-	395.4
Upper East	-	283.5	642.3	1,783.80	941.2	-	-	686.9
Upper West	-	374.1	510	-	2,188.30	-	-	1,103.00

11.10 Number of persons engaged by type of Non-Farm Enterprise/Business

The estimated number of persons engaged by all non-farm household enterprises is 8,564,734 (Table 11.8) comprising 3,483,466 in urban areas and 537,943 in rural areas. Enterprises in services (46.2%) and wholesale and retail trade (25.5%) accounted for most of the persons engaged, while the mining and quarrying and transport businesses engaged less than five percent each. Among the various types of businesses, the wholesale and retail trade (52.3%) sector engaged more contributing family workers, especially in urban areas (57.6%). On the other hand, whereas more apprentices were engaged in service enterprises in the urban areas, most of the apprentices in the rural areas were engaged in manufacturing enterprises. Similarly, the proportion of casual workers engaged in services enterprises in urban areas (41.4%) was very high compared with construction enterprises (7.1%).

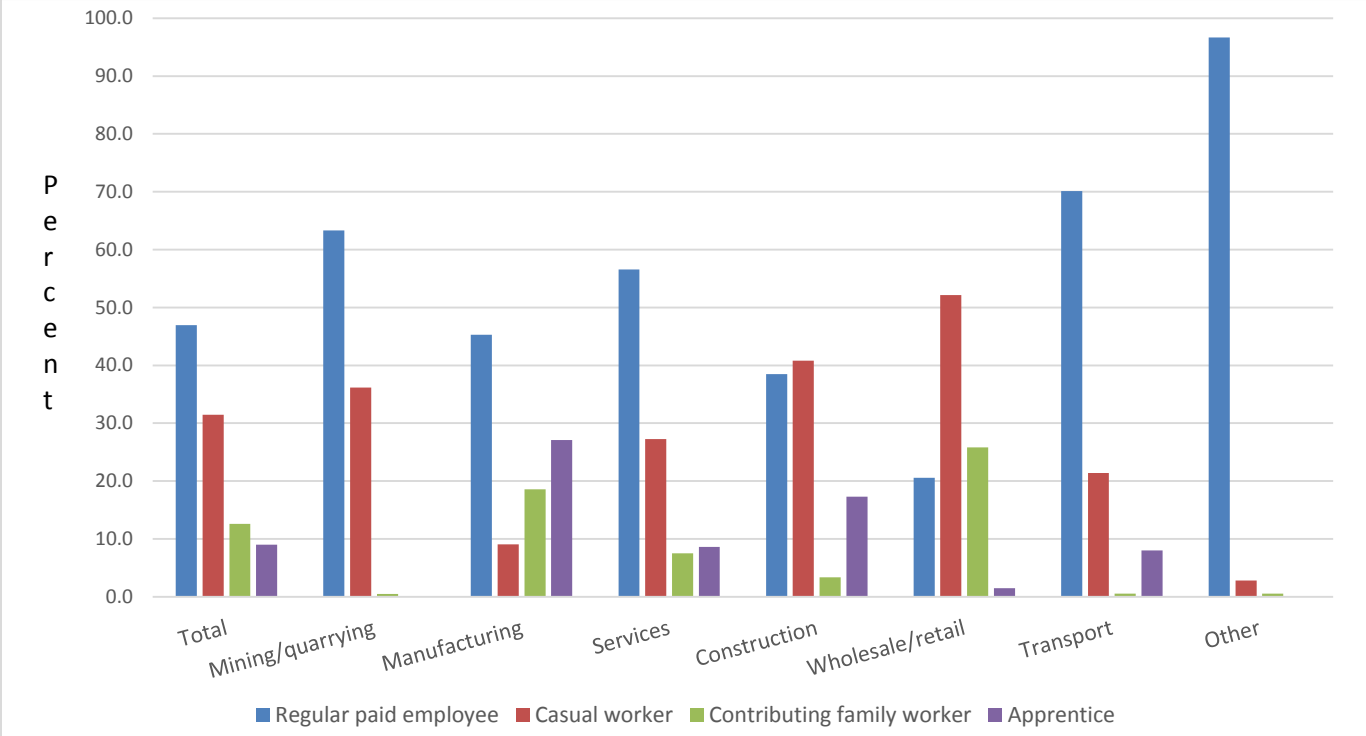
Table 11.8: Number of persons engaged by type of non-farm enterprise/business

Type of non-farm enterprise/ locality of residence	Regular paid employee		Casual worker		Contributing family worker		Apprentice		All persons engaged	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	4,021,409	100.0	2,694,118	100.0	1,076,798	100.0	772,109	100.0	8,564,434	100.0
Mining/quarrying	163,169	4.1	93,163	3.5	1,275	0.1	-	-	257,606	3.0
Manufacturing	470,845	11.7	94,285	3.5	192,926	17.9	281,973	36.5	1,040,029	12.1
Services	2,238,037	55.7	1,078,173	40.0	297,244	27.6	341,207	44.2	3,954,661	46.2
Construction	225,030	5.6	238,662	8.9	19,667	1.8	101,154	13.1	584,513	6.8
Wholesale/retail	449,098	11.2	1,137,722	42.2	562,712	52.3	31,867	4.1	2,181,398	25.5
Transport	139,121	3.5	42,412	1.6	1,027	0.1	15,908	2.1	198,467	2.3
Other	336,110	8.4	9,703	0.4	1,947	0.2	-	-	347,761	4.1
Urban										
Total	3,483,466	100.0	2,477,309	100.0	652,255	100.0	638,547	100.0	7,251,577	100.0
Mining/quarrying	153,414	4.4	93,163	3.8	1,275	0.2	-	-	247,851	3.4
Manufacturing	447,618	12.8	56,909	2.3	85,662	13.1	228,804	35.8	818,993	11.3
Services	1,955,106	56.1	1,024,675	41.4	186,647	28.6	297,967	46.7	3,464,395	47.8
Construction	126,871	3.6	176,197	7.1	722	0.1	75,409	11.8	379,200	5.2
Wholesale/retail	341,355	9.8	1,079,225	43.6	376,002	57.6	22,343	3.5	1,818,924	25.1
Transport	127,028	3.6	39,065	1.6	-	-	14,022	2.2	180,115	2.5
Other	332,075	9.5	8,077	0.3	1,947	0.3	-	-	342,099	4.7
Rural										
Total	537,943	100.0	216,809	100.0	424,542	100.0	133,563	100.0	1,312,857	100.0
Mining/quarrying	9,755	1.8	-	-	-	-	-	-	9,755	0.7
Manufacturing	23,227	4.3	37,377	17.2	107,264	25.3	53,169	39.8	221,036	16.8
Services	282,931	52.6	53,498	24.7	110,597	26.1	43,240	32.4	490,265	37.3
Construction	98,159	18.2	62,465	28.8	18,945	4.5	25,745	19.3	205,313	15.6
Wholesale/retail	107,743	20.0	58,497	27.0	186,711	44.0	9,524	7.1	362,474	27.6
Transport	12,093	2.2	3,347	1.5	1,027	0.2	1,885	1.4	18,352	1.4
Other	4,035	0.8	1,626	0.7	-	-	-	-	5,661	0.4

11.11 Persons engaged by type of Non-Farm Enterprise

Figure 11.4 shows that regular paid employees constitute the highest proportion (47%) of persons engaged by all types of enterprises, with transport (70.1%) and mining and quarrying (63.3%) enterprises dominating. Household construction enterprises engaged more casual workers than regular employees compared to other enterprises. Wholesale and retail trade enterprises engaged more casuals (52.2%) and contributing family workers (25.8%).

Figure 11.4: Persons engaged by type of non-farm enterprise



11.12 Persons engaged in Non-Farm Enterprises by sex

Figure 11.5 presents the information on persons engaged in non-farm enterprises by sex. More than half (55.5%) of the persons engaged in household non-farm enterprises were males, with most of them in the services sector. There are four times more females (44.1%) than males (10.5%) in wholesale and retail trade. Mining and quarrying, construction and transport non-farm businesses were typically dominated by males.

Table 11.9 presents information on persons engaged by type of non-farm enterprise and sex. Nearly three-quarters of all female regular paid employees (74.7%) were found to be in the services sector compared with 47 percent of males who were regular paid employees. Similarly, there were more female casual workers in the wholesale and retail trade sector than males. While most female apprentices were mostly in manufacturing (48.7%) or services (43.1%), most of their male counterparts were in manufacturing (44.9%), services (29.1%) or in construction (21.1%).

Figure 11.5: Persons engaged in non-farm enterprises by sex

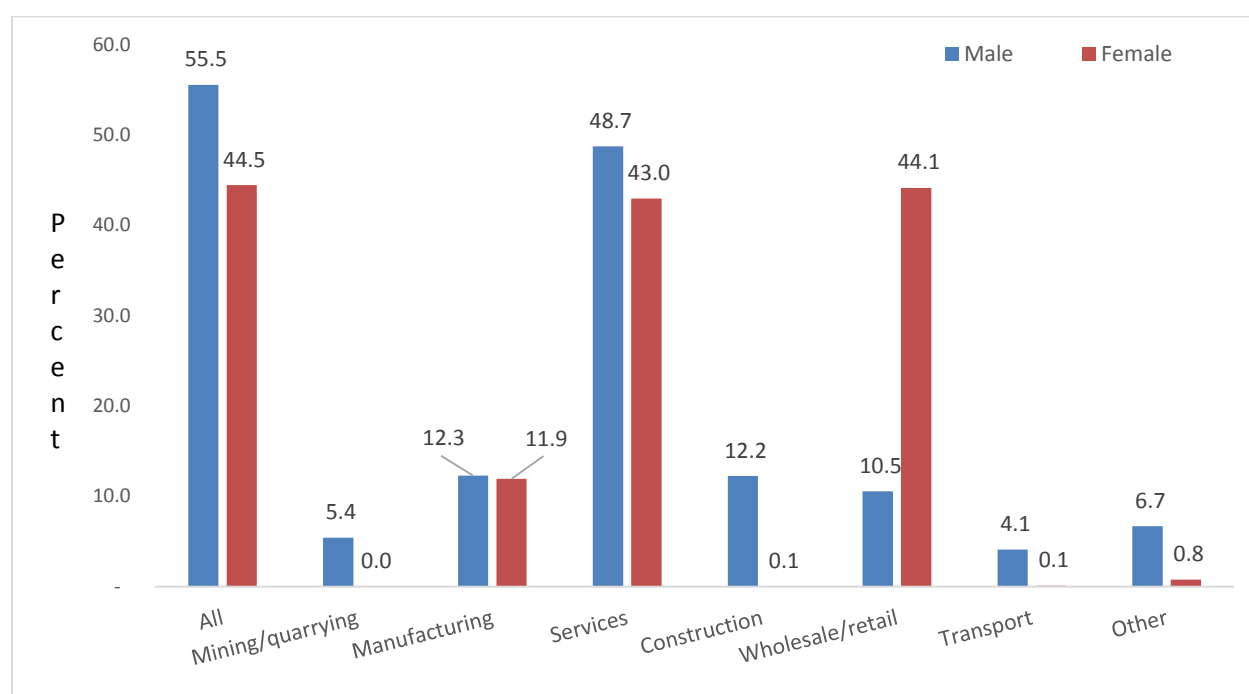


Table 11.9: Number of persons engaged by type of non-farm enterprise/ business and sex

Type of non-farm enterprise/Sex	Regular paid employee		Casual worker		Contributing family worker		Apprentice		All persons engaged	
	Number	%	Number	%	Number	%	Number	%	Number	%
Male										
Total	2,764,480	100.0	1,289,673	100.0	222,702	100.0	480,451	100.0	4,757,306	100.0
Mining/quarrying	163,169	5.9	93,163	7.2	1,275	0.6	-	-	257,606	5.4
Manufacturing	336,407	12.2	65,926	5.1	43,022	19.3	139,855	29.1	585,210	12.3
Services	1,298,815	47.0	744,792	57.8	58,990	26.5	215,645	44.9	2,318,242	48.7
Construction	224,549	8.1	236,924	18.4	19,667	8.8	101,154	21.1	582,294	12.2
Wholesale/retail	290,178	10.5	106,457	8.3	96,774	43.5	7,888	1.6	501,297	10.5
Transport	135,445	4.9	42,412	3.3	1,027	0.5	15,908	3.3	194,792	4.1
Other	315,918	11.4	-	-	1,947	0.9	-	-	317,865	6.7
Female										
Total	1,256,928	100.0	1,404,445	100.0	854,096	100.0	291,659	100.0	3,807,128	100.0
Mining/quarrying	-	-	-	-	-	-	-	-	-	-
Manufacturing	134,438	10.7	28,359	2.0	149,904	17.6	142,118	48.7	454,819	11.9
Services	939,222	74.7	333,381	23.7	238,254	27.9	125,562	43.1	1,636,418	43.0
Construction	481	0.0	1,738	0.1	-	-	-	-	2,219	0.1
Wholesale/retail	158,920	12.6	1,031,265	73.4	465,938	54.6	23,979	8.2	1,680,101	44.1
Transport	3,675	0.3	-	-	-	-	-	-	3,675	0.1
Other	20,193	1.6	9,703	0.7	-	-	-	-	29,895	0.8

CHAPTER TWELVE

OTHER EMPLOYMENT-RELATED ISSUES

12.1 Occupational Injuries and Safety

Occupational Safety and Health (OSH) is generally defined as the science of the anticipation, recognition, evaluation and control of hazards arising in or from the workplace that could impair the health and well-being of workers, taking into account the possible impact on the surrounding communities and the general environment. This domain is necessarily vast, encompassing a large number of disciplines and numerous workplace and environmental hazards. A wide range of structures, skills, knowledge and analytical capacities are needed to coordinate and implement all the “building blocks” that make up national OSH systems so that protection is extended to both workers and the environment.

The human, social and economic costs of occupational accidents, injuries and diseases and major industrial disasters have long been a cause for concern at all levels from the individual workplace to the national and international levels. Measures and strategies designed to prevent, control, reduce or eliminate occupational hazards and risks have been developed and applied continuously over the years to keep pace with technological and economic changes. Yet, despite the continuous improvements, occupational accidents and diseases are still frequent and their cost in terms of human suffering and economic burden continues to be significant.

Recent data from the ILO and the World Health Organization (WHO) indicate that overall, occupational accident and disease rates are slowly declining in most industrialized countries (ILO, 2003a) but are leveling or increasing in developing and industrializing countries:

- Accidents at work in the 15 Member States of the European Union (EU) is rampant where an average of 5,000 workers are killed and 5 million workers happens to be victims each year leading to more than three days’ absence from work (EU, 2004).
- In India and China, the rates of occupational fatalities and accidents are similar, at respectively, 0.4 and 10.5 per 100,000 for fatalities, 8,700 and 8,028 for accidents.
- In Latin America and the Caribbean, about 30,000 fatalities occur each year and 22.6 million occupational accidents cause at least three days’ absence from work.
- In sub-Saharan Africa, the fatality rate per 100,000 workers is 21 and the accident rate is 16,000. This means that each year 54,000 workers die and 42 million work-related accidents take place in sub-Saharan Africa that cause at least three days’ absence from work.

A section on the measurement of occupational injuries was included in the Labour Force Survey to know about all the work that each person did in the last 12 months. The data can be used to estimate the total number of persons in different sub-groups of the population (economic sectors,

occupations, or specific age-groups) and relate the occupational injuries to the number of workers in those groups and the hours of work that all those persons did in the course of the year. This makes the resulting data much more useful, and makes it possible to calculate key rates of occupational injury.

The resolution on occupational injuries at the 16th International Conference of Labour Statisticians (ICLS) in October 1998 proposed four indicators on occupational injury, and this is indicated in Figure 12.1. The five questions relating to occupational injury in the LFS are the minimum that can be asked, in order to calculate the four indicators.

Figure 12.1: Recommended Indicators of Occupational Injury

<p>(a) Frequency rate</p> <p>The number of cases of occupational injury in the last 12 months divided by the total number of hours worked by workers in the reference group during the 12 months, multiplied by 1,000,000.</p> <p>(b) Incidence rate</p> <p>The number of cases of occupational injury in the last 12 months divided by the total number of workers in the reference group in the 12 months, multiplied by 1,000.</p> <p>(c) Severity rate</p> <p>Number of days lost as a result of an occupational injury in the last 12 months divided by the total amount of time worked by workers in the reference group during the 12 months, multiplied by 1,000,000.</p> <p>(d) Days lost</p> <p>Mean number of days lost for each case of occupational injury in the 12 months.</p> <p>Based on the: <i>Resolution concerning statistics of occupational injuries (resulting from occupational accidents)</i>, adopted by the Sixteenth International Conference of Labour Statisticians (October 1998).</p>
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Table 12.1 shows that of the total number of 9,269,889 persons 15 years and older who were employed, 1,341,890, constituting 14.5 percent have had a work place accident sometime in the past, with males (19.4%) being twice as likely as females (10.3%) to have had an accident. Persons in older ages are more likely than younger persons to experience work accidents. The Table further shows that nearly seven percent (6.3%) of employed persons 15 years or older had an accident in the last 12 months, with six out of every ten (60.9%) persons who had an accident in the past 12 month taking time off work. Employed persons of middle age seem more likely than the young and older persons to have had a work place accident and requiring time off work.

In general, females (62.1%) are more likely than males (60.3%) to take time off after suffering an injury at work. However, there are variations among the age groupings. For instance, Table 12.1 shows that the proportion of males below age 35 and those 50-59 years who took time off work due to injury is higher than females. On the other hand, the proportion of females 35-49 years and those above 59 years who took time off work due to injury is higher than males.

Table 12.1: Persons 15 years and older employed, ever had a workplace accident, having an accident in the last 12 months, and taking time off work, by age and sex

Age	Estimated population			Ever had workplace accident			Work accident in last 12 months			Took time off work		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
	Number											
Total	9,269,889	4,283,206	4,986,683	1,341,890	829,502	512,388	586,213	386,381	199,832	357,085	232,928	124,157
15-19	392,487	186,085	206,402	41,118	26,769	14,349	21,720	14,040	7,680	14,532	9,821	4,711
20-24	881,286	414,831	466,455	113,448	72,480	40,968	62,625	41,497	21,128	31,246	21,228	10,018
25-29	1,351,113	598,800	752,313	184,947	110,317	74,630	93,964	65,836	28,128	49,978	36,742	13,236
30-34	1,376,025	628,147	747,878	175,713	114,257	61,456	80,514	59,721	20,793	56,362	40,243	16,119
35-39	1,323,857	593,997	729,860	206,650	124,889	81,761	89,393	51,928	37,465	55,422	27,645	27,777
40-44	932,832	448,962	483,870	136,432	84,048	52,384	67,068	44,421	22,647	44,738	28,953	15,785
45-49	854,388	385,506	468,882	158,104	87,108	70,996	53,504	31,765	21,739	39,822	24,857	14,965
50-54	754,482	356,949	397,533	116,036	70,589	45,447	46,273	32,666	13,607	27,898	23,516	4,382
55-59	545,360	246,564	298,796	92,184	59,803	32,381	30,642	18,716	11,926	15,446	8,235	7,211
60-64	320,338	148,408	171,930	47,242	33,219	14,023	15,784	12,535	3,249	8,766	5,517	3,249
65+	537,721	274,957	262,764	70,016	46,023	23,993	24,726	13,256	11,470	12,875	6,171	6,704
	Percent											
Total				14.5	19.4	10.3	6.3	9.0	4.0	60.9	60.3	62.1
15-19				10.5	14.4	7.0	5.5	7.5	3.7	66.9	70.0	61.3
20-24				12.9	17.5	8.8	7.1	10.0	4.5	49.9	51.2	47.4
25-29				13.7	18.4	9.9	7.0	11.0	3.7	53.2	55.8	47.1
30-34				12.8	18.2	8.2	5.9	9.5	2.8	70.0	67.4	77.5
35-39				15.6	21.0	11.2	6.8	8.7	5.1	62.0	53.2	74.1
40-44				14.6	18.7	10.8	7.2	9.9	4.7	66.7	65.2	69.7
45-49				18.5	22.6	15.1	6.3	8.2	4.6	74.4	78.3	68.8
50-54				15.4	19.8	11.4	6.1	9.2	3.4	60.3	72.0	32.2
55-59				16.9	24.3	10.8	5.6	7.6	4.0	50.4	44.0	60.5
60-64				14.7	22.4	8.2	4.9	8.4	1.9	55.5	44.0	100
65+				13.0	16.7	9.1	4.6	4.8	4.4	52.1	46.6	58.4

12.2 Occupational injury indicators

Table 12.2 shows the four indicators of occupational injury by major occupation groups and sex. The frequency rate for occupational injuries in Ghana is 43 per million hours worked. The rate is higher for males (57) than females (29). Persons working in elementary occupations recorded the highest frequency of 85 injuries, with males recording a rate of 98 injuries per million hours compared to 66 per million hours for females. Skilled agriculture and fishery workers followed with a rate of 74 injuries per one million hours worked, with males again having a higher rate of 83 compared to 59 injuries per million hours for females. There was no injury recorded for females engaged as clerical support workers and those in other occupations not classified.

The incidence rate for the country is 63 injuries per one thousand workers. Males (90 injuries per 1000 workers) were more than twice likely to have injuries in the workplace as females (40 injuries per 1000 workers). The incidence rates for males in occupations such as skilled agriculture and fisheries (110) and also craft and related trades (112) are much higher than for females in the same occupations (65 and 45 injuries per 1000 workers respectively). Among occupations such as professionals and plant and machine operators and assemblers, the rates for males (58 and 66 respectively) are relatively higher than females (47 and 52 respectively).

The Table further presents information on the severity of injuries suffered by workers during the reference period. The number of days lost per million hours worked as a result of injuries at the workplace was 418, with males (624) losing about three times the days lost per million hours worked by females (217). Persons engaged as skilled agriculture and fisheries workers (635) lost more days compared to any other occupation, with males (661) having a slightly higher rate compared to females (596) in the same occupation. No female who worked as a legislator or manager and who suffered an injury took a day off.

For every injury that occurs in all occupations in the country, 16 days on average are lost; males (18) losing more days compared to females (12). For all the occupations, those engaged as service and sales workers (38) lost the highest number of days due to workplace injury. Males in the service and sales (68) occupation lost six times the number of days lost by females (11). On the other hand, for those engaged as professionals, females (8) lost more days than males (5). Apart from those engaged as professionals, elementary occupation and skilled agriculture/fishery workers, the rates for males are much higher compared to females.

Table 12.2: Occupational injury indicators by occupation and sex

Occupation	Frequency rate (injuries per million hours)			Incidence rate (injuries per thousand workers)			Severity rate (days lost per million hours)			Average days lost (per)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total	57	29	43	90	40	63	624	217	418	18	12	16
Legislators/managers	27	18	23	53	36	46	60	0	35	4	0	4
Professionals	42	34	38	58	47	53	136	147	141	5	8	6
Technicians and associate professionals	39	21	35	62	30	54	656	62	525	19	3	17
Clerical support workers	19	0	11	34	0	19	441	0	261	23	0	23
Service/sales workers	21	10	13	42	16	22	834	54	272	68	11	38
Skilled agric/fishery workers	83	59	74	110	65	90	661	596	635	13	14	13
Craft and related trades workers	67	32	48	112	45	73	730	184	438	22	12	18
Plant machine operators and assemblers	32	40	33	66	52	65	554	80	536	28	2	26
Elementary occupations	98	66	85	130	78	107	565	460	521	10	9	9
Other Occupations	61	0	61	250	0	250	243	0	243	4	0	4

12.3 Occupational injury indicators by industry

Table 12.3 presents information on occupational injury indicators by industry and sex. The frequency rate is higher for those engaged in electricity, gas, steam and air conditioning. About 101 injuries occur in every one million hours worked and all these injuries occurred to males (130). In the skilled agriculture, forestry and fishing sector, the frequency rate was 75 per million hours, with males (85) having a higher frequency than females (59). However, in the construction and education sectors, females have a higher frequency rate of 105 and 22 injuries per million hours worked compared to 63 and 20 for males in the same sectors.

The number of days lost per million hours (severity rate) in Ghana was 418, with males (624) losing about 3 times the days lost by females (217). The severity rate is higher for persons in the water supply, sewerage and waste management sector, with 2,657 days lost per million hours. Again, females lost more days in the construction (1,477) and education (243) sectors than males who lost 301 and 145 days respectively.

Injuries suffered by a worker may demand that some days be taken off for the injured worker to recover. Table 12.3 further looks at the average number of days lost per injury within the various sectors. Overall, 16 days was lost for all the sectors, with males losing 18 days per injury compared to 12 days for females. The sectors that recorded higher number of days lost are water supply, sewerage, waste management (60), transportation and storage (43) and financial and insurance activities (30). Males engaged in the various sectors, except for construction and human health, took more days off than females.

12.4 Occupational injury indicators by region

Table 12.4 presents information on occupational injury indicators by region and sex. The Northern (95) and Brong Ahafo (77) regions recorded relatively higher frequency rates of injuries per million hours worked, with the Upper West region (13) recording the lowest. At the regional level, the severity rates are once again higher in the Northern and Brong Ahafo regions with rates of 136 and 98 injuries per thousand workers respectively. The Upper West region again recorded the lowest rate of 17 injuries per thousand workers. In all the regions, males have a higher frequency and incidence rates compared to females.

For the number of days lost per million hours worked (severity rate), the Northern region recorded the highest rate of 909 days per one million hours worked. This is followed by the Central and Brong Ahafo regions with 871 and 645 days per million hours respectively. Unlike the rates for frequency and incidence where males have a higher rate than females in all the regions, for the number of days lost per million hours worked, females in some regions have a higher rate than males. For instance, in the Northern (1,048) and Volta (97) regions, females lost more days compared to males (794 and 15 respectively).

The average number of days lost per injury varies from region to region. The Central region lost on average 28 days per injury followed by the Greater Accra region with 21 days lost per injury. The Volta (23), Northern (19) and Upper East (12) regions have females taking more days off compared to males (Table 12.4).

Table 12.3: Occupational injury indicators by industry and sex

Main Industry Group	Frequency rate (injuries per million hours)			Incidence rate (injuries per thousand workers)			Severity rate (days lost per million hours)			Average days lost (per injury)		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	43	57	29	63	90	40	418	624	217	16	18	12
Agriculture, forestry and fishing	75	85	59	91	113	65	686	771	561	14	15	13
Mining and quarrying	31	35	0	55	65	0	374	422	0	12	12	0
Manufacturing	36	48	30	56	88	42	235	402	144	14	20	9
Electricity, gas, steam and air conditioning	101	130	0	175	220	0	0	0	0	0	0	0
Water supply, sewerage, waste management	44	55	0	70	122	0	2657	3316	0	60	60	0
Construction	65	63	105	86	86	88	346	301	1477	9	9	14
Wholesale and retail trade	21	48	10	36	93	16	287	766	85	24	27	16
Transportation and storage	21	22	0	45	48	0	464	485	0	43	43	0
Accommodation and food service activities	39	49	37	62	89	59	197	318	177	10	13	10
Information and communication	0	0	0	0	0	0	0	0	0	0	0	0
Financial and insurance activities	15	18	0	27	37	0	440	536	0	30	30	0
Real estate activities	0	0	0	0	0	0	0	0	0	0	0	0
Professional, scientific and technical activities	0	0	0	0	0	0	0	0	0	0	0	0
Administrative and support service activities	0	0	0	0	0	0	0	0	0	0	0	0
Public administration and defence	22	31	0	42	66	0	132	184	0	7	7	0
Education	21	20	22	26	25	28	51	59	42	4	4	4
Human health and social work activities	45	58	35	78	110	58	202	145	243	6	3	10
Arts, entertainment and recreation	55	60	0	94	110	0	1151	1257	0	26	26	0
Other service activities	33	66	8	52	106	13	908	2119	0	50	50	0
Activities of households as employers	59	61	58	77	85	72	34	0	60	3	0	3
Activities of extraterritorial organization	0	0	0	0	0	0	0	0	0	0	0	0

Table 12.4: Occupational injury indicators by region and sex

Region	Frequency Rate (injury per million hours)			Incidence Rate (injury per thousand workers)			Severity Rate (days lost per million hours)			Average Days Lost (per injury)		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Ghana	43.1	57.5	29.0	63.2	90.3	40.0	418.1	624.4	216.5	16	18	12
Western	44.6	70.4	23.6	62.4	98.6	32.7	273.1	521.8	69.6	12	13	7
Central	34.8	62.9	11.2	47.0	88.3	14.6	871.3	1,776.7	110.5	28	32	10
Greater Accra	27.0	31.1	23.2	49.8	60.2	40.9	299.2	547.5	65.8	21	29	7
Volta	13.0	14.7	11.3	19.1	22.8	16.0	57.7	14.7	96.9	10	2	23
Eastern	45.8	65.5	24.9	57.9	88.8	29.6	345.3	477.8	204.8	12	15	9
Ashanti	42.1	56.1	27.6	63.5	94.6	37.6	368.5	585.2	144.9	15	20	8
Brong Ahafo	77.4	101.5	50.7	98.0	143.6	58.1	645.4	823.2	447.6	13	14	12
Northern	94.6	102.8	85.4	136.0	161.1	111.5	909.3	793.6	1,048.4	15	12	19
Upper East	34.6	49.5	19.8	46.6	69.4	25.6	220.9	221.9	221.0	8	6	12
Upper West	13.3	15.5	11.3	17.0	21.5	13.6	5.7	12.1	0.0	3	3	0

12.5 Occupation of injured persons

Table 12.5 shows that more than two-fifth (45.3%) of occupational injury in the past 12 months occurred to persons in skilled agricultural, forestry and fishing activities and one-fifth (21.4%) of persons engaged in craft and related trade activities. A tenth (10.0%) of persons engaged in elementary occupations also suffered occupational injuries. These three occupations accounted for more than three quarters (76.7%) of all injuries suffered in the 12 months prior to the survey.

The proportion of males (46.6%) engaged as skilled agricultural, forestry and fishing workers who suffered an injury was higher than females (42.8%) in the same occupation category. On the other hand, the proportion of females in craft and related activities (22.7%), service and sales (14.9%) who suffered injuries was higher compared to their male counterparts (20.8% and 6.2% respectively).

Table 12.5: Persons 15 years and older with occupational injury in the past 12 months by occupation and sex

Occupation	Both sexes		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	586,213	100.0	386,381	100.0	199,832	100.0
Managers	5,560	0.9	3,723	1.0	1,837	0.9
Professionals	38,127	6.5	22,477	5.8	15,650	7.8
Technicians and associate professionals	10,704	1.8	9,320	2.4	1,384	0.7
Clerical support workers	3,291	0.6	3,291	0.9	0	0.0
Service and sales workers	53,570	9.1	23,791	6.2	29,779	14.9
Skilled agricultural, forestry and fish	265,418	45.3	179,980	46.6	85,438	42.8
Craft and related trades workers	125,539	21.4	80,274	20.8	45,265	22.7
Plant and machine operators, and assembly	23,647	4.0	22,614	5.9	1,033	0.5
Elementary occupations	58,909	10.0	39,463	10.2	19,446	9.7
Other occupations	1,448	0.2	1,448	0.4	0	0.0

12.6 Industry of persons injured

Information on persons with occupational injuries in the past 12 months by industry and sex is presented in Table 12.6. From the Table, more than half (52.0%) of injuries occurred to persons engaged in agricultural, forestry and fishing industry while 11.9 percent occurred to workers in the manufacturing industry. Males (53.9%) in the agriculture, forestry and fishing industry were more likely to suffer injuries than females (48.2%). On the other hand, females in the manufacturing industry (18.8%) were more than twice as likely to suffer injuries as their male counterparts (8.4%). About five percent (4.7%) of persons in the accommodation and food industry suffered injuries; in terms of the sex distribution, 10.5 percent of females and 1.1 percent of males in the industry suffered injuries. Similar proportions of males (11.9%) and females (11.2%) in the wholesale and retail industry suffered injuries during the reference period.

Table 12.6: Persons 15 years and older with occupational injury in the past 12 months by industry and sex

Industry	Both Sexes		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
All Industry	585,714	100.0	386,381	100.0	199,333	100.0
Agriculture, forestry and fishing	304,467	52.0	208,375	53.9	96,092	48.2
Mining and quarrying	4,140	0.7	4,140	1.1	0	0.0
Manufacturing	69,874	11.9	32,355	8.4	37,519	18.8
Electricity, gas, steam and air conditioning	1,947	0.3	1,947	0.5	0	0.0
Water supply; sewerage, waste management	2,073	0.4	2,073	0.5	0	0.0
Construction	27,297	4.7	25,641	6.6	1,656	0.8
Wholesale and retail; repair of motor vehicles	68,511	11.7	46,149	11.9	22,362	11.2
Transportation and storage	11,397	1.9	11,397	2.9	0	0.0
Accommodation and food service activities	25,267	4.3	4,304	1.1	20,963	10.5
Financial and insurance activities	1,949	0.3	1,949	0.5	0	0.0
Public administration and defence; computer	7,730	1.3	7,730	2.0	0	0.0
Education	14,060	2.4	7,227	1.9	6,833	3.4
Human health and social work activities	18,791	3.2	10,140	2.6	8,651	4.3
Arts, entertainment and recreation	6,518	1.1	6,518	1.7	0	0.0
Other service activities	16,406	2.8	14,117	3.7	2,289	1.1
Activities of households as employers	5,287	0.9	2,319	0.6	2,968	1.5

12.7 Reporting workplace injury to management

Section 120 of the Labour Act, 2003 of Ghana, talks about reporting workplace accidents to management. It states that “an employer is required to report as soon as practicable and not later than seven days from the date of the occurrence, to the appropriate government agency, occupational accidents and diseases which occur in the workplace”. The survey, therefore, sought to find out whether employed persons who suffered occupational injuries reported the incident to management.

Table 12.7 presents information on employed persons who had ever experienced a workplace accident and reported the injury to management by age and sex. Overall, only 7.5 percent of persons who had a workplace accident reported the injury to management. Less than one-fifth of persons in all the age groups who ever had a workplace accident reported the accident to management. For example, of the 184,947 persons in the age group 25-29 years who suffered injuries, only 16.6 percent reported their injury to management. The highest proportion of those who reported their injury was within the age group 20-24 years, accounting for 18.5 percent of the total of 113,448 persons who were ever involved in a workplace accident. The proportion of males within the age groups 20-24 and 25-29 (21.7% and 22.3% respectively) who reported their injuries to management is higher than females (12.9% and 8.1% respectively). Persons age 65 years and above never reported any injury to management and for those age 15-19 years, only 2.5 percent

reported their injury. The Table further shows that males (9.2%) are about twice as likely as females (4.7%) to report workplace injury to management.

Table 12.7: Persons 15 years and older who ever had a workplace accident and reported injury to management by age and sex

Age	Both Sexes			Male			Female		
	Ever had workplace accident	Reported Injury		Ever had workplace accident	Reported Injury		Ever had workplace accident	Reported Injury	
		Number	Percent		Number	Percent		Number	Percent
Total	1,341,890	100,043	7.5	829,502	75,965	9.2	512,388	24,078	4.7
15-19	41,118	1,025	2.5	26,769	1,025	3.8	14,349	0	0.0
20-24	113,448	21,002	18.5	72,480	15,723	21.7	40,968	5,279	12.9
25-29	184,947	30,669	16.6	110,317	24,648	22.3	74,630	6,021	8.1
30-34	175,713	11,212	6.4	114,257	7,921	6.9	61,456	3,291	5.4
35-39	206,650	7,613	3.7	124,889	7,613	6.1	81,761	0	0.0
40-44	136,432	12,126	8.9	84,048	9,086	10.8	52,384	3,040	5.8
45-49	158,104	4,616	2.9	87,108	2,508	2.9	70,996	2,108	3.0
50-54	116,036	8,308	7.2	70,589	6,417	9.1	45,447	1,891	4.2
55-59	92,184	2,448	2.7	59,803	0	0.0	32,381	2,448	7.6
60-64	47,242	1,024	2.2	33,219	1,024	3.1	14,023	0	0.0
65+	70,016	0	0.0	46,023	0	0.0	23,993	0	0.0

12.8 Workmen's Compensation

Section 2 of the Workmen's Compensation Act, 1987 of Ghana (PNDCL 187), states that "where an employee sustains personal injury by accident arising out of, and in the course of employment, the employer is liable, subject to this Act, to pay compensation in accordance with this Act. The survey sought to find out the kind of compensation employees received in case of an injury or accident.

Table 12.8 presents information on employed persons who suffered occupational injuries by status of employment and the type of compensation received. More than half (55.2%) of employed persons who suffered injuries at the workplace did not receive any compensation. Those who received financial compensation constituted 16.7 percent while 17.3 percent received other forms of support. About a tenth (10.7%) of employed persons who were injured received both financial and other forms of support.

For paid employees, 19.4 percent received financial support, 21.8 percent received other forms of support while 6.4 percent received both. About half (52.5%) of paid employees received no compensation for the injuries suffered. Only 17.3 percent of casual workers received compensation in other forms but not financial, with 82.7 percent receiving no compensation at all. In the case of apprentices, 18.2 percent received financial compensation while 81.8 percent had no compensation from the employer. No domestic worker received compensation from the employer for injuries suffered at the workplace.

Table 12.8: Employed population 15 years and older with occupational injuries by status in employment and type of compensation

Status in employment	Received any compensation for the injury								
	Total	Number				Percent			
		Yes, financial	Yes, other support	Yes, Both financial and other support	No	Yes, financial	Yes, other support	Yes, Both financial and other support	No
Total	68,077	11,402	11,796	7,317	37,562	16.7	17.3	10.7	55.2
Paid employee	51,859	10,057	11,297	3,296	27,209	19.4	21.8	6.4	52.5
Non-agriculture self-employed without employee	4,021	0	0	4,021	0	0.0	0.0	100.0	0.0
Domestic workers	1,944	0	0	0	1,944	0.0	0.0	0.0	100.0
Casual workers	2,880	0	499	0	2,381	0.0	17.3	0.0	82.7
Apprentice	7,373	1,345	0	0	6,028	18.2	0.0	0.0	81.8

12.9 Health and Safety systems at workplaces

Section 9(c) of the Labour Act 2003 of Ghana, states that employers shall “take all practicable steps to ensure that the worker is free from risk of personal injury or damage to his or her health during and in the course of the worker’s employment or while lawfully on the employer’s premises”. Section 10(a) of the same Act also states that “workers have the right to work under satisfactory, safe and healthy conditions”. The survey sought to find out whether these safety measures are applicable at the workplace.

Table 12.9 presents information on employed persons who had health and safety systems at their workplace by age and sex. The Table shows that more than six out of ten persons (65.4%) age 25-44 years have safety and health systems at their workplace. In all the other age groups, less than ten percent report the availability of safety and health systems at the workplace. The pattern is similar for both sexes, with slightly more than six out of ten males (66.9%) and females (65.0%) age 25-44 years having safety and health systems at the workplace. The lowest proportion of males that report the availability of safety and health systems at the work place is the age group 15-19 years of age (0.9%) while among the females 65 years and older persons reported the least 0.8 percent.

Table 12.9: Employed population 15 years and older who have health and safety systems at their workplace by age and sex

Age	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	1,074,306	100.0	707,398	100.0	366,908	100.0
15-19	14,809	1.4	6,061	0.9	8,640	2.4
20-24	88,782	8.3	57,717	8.2	33,243	9.1
25-29	219,446	20.4	142,066	20.1	79,844	21.8
30-34	219,721	20.5	133,700	18.9	88,064	24.0
35-39	160,058	14.9	114,815	16.2	48,058	13.1
40-44	103,443	9.6	82,822	11.7	22,430	6.1
45-49	87,238	8.1	60,997	8.6	28,096	7.7
50-54	69,924	6.5	47,395	6.7	19,827	5.4
55-59	60,833	5.7	34,533	4.9	26,917	7.3
60-64	20,788	1.9	13,090	1.9	8,835	2.4
65+	29,264	2.7	26,673	3.8	2,954	0.8

12.10 Fire safety at the workplace

Table 12.10 presents information on employed persons with workplace fire safety measures by occupation and sex. In total, 85,542 persons reported having fire safety measures at the workplace, of which 66,251 representing 77.4 percent were males and 19,291 (22.6%) females. About a quarter (25.2%) of those having fire safety measures at the workplace are professionals, 19.0 percent are craft and related trade workers and 4.4 percent are legislators/managers.

The Table further shows that there are many occupations for which females reported not having fire safety measures at the workplace. Four out of every ten females (40.4%) who reported having a fire safety measure at the workplace were professionals, 32.2 percent were service and sales workers, 20.2 percent were in elementary occupations and 7.2 percent were engaged as technicians and associate professionals. About one-fifth of the males (24.5%) who reported having a fire safety measure at the workplace were craft and related trade workers, 20.8 percent were professionals, with clerical support workers, skilled agriculture/fishery, technician and associate professionals and other occupations reporting less than five percent each.

Table 12.10: Employed population 15 years and older with workplace fire safety measures by occupation and sex

Major Occupation	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
All Occupation	85,542	100.0	66,251	100.0	19,291	100.0
Legislators/managers	3,723	4.4	3,723	5.6	0	0.0
Professionals	21,543	25.2	13,750	20.8	7,793	40.4
Technicians and associate professionals	4,676	5.5	3,292	5.0	1,384	7.2
Clerical support workers	1,949	2.3	1,949	2.9	0	0.0
Service/sales workers	14,038	16.4	7,818	11.8	6,220	32.2
Skilled agric./fishery workers	5,714	6.7	5,714	8.6	0	0.0
Craft and related trades workers	16,244	19.0	16,244	24.5	0	0.0
Plant machine operators and assemblers	4,626	5.4	4,626	7.0	0	0.0
Elementary occupations	11,581	13.5	7,687	11.6	3,894	20.2
Other Occupations	1,448	1.7	1,448	2.2	0	0.0

12.11 Fire Outbreaks at the workplace

Table 12.11 presents information on employed persons who have experienced a fire outbreak at the workplace in the past five years by industry and sex. Of the total number of persons who reported experiencing fire outbreaks at the workplace, 707,398 representing 65.9 percent were males while 366,409 (34.1%) were females. The Table further shows that 12.4 percent of persons who experienced fire outbreaks were in agriculture, forestry and fishing industry. Another 12.1 percent were in human health and social work and 11.5 percent were in education. About one-tenth of the fire outbreaks were experienced by persons employed in wholesale and retail trade (9.9%) and manufacturing (9.3%).

Generally, the proportion of males who experienced a fire outbreak at the workplace is higher than females except for accommodation and food service activities, education, human health and social work activities, other service activities and activities of households as employers.

Table 12.11: Employed population 15 years and older who have experienced a fire outbreak in the past 5 years by industry and sex

Industry	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	1,073,807	100.0	707,398	100.0	366,409	100.0
Agriculture, forestry and fishing	132,743	12.4	99,892	14.1	32,851	9.0
Mining and quarrying	24,620	2.3	24,620	3.5	0	0.0
Manufacturing	99,808	9.3	66,062	9.3	33,746	9.2
Electricity, gas, steam and air conditioning	6,133	0.6	3,895	0.6	2,238	0.6
Water supply; sewerage, waste management	11,774	1.1	8,099	1.1	3,675	1.0
Construction	68,525	6.4	65,476	9.3	3,049	0.8
Wholesale and retail; repair of motor vehicle	106,415	9.9	76,039	10.7	30,376	8.3
Transportation and storage	78,380	7.3	69,274	9.8	9,106	2.5
Accommodation and food service activities	43,705	4.1	19,460	2.8	24,245	6.6
Information and communication	9,238	0.9	9,238	1.3	0	0.0
Financial and insurance activities	34,836	3.2	25,682	3.6	9,154	2.5
Professional, scientific and technical activities	18,836	1.8	15,254	2.2	3,582	1.0
Administrative and support service activities	29,722	2.8	22,080	3.1	7,642	2.1
Public administration and defence; computer	95,580	8.9	68,186	9.6	27,394	7.5
Education	123,469	11.5	60,685	8.6	62,784	17.1
Human health and social work activities	130,325	12.1	39,825	5.6	90,500	24.7
Arts, entertainment and recreation	15,044	1.4	15,044	2.1	0	0.0
Other service activities	35,419	3.3	15,192	2.1	20,227	5.5
Activities of households as employers	7,288	0.7	3,395	0.5	3,893	1.1
Activities of extraterritorial organization	1,947	0.2	0	0.0	1,947	0.5

12.12 Industrial disputes

An industrial dispute may be defined as a conflict or difference of opinion between management and workers on the terms of employment. It is a disagreement between an employer and employees' representative, usually a trade union, over pay and other working conditions and can result in industrial actions. When an industrial dispute occurs, both parties, that is, management and the employees, try to pressurize each other. Management may resort to lockouts while workers may resort to strikes, picketing, etc. The survey sought information on industrial disputes in the country.

12.13 Occupation of persons involved in industrial disputes

Table 12.12 presents data on employed persons who have ever been in any industrial dispute in the reference period by occupation and sex. Out of the 81,007 persons ever involved in any dispute, 54,209 constituting 66.9 percent were males while 26,798, representing 33.1 percent were females. More than one-third of persons who have ever been involved in industrial disputes were engaged as service and sales workers (35.1%) and professionals (34.2%). The Table further shows that about two-fifths (39.5%) of males who are into service and sales activities were involved in industrial disputes compared to other occupations. More than half (54.6%) of all industrial disputes among females involved those engaged as professionals while about one-quarter (26.2%) were service and sales workers.

Table 12.12: Employed persons 15 years and older who have ever been involved in any industrial dispute in the past 12 months by occupation and sex

Main Occupation	Both Sexes		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
All Occupation	81,007	100.0	54,209	100.0	26,798	100.0
Legislators/managers	3,614	4.5	2,073	3.8	1,541	5.8
Professionals	27,705	34.2	13,069	24.1	14,636	54.6
Technicians and associate professionals	757	0.9	757	1.4	0	0.0
Service/sales workers	28,449	35.1	21,434	39.5	7,015	26.2
Skilled agric/fishery workers	1,342	1.7	1,342	2.5	0	0.0
Craft and related trades workers	14,206	17.5	12,255	22.6	1,951	7.3
Plant machine operators and assemblers	3,279	4.0	3,279	6.0	0	0.0
Elementary occupations	1,655	2.0	0	0.0	1,655	6.2

12.14 Industry of persons involved in industrial disputes

Table 12.13 presents information on disputes in the various industries by sex. About a third (31.4%) of all disputes was in education. This is followed by persons engaged in wholesale and retail trade industry (20.8%), with the least disputes occurring among those in accommodation and food service activities (0.3%). Males involved in industrial disputes were mostly engaged in wholesale and retail trade activities (27.1%) followed by education (20.9%). On the other hand, more than half (53.1%) of disputes involving females occurred among those in the education sector. There were no disputes among males in three industry sectors namely water supply, sewerage and waste management, accommodation and food services, and activities of households as employers. Similarly, females employed in five sectors did not report involvement in any industrial disputes.

Table 12.13: Employed persons 15 years and older who have ever been involved in any industrial dispute in the past 12 months by industry and sex

Main Industry	Both Sexes		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
All Industry	81,007	100.0	54,209	100.0	26,798	100.0
Agriculture, forestry and fishing	5,251	6.5	5,251	9.7	0	0.0
Mining and quarrying	1,944	2.4	1,944	3.6	0	0.0
Manufacturing	7,848	9.7	4,447	8.2	3,401	12.7
Water supply, sewerage, waste management	1,835	2.3	0	0.0	1,835	6.8
Construction	757	0.9	757	1.4	0	0.0
Wholesale and retail trade	16,821	20.8	14,713	27.1	2,108	7.9
Transportation and storage	3,909	4.8	3,909	7.2	0	0.0
Accommodation and food service activities	240	0.3	0	0.0	240	0.9
Education	25,459	31.4	11,231	20.7	14,228	53.1
Human health and social work activities	8,452	10.4	5,121	9.4	3,331	12.4
Other service activities	6,836	8.4	6,836	12.6	0	0.0
Activities of households as employers	1,655	2.0	0	0.0	1,655	6.2

12.15 Industrial disputes and method of resolution

The Labour Act of Ghana allows for the apprehension of industrial disputes and therefore, sets out procedures for resolving such disputes. Section 153 of the Act encourages parties to negotiate in good faith to reach a settlement using their own procedures agreed upon in Collective Bargaining Agreements (CBAs) or contracts of employment. If the parties cannot settle the dispute within seven (7) days, either or both parties may refer the dispute to the National Labour Commission. There are various means or approaches by which these disputes can be handled.

Table 12.14 presents information on employed persons who had ever been involved in an industrial dispute in the past 12 months by occupation and the method adopted for its resolution. Negotiations between management and workers are the method mostly used in dispute resolutions at work places in the country; 35,492 of such cases were reported, representing 43.8 percent of all disputes. Management acceptance of workers' demand in full is the next method used for dispute resolution, with 13,316 disputes being resolved through this means. Less than five percent of disputes (1,846 representing 2.3%) were resolved through intervention by the Presidency. It must, however, be noted that 16.3 percent (13,246) of all disputes were not resolved.

Table 12.14 further shows that, except for technicians and associate professionals, skilled agriculture/fishery workers and persons in elementary occupations, negotiations between management and workers is the most commonly used medium of resolving disputes. For the technicians and associate professionals, all disputes were intervened by the Ministry responsible for labour. In all disputes involving persons engaged in elementary occupations, workers' demands were fully accepted by management. It must, however, be noted that persons engaged as skilled agriculture/fishery workers had none of their disputes resolved.

Table 12.15 shows employed persons 15 years and older who were ever involved in industrial dispute in the past 12 months by industry and method of dispute resolution. Of all disputes within the Education sector, 7,204 were resolved through negotiations between management and workers, 6,074 was by intervention by the Ministry responsible for labour and 5,114 had their demands accepted in full by management. The Presidency intervened in 1,846 disputes involving workers in the Education sector. About 1,500 disputes in the sector were settled by the courts while 343 went through arbitration by the National Labour Commission. It must be noted that all disputes in the education sector were resolved.

Table 12.15 further shows that all disputes in the Construction industry were settled through intervention by the Ministry responsible for labour while disputes involving activities of households as employers had all their demands accepted in full by management. Most industries had their disputes resolved by negotiations between management and workers. However, for persons employed in the other service activities industry, none of their disputes were resolved.

Table 12.14: Employed persons 15 years and older ever involved in industrial dispute in the past 12 months by occupation and method of dispute resolution

Main Occupation	Total	Management accepted of worker's demands in full	Negotiations between management and workers	Intervention by Ministry responsible for labour	Intervention by Presidency	Arbitration by National Labour Commission	Settled by Court	Other (Specify)	Not resolved
All Occupation	81,007	13,136	35,492	8,780	1,846	343	1,499	6,665	13,246
Legislators/managers	3,614	0	2,073	0	0	0	0	1,541	0
Professionals	27,705	5,114	9,042	8,023	1,846	343	1,499	1,838	0
Technicians and associate professionals	757	0	0	757	0	0	0	0	0
Service/sales workers	28,449	4,294	14,033	0	0	0	0	3,286	6,836
Skilled agric/fishery workers	1,342	0	0	0	0	0	0	0	1,342
Craft and related trades workers	14,206	2,073	8,234	0	0	0	0	0	3,899
Plant machine operators and assemblers	3,279	0	2,110	0	0	0	0	0	1,169
Elementary occupations	1,655	1,655	0	0	0	0	0	0	0

12.16 Non-Market Economic Activity

The 2015 Ghana Labour Force Survey asked questions on activities of households that are considered non-economic. These activities when performed, though not considered as work, make important contributions to the wellbeing of the household. Respondents who were 15 years and older were asked about the time spent on housekeeping activities. The responses given are presented in Table 12.16.

From Table 12.16, it is observed that 1.6 percent of persons 15 years and older engage in construction or major repairs on own home or plot, 11.6 percent engage in fetching water, 4.5 percent collect firewood, 2.0 percent are engaged in minor household repairs and 1.1 percent engage in voluntary or community service. The proportion of females involved in fetching water (15.3%) and collecting firewood (5.8%) is higher compared to males. On the other hand, males have higher proportions engaged in the other housekeeping activities than females.

With regards to time spent on housekeeping activities, males spend an average of 4.9 hours per week on construction or major repairs on own home or plot compared to 3.3 hours spent by females. On minor household repairs and voluntary or community service, again males spend a little more time than females, while females spend more time than males in fetching water. The population in the rural areas slightly spends a little more time on most of these housekeeping activities than those in the urban areas.

Table 12.16 further shows the time spent on housekeeping activities by region. Some variations are observed with respect to the average time spent on these activities in the ten regions of Ghana. With regards to time spent on construction or major repairs on own home or plot, males generally spend more hours in almost all the regions except for the Brong Ahafo region where females (2.5 hours) spend slightly more times than males (2.2 hours). Seven regions have females spending more time on fetching water than males. Apart from the Western and Brong Ahafo regions where females spend more hours on voluntary or community service compared to males. All other regions have males spending more hours on this activity than females.

Table 12.15: Employed persons 15 years and older ever involved in industrial dispute in the past 12 months by industry and method of dispute resolution

Main Industry	Total	Management accepted of worker's demands in full	Negotiations between management and workers	Intervention by Ministry responsible for labour	Intervention by Presidency	Arbitration by National Labour Commission	Settled by Court	Other	Not resolved
All Industries	81,007	13,136	35,492	8,780	1,846	343	1,499	6,665	13,246
Agriculture, forestry and fishing	5,251	0	3,909	0	0	0	0	0	1,342
Mining and quarrying	1,944	0	775	0	0	0	0	0	1,169
Manufacturing	7,848	0	6,398	0	0	0	0	1,450	0
Water supply, sewerage, waste management	1,835	0	1,835	0	0	0	0	0	0
Construction	757	0	0	757	0	0	0	0	0
Wholesale and retail trade	16,821	4,054	10,816	0	0	0	0	0	1,951
Transportation and storage	3,909	2,073	0	0	0	0	0	1,836	0
Accommodation and food service activities	240	240	0	0	0	0	0	0	0
Education	25,459	5,114	7,204	6,074	1,846	343	1,499	3,379	0
Human health and social work activities	8,452	0	4,555	1,949	0	0	0	0	1,948
Other service activities	6,836	0	0	0	0	0	0	0	6,836
Activities of households as employers	1,655	1,655	0	0	0	0	0	0	0

**Table 12.16: Average time (hours) spent on selected housekeeping activities
by population 15 years and older by sex, locality of residence and by region**

Activity/Sex	Proportion performing activity (%)	Average time (Hours) spent per week													
		Ghana	Urban	Rural	Western	Central	Greater Accra	Volta	Eastern	Ashanti	Brong Ahafo	Northern	Upper East	Upper West	
Construction or major repairs on own home or plot															
<i>Both Sexes</i>	1.6	4.2	3.0	4.7	17.1	6.3	11.4	2.0	2.0	3.0	2.3	11.3	2.3	3.3	
<i>Male</i>	2.1	4.9	3.3	5.6	17.1	7.1	11.4	2.1	2.0	3.0	2.2	12.9	2.5	4.6	
<i>Female</i>	1.2	3.3	2.4	3.6	0.0	4.6	0.0	1.4	1.9	3.0	2.5	10.0	2.1	2.0	
Fetching Water															
<i>Both Sexes</i>	11.6	2.7	2.7	2.8	2.5	2.5	3.3	3.1	2.5	2.1	2.8	3.9	2.7	2.2	
<i>Male</i>	7.0	2.4	2.2	2.5	2.5	2.0	2.2	3.1	2.5	2.0	2.5	2.7	2.6	2.2	
<i>Female</i>	15.3	2.8	2.9	2.8	2.5	2.8	3.7	3.0	2.6	2.1	2.9	4.1	2.8	2.1	
Collecting Firewood															
<i>Both Sexes</i>	4.5	3.0	2.8	3.1	2.8	2.7	2.1	2.3	2.2	1.9	4.4	4.3	3.3	3.6	
<i>Male</i>	2.8	3.0	3.1	3.0	4.2	3.4	2.8	2.5	1.9	2.3	2.6	3.1	4.1	5.0	
<i>Female</i>	5.8	3.0	2.7	3.1	2.2	2.2	1.7	2.2	2.4	1.8	5.3	4.6	3.0	3.1	
Minor Household repairs															
<i>Both Sexes</i>	2.0	3.1	3.1	3.2	5.0	2.0	1.8	2.2	6.3	3.0	1.6	2.8	2.6	2.9	
<i>Male</i>	2.4	3.6	3.6	3.7	7.9	1.9	1.9	2.4	6.2	4.5	1.6	2.9	2.8	3.9	
<i>Female</i>	1.7	2.6	2.7	2.5	1.6	2.1	1.5	1.9	6.4	2.3	1.7	1.3	2.5	1.6	
Voluntary or Community service															
<i>Both Sexes</i>	1.1	2.4	2.2	2.7	2.3	2.2	1.4	3.9	2.5	2.0	2.2	5.0	2.5	3.4	
<i>Male</i>	1.2	2.7	2.4	3.0	2.1	2.4	1.4	5.5	3.1	3.0	0.0	5.1	2.8	7.9	
<i>Female</i>	0.9	2.1	1.9	2.4	2.6	2.1	1.3	2.5	1.7	1.6	2.2	4.6	2.1	2.3	

CHAPTER THIRTEEN

HOUSING CONDITIONS

13.1 Introduction

A better housing condition enhances “security and stability”, which generate employment and provide good health for the town and city inhabitants (IHC, 2007). Ghana is gradually becoming an urbanized country, and according to the 2010 Population and Housing Census, 50.9 percent of the population lives in urban areas (GSS, 2013). It is even estimated that nearly 60 percent of Ghanaians will be living in urban areas by 2015 (Adarkwa, 2012). Urbanization does present opportunities (Session, 2012; Bloom, 2008). However, if the process is not properly managed, it could lead to serious challenges in the areas of employment, transportation and housing, among others.

According to UN-HABITAT (2013), on annual basis “Ghana needs at least 70,000 housing units”; but only 35 percent of this figure is currently supplied. The development of slums and squatter settlements, problems of land acquisition, and inadequate infrastructure are some of the challenges that must be addressed to bring about improvements in the housing sector. (Golubchikov and Badyina, 2012). In fact, there seem to be proactive efforts on the part of government to address these challenges but despite these measures, the housing problem is still a pervasive one in Ghana.

Information collected on housing conditions during the survey included the type of dwelling unit, main construction materials for walls, floor and roof, holding/tenure arrangement, ownership type, type of lighting, source of water supply and access to toilet facilities.

13.2 Type of Dwelling

13.2.1 Households by Type of dwelling

Table 13.1 presents data on households by type of dwelling and locality. The Table shows that in Ghana, most households (60.3%) live in compound houses which comprise several rooms. About one-quarter of households (28.1%) live in a separate house (bungalow), semi-detached house, flat or apartment. No household occupies a tent. A similar pattern is observed in urban areas, with 66 percent of households occupying compound houses and 27.3 percent living in a separate house (bungalow), semi-detached house, flat or apartment. In the rural areas, majority of the households (53.1 %) occupy compound houses while 27 percent are in a separate house (bungalow), semi-detached house, flat or apartment.

Considering the distribution by locality, the proportion of households that live in compound houses is higher in urban areas (66.0 %) than rural (53.1%) areas. Relatively high proportion of households (17.9%) live in improvised homes in the rural areas compared to 6.7 percent in the urban areas.

Table 13.1: Households by type of dwelling and locality type (percent)

Type dwelling	Urban	Rural	Total	N
Separate house (Bungalow)	12.0	16.2	13.9	770
Semi-detached house	6.8	10.2	8.3	501
Flat/Apartment	8.5	2.6	5.9	296
Compound House	66.0	53.1	60.3	3,559
Huts/Buildings (same (Compound)	2.6	13.6	7.5	483
Huts/Buildings (different Compound)	0.5	2.8	1.5	98
Tents	0.0	0.0	0.0	0
Improvised home (kiosk, container)	1.7	0.2	1.0	46
Living quarters attached to office/shop	0.3	0.1	0.2	8
Uncompleted building	1.0	0.4	0.7	34
Other (Specify)	0.7	0.8	0.7	43
Total	100.0	100.0	100.0	5,838

13.2.1 Households and type of dwelling by region

Table 13.2 shows the regional distribution of households in Ghana by the type of dwelling they occupy. Sixty percent of households (60.3%) occupy compound houses while 13.9 percent live in separate houses or bungalows. At the regional level, compound house again dominate the type of dwelling occupied by households. Five regions, Central (68.2%), Greater Accra (63.7%), Eastern (67.3%), Ashanti (66.3%) and Upper East (83.4%) have relatively higher proportions of households living in compound houses than the national average. The lowest proportion of households occupying compound houses is found in the Volta region (41%). In the Upper East region, however, most households occupied compound houses (83.4%), followed by Huts or buildings in the same compound (10.2%). Apart from Volta and Western regions, all other regions have more than half of their households occupying compound houses.

Table 13.2: Households by type of dwelling and region

Type of dwelling	Region										
	Western	Central	Greater Accra	Volta	Eastern	Ashanti	Brong Ahafo	Northern	Upper East	Upper West	Total
Separate house (Bungalow)	24.1	9.1	11.9	20.1	12.2	13.1	21.5	2.5	1.3	12.5	13.9
Semi-detached house	18.8	12.1	6.8	15.6	4.6	4.3	6.4	0.7	0.8	21.3	8.3
Flat/Apartment	11.4	3.7	7.9	1.9	4.8	9.0	1.7	2.0	0.7	1.8	5.9
Compound House	43.2	68.2	63.7	41.0	67.3	66.3	56.0	55.5	83.4	59.2	60.3
Huts/Buildings (same Compound)	1.4	2.7	2.4	15.5	8.1	4.1	9.2	37.0	10.2	3.8	7.5
Huts/Buildings (different Compound)	0.5	0.6	0.5	3.1	2.7	0.2	4.7	2.3	3.6	0.6	1.5
Tents	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.0
Improvised home (kiosk, container)	0.3	0.5	4.2	0.2	0.2	0.3	0.4	0.0	0.0	0.0	1.0
Living quarters attached to office/shop	0.0	0.0	0.4	0.0	0.0	0.5	0.0	0.0	0.0	0.0	0.2
Uncompleted building	0.2	0.2	1.3	0.0	0.2	1.9	0.2	0.0	0.0	0.3	0.7
Other (Specify)	0.2	2.7	0.9	2.6	0.0	0.2	0.0	0.0	0.0	0.3	0.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

13.2.2 Occupancy Status

Table 13.3 presents data on household occupancy status and locality of residence. The Table shows that about two out of every five households (42.6%) own the houses in which they live, about one-third (30.0%) occupy rented houses, and a little more than a quarter (26.2%) live in rent-free premises. Perching is not common, accounting for less than one percent of households in the country.

Table 13.3: Households by present occupancy status and locality

Occupancy status	Urban	Rural	Total	N
Owning	29.1	59.5	42.6	2,726
Renting	42.8	13.8	30.0	1,558
Rent-free	27.0	26.2	26.7	1,515
Perching	0.7	0.3	0.5	27
Squatting	0.4	0.1	0.3	12
Total	100.0	100.0	100.0	5,838

Majority of the households (42.8 %) in urban areas live in rented houses followed by those who own their houses (29.1%), while 27.0 percent live in rent-free houses. On the other hand, almost three in every five households in rural areas (59.5%) own the houses they live in, with only 13.8 percent renting the houses they occupy. Also, more than one in every four households live in rent-free dwellings (Table 13.3).

13.2.3 Present holding /tenancy arrangement of the dwelling by region

Table 13.4 shows that four out of every ten households (42.6%) own their dwelling. This makes owning of dwelling the first holding/tenancy arrangement of households in the regions. The three northern regions have the highest ownership of dwellings, with Upper East, Upper West and Northern regions reporting ownership levels of 81.4 percent, 75.3 percent and 71.9 percent respectively. However, in the Greater Accra and Ashanti regions, households who rent their

dwellings are more than those who own them. Greater Accra recorded 42.7 percent and Ashanti, 40.0 percent. Figures below ten percent were also recorded for households renting the dwellings in the three northern regions, with Upper West, Upper East and Northern reporting 7.7 percent, 7.9 percent and 9.7 percent respectively. Households within the Eastern region have rent-free as the second major holding/tenancy arrangement (35.3%).

Table 13.4: Households and present holding /tenancy arrangement of the dwelling by region

Tenancy arrangement	Western	Central	Greater Accra	Volta	Eastern	Ashanti	Brong Ahafo	Northern	Upper East	Upper West	Total
Owning	36.5	48.5	23.1	48.0	38.5	39.0	51.3	71.9	81.4	75.3	42.6
Renting	31.8	24.9	42.7	19.9	25.8	40.0	24.7	9.7	7.9	7.7	30.0
Rent-free	30.8	26.4	31.9	32.1	35.3	20.2	23.8	18.4	10.7	17.0	26.7
Perching	0.5	0.2	1.1	0.0	0.5	0.9	0.2	0.0	0.0	0.0	.5
Squatting	0.4	0.0	1.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

13.3 Room Occupancy

Room occupancy relates to the number of rooms occupied by a household, excluding bathrooms, toilets and kitchens. As shown in Table 13.5, a little over half of households (52.8%) in the country occupy one room while 25.6 percent occupy two rooms.

Considering the distribution by locality, the proportion of households occupying one room in urban areas (55.6%) is higher than in rural areas (49.3%). Almost the same proportions of households in both rural and urban areas occupy two rooms (26.0% and 25.7% respectively). The proportion of households occupying five or more rooms is, however, higher in rural (7.3 %) than in urban (5.5 %) areas.

Table 13.5: Number of rooms occupied by locality type (Percent)

Number of rooms	Urban	Rural	Total	N
1	55.6	49.3	52.8	2,923
2	25.7	26.0	25.6	1,540
3	9.4	11.0	10.1	637
4	4.2	6.3	5.1	333
5+	5.5	7.3	6.3	405
Total	100.0	100.0	100.0	5,838

Table 13.6 shows the number of rooms occupied by households in the regions. Single room occupancy is most common among households (52.8%) followed by two (2) room occupancy (25.6%). The Western (52.7%), Central (62.7%), Greater Accra (55.1%), Eastern (60.0%) Ashanti (55.5%) and Brong Ahafo (60.0%) regions have more than half of households occupying a single room. The Upper East and Upper West regions have only about one-quarter of households occupying a single room (24.7% and 25.5% respectively). About one-third of households in the Volta region (34.7%) and almost a third in the Upper East (30.0%) and Upper West (30.3%) regions occupy two rooms.

With respect to five-room occupancy, relatively high proportions of households in Northern (20.1%) and Upper West (17.9%) regions occupy five rooms. The three northern regions also have more than one-tenth of households occupying three rooms (Table 13.6).

Table 13.6: Number of rooms occupied by region

Number of rooms	Regions										Total
	Western	Central	Greater Accra	Volta	Eastern	Ashanti	Brong Ahafo	Northern	Upper East	Upper West	
1	52.7	62.7	55.1	48.0	60.0	55.5	60.0	28.3	24.7	25.5	52.8
2	28.5	21.7	28.2	34.9	24.8	21.4	21.5	24.1	30.0	30.3	25.6
3	10.0	6.4	8.3	11.5	6.8	10.2	10.1	16.9	22.4	15.3	10.1
4	5.3	4.4	4.1	3.5	4.3	4.5	4.1	10.6	13.5	10.9	5.1
5+	3.5	4.7	4.3	2.1	4.1	8.4	4.3	20.1	9.3	17.9	6.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

13.4 Materials used for construction of dwelling

The type of material used for the construction of a dwelling determines its durability as well as its ability to withstand disasters. This section analyses the materials used for the outer wall, roofing and floor of the dwelling units.

Cement block or concrete is the main material (66.8%) used in the construction of the outer wall of dwellings occupied by households in Ghana (Table 13.7). Mud bricks or earth account for 27.3 percent, landcrete 2.4 percent, and wood 2.1 percent. In the urban areas, cement blocks or concrete account for more than four-fifths (85.8%) of the main construction material used for the construction of the outer wall of dwellings while mud bricks/earth account for 9.5 percent. In the rural areas, however, mud brick/earth is the major construction material for outer wall of dwellings, accounting for 49.8 percent. Cement blocks/concrete follow with 42.7%.

Table 13.7: Main material used for outer wall of dwelling by locality type (percent)

Material	Urban	Rural	Total
Mud bricks/earth	9.5	49.8	27.3
Wood	3.0	0.9	2.1
Metal sheet/slate/asbestos	0.3	0.2	0.3
Stone	0.0	0.0	0.0
Burnt bricks	0.4	0.9	0.6
Cement blocks/concrete	85.8	42.7	66.8
Landcrete	0.8	4.5	2.4
Bamboo	0.0	0.0	0.0
Palm leaves/Thatch (grass/Raffia)	0.1	1.0	0.5
Other (Specify)	0.1	0.1	0.1
Total	100.0	100.0	100.0

Cement constitutes the major building material for the construction of the outer walls of dwellings of most households in the regions (Table 13.8). According to the Table 13.8, Greater Accra (90.1%) has the highest proportion of households living in dwellings whose outer wall is made of cement, followed by Ashanti region (85.7%). The three northern regions, Northern (23.2%), Upper East (17.6%) and Upper West (23.3%), recorded low proportions of households living in dwellings whose outer wall is constructed with cement.

Mud bricks/earth is the second main construction material used for the outer walls of buildings in the country. The Upper East region has more than four in five (81.8%) households living in buildings whose outer wall is constructed using mud bricks/earth. This is followed by the Upper West (75.0%) and Northern (68.4%) regions. About a tenth of households in the Brong Ahafo region (11.0%) occupy dwellings whose outer wall is constructed with landcrete (Table 13.8).

Table 13.8: Main construction material used for the outer wall by region

Construction material	Region										Total
	Western	Central	Greater Accra	Volta	Eastern	Ashanti	Brong Ahafo	Northern	Upper East	Upper West	
Mud bricks/earth	23.2	25.3	1.3	45.5	46.9	10.0	29.8	68.4	81.8	75.0	27.3
Wood	1.6	1.3	7.0	0.2	0.8	0.8	1.7	0.0	0.6	0.0	2.1
Metal sheet/slate/asbestos	0.2	0.0	0.7	0.0	0.4	0.1	0.3	0.1	0.0	0.0	0.3
Stone	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Burnt bricks	1.0	0.0	0.4	1.3	0.6	0.5	1.3	0.1	0.0	1.4	0.6
Cement blocks/concrete	71.3	72.1	90.1	50.2	50.9	85.7	54.6	23.2	17.6	23.2	66.8
Landcrete	0.0	1.0	0.2	2.2	0.3	2.7	11.0	7.3	0.0	0.0	2.4
Bamboo	0.2	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Palm leaves/Thatch (grass/Raffia)	2.6	0.0	0.0	0.4	0.0	0.0	1.2	0.9	0.0	0.3	0.5
Other (Specify)	0.0	0.0	0.1	0.2	0.0	0.3	0.0	0.0	0.0	0.1	0.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 13.9 shows the main construction material used for the floor and roof of dwelling by households in the country. More than four in every five households (83.1%) live in dwellings in which cement/concrete is the main construction material used for the floor of dwelling, while about one in ten (9.5%) live in dwellings with earth/mud floor. Ceramic/Porcelain/Granite/Marble tiles, terrazzo/terrazzo tiles and other materials constitute less than 7 percent of the construction materials used for the floor of dwellings. Within both urban and rural areas, cement/concrete is the main material used in constructing the floor of the dwelling (86.7% and 78.5% respectively). In the urban areas, 6.7 percent of households live in dwellings where ceramic/porcelain/granite/marble tile is the main material used in the construction of the floor. In

the rural areas, however, earth/ mud (18.7%) is the second main material used in the construction of the floor of dwellings.

Table 13.9 further shows that metal sheet is the main material used for roofing the dwellings of households (74.3%). It is followed by slate/asbestos (14.8%) and palm leaves/thatch (grass/raffia) (5.7%). Other materials like cement blocks/concrete, mud bricks/earth and wood form less than 5 percent of the materials used in roofing the dwellings of households.

Data for the urban areas indicate that the main material used for roofing the dwellings of households are metal sheets (70.9%), asbestos (22.4%) and cement blocks/concrete (4.4%). In the rural areas, metal sheets constitute the main material (78.6%) used for roofing the dwelling of household members. This is followed by palm leaves/thatch (grass raffia) (12.4%) and slate/asbestos (5.3%).

Table 13.9: Main materials used for roof and floor of dwelling by locality type

Material	Urban	Rural	Total
Main roof material			
Mud bricks/earth	0.3	1.1	0.7
Wood	0.8	1.2	1.0
Metal sheet	70.9	78.6	74.3
Slate/Asbestos	22.4	5.3	14.8
Cement blocks/concrete	4.4	1.1	2.9
Bamboo	0.0	0.0	0.0
Palm leaves/Thatch (grass/Raffia)	0.4	12.4	5.7
Roofing Tiles	0.7	0.2	0.5
Other (Specify)	0.1	0.1	0.1
Total	100.0	100.0	100.0
Main floor material			
Earth/Mud	2.3	18.7	9.5
Cement/Concrete	86.7	78.5	83.1
Stone	0.1	0.6	0.3
Burnt bricks	0.2	0.2	0.2
Wood	0.6	0.1	0.4
Vinyl tiles	1.6	0.7	1.2
Ceramic/Porcelain/Granite/Marble tiles	6.7	0.7	4.1
Terrazzo/Terrazzo tiles	1.8	0.3	1.1
Other (Specify)	0.1	0.1	0.1
Total	100.0	100.0	100.0

Table 13.10 shows the main materials used by households for the roof and floor of dwellings by region. With the exception of Greater Accra, metal sheet is the main material used for roofing the dwellings of majority of households. The Upper West region (91.7%) has the highest proportion of households living in dwellings roofed with metal sheets, followed by the Eastern (90%), Volta (83.2%) and Central (80.9%) regions. Within the Greater Accra region, nearly half of households (49.5%) live in dwellings roofed with metal sheets while another 44.7 percent live in dwellings roofed with slate or asbestos. In the Western and Central regions, about one-sixth of households live in dwellings roofed with slate or asbestos (16.4% and 16.5% respectively).

With regard to the main material for the floor, cement or concrete remains the main material used. Eight regions have more than four-fifths of households living in dwellings with cement or concrete floor. These are Western (87.2%), Central (93.3%), Greater Accra (80.5%), Volta (88.1%), Eastern (84.4%), Ashanti (87%) and Northern (85.6%) regions. The Upper West region has more than one-third (35.6%) of households living in dwellings where mud/earth is used for the floor; in the Upper East region, the figure is 26.5 percent (Table 13.10).

Table 13.10: Main materials used for roof and floor of dwelling by region

Main material for the roof	Western	Central	Greater Accra	Volta	Eastern	Ashanti	Brong Ahafo	Northern	Upper East	Upper West	Total
Mud bricks/earth	0.2	0.2	0.4	0.2	0.2	0.1	1.4	2.1	5.0	3.6	0.7
Wood	0.0	0.0	0.1	0.2	0.0	3.3	1.9	0.0	0.0	2.0	1.0
Metal sheet	76.0	80.9	49.5	83.2	90.0	78.6	78.2	65.3	84.0	91.7	74.3
Slate/Asbestos	16.4	16.5	44.7	5.3	1.9	10.3	2.2	0.5	0.0	0.0	14.8
Cement blocks/concrete	4.9	2.0	2.8	0.4	0.3	6.1	3.4	0.5	0.5	0.4	2.9
Bamboo	0.2	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0
Palm leaves/Thatch (grass/Raffia)	2.3	0.4	0.6	10.3	7.5	0.7	12.9	31.6	10.5	2.2	5.7
Roofing Tiles	0.0	0.0	1.7	0.0	0.0	0.7	0.0	0.0	0.0	0.1	0.5
Other (Specify)	0.0	0.0	0.1	0.4	0.0	0.2	0.0	0.0	0.0	0.0	0.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Main material for the floor											
Earth/Mud	7.3	2.9	0.3	10.9	11.1	5.6	30.3	13.0	26.5	35.6	9.5
Cement/Concrete	87.2	93.3	80.5	88.1	84.4	87.0	67.3	85.6	66.7	57.8	83.1
Stone	0.0	0.2	0.0	0.2	0.0	0.1	0.7	0.0	5.6	0.2	0.3
Burnt bricks	0.0	0.3	0.2	0.0	0.0	0.0	0.2	0.0	0.0	5.2	0.2
Wood	0.2	0.3	1.6	0.0	0.5	0.1	0.0	0.0	0.0	0.0	0.4
Vinyl tiles	3.4	1.2	2.1	0.0	0.0	1.1	0.6	0.4	0.0	0.0	1.2
Ceramic/Porcelain/Granite/Marble tiles	0.5	0.8	13.1	0.4	2.2	4.7	0.6	0.8	1.2	1.0	4.1
Terrazzo/Terrazzo tiles	1.4	1.0	2.0	0.2	1.7	1.1	0.4	0.1	0.0	0.1	1.1
Other (Specify)	0.0	0.0	0.1	0.2	0.0	0.2	0.0	0.0	0.0	0.0	0.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

13.5 Main Source of Water Supply

13.5.1 Main Source of Water Supply for Drinking

Table 13.11 shows that about one-third (34.3%) of households use other sources such as sachet water, bottled water, and tanker services as the main source of drinking water. An additional one-third (33.0%) use pipe-borne water as the main source for drinking while one-quarter use water from a well (24.6%). Only 8.0 percent of households use water from natural sources for drinking.

In the urban localities, 50.0 percent of households use other sources (sachet, bottled water, and tanker services) as their main source of water for drinking, followed by pipe-borne water (39.0%),

and well water (10.3%). Natural sources constitute less than 1 percent (0.6%) of the sources of drinking water for urban households. In the rural areas, however, well water (42.5%) is the main source of drinking water (42.5%). This is followed by pipe- borne water (25.5%), natural sources (17.4%) and other sources (14.6%).

Table 13.11: Households by main source of water supply for drinking and locality type

Source of water supply	Urban	Rural	Total
Pipe-borne	39.0	25.5	33.0
Pipe-borne inside dwelling	7.5	1.3	4.8
Pipe-borne outside dwelling but on compound	7.9	1.7	5.2
Pipe-borne outside dwelling but from neighbour's house	6.2	2.7	4.6
Public tap/standpipe	17.4	19.8	18.5
Well	10.3	42.5	24.6
Borehole/Pump/Tube well	8.3	36.9	20.9
Protected well	1.8	3.9	2.7
Unprotected well	0.2	1.7	0.9
Natural sources	0.6	17.4	8.0
River/Stream	0.4	13.6	6.2
Rain water	0.1	0.2	0.2
Dugout/Pond/Lake/Dam/Canal	0.1	3.6	1.6
Others	50.0	14.6	34.3
Protected spring	0.1	0.6	0.3
Bottled water	0.6	0.3	0.5
Sachet water	48.7	12.9	32.9
Tanker supply/vendor provided	0.5	0.4	0.4
Unprotected spring	0.2	0.3	0.2
Other (Specify)	0.0	0.0	0.0
Total	100.0	100.0	100.0

Table 13.12 presents information on the main source of drinking water for households by region. Nearly half of households in the Central (48.6%) and Ashanti (49.5%) regions have pipe-borne water as their main source of drinking water. Comparatively, only a tenth of households in the Upper East region (11.5%) have pipe-borne water as their main source of drinking water. In the Greater Accra region, four out of every five households (80.4%) have sachet and bottled water as their main sources of drinking water. Sachet and bottled water is also the main source of drinking water in the Eastern (37.7%) and Western (35.0%) regions. It is worth noting that more than one-third of households in the Central region (36.2%), nearly thirty percent in the Volta region (29.5%) and one-quarter in the Ashanti region (25.2%) depend on public taps or standpipes as their source of drinking water (Table 13.12).

The Table further shows that more than four-fifths of households in Upper East (84.6%) and two-thirds in Upper West (67.2%) depend on a well as their main source of drinking water. In addition, 47.8 percent of households in the Northern region and 32.2 percent in the Volta region also depend on a well.

Table 13.12: Households by source of drinking water by region

Source of drinking water	Region										Total
	Western	Central	Greater Accra	Volta	Eastern	Ashanti	Brong Ahafo	Northern	Upper East	Upper West	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Pipe-Borne	34.3	48.6	17.9	45.3	18.0	49.5	29.1	25.1	11.5	26.4	33.0
Pipe-borne inside dwelling	5.6	3.2	3.4	2.2	2.3	11.5	1.4	1.9	2.7	3.5	4.8
Pipe-borne outside dwelling but on compound	5.0	2.1	4.8	6.7	2.1	9.1	3.6	4.1	2.4	7.6	5.2
Pipe-borne outside dwelling but from neighbour's house	6.1	7.2	5.7	6.9	3.1	3.7	2.4	1.9	2.2	4.2	4.6
Public tap/standpipe	17.6	36.2	4.0	29.5	10.6	25.2	21.7	17.3	4.3	11.2	18.5
Well	28.2	15.1	0.7	32.2	27.7	18.9	47.8	31.1	84.6	67.2	24.6
Borehole/Pump/Tube well	18.3	12.9	0.6	22.8	24.9	17.7	42.6	27.7	77.0	62.8	20.9
Protected well	8.1	2.2	0.1	6.1	2.0	1.1	3.8	2.6	4.5	2.3	2.7
Unprotected well	1.8	0.0	0.0	3.3	0.8	0.1	1.5	0.7	3.1	2	0.9
Natural	2.5	8.3	1.0	10.9	16.5	1.5	12.8	40.5	0.0	3.6	8.0
Rain water	0.0	0.2	0.2	0.2	0.8	0.0	0.0	0.0	0.0	0.0	0.2
River/Stream	1.8	8.0	0.8	8.3	11.8	1.5	11.6	27.5	0.0	2.7	6.2
Dugout/Pond/Lake/Dam/Canal	0.7	0.2	0.0	2.4	3.9	0.0	1.2	13.0	0.0	0.9	1.6
Other sources	35.0	27.9	80.4	11.6	37.7	30.1	10.3	3.3	3.9	2.8	34.3
Bottled water	0.5	0.7	0.9	0.0	0.4	0.6	0.2	0.0	0.0	0.0	0.5
Sachet water	32.7	26.5	79.3	10.7	34.5	29.2	8.2	2.8	2.7	2.7	32.9
Protected spring	0.0	0.0	0.0	0.0	2.7	0.0	0.2	0.0	0.0	0.0	0.3
Unprotected spring	0.7	0.7	0.0	0.0	0.2	0.2	0.2	0.0	0.0	0.0	0.2
Tanker supply/vendor provided	1.1	0.0	0.1	0.9	0.0	0.1	1.6	0.4	1.2	0.1	0.4

In the Northern region, 27.5 percent of households depend on a river or stream while 13.0 percent have their source of drinking water from a dugout, pond or lake. These are sources that have the potential of being contaminated and the people need to be educated or sensitized to treat water from these sources before drinking.

13.5.2 Main source of water supply for general use

Table 13.13 shows that a little more than half of the households (50.9%) use pipe-borne water for general use. Well water follows with 36.9 percent, natural sources 10.6 percent and other sources (1.6%). The low use of other sources of water for general purposes could be attributed to the fact that bottled and sachet water are considered as mainly for drinking.

In the urban areas, pipe-borne water is the main source of water for general use accounting for almost three-quarters (72.8%) of all sources of water used for this purpose. Well water follows with 23.6 percent, other sources (2.0%) and natural sources, 1.5 percent. The distribution for rural areas, however, shows that most households rely on well-water (48.4%) for general use. This is followed by pipe-borne water (29.9%), natural sources (19.9%) and other sources (1.8%).

Table 13.13: Households by main source of water supply for general use and locality (percent)

Main source of water supply	Locality			N
	Urban	Rural	Total	
Pipe-borne	72.8	27.4	50.9	2,970
Pipe-borne inside dwelling	16.6	2.0	9.5	556
Pipe-borne outside dwelling but on compound	16.7	2.3	9.8	570
Pipe-borne outside dwelling but from neighbour's house	14.6	3.5	9.2	540
Public tap/standpipe	24.9	19.6	22.3	1,304
Well	23.6	51.0	36.9	2,153
Borehole/Pump/Tube well	16.6	43.1	29.4	1,716
Protected well	6.3	5.7	6.0	349
Unprotected well	.8	2.2	1.5	88
Natural sources	1.5	20.3	10.6	619
River/Stream	1.1	15.5	8.1	470
Rain water	0.1	0.2	0.1	8
Protected spring	0.1	0.5	0.3	18
Dugout/Pond/Lake/Dam/Canal	0.2	4.1	2.1	123
Other	2.0	1.3	1.6	96
Bottled water	0.1	0.0	0.0	2
Sachet water	0.4	0.0	0.2	11
Tanker supply/vendor provided	1.4	1.0	1.2	68
Unprotected spring	0.2	0.3	0.3	15
Other (Specify)	0.0	0.0	0.0	0
Total	100.0	100.0	100.0	5,838

There are regional variations in sources of water for general use (Table 13.14). Seven or more households out of ten in the Greater Accra (86.3%), Central (71.7%) and Ashanti (70.0%) regions depend on pipe-borne water as the main source of water for general use. On the other hand, majority of households in the Upper West (88.7%), Upper East (68.5%), Brong Ahafo (51.6%) regions depend on water from a well. In the Northern region, the main sources of water for general use are a river or stream (28.0%) and dugout or pond (13.0%).

Table 13.14: Source of water for general use by region

Source of water for general use	Western	Central	Greater Accra	Volta	Eastern	Ashanti	Brong Ahafo	Northern	Upper East	Upper West	Total
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Pipe-Borne	50.6	71.7	86.3	48.0	32.0	70.0	32.1	25.6	10.8	26.4	56.3
Pipe-borne inside dwelling	11.5	7.9	22.5	2.8	4.2	19.2	2.5	2.0	2.7	2.6	11.4
Pipe-borne outside dwelling but on compound	9.5	4.4	22.7	8.3	5.8	14.4	4.4	4.2	3.0	8.0	11.0
Pipe-borne outside dwelling but from neighbour's house	6.7	10.1	29.3	7.7	7.0	5.6	2.4	1.7	1.6	5.0	10.3
Public tap/standpipe	22.9	49.2	11.7	29.3	15.0	30.9	22.9	17.7	3.5	10.8	23.5
Well	42.1	18.1	9.4	35.6	46.8	26.3	51.6	30.7	88.7	68.5	32.3
Borehole/Pump/Tube well	22.3	14.4	6.8	22.8	34.5	22.1	43.9	27.5	79.0	64.2	24.8
Protected well	16.8	3.5	2.1	8.3	11.1	3.8	6.0	2.8	6.0	2.3	6.1
Unprotected well	3.0	0.2	0.5	4.4	1.1	0.5	1.7	0.4	3.6	2.0	1.4
Natural	5.0	9.2	1.1	15	18.5	3.1	14	41.8	0.0	4.6	9.5
River/Stream	4.1	8.8	1.1	12.4	13.2	2.8	12.8	28.0	0.0	2.7	7.5
Rain water	0.0	0.2	0.0	0.2	0.5	0.3	0.0	0.0	0.0	0.0	0.2
Dugout/Pond/Lake/Dam/Canal	0.9	0.2	0.0	2.4	4.8	0.0	1.2	13.8	0.0	1.9	1.8
Other	2.3	1.1	3.2	1.5	2.7	0.6	2.3	1.8	0.5	0.4	1.8
Bottled water	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0
Sachet water	0.2	0.2	0.1	0.0	0.0	0.1	0.4	0.6	0.1	0.0	0.2
Protected spring	0.0	0.0	0.1	0.0	2.5	0.0	0.2	0.0	0.0	0.0	0.3
Unprotected spring	0.9	0.7	0.0	0.0	0.2	0.3	0.2	0.0	0.0	0.3	0.3
Tanker supply/vendor provided	1.2	0.2	3.0	1.5	0.0	0.0	1.6	1.1	0.4	0.1	1.1

13.6 Provision of Basic Utilities

Electricity remains the main source of lighting among households in Ghana. As shown in Table 13.15, more than four-fifths of households (80.1%) use electricity as the main source of lighting. Flashlight/Torch is the second main source of lighting used by households and constitutes 17.5 percent of all sources. In the urban areas, electricity is used for lighting by 93.7 percent of households compared to rural areas (63.0%). On the other hand, one-third of households in rural areas (33.0%) use flashlight/torch compared to 5.3 percent in urban areas. Kerosene, solar and other sources of lighting account for less than three percent of all the sources of lighting used by households in Ghana.

At the national level, wood remains the leading source of cooking fuel used by households (36.0%), followed by charcoal (32.0%) and Gas (26.0%). Crop residue, electricity and other sources of cooking fuel form less than 2 percent. Less than five percent of households (4.9%), however, reported that they did not cook. In the urban areas, charcoal is the major source of cooking fuel (41.2%), followed by Gas (39.3%) and wood (12.9%). Wood remains the main source of cooking fuel for households in the rural areas (65.3%), followed by charcoal (20.4%) and Gas (9.3%).

Table 13.15: Households by source of lighting and cooking and locality type

Source of lighting	Urban	Rural	Total
Electricity (mains)	93.7	63.0	80.1
Electricity (private generator)	0.0	0.2	0.1
Kerosene	0.5	1.2	0.8
Gas Lamp	0.0	0.1	0.1
Solar energy	0.1	1.8	0.9
Candle	0.2	0.4	0.3
Flashlight/Touch	5.3	33.0	17.5
Firewood	0.0	0.1	0.0
Crop residue	0.0	0.0	0.0
Other (specify)	0.1	0.3	0.2
Total	100.0	100.0	100.0
Source of Cooking fuel			
None, No cooking	6.1	3.4	4.9
Wood	12.9	65.3	36.0
Charcoal	41.2	20.4	32.0
Gas	39.3	9.3	26.0
Electricity	0.2	0.0	0.1
Kerosene	0.0	0.1	0.0
Crop residue	0.1	1.5	0.7
Sawdust	0.0	0.0	0.0
Animal waste	0.0	0.0	0.0
Other (specify)	0.1	0.0	0.1
Total	100.0	100.0	100.0

13.7 Toilet Facilities

Table 13.16 shows the distribution of households by the type of toilet facilities used. At the national level, three in ten households (30.1%) use public toilet as their toilet facility while one in five (20.2%) use the pit latrine. Another two in ten households (19.9%) use the water closet (WC). Households with no toilet facility constitute 16.6 percent, with the proportion in rural areas (29.9%) being higher than in urban areas (6.1%). These households, therefore, use the bush, beaches and open fields for defecation. Only 12.9 percent of households use KVIP as their toilet facility.

In the urban areas, 34.0 percent households use the public toilet, followed by water closet (31.5%), pit latrine (14.3%) and KVIP (13.9%). Rural residents, however, mostly use the pit latrine (27.6%), public toilet (25.5%) and KVIP (11.7%).

Table 13.16: Type of toilet facility used at household level by locality type

Toilet Facility	Urban	Rural	Total
No facility (e.g. bush/beach/field)	6.1	29.9	16.6
W.C.	31.5	5.3	19.9
Pit latrine	14.3	27.6	20.2
KVIP	13.9	11.7	12.9
Bucket/Pan	.2	.2	.2
Public toilet (e.g. W.C., KVIP Pit Pan)	34.0	25.3	30.1
Total	100.0	100.0	100.0

Table 13.17 presents data on toilet facility and either shared or not shared. More than half of the households (54.0%) share their toilet facility with others in the same house. Only 29.3 percent of households do not share their toilet facility and use it exclusively. In the urban areas, about six in every ten households (58.1%) share their toilet facility with other households in the same house. Close to one-third (32.7%) of the households in urban areas do not share their toilet facility, and in rural areas, 23.4 percent of households do not share their toilet facility with other households

Table 13.17: Sharing of toilet facility by households by locality

Share (usage) of Toilet facility by Households	Locality Type		
	Urban	Rural	Total
Yes, with other household(s) in same house	58.1	47.1	54.0
Yes, with other household(s) in different house	5.1	18.0	9.9
Yes, with other household(s) and located in different house	4.0	11.5	6.8
No do not share	32.7	23.4	29.3
Total	100.0	100.0	100.0

CHAPTER FOURTEEN

CONCLUSION AND RECOMMENDATIONS

Introduction

The Labour Force Survey is the major source of data on estimates of total employment including the employment, unemployment, and underemployment and not in labour force. It also provides information on major labour market trends such as shifts in employment across industrial sectors, hours worked, labour force participation and unemployment rates. Over the years, the Ghana Living Standard Survey (GLSS) has been a source for labour force data. The first five rounds of GLSS had component of labour force indicators that focuses on employment and time use. The sixth round of the GLSS had LFS as its module to that provided comprehensive information of labour market indicators in Ghana. The 2015 LFS is the first time a stand-alone labour force has been conducted that covers a wide range of labour market conditions in the country. The survey covered areas such as current and usual economic activity, informal sector activities, non-economic activities, unemployment, underemployment, youth-in-transition, occupational safety as well as youth employment. Findings from the survey are relevant for monitoring policies and programmes regarding employment, apprenticeship training and income generating schemes which are directly related to poverty reduction.

Summary of findings

The 2015 LFS estimates the total population of the country to be 27,669 million, made up of 47.7 males and 52.3 with a dependency ratio of 81.3.

The current labour force participation rate of the population 15 years and older is 75.2 percent and it is higher for males (79.0%) than females (72.4%). More than two-third (67.6%) of the labour force are employed, nearly one out of every ten (9.1%) are unemployed while 23.3 percent are not in labour force. The population resident in the urban areas account for the highest proportion (10.1%) of the unemployed relative to that of the rural areas (8.0%). The population aged 15-19 represents the highest proportion (67.2%) of population not in labour force followed by population 65 years and older (51.2%).

A little over three out of every five (60.8%) of the population which are employed are own account workers while more than one out of every five (22.9%) are paid employees. The labour market is dominated by the private informal sector. More than half (52.5%) of the currently employed population are engaged in the private informal sector.

Majority of the currently employed are in vulnerable employment (own account workers and contributing family workers). About five million of the currently employed persons are own account workers while about 847,001 persons are employed as contributing family workers. Paid employees are a little over 1.8 million

More than a quarter of the employed youth are in the services or sales sector (27.6%), by agriculture or fisheries workers (25.5%) and craft and related trade workers (19.2%). These three areas of work engage 72.3 percent of the youth in employment.

The total unemployment rate for Ghana is 11.9 percent and it is higher for females (12.5%) relative to males (11.5%). This is an indication that females are more likely to be unemployed than their male counterparts. Upper East region (18.4%) recorded the highest unemployment rate while Brong Ahafo (8.4%) recorded the lowest unemployment rate. In the urban areas (13.4%) unemployment is higher compared to the situation in the rural areas (10.2%).

In the area of education, unemployment rate is relatively higher for persons with education than those with no education. Similarly, unemployment rate is highest for persons with secondary education (19.3%) than those with MSLC or BECE certificates (11.3%). Persons with tertiary education have the lowest unemployment rate (7.3%).

With regard to underemployment, about 10 percent of the employed populations are considered to be underemployed. Of this proportion, females account for slightly more than half (50.7%) while close to half (49.3%) are males. Most of the underemployed persons are in the skilled agriculture/fishery (42.2%), service/sales (20.4%) as well as craft and related trades (19.3%) categories. The highest proportions of the underemployed persons are in the 25-29 (15.3%) and 30-34 (15.2%) age groups. It is observed that female youth (45.5%) are more likely than their male counterparts (38.4%) to be underemployed.

Majority of the currently employed are in vulnerable employment (own account workers and contributing family workers). About five million (4,930,498) of the currently employed persons are own account workers. More than half of females (64.8% or 2,801,262) who are currently employed are own account workers with a relatively small number (703,791) working as paid employees.

The labour market is characterized by the dominance of the private informal sector contrary to what was observed in the past where agriculture and related activities was the major employer of the working population. The survey revealed that 4.2 million persons, representing more than half (52.5%) of the currently employed are engaged in the private informal sector. Agricultural businesses engaged 2.1 million of those in current employment.

Skilled agricultural, forestry and fishery workers constitute the largest occupational group, engaging 2,281,143 of the currently employed shows that Agriculture, forestry and fishing remains the main industry of employment, engaging 2.6 million of the currently employed. This is followed by Wholesale and retail trade and the repair of motor vehicles (1.7 million). Manufacturing is the third major industry of employment, engaging 1.2 million of the currently employed. For persons who actively searched for work during the period, more than two-fifths (44.4%) contacted friends and relatives for information

Conclusion

Majority of the currently employed are engaged in the private informal sector. Even though, the economy of Ghana depends heavily on agriculture, it is less attractive to people with high education hence most of the agriculture activities are left in the hands of people with little or no education especially the aged. As a result, agricultural activities are often carried out on small scales using crude implements such as cutlasses and hoes and as well are done at the subsistence level. The inability of the formal sector to grow in order to provide more jobs has pushed majority into the informal sector which is dominated by both small and medium-scale enterprises and mainly involve the wholesale and retail trade and service provision.

Generally, Ghana's economy in terms of employment could be classified as predominantly informal and most of the employees are in vulnerable employment since most of the currently employed persons 15 years and older are contributing family workers in family businesses, self-employed persons (farmers, artisans and craft-workers, traders, small scale food processors). The nature of the economy and the background of the labour force do not conform to the status of the country as a lower middle income country. There is, therefore, the need to adopt innovative strategies and measures to grow and transform the economy.

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APPENDIX I: QUESTIONNAIRE

STATISTICAL SERVICE



REPUBLIC OF GHANA

**GHANA LABOUR FORCE SURVEY
2015**

HOUSEHOLD QUESTIONNAIRE

IDENTIFICATION	
ADDRESS _____	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
LOCALITY NAME _____	
CLUSTER NUMBER.....	
STRUCTURE NUMBER.....	
HOUSEHOLD NUMBER.....	
REGION.....	
DISTRICT.....	
URBAN =1 RURAL = 2.....	
ID OF PERSON INTERVIEWED:	
NAME OF HOUSEHOLD HEAD	
NAME OF FIRST PRINCIPAL RESPONDENT? _____	

INTERVIEWER VISITS				
	1	2	3	FINAL VISIT
DATE				DAY <input type="checkbox"/> <input type="checkbox"/>
INTERVIEWER'S NAME				MONTH <input type="checkbox"/> <input type="checkbox"/>
SUPERVISOR'S NAME				YEAR <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
RESULT				INT. ID NUMBER <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
				SUP. ID NUMBER <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
				RESULT <input type="checkbox"/>
NEXT VISIT – DATE				TOTAL
TIME				NUMBER <input type="checkbox"/>
				OF VISITS

<p>RESULT CODES:</p> <p>1 COMPLETED</p> <p>2 NO HOUSEHOLD MEMBER AT HOME OR NO ELIGIBLE RESPONDENT AT HOME AT TIME OF VISIT</p> <p>3 ENTIRE HOUSEHOLD ABSENT FOR EXTENDED PERIOD OF TIME</p> <p>4 POSTPONED</p> <p>5 REFUSED</p> <p>6 DWELLING VACANT OR ADDRESS NOT A DWELLING</p> <p>7 DWELLING DESTROYED</p> <p>8 DWELLING NOT FOUND</p> <p>9 OTHER (SPECIFY) _____</p>	<p>TOTAL PERSONS IN HOUSEHOLD <input type="checkbox"/><input type="checkbox"/></p> <p>TOTAL ELIGIBLE PERSONS 15 YEARS+ <input type="checkbox"/><input type="checkbox"/></p> <p>TOTAL ELIGIBLE PERSONS INTERVIEWED <input type="checkbox"/><input type="checkbox"/></p>
---	--

LANGUAGE OF RESPONDENT <input type="checkbox"/> LANGUAGE OF INTERVIEW <input type="checkbox"/>
<p>LANGUAGE CODES:</p> ENGLISH = 1 AKAN = 2 GA = 3 EWE = 4 NZEMA = 5 DAGBANI = 6 OTHER = 7 (SPECIFY) _____

SECTION 1: HOUSEHOLD ROSTER AND BACKGROUND CHARACTERISTICS

Start Time:.....

HOUSEHOLD ROSTER AND BACKGROUND CHARACTERISTICS													
1	2	3	4	5			6	12 years or older				11	12
				DD	MM	YEAR		YRS.	7	8	9		
MEMBER	Name of household member	SEX Male.....1 Female..2	What is the relationship of (NAME) to head of household? Head01 Spouse (Wife/Husband)02 Child (Son/Daughter)03 Parent/Parent in-law04 Son/Daughter in-law05 Grandchild06 Brother/Sister07 Step child08 Foster child09 Other relative10 Non-relative11 Other(specify).....12	What is (NAME's) date of birth? ASK PERSON TO GET DOB, BIRTH CERTIFICATE AND COPY DATE OF BIRTH OR IF NOT AVAILABLE CODE OR ESTIMATE DD = 98 MM = 99			How old is (NAME)? AGE IN COMPLETED YEARS >>11	What is (NAME'S) present marital status? Married.....1 Consensual Union...2 Separated.....3 (>> 10) Divorced.....4 (>> 10) Widowed.....5 (>> 10) Never Married.....6 (>> 11)	Does (NAME'S) spouse live in this household? Yes.....1 No.....2 (>> 10)	COPY THE I.D. CODE OF THE SPOUSE (IF MORE THAN ONE SPOUSE, THE FIRST ONE) I.D.	At what age did (NAME) first get married or started living with a partner? (AGE IN YEARS)	What is (NAME'S) religious denomination? No religion..... 01 Catholic..... .02 Methodist03 Presbyterian04 Anglican05 AME Zion 06 Lutheran 07 E.P. Church08 Global Evang. Ch.....09 Pentecostals10 Charismatic..... .11 Other Christian.....12 Islam......13 Traditionalist.....14 Other (specify).....15	Was (NAME) born in this town/village? Yes.....1 (>> 14) No.....2
				01									
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10													
11													
12													

SECTION 1: HOUSEHOLD ROSTER AND BACKGROUND CHARACTERISTICS - CONTINUED

		HOUSEHOLD ROSTER AND BACKGROUND CHARACTERISTICS - MIGRATION				
13		14	15	16	17	18
M	In what region/country was (NAME) born?	Has (NAME) been living in this town/village since birth?	How long has (NAME) been living continuously in this town/village?	Where was (NAME) living before moving here?	Where you used to live before moving to this locality, was it a town or village?	What was (NAME's) main reason for moving here?
E	Western.....01	Yes.....1 (>> 19) No.....2	Less than 1 year.....1 1 year < 5 years.....2 5 years < 10 years.....3 10 years+.....4	<i>Record region where living previously or country if lived abroad</i> Western.....01 Central.....02 Greater Accra.....03 Volta.....04 Eastern.....05 Ashanti.....06 Brong Ahafo.....07 Northern.....08 Upper East.....09 Upper West.....10 Other ECOWAS.....96 Africa other than ECOWAS...97 Outside Africa.....98	Town.....1 Village.....2	Work.....1 Family.....2 School/training.....3 Conflict.....4 Disaster (flood, drought, fire).....5 Other.....6
M	Central.....02					
B	Greater Accra.....03					
E	Volta.....04					
R	Eastern.....05					
	Ashanti.....06					
	Brong Ahafo.....07					
I	Northern.....08					
D	Upper East.....09					
	Upper West.....10					
	Other ECOWAS.....96					
	Africa other than ECOWAS.....97					
	Outside Africa.....98					
	>> 15					
01						
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SECTION 2A: EDUCATION

PERSONS 3 YEARS AND OLDER						
	1	2	3	4	5	6
MEMBERED	Has (NAME) ever attended school?	What is/was the main reason why (NAME) has never attended school?	At what age did (NAME) start schooling?	What is the highest educational level attained?	What is the highest grade completed at that level?	What was the highest educational qualification attained?
	Yes.....1 >> 3 No.....2	Too young01 Disabled/ illness.....02 No school / school too far.....03 Cannot afford schooling.....04 Family did not allow schooling.....05 Not interested in school.....06 Education not considered valuable.....07 School not safe.....08 To learn a job.....09 To work for pay10 To work as unpaid worker in family business/farm.....11 Help at home with household chores.....12 Other (specify).....13	(AGE IN COMPLETE D YEARS)	Nursery.....01 Kindergarten.....02 Primary.....03 JSS/JHS.....04 Middle.....05 SSS/SHS.....06 Secondary.....07 Voc/Tech/Comm.....08 Teacher Training/Agric Nursing/Cert.....09 Post Sec. Dip (HND, Teacher training, Nursing, Unive. Dip..10 Bachelor degree.....11 Post graduate.....12		None.....00 Middle.....01 JSS/JHS.....02 Secondary.....03 SSS/SHS.....04 Voc/Tech/Comm.....05 Teacher Training/Agric Nursing/Cert.....06 Post Sec. Dip (HND, Teacher training, Nursing, Unive. Dip.....07 Bachelor degree.....08 Post graduate.....09 Other prof. (ACCA, CIMA, ICT)10
	SECTION 2B. 01					
01						
02						
03						
04						
05						
06						
07						
08						
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12						

SECTION 2B: EDUCATION

PERSONS 3 YEARS AND OLDER						
	7	8	9	10	11	12
M E M B E R I D	What is the main subject area of educational qualification? ASK PERSONS WITH SECONDARY OR HIGHER EDUCATION (SEE CODE)	Did (NAME) attend school/college at any time during the past 12 months? Yes.....1 No.....2 >>11	Is (NAME) still in school? Yes.....1 No.....2 >>11	What is the current grade? Pre-school.....01 P1.....11 P2.....12 P3.....13 P4.....14 P5.....15 P6.....16 JHS1.....21 JHS2.....22 JHS3.....23 SHS1.....31 SHS2.....32 SHS3.....33 Secondary.....34 Voc/Tech/Comp/ Comm/Agric.....41 Teacher Training.....42 Nursing.....43 Polytechnic.....51 University.....52 Other Tertiary.....53 Other (specify).....61	Why did you stop schooling?	How long have you been out of school?
	01					
02						
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SECTION 2B: EDUCATION - CONTINUED

APPRENTICESHIP AND LITERACY - PERSONS 11 YEARS AND OLDER									
M E M B E R I D	1	2		3		4		5	6
	Is (NAME) an apprentice or has (NAME) ever been an apprentice? Yes, currently.....1 Yes, in past.....2 No.....3 (>> 4)	How long was (is) the apprenticeship?		What is the main trade (NAME) is learning or learnt? (REFER TO SECTOR TRADE/SKILLS CODE BOOK)		How long did it take (NAME) to get employment/ income earning activities after completing education or apprenticeship or National Service? CHECK: IF Q.1 IN SECTION 2A=1 OR Q.1 IN SECTION 2B=2 CHECK IF Q1 IN SECTION 2A=2 AND Q1 IN SECTION 2B=3>> Q5		In what language can [NAME] read and write? None (not literate).....1 English only.....2 Ghanaian language only.....3 English and Ghanaian language.....4 English and French.....5 English, French and Ghanaian language..6 Other.....7	At what age did you start to work for the first time in your life? (As regular or casual employee, self employed, employer or unpaid family worker)
		Y E A R	MONTHS	MAIN TRADE	CODE	Y E A R	MONTHS		
01									
02									
03									
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10									
11									
12									

SECTION 3A:

CURRENT ACTIVITIES LAST SEVEN (7) DAYS

WORK ASPIRATIONS			CURRENT ACTIVITIES						
Now, I would like to ask you about your activities over the last 7 days, that is, since									
Did you do any of the following activities, even if for only one hour?									
MEMBER ID	1		2		3				
	Ideally, what type of work would you like to do?		Ideally, whom would you like to work for?		a. Any work in any non-farm business, big or small, by yourself or with one or more partners to earn income?	b. Any work for a wage, salary, commission or any payment in cash or in kind (excluding domestic work)?	c. Any work as a domestic worker for a wage, salary, commission or any payment in cash or in kind?	d. Help in a household business of any kind without any pay? DO NOT CONSIDER NORMAL HOUSEWORK Examples: Helping to sell things, make things for sale or exchange, doing the accounts, cleaning up for the business, etc.	e. Any work on your own or on the household's plot, farm, food garden, or help in growing farm produce or in looking after animals or fish farming? Examples: Ploughing, harvesting, looking after livestock, etc.
	DESCRIBE OCCUPATION	ISCO CODE	Myself.....1 Government/ Public sector.....2 Private company.....3 Family business/ Farm.....4 NGO.....5 Int. organization6 Other (specify).....7		Examples: Selling things, making things for sale, repairing things, guarding cars, hairdressing, crèche business, transport business, having a legal or medical practice, performing in public, having a public phone shop, barbering, shoe shining, etc.	Yes.... 1 No....2	Yes.... 1 No....2	Yes.... 1 No....2	Yes, mainly or only for sale or barter..... 1 Yes, mainly or only for own or household use.. 2 No.....3
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SECTION 3A:

CURRENT ACTIVITIES LAST SEVEN (7) DAYS - CONTINUED

CURRENT ACTIVITIES								
Now, I would like to ask you about your activities over the last 7 days, that is, since Did you do any of the following activities, even if for only one hour?								
M E M B E R I D	3		4	5	6	7		8
	f. Catch fish, prawns, shells, wild animals or collect any other food for sale?	g. Any work as an apprentice?	IF ANY ANSWER TO Q.3 (a-g) IS "YES", SKIP TO SECTION 3B, Q.1 IF ALL ANSWERS TO Q.3 (a-g) ARE "NO", ASK Q.4: Even though you did not do any of these activities last week, do you have a job, business or other economic or farming activity from which you were absent that you will definitely return to? Note: For agricultural activities, the off season in agriculture is not a temporary absence Yes..... 1 No.....2 >> SECTION 6	What was the main reason that you were absent from your job or business last week? Health reasons.....01 Vacation leave.....02 Caring for family/others.....03 Maternity/paternity leave work reduction..04 Family/community obligations.....05 Strike/stay-away/lockout.....06 Problems with transport.....07 Bad weather08 On study or training leave09 Unrest (violence)10 Temporary layoff.....11 Seasonal work.....12 Other reason (specify)13	Are you receiving any pay (in cash or kind) or other returns from a job or business while not at work? Yes.... 1 >> 8 No.....2	How long have you been away from your job or business without pay? WEEKS DAYS	When do you expect to go back to the work which you were absent? Less than 2 mths...1 2 mths or longer...2	
	Yes, mainly or only for sale or barter..... 1	Yes, received pay.....1 Yes, had to pay.....2 Yes, did not receive pay and did not pay.....3 No.....4						
	Yes, mainly or only for own or household use.. 2							
	No.....3							
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12								

SECTION 3B:

MAIN JOB - LAST SEVEN (7) DAYS

MAIN JOB

Now, I would like to ask about your activities you have undertaken over the last 7 days, that is, since

M E M B E R I D	1	2		3		4							5	44	6	7	
	During the last 7 days, how many jobs did you do/have altogether?	During the last 7 days, what were the main tasks and duties in the job you spent most of your time on? i.e. describe the main job/task you were performing e.g. carrying bricks; mixing baking flour; harvesting maize; etc		What kind of goods, services or industry is this work connected with? (DESCRIBE THE MAIN GOODS AND SERVICES PRODUCED)		During the last 7 days, how many hours did you actually work on this job? <i>Record the hours worked each day, and calculate the total weekly hours</i> <i>Note: Exclude</i> <i>(i) hours paid for but not worked</i> <i>(ii) meal break</i> <i>(iii) commuting time</i>							How many hours did you work in a typical week?	How many days do you work in typical week?	How many weeks did you work in a month?	How many months did you work in the last 12 months?	
	NUMBER OF JOBS	DESCRIBE MAIN OCCUPATION	ISCO CODE	INDUSTRY	ISIC CODE	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Total				
01																	
02																	
03																	
04																	
05																	
06																	
07																	
08																	
09																	
10																	
11																	
12																	

SECTION 3B:

MAIN JOB LAST SEVEN (7) DAYS

- CONTINUED

MAIN JOB										
Now, I would like to ask about your activities you have undertaken over the last 7 days, that is, since										
MEMBER ID	8	9	10		11		12	13	14	15
	What is your status in this job? REFER TO CODE	In what sector are you mainly working? REFER TO CODE	How long were you available and actively looking for work before finding your current job?		How long have you been doing this work?		To what extent are you satisfied with your job? <i>(Read out responses below)</i>	Would you like to change your main job?	Do you believe that in the next 12 months you would be able to keep your main job?	Does the uncertainty of the situation bother you?
			YEARS	MONTHS	YEARS	MONTHS	Very satisfied.....1 Somewhat satisfied.....2 Neither satisfied nor unsatisfied.....3 Somewhat unsatisfied.....4 Not satisfied.....5	Yes.....1 No.....2	Likely.....1 (>> 16) Not certain2 Not likely.....3	Yes.....1 No.....2
01										
02										
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07										
08										
09										
10										
11										
12										

SECTION 3B:

MAIN JOB LAST SEVEN (7) DAYS - CONTINUED

MAIN JOB - PAID EMPLOYEES ONLY						
M E M B E R I D	16	17		18	19	20
	Are you paid on a timely basis or a piece rate basis? Time basis.....1 Piece rate.....2 Some other basis (Specify).....3	What is the amount (incl. any bonuses, commissions, allowances or tips) received? (MOST RECENT)		Are you expecting wage payments that are late? Yes.....1 No.....2	Does the employer deduct income tax from your pay? Yes.....1 No.....2 Don't know.....3	Do you receive any payment for this work in the form of goods and services? Yes.....1 No.....2 (>> 22)
		AMOUNT GH¢	TIME UNIT			
01						
02						
03						
04						
05						
06						
07						
08						
09						
10						
11						
12						

CODES FOR QUESTION 8

- Paid employee1
- Non – agric self-employed with employees2
- Non – agric self-employed without employees ...3
- Non – agric contributing family worker4
- Agric self-employed with employees5
- Agric self-employed without employees6
- Agric contributing family worker7
- Domestic workers8
- Casual workers9
- Apprentice10
- Other (Specify)11

CODES FOR QUESTION 9

- Government sector:
 - Civil Service.....01
 - Other Public Service.....02
- Parastatals.....03
- NGOs (local & International).....04
- Cooperatives.....05
- Inter. Organ./Diplomatic Mission.....06
- Private Sector.....07
- Other (specify).....08

TIME UNIT

- Daily.....1
- Weekly.....2
- Fortnightly.....3
- Monthly.....4
- Quarterly.....5
- Yearly.....6

SECTION 3B:

MAIN JOB LAST SEVEN (7) DAYS - CONTINUED

MAIN JOB - PAID EMPLOYEES ONLY											
	21	22	23	24	25	26	27	28	29	30	31
M E M B E R I D	What is the value of the goods or services you received?	When you started this work was there a contract?	In this job, are you entitled to paid holidays/leave?	Are you entitled to paid sick leave and/or maternity leave on this job?	Will/Do you receive a retirement benefit/pension from this job?	What type of pension benefit(s), will/do you receive from this job?	Are you entitled to any other social security benefits in this job??	Are you entitled to free or subsidized medical care in this job?	How many persons (including you) work in this enterprise? IF Q9 = 1-3 SKIP TO Q30	Is your place of work in this village/town?	Where do you usually do your main work?
	Daily.....1 Weekly.....2 Fortnightly.....3 Monthly.....4 Quarterly.....5 Yearly.....6	Yes written.....1 Yes Oral/verbal...2 No.....3	Yes.....1 No.....2	Yes, paid sick leave.....1 Yes, maternity Leave.....2 Yes, both.....3 No.....4	Yes.....1 No.....2 (>> 27)	Three tier scheme..1 SSNIT scheme.....2 CAP 30.....3 Other (specify)...4	Yes, free.....1 Yes, subsidized..2 No.....3	Yes.....1 No.....2	(FOR WAGE NON-GOVERNMENT EMPLOYEES ONLY) Work alone.....1 2-4.....2 5-9.....3 10-19.....4 20-49.....5 50 or more.....6	Yes.....1 No.....2	REFER TO CODES
	VALUE GH¢	TIME UNIT									
01											
02											
03											
04											
05											
06											
07											
08											
09											
10											
11											
12											

SECTION 3B:

MAIN JOB LAST SEVEN (7) DAYS

MAIN JOB								
M E M B E R I D	32		33		34	35		36
	DISTANCE	DISTANCE CODE	NO. OF TRIPS	TIME UNIT		WEEKS	DAYS	
	What is the distance from your place of work to home?		How often do you go between your house and place of work? (Round trip)		During the last 6 months have you received any training relating to your work, including on-the-job training?	What was the duration of the training?		What type of training did you receive?
			Daily.....1 Weekly.....2 Fortnightly.....3 Monthly.....4 Quarterly.....5 Yearly.....6		Yes.....1 No.....2 (>> 39)			Clerical.....01 Prof / Managerial.....02 ICT.....03 Marketing.....04 Teaching.....05 Leadership.....06 Medicine.....07 Accountancy.....08 Skills / Trade Training.....09 Farming practices.....10 Other.....11 (specify)
01								
02								
03								
04								
05								
06								
07								
08								
09								
10								
11								
12								

CODES FOR QUESTION 31

Office.....	01
Home.....	02 >> 34
Factory.....	03
Workshop.....	04
Own land / farm.....	05
Other land / farm.....	06
River / Ocean.....	07
Hotel / restaurant / chop bar.....	08
Store / shop / table top.....	09
Street at a fixed location.....	10
Street not at a fixed location/ roaming taxi drivers.....	11 >>34
Lorry park.....	12
Somebody's home / Verandah.....	13
School.....	14
Hospital / clinic.....	15
Construction sites.....	16
Market.....	17
Other (specify).....	18

DISTANCE CODE

Yard.....	1
Metre.....	2
Kilometre.....	3
Mile.....	4

SECTION 3B:

MAIN JOB LAST SEVEN (7) DAYS

MAIN JOB							
	37	38	39	40	41	42	43
M E M B E R	Who paid for the training?	Did you lose an entitlement or benefit during the period of your training?	Is the work you do a permanent or temporary job?	Do you feel that your training/educational qualifications are relevant in performing your present job?	Is there a trade union at the place where you work?	Is the Trade Union registered?	Are you a member of the union?
I D	Free.....1 (NAME) entirely.....2 Employer entirely.....3 Shared.....4 International agency.....5 NGOs.....6 Other.....7 (specify)	Yes.....1 No.....2	Permanent.....1 Temporary.....2	Yes, they are relevant.....1 I feel over qualified.....2 No, I experienced gaps.....3 Not relevant.....4	Yes, One.....1 Yes, more than one...2 No.....3 >>>SECTION 4	Yes.....1 No.....2 Don't know3	Yes.....1 No.....2
01							
02							
03							
04							
05							
06							
07							
08							
09							
10							
11							
12							

SECTION 4:

SECONDARY JOB LAST SEVEN (7) DAYS

SECONDARY JOB

Now, I would like to ask about your secondary activity you have undertaken over the last 7 days, that is, since

M E M B E R I D	1		2		3								4	43	5	6
	During the last 7 days, what were the main tasks and duties in the job you spent most of your time on? i.e. describe the secondary job/task you were performing e.g. carrying bricks; mixing baking flour; harvesting maize; etc		What kind of goods, services or industry is this work connected with? (DESCRIBE THE MAIN GOODS AND SERVICES PRODUCED)		During the last 7 days, how many hours did you actually work on this second job? <i>Record the hours worked each day, and calculate the total weekly hours</i> <i>Note: Exclude</i> <i>(i) hours paid for but not worked</i> <i>(ii) meal break</i> <i>(iii) commuting time</i>								How many hours did you work in a typical week?	How many days do you work in a typical week?	How many weeks did you work in a month?	How many months did you work in the last 12 months?
	DESCRIBE MAIN OCCUPATION	ISCO CODE	INDUSTRY	ISIC CODE	Sun	Mon	Tues	Wed	Thurs	Fri	Sat	Total				
01																
02																
03																
04																
05																
06																
07																
08																
09																
10																
11																
12																

SECTION 4:

SECONDARY JOB LAST SEVEN (7) DAYS - CONTINUED

SECONDARY JOB										
Now, I would like to ask about your secondary activity you have undertaken over the last 7 days, that is, since										
MEMBER ID	7	8	9		10		11	12	13	14
	What is your status in this job?	In what sector are you mainly working?	How long were you available and actively looking for work before finding your secondary job?		How long have you been doing this work?		To what extent are you satisfied with this job? <i>(Read out responses below)</i>	Would you like to change your secondary job?	Do you believe that in the next 12 months you would be able to keep your secondary job?	Does the uncertainty of the situation bother you?
	REFER TO CODE	REFER TO CODE	YEARS	MONTHS	YEARS	MONTHS	Very satisfied.....1 Somewhat satisfied.....2 Neither satisfied nor unsatisfied.....3 Somewhat unsatisfied....4 Not satisfied.....5	Yes.....1 No.....2	Likely.....1 (>= 15) Not certain2 Not likely.....3	Yes.....1 No.....2
01										
02										
03										
05										
06										
07										
08										
09										
10										
11										
12										

SECTION 4:

SECONDARY JOB LAST SEVEN (7) DAYS - CONTINUED

SECONDARY JOB - PAID EMPLOYEES ONLY						
M E M B E R I D	15	16		17	18	19
	Are you paid on a timely basis or a piece rate basis?	What is the amount (incl. any bonuses, commissions, allowances or tips) received?		Are you expecting wage payments that are late?	Does the employer deduct income tax from your pay?	Do you receive any payment for this work in the form of goods and services?
		(MOST RECENT)				
	Time basis.....1			Yes.....1	Yes.....1	Yes.....1
	Piece rate.....2			No.....2	No.....2	No.....2
	Some other (Specify) basis.....3				Don't know.....3	(>> 21)
		AMOUNT GH¢	TIME UNIT			
01						
02						
03						
04						
05						
06						
07						
08						
09						
10						
11						
12						

CODES FOR QUESTION 7

- Paid employee1
- Non – agric self-employed with employees2
- None – agric self-employed without employees ..3
- Non – agric contributing family worker4
- Agric self-employed with employees5
- Agric self-employed without employees6
- Agric contributing family worker7
- Domestic workers8
- Casual workers9
- Apprentice10
- Other (Specify)11

CODES FOR QUESTION 8

- Government sector:
- Civil Service.....01
 - Other Public Service.....02
 - Parastatals.....03
 - NGOs (local & International).....04
 - Cooperatives.....05
 - Inter. Organ./Diplomatic Mission.....06
 - Private Sector.....07
 - Other (specify).....08

TIME UNIT

- Daily.....1
- Weekly.....2
- Fortnightly.....3
- Monthly.....4
- Quarterly.....5
- Yearly.....6

SECTION 4:

SECONDARY JOB LAST SEVEN (7) DAYS

- CONTINUED

SECONDARY JOB – PAID EMPLOYEES

M E M B E R I D	20		21	22	23	24	25	26	27	28	29	30
	What is the value of the goods or services you received?		When you started this work was there a contract?	In this job, are you entitled to paid holidays/leave?	Are you entitled to paid sick leave and/or maternity leave on this job?	Will/Do you receive a retirement benefit/pension from this job?	What type of pension benefit(s), will/do you receive from this job?	Are you entitled to free or subsidized medical care in this job?	Are you entitled to any other social security benefits in this job?	How many persons (including you) work in this enterprise? <i>(FOR WAGE NON-GOVERNMENT EMPLOYEES ONLY)</i>	Is your place of work in this village/town?	Where do you usually do your secondary work?
	VALUE GH¢	TIME UNIT	Yes written.....1 Yes Oral/verbal...2 No.....3	Yes.....1 No.....2	Yes, paid sick leave.....1 Yes, maternity leave.....2 Yes, both.....3 No.....4	Yes...1 No.....2 (>> 26)	Three tier scheme.1 SSNIT scheme...2 CAP 30.....3 Other (specify)...4	Yes, free.....1 Yes, subsidized..2 No.....3	Yes....1 No.....2	Work alone.....1 2-4.....2 5-9.....3 10-19.....4 20-49.....5 50 or more.....6	Yes.....1 No.....2	REFER TO CODES
01												
02												
03												
04												
05												
06												
07												
08												
09												
10												
11												
12												

SECTION 4:

SECONDARY JOB LAST SEVEN (7) DAYS - CONTINUED

SECONDARY JOB								
M E M B E R I D	31		32		33	34		35
	What is the distance from your place of work to home?		How often do you go between your house and place of work? (Round trip)		During the last 6 months have you received any training relating to your work, including on-the-job training?	What was the duration of the training?		What type of training did you receive?
	DISTANCE	DISTANCE CODE	NO. OF TRIPS	TIME UNIT	Yes.....1 No.....2 (>> 38)	WEEKS	DAYS	(specify)
01								
02								
03								
04								
05								
06								
07								
08								
09								
10								
11								
12								

CODES FOR QUESTION 30

Office.....	01
Home.....	02 >> 33
Factory.....	03
Workshop.....	04
Own land / farm.....	05
Other land / farm.....	06
River / Ocean.....	07
Hotel / restaurant / chop bar.....	08
Store / shop / table top.....	09
Street at a fixed location.....	10
Street not at a fixed location/ roaming taxi drivers.....	11 >>33
Lorry park.....	12
Somebody's home / Verandah.....	13
School.....	14
Hospital / clinic.....	15
Construction sites.....	16
Market.....	17
Other (specify).....	18

DISTANCE CODE

Yard.....	1
Metre.....	2
Kilometre.....	3
Mile.....	4

TIME UNIT

Day.....	1
Week.....	2
Month.....	3
Year.....	4

SECTION 4:

SECONDARY JOB LAST SEVEN (7) DAYS

- CONTINUED

SECONDARY JOB								
	36	37	38	39	40	41	42	44
M E M B E R	Who paid for the training?	Did you lose an entitlement or benefit during the period of your training?	Is the work you do a permanent or temporary job?	Do you feel that your training/educational qualifications are relevant in performing your present job?	Is there a trade union at the place where you work?	Is the Trade Union registered?	Are you a member of the union?	Apart from you two jobs (main & secondary), how many hours did you spend on these other jobs in the last 7 days?
I D	Free.....1 (NAME) entirely.....2 Employer entirely.....3 Shared.....4 International agency.....5 NGOs6 Other.....7 (specify)	Yes.....1 No.....2	Permanent.....1 Temporary.....2	Yes, they are relevant.....1 I feel over qualified.....2 No, I experienced gaps.....3 Not relevant.....4	Yes, One.....1 Yes, more than one...2 No.....3 >>> SECTION 5	Yes.....1 No.....2 Don't know3	Yes.....1 No.....2	CHECK IF SECT 3B Q1 >2 ask Q44. CHECK IF SECT 3B Q1 IS LESS OR EQUAL TO 2 SKIP TO SECTION 5
01								
02								
03								
04								
05								
06								
07								
08								
09								
10								
11								
12								

SECTION 5:

UNDEREMPLOYMENT

	1	2	3	4	5	6	7	8
MEMBER ID	INTERVIEWER: CHECK TOTAL HOURS OF WORK (SECTION 3B.Q4 AND SECTION 4. Q3) < 40 HRS During the last 7 days, what were your total hours of work in your economic activities?	Did you want to: increase your total time spent on all work activities last week, decrease your work time (even if it meant loss of income), or was the time about right? Wanted to increase work time.....1 Work time was about right.....2 >>4 Wanted to decrease work time.....3	How many hours would you have liked to work during last week?	Do you wish to change jobs or to have another job in addition to your present one(s)? Wanted to change jobs1 Wanted another job in addition to present one(s).....2 Did not wish to change jobs, or get another one.....3 (>> SECTION 7)	Did you seek to change your main job in the last 7 days? Yes.....1 No.....2 (>> SECTION 7)	What was the most important reason that made you seek to do that? REFER TO CODES	What steps did you take to change your work situation or increase earnings? (MOST IMPORTANT ONLY) REFER TO CODES	Are you ready and have the requirements to change your work situation during the next 7 days or within the next 30 days? Yes, next 7 days.....1 Yes, but within next 30 days.....2 No.....3 <div style="border: 1px solid black; padding: 2px; display: inline-block;">>> SECTION 7</div>
	01							
02								
03								
04								
05								
06								
07								
08								
09								
10								
11								
12								

CODES FOR QUESTION 6

- I want to find a better paying job.....1
- I want to find a job that better corresponds to my qualification2
- Be closer to his/her home.....3
- Be in his/her village/town.....4
- Have improved safety at work.....5
- Have less excessive hours.....6
- Have better social security/ protection.....7
- Have other improved working conditions.....8
- Other reasons (specify).....9

CODES FOR QUESTION 7

- Applied to prospective employer.....1
- Checked at farm/factories/work sites.....2
- Asked friends and relatives.....3
- Took action to start business.....4
- Took action to start agricultural activity5
- Searched newspaper adverts.....6
- Searched internet.....7
- Searched employment services.....8
- Other (specify).....9
- None.....10

SECTION 6: UNEMPLOYMENT

	1	2	3	4	5	6	7
M E M B E R I D	Were you available for work during the last 7 days or within the next 4 weeks if there had been an opportunity to work?	Have you made any effort during the last 7 days or past 4 weeks to find work or start own business?	What did you do in this period to find work? (MOST IMPORTANT ONLY)	Why have you not made any effort to find work or start a business? (MOST IMPORTANT ONLY)	Would you be willing to work part time? (i.e 20 hours a week)	During this period what type of employment were you mainly seeking/ available for, if not seeking?	How long have you been seeking and/or available for work?
	Yes, last 7 days.....1	Yes, last 7 days.....1	(SEE CODES)	(SEE CODES)	Yes.....1	(SEE CODES)	(SEE CODES)
	Yes, but only within the next 4 weeks.....2	Yes, prior to last 7 days but in the 4 weeks.....2	>>5	>>8	No.....2		
	No.....3 (>> 10)	No.....3 (>> 4)					
01							
02							
03							
04							
05							
06							
07							
08							
09							
10							
11							
12							

CODES FOR QUESTION 3

Applied to prospective employer.....01
 Checked at farm/factories/work sites.....02
 Asked friends and relatives.....03
 Took action to start business.....04
 Took action to start agricultural activity.....05
 Upgrading skills.....06
 Searched internet.....07
 Searched newspaper adverts.....08
 Searched employment services.....09
 Looked for land, building, equipment.....10
 Registered at an employment centre.....11
 Took a test or interview.....12
 Waited on the street to be recruited for casual work.....13
 Sought financial assistance to look for work or start a business.....14
 Applied for a permit or license to start a business.....15
 Placed/answered job advertisement(s).....16
 Other (specify).....17

CODES FOR QUESTION 4

No jobs available.....01
 Unable to find work requiring NAME's skills.....02
 Lost hope of finding any kind of work.....03
 Lacks necessary schooling, training, skills or exp...04
 Employers think too old/too young to work.....05
 Awaiting the seasons for work.....06
 Waiting to be recalled to former job.....07
 Pregnancy.....08
 Sickness/injury.....09
 Disabled or unable to work (handicapped).....10
 Housewife/family responsibilities).....11
 Child care problems.....12
 Education or training.....13
 Undergoing training to help find work.....14
 Transportation problems.....15
 Retirement.....16
 Believe that no work is available.....17
 Legal restriction (convict and others restricted by law).....18
 Await result for recruitment to the public service.....19
 Do not want to work.....20
 Other (specify).....21

CODES FOR QUESTION 6

Government or state enterprise.....1
 Large private firm.....2
 Small/ medium scale enterprise.....3
 Self-employment.....4
 Any job.....5

CODES FOR QUESTION 7

Less than 1 month.....1
 1 month but less than 3 months.....2
 3 months but less than 6 months.....3
 6 months but less than 1 year.....4
 1 year but less than 2 years.....5
 2 years.....6
 More than 2 years.....7

SECTION 6: UNEMPLOYMENT - CONTINUED

UNEMPLOYMENT									
M E M B E R I D	8		9		10	11	12	13	14
	OCCUPATION	ISCO	AMOUNT	TIME UNIT					
	What kind of work did you do in your last job? (i.e. what was your main task or duties?) (DESCRIBE OCCUPATIONAL ACTIVITY FULLY) IF NEVER WORKED, WRITE NONE, AND CODE 0000 FOR ISCO		What is the lowest wage for which you are willing to work for someone? >> PART SECTION 7		Why were you not available for work during the last 7 days or within the next 4 weeks? In school.....01 Household duties.....02 Too old.....03 Sick.....04 Disabled05 Pensioner.....06 Pregnancy.....07 Too young.....08 No desire to work.....09 Off-season.....10 Temporary lay-off.....11 Holiday.....12 Strike.....13 Lock-out.....14 Temporary disorganisation.....15 Other (SPECIFY).....16	Under which conditions, if any, would you become available for work? SEE CODES	Have you ever refused a job that was offered to you? Yes.....1 No.....2 (> 14)	Why did you refuse the job? (SELECT THE MAIN REASON) Wages offered were too low.....01 Work was not interesting.....02 Location was not convenient.....03 Work would not match my level of qualifications.....04 Work would require too few hours.....05 Work would require too many hours..06 Family did not approve of the job offered.....07 Waiting for a better job offer.....08 There was no contract length offered or contract length was too short.....09 Saw no possibilities for advancement.....10 Other (specify).....11	Do you feel that your training/educational qualifications are irrelevant as the reason for not getting job? Yes.....1 No.....2
01									
02									
03									
04									
05									
06									
07									
08									
09									
10									
11									
12									

CODES FOR QUESTION 11

- High income potential.....1
- Availability of training possibilities.....2
- Well-defined earnings secured.....3
- Within easy reach of residence.....4
- Join spouse.....5
- Other (specify).....6

TIME UNIT

- Daily.....1
- Weekly.....2
- Fortnightly.....3
- Monthly.....4
- Quarterly.....5
- Yearly.....6

SECTION 7:

USUAL ECONOMIC ACTIVITIES OVER THE PAST 12 MONTHS

Now I would like to ask you about any work you have done over the past 12 months. Please provide some estimates in response to the following questions. I want to know for each month, whether you were working the whole month or part of the month, and whether for the rest of the time you were looking for work or were completely inactive.

M E M B E R I D	1	2	3												4
	Did you do any work for pay (cash or in-kind), profit or family gain in the past 12 months for at least 1 hour? Yes.....1 No.....2 >> SECTION 8	Did you work all the time throughout the past 12 months, or did you work for part of the year Worked throughout the year1 >> 4 Worked for part of the year.....2	INTERVIEWER: Start with the last month and work backwards over the full 12 months. Write a number in each box to indicate one of the following: Worked the whole month 1 Worked part-month, looked for work part-month 2 Absent from work part/ whole month 3 Worked part-month, inactive part-month 4 Looked for work whole month5 Inactive the whole month6												During the months that you did some work, was it the same as your main or secondary activity in the past 7 days? Same as current main job.....1 >>9 Same as current second job.....2 >>9 A different job.....3 Did not work past 7 days.....4
			Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec	
01															
02															
03															
04															
05															
06															
07															
08															
09															
10															
11															
12															

SECTION 7:

USUAL ECONOMIC ACTIVITIES OVER THE PAST 12 MONTHS

M E M B E R I D	5		6		7	8	9		10	11
	During the past 12 months, what were the main tasks and duties in the job you spent most of your time on? i.e. describe the main job/task you were performing e.g. carrying bricks; mixing baking flour; harvesting maize; etc		What kind of goods, services or industry was this work connected with?		What was your status in this job?	In what sector were you mainly working?	How long did you do this work?		How many days did you usually work in a week?	How many hours did you usually work in a day?
	DESCRIBE OCCUPATION		ISCO CODE	INDUSTRY	ISIC CODE	REFER TO CODE	REFER TO CODE	YEARS	MONTHS	
01										
02										
03										
05										
06										
07										
08										
09										
10										
11										
12										

SECTION 7:

USUAL ECONOMIC ACTIVITIES OVER THE PAST 12 MONTHS

		PAID EMPLOYEES ONLY				
	12	13	14	15	16	17
M E M B E R	Is the work you did a permanent or temporary job?	Did you receive any payment for this work in the form of cash, goods or services in the past 12 months?	Did you have a contract with your employer on this job?	Were you entitled to any of the following benefits on this job? (MULTIPLE RESPONSES)	Did the employer deduct income tax from your pay?	Did you contribute to SSNIT or did your employer pay SSNIT contribution on your behalf?
	Permanent.....1 Temporary.....2	Yes, cash1 Yes, in-kind2 Yes, (cash and in-kind)3 Yes, profit4 >> SECTION 8 No5 >> SECTION 8	Yes, written1 Yes, oral/verbal2 No3	Paid holiday/leave1 Sick leave2 Maternity leave3 Paternity leave4 Other (specify)5 None6	Yes.....1 No.....2 Don't know...3	Yes.....1 No.....2
I D						
01						
02						
03						
04						
05						
06						
07						
08						
09						
10						
11						
12						

CODES FOR QUESTION 7

Paid employee	1
Non – agric self-employed with employees	2
None – agric self-employed without employees ...	3
Non – agric contributing family worker	4
Agric self-employed with employees	5
Agric self-employed without employees	6
Agric contributing family worker	7
Domestic workers	8
Casual workers	9
Apprentice	10
Other (Specify)	11

CODES FOR QUESTION 8

Government sector:	
Civil Service.....	01
Other Public Service.....	02
Parastatals.....	03
NGOs (local & International).....	04
Cooperatives.....	05
Inter. Organ./Diplomatic Mission.....	06
Private Sector.....	07
Other (specify).....	08

SECTION 8: EMPLOYMENT SEARCH

EMPLOYMENT SEARCH

I would now like to ask you about activities of (NAME) over the past 12 months, that is since.....

	1	2	3	4	5	6	7
M E M B E R I D	During the past 12 months, for how many weeks altogether were you without work?	During the past 12 months, how many weeks were you available for work?	During the past 12 months, how many weeks did you actively look for work?	What did you do in the past 12 months to find work? (MOST IMPORTANT ONLY) Applied to prospective employer.....01 Checked at farm/factories/work sites.....02 Asked friends and relatives.....03 Took action to start business.....04 Took action to start agricultural activity.....05 Upgrading skills.....06 Searched internet.....07 Searched newspaper adverts.....08 Searched private employment agencies.....09 Looked for land, building, equipment.....10 Registered at an employment centre.....11 Took a test or interview.....12 Waited to be recruited for casual work.....13 Sought financial assistance to look for work or start a business.....14 Applied for a permit or license to start a business.....15 Placed/answered job advertisement(s).....16 Other (specify).....17	Why did you not look for work throughout the period you were available for work? (WRITE MOST IMPORTANT ONLY) Thought no work available.....1 Awaiting reply to earlier enquiries.....2 Waiting to start arranged job, business or agriculture.....3 Off season in agriculture.....4 Other (specify).....5	What type of work did you want when you were available or looking for work? Wage employment in: Government/ Enterprise.....1 Large private firm.....2 Small/medium scale.....3 Self-employment: Non-agriculture.....4 Agric (including Livestock/fishing).....5 Any job.....6 Other (specify).....7	What were you doing when not available and not seeking for work? Student.....1 Housework.....2 Disabled.....3 Sick.....4 Retired/Aged.....5 Income recipient.....6 Too young.....7 Other.....8 (specify)
	IF '00' >> SECTION 9	IF '00' >> Q.7	IF '00' >> Q.5	>> 6	>> 6	>> SECTION 10	
01							
02							
03							
04							
05							
06							
07							
08							
09							
10							
11							
12							

SECTION 9: INDUSTRIAL DISPUTES

CHECK IF SECTION 3A Q3a-g = NO & SECTION 7 Q1 = NO SKIP TO NEXT SECTION					
MEMBER ID	1	2	3	4	5
	Have you been involved in any Industrial dispute in the past 12 months? Yes.....1 No.....2 (>>SECTION 10)	How many disputes were you involved?	How long did the dispute last? MOST RECENT DAYS	How was the dispute resolved? Management accepted workers demand in full.....1 Negotiations between management and workers.....2 Intervention by Ministry responsible for labour.....3 Intervention by Presidency.....4 Arbitration by National Labour Commission.....5 Settled by Court.....6 Other (SPECIFY)7 Not resolved.....8 (>> SECTION 10)	Are you currently in dispute? Yes.....1 No.....2
01					
02					
03					
04					
05					
06					
07					
08					
09					
10					
11					
12					

SECTION 10: OCCUPATIONAL INJURIES AND SAFETY

CHECK IF SECTION 3A Q3a-g = NO & SECTION 7 Q1 = NO SKIP TO NEXT SECTION											
APPLICABLE TO SECTIONS 3, 4, AND 7, Now I would like to ask about any accidents you may have had while working											
	1	2	3	4	5	6	7	8	9	10	11
M E M B E R I D	Is there any safety and health system that protects you at work place?	Have you ever been involved in any work place accident that caused injuries/diseases?	Did you have any such accident in the past 12 months	In which of your jobs mentioned earlier were you working at the time of the accident? (IF MORE THAN ONE ACCIDENT, CONSIDER ONLY THE MOST SERIOUS ONE)	Did this injury result in you being absent or unable to work, for at least one day, apart from the day of the accident?	How many calendar days were you away or likely to be away from work because of the injury?	Did you report the injury to the management?	Was your injury/disease recorded?	Did you receive any compensation for the injury?	Does your workplace have fire safety measures?	Has there been any fire outbreak in the past 5 years?
	Yes.....1 No.....2	Yes, injury.....1 Yes, disease.....2 Both3 No.....4 >>> NEXT SECTION	Yes.....1 No.....2 >>> NEXT SECTION	Current main job.....1 Current second job.....2 Usual main job.....3 Other (SPECIFY)4	Yes.....1 No.....2 << 7	< 7 DAYS	Yes.....1 No.....2 N/A.....3 >>10	Yes.....1 No.....2 N/A.....3	Yes, financial.....1 Yes, other support...2 Both finance & other support.....3 No.....4 N/A.....5	Yes.....1 No.....2	Yes.....1 No.....2
01											
02											
03											
04											
05											
06											
07											
08											
09											
10											
11											
12											

SECTION 11: HOUSEKEEPING

NON-MARKET										
Now I would like to ask you about time spent last week on other economic activities. During last week, how much time if any did you spend on any of the following activities.....										
RECORD 99, IF ACTIVITY NOT TAKEN										
M E M B E R I D	1		2		3		4		5	
	HOURS	MINUTES	HOURS	MINUTES	HOURS	MINUTES	HOURS	MINUTES	HOURS	MINUTES
	Doing any construction or major repair work on your own home, or on your own plot, if its produce is used solely for household consumption?		Fetching water for use by this household?		Collecting firewood for use by this household?		Doing minor household repairs		Doing other voluntary or community service (ONLY COUNT IF UNPAID)	
01										
02										
03										
04										
05										
06										
07										
08										
09										
10										
11										
12										

SECTION 12: NON-FARM ENTERPRISES

CHECK IF SECTION 3A, Q3a = 1 AND SECTION 3B, Q8 = 2 OR 3 AND IF SECTION 4, Q7 = 2 OR 3							
E N T E R P R I S E I D	1	2		3		4	5
	NAME OF ENTERPRISE	PERSON OWN/ RESPONSIBLE		What is the principal activity of this enterprise?		How many months during the past 12 months did the enterprise operate? (IF LESS THAN A MONTH, RECORD 00)	
		NAME	ID	NAME OF ACTIVITY	ISIC CODE	MONTHS	
01							
02							

E N T E R P R I S E I D	6				7	8	9	10	11
	How many persons assist in this business/enterprise				Where is the business/enterprise located? Within the same house as the HHld....1 In another house.....2 Within the same vicinity/locality as the household.....3 In another locality.....4 At the market place.....5 On the streets.....6 Have no fixed location.....7 Other (specify).....8	Does (NAME) keep any form of accounting record on the business/enterprise? Yes, audited.....1 Yes, unaudited.....2 No account.....3	What was last the full month in which the enterprise was in operation?	In that last full month in which the enterprise was operation, how much was the revenue?	In that last full month in which the enterprise was in operation, how much was the expenditure for the inputs?
	(i) Regular paid employee?	(ii) Casual worker?	(iii) Contributing family worker?	(iv) Apprentice?					

SECTION 13: AGRICULTURE

CHECK IF SECTION 3A Q3a-g = NO & SECTION 7 Q1 = NO SKIP TO NEXT SECTION										
IF SECTION 3A, Q3e OR Q3f = 1; AND SECTION 3B, Q8 = 5 OR 6 OR 7; IF SECTION 3A Q3e =2 OR SECTION 3A Q3f = 2 ASK Q2										
M E M B E R I D	1	2	3	4	5	6		7	8	9
	What were main crops grown in the past 12 months which were partly or entirely sold? LIST UP TO 5 (CHECK SECT. 3A Q3e AND Q3f =1)	What were the crops grown in the last 12 months which were only consumed by the household? LIST UP TO 5 (CHECK SECT. 3A Q3e AND Q3f =2)	How many hectares farmed in the last 12 months (ALL PLOT)?	Of these hectares farmed in the past 12 months, how many were rented in by the household (the household paid to use the land)? (ALL PLOTS)	How many hectares of farm land did the household own which was follow in the past 12 months (not farm by anyone)? (ALL PLOTS)	How much labour was hired to work on their land in the past 12 months?		Did the household use any fertilizer for their farming in the past 12 months? Yes.....1 No.....2	Did the household use any tractor or mechanical unit for their farming in the past 12 months? Yes.....1 No.....2	Estimate the value of sales of all farmed crops by the household in the past 12 months (IN GH¢)
						PERMANENT/ REGULAR LABOURER	CASUAL LABOURER			
						GH¢	GH¢			
01										
02										
03										
04										
05										
06										
07										
08										
09										
10										
11										
12										

SECTION 13: AGRICULTURE - CONTINUED

CHECK IF SECTION 3A Q3a-g = NO & SECTION 7 Q1 = NO SKIP TO NEXT SECTION				
IF SECTION 3A, Q3e OR Q3f = 1; AND SECTION 3B, Q8 = 5 OR 6 OR 7; IF SECTION 3A Q3e =2 OR SECTION 3A Q3f = 2 ASK Q2				
	10	11	12	13
M E M B E R I D	What were the main livestock reared by the household in the past 12 months? LIST UP TO 5	Estimate the value of income from livestock sold in the past 12 months (IN GH₵)	What were the main types of fishing farmed by the household in the past 12 months? LIST UP TO 5	Estimate the value of income from fishery activities in the past 12 months (IN GH₵)
01				
02				
03				
04				
05				
06				
07				
08				
09				
10				
11				
12				

**SECTION 14A: TOURISM – TRIPS UNDERTAKEN
FOR PERSONS 15 YEARS AND OLDER**

TRIPS IN GHANA AND/OR OUTSIDE GHANA

Particulars of individual/joint trips made in Ghana and outside Ghana by (name/household) during the past twelve (12) months in chronological order, starting from the latest.

M E M B E R I D	1		2				3				4				5				6		7			
	Have you visited any place outside your usual environment (place of residence/work/trade study) for the past twelve (12) months?		Were the places visited within Ghana, outside Ghana or both?				How many visits in Ghana and outside Ghana have you made for the past 12 months?				Which region(s) and/or country (ies) did you recently visit? (SEE REGIONAL AND COUNTRY CODES)				In which month(s) did you recently travel?				For trips within Ghana, how far is the place you last visited from your usual place of residence?		What was the length of stay of trip(s) made as a domestic same-day visitor or outbound same-day visitor?			
	Yes1 No.....2 (END INTERVIEW)		In Ghana1 Outside Ghana2 Both.....3 (For travels in Ghana and outside Ghana)				GHANA		OUTSIDE GHANA		GHANA		OUTSIDE GHANA		GHANA		OUTSIDE GHANA		A	B	GHANA		OUTSIDE GHANA	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B	KM	KM	HRS	MINS	HRS	MINS		
01																								
02																								
03																								
04																								
05																								
06																								
07																								
08																								
09																								
10																								
11																								
12																								

A = Same-day Visitors;

B = Overnight Visitors

TRIPS IN GHANA AND OUTSIDE GHANA

Particulars of individual/joint trips made in Ghana and outside Ghana by (name/household) during the past twelve (12) months in chronological order, starting from the latest.

M E M B E R I D	8		9				10		11				12				13				14
	How many bed nights did you spend in this place?		What was the main purpose of the trip?				What was the main type of accommodation you stayed in?		Was the trip personal, household or business?				What was the main mode of travel in Ghana and outside Ghana?				What was the Tour type?				
	NUMBER OF BED NIGHTS		Funeral.....01 Leisure/recreation/ holiday.....02 Visiting friends/ relatives.....03 Business/Professional04 Health treatment.....05 Religion/pilgrimage.....06 Education/training.....07 Shopping.....08 Other (specify).....09				Hotel.....01 Guest house.....02 Budget hotel.....03 Hostel.....04 Health establishment.....05 Work holiday camp.....06 Holiday dwelling.....07 Tourist campsite.....08 Private/second home.....09 Friends'/relatives' home.....10 Other (specify)11 Not applicable (N/A)98		Personal.....1 Household.....2 Business3				Air1 Sea/ lake2 Road3 Railway4 Other (specify).....5				Package tour1 Non-package tour2				
	GHANA	OUT-GHANA	DOMESTIC		OUTBOUND		DOMESTIC	OUTBOUND	DOMESTIC		OUTBOUND		DOMESTIC		OUTBOUND		DOMESTIC		OUTBOUND		
A			B	A	B	A			B	A	B	A	B	A	B	A	B	A	B		
01																					
02																					
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12																					

SEE CODE IF NONE CODE 00

EXPENDITURE OF DOMESTIC TOURISTS										
Details of expenditure of domestic tourists on each trip in Ghana for the past twelve (12) months (in Ghana cedis)										
M E M B E R I D	1	2	3	4	5	6	7	8	9	
	How much did you spend on accommodation?	How much did you spend on food and beverages?	How much did you spend on transport? (ROUND TRIP)	How much did you spend on sports and recreational activities?	How much did you spend on shopping?	How much did you spend on cultural services	How much did you spend on travel agencies and other reservation services?	How much did name you spend on fuel? (ROUND TRIP)	How much did you spend on other goods and services?	
	01									
	02									
	03									
	04									
	05									
	06									
	07									
	08									
	09									
	10									
	11									
12										

EXPENDITURE OF OUTBOUND TOURISTS									
Details of expenditures of outbound tourists on each trip outside Ghana (in Ghana cedis) for the past twelve (12) months									
M E M B E R I D	1 How much did you spend on accommodation?	2 How much did you spend on food and beverages?	3 How much did you spend on transport? (ROUND TRIP)	4 How much did you spend on sports and recreational activities?	5 How much did you spend on shopping?	6 How much did you spend on cultural services	7 How much did name you spend on fuel? (ROUND TRIP)	8 How much did name you spend on travel agencies and other reservation services?	9 How much did you spend on other goods and services?
01									
02									
03									
04									
05									
06									
07									
08									
09									
10									
11									
12									

PRE-TRIP EXPENDITURE OF DOMESTIC TOURISTS IN GHANA AND OUTBOUND TOURISTS VISITORS FOR EACH TRIP FOR THE PAST TWELVE (12) MONTHS (IN GHANA CEDIS)													
M E M B E R I D	1 DOMESTIC TOURISTS Pre – trip expenditure (ITEMS PURCHASED BEFORE TRIP)						2 OUTBOUND TOURISTS Pre – trip expenditure (ITEMS PURCHASED BEFORE TRIP)						
	1	2	3	4	Others	Total	1	2	3	4	Others	Total	
	01												
02													
03													
04													
05													
06													
07													
08													
09													
10													
11													
12													

SECTION 15: HOUSING

THE RESPONDENT: THE HEAD OF THE HOUSEHOLD OR ANY RESPONSIBLE ADULT MEMBER OF THE HOUSEHOLD

Now, I would like to ask you about your dwelling

1. In what type of dwelling does the household live?

- Separate house (Bungalow).....01
- Semi-detached house.....02
- Flat/Apartment.....03
- Compound House.....04
- Huts/Buildings [same Compound].....05
- Huts/Buildings [different Compound].....06
- Tents.....07
- Improvised dwelling (kiosk, container).....08
- Living quarters attached to office/shop.....09
- Uncompleted building.....10
- Other (specify).....11

2. How many rooms does this household occupy? (COUNT LIVING ROOMS, DINING ROOMS, BED ROOMS BUT NOT BATHROOMS, TOILET & KITCHEN)

3. How many of the rooms are used for sleeping?

4. What is the present holding/tenancy arrangement of the dwelling?

- Owning1
- Renting.....2
- Rent-free.....3
- Perching.....4
- Squatting.....5

5. What is the main source of water supply for drinking and general use?

DRINKING

- Pipe-borne inside dwelling.....01
- Pipe-borne outside dwelling but on compound.....02
- Pipe-borne outside dwelling but from neighbour's house.....03
- Public tap/standpipe.....04
- Borehole/Pump/Tube well.....05
- Protected well.....06
- Rain water.....07
- Protected spring.....08
- Bottled water.....09
- Sachet water.....10
- Tanker supply/Vendor provided.....11
- Unprotected well.....12
- Unprotected spring.....13
- River/Stream.....14
- Dugout/Pond/Lake/Dam/Canal.....15
- Other (specify).....16

GENERAL USE

6. What is the main source of lighting for your dwelling?

- Electricity (mains)01
- Electricity (private generator).....02
- Kerosene lamp.....03
- Gas lamp.....04
- Solar energy.....05
- Candle.....06
- Flashlight/Torch.....07
- Firewood.....08
- Crop residue.....09
- Other (specify).....10

7. What is the main fuel used by the Household for cooking?

- None, No cooking.....01
- Wood.....02
- Charcoal.....03
- Gas.....04
- Electricity.....05
- Kerosene.....06
- Crop residue.....07
- Sawdust.....08
- Animal waste.....09
- Other (specify).....10

8. What type of toilet facility is usually used by the household?

- No facility (e.g. bush/beach/field).....1 (>> Q10)
- W.C.....2
- Pit latrine.....3
- KVIP.....4
- Bucket/Pan.....5
- Public toilet (e.g.. WC, KVIP, Pit Pan)....6 (>> 10)
- Other (specify).....7

9. Do you share this toilet facility with other households?

- Yes, with other household(s) in same house.....1
- Yes, with other household(s) in different house.....2
- Yes, with other household(s) and located in different house....3
- No.....4

SECTION 15: HOUSING - CONTINUED

<p>10. What is the main construction material used for the outer wall of the dwelling?</p> <p>Mud bricks/earth.....01 Wood.....02 Metal sheet/slate/asbestos.....03 Stone.....04 <input style="width: 50px; height: 20px; border: 1px solid blue;" type="text"/> Burnt bricks.....05 Cement blocks/concrete.....06 Landcrete.....07 Bamboo.....08 Palm leaves/Thatch (grass/Raffia....09 Other (specify).....10</p> <p>11. What is the main material used for the roof of the dwelling?</p> <p>Mud bricks/earth.....1 Wood.....2 Metal sheet/slate/asbestos.....3 <input style="width: 50px; height: 20px; border: 1px solid blue;" type="text"/> Slate/Asbestos.....4 Cement blocks/concrete.....5 Bamboo.....6 Palm leaves/Thatch (grass/Raffia....7 Roofing Tiles.....8 Other (specify).....9</p>	<p>12. What is the main construction material used for the floor of the dwelling?</p> <p>Earth/Mud.....1 Cement/Concrete.....2 Stone.....3 <input style="width: 50px; height: 20px; border: 1px solid blue;" type="text"/> Burnt bricks.....4 Wood.....5 Vinyl tiles.....6 Ceramic/Porcelain/Granite/ Marble tiles.....7 Terrazzo/Terrazzo tiles.....8 Other (specify).....9</p> <p>13. Does your household have:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 5%;"></th> <th style="width: 70%;"></th> <th style="width: 10%; text-align: center;">YES</th> <th style="width: 15%; text-align: center;">NO</th> </tr> </thead> <tbody> <tr><td>a</td><td>A wrist watch?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>b</td><td>A Bicycle?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>c</td><td>A motorcycle or motor scooter?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>d</td><td>An animal-drawn cart?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>e</td><td>A car or truck?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>f</td><td>A boat with a motor?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>g</td><td>A boat without a motor?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>h</td><td>A wall clock?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>i</td><td>A radio?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>j</td><td>A television?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>k</td><td>A mobile telephone?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>l</td><td>A land-line telephone?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>m</td><td>A refrigerator?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>n</td><td>A freezer?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>o</td><td>Electric generator/Invertor(s)?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>p</td><td>Washing machine?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>q</td><td>Computer?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>r</td><td>Digital photo camera?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>s</td><td>Non-digital photo camera?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>t</td><td>Video deck?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>u</td><td>DVD/VCD</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>v</td><td>Sewing machine?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>w</td><td>Bed?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>x</td><td>Microwave?</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> <tr><td>y</td><td>Blender</td><td style="text-align: center;">1</td><td style="text-align: center;">2</td></tr> </tbody> </table>			YES	NO	a	A wrist watch?	1	2	b	A Bicycle?	1	2	c	A motorcycle or motor scooter?	1	2	d	An animal-drawn cart?	1	2	e	A car or truck?	1	2	f	A boat with a motor?	1	2	g	A boat without a motor?	1	2	h	A wall clock?	1	2	i	A radio?	1	2	j	A television?	1	2	k	A mobile telephone?	1	2	l	A land-line telephone?	1	2	m	A refrigerator?	1	2	n	A freezer?	1	2	o	Electric generator/Invertor(s)?	1	2	p	Washing machine?	1	2	q	Computer?	1	2	r	Digital photo camera?	1	2	s	Non-digital photo camera?	1	2	t	Video deck?	1	2	u	DVD/VCD	1	2	v	Sewing machine?	1	2	w	Bed?	1	2	x	Microwave?	1	2	y	Blender	1	2
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APPENDIX II: LIST OF PARTICIPANTS

PROJECT IMPLEMENTATION TEAM

Dr. Philomena Nyarko - Government Statistician and National Project Director

Mr. Baah Wadieh - Deputy Government Statistician (Services)

Mr. Anthony Amuzu - Deputy Government Statistician (Operations)

Peter Takyi Peprah - Project Coordinator/Trainer/Monitor

Abena Asamoabea Osei-Akoto – Trainer/Monitor

Anthony Pharin - Trainer/Field Monitor

Johnson Owusu Kagya – Trainer/Field Monitor

Jacqueline Anum - Trainer/ Field Monitor

Godwin Odei Gyebi - Trainer/Field Monitor

Lucy Twumwaah Afriyie - Sampler/ Field Monitor

Emmanuel Boateng - Trainer/ Field Monitor

Francis Bright Mensah - Trainer/ Field Monitor

Hanna Frempong Konadu – Secretary/Typesetter

Elizabeth Arhin-Donkor – Project Accountant

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Emmanuel Nana Opoku

Emmanuel Boateng

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Joseph Asiedu Tenkorang

Ernestina Hope Turkson

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Johnson Owusu Kagya

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Emmanuel George Ossei

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Stephen Gbesemete	Patrick Ziddah	Richard Kuadamah
William Ofosu	Michael Opoku Acheampong	Richard Boakye Yiadom
Anthony Adade	Joseph Asiedu Tenkorang	Bernard Oduro
Owusu Achiaw Afriyie	Vitus Bobrnuo	Valentine Victor-Mensah
Emmanuel Opoku-Addo	Richard Sasu	Dennis Addo
		Salifu Abdulai

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Gifted Bozoma Anthony	Getrude Elleammoh	Samuel Obese Odame
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Mabel Diameh-Bentil	Victor Turkson	Henry Kofi Appiah
Kwabena Asiedu-Baah	Bernice Boakye	Robert Kabutey
David Crensil	Emmanuel Osae	Linda Ntiamoah
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Felicity Kuwornu	Jolene Mantey Amoo	James Opoku Mensah
Sandra Amartey	Jonathan Askia	Angela Maabena Takyi
Andy Quarshie	Emmanuel Mensah Anum	Mispah D. Atsyor
Shelta Pharin	Vicentia Agboadah	Richard Semey
Beatrice Norniyibey	Wisdom Vordzorgbe	Afu Anita Elorm
Henry Tetteh	Mercy Naa Quarshie	Salome Apanfo
Kofi Kyei	Ernest Gyedu Acheampong	Esther Adwoa Amoah
Lisa Forson Agyinor	Lady Talata Bawa	Bright Gyamfi
Anastasia Ammisah	Bernard Badu-Pepurah	Emmanuel Lamptey
Chris Austin Adjei-Aduamoah	Michael Kofi Hagan	Eric Kunutsor
Prosper Gameli Adzibli	Judith Addo	Priscilla Cleyland
Elizabeth Gyadu	Ebo Abbiw-Williams	Isaac Antwi Adjei
Vida Akuamoah Boateng	Richard Kwame Sasu	Agya Yaw Twumasi
Millicent Animah Owusu	Daniel Akwaboah	Felix Kakrah Hinson
Samuel Kofi Baffoe	Zaaida Nayina	Charles Arthur
Rabiatu Seidu	Josiah Konde	Yussif Abdallah Ibn Yahaya
Samson Akanlewine Ayamga	Atibilla Rukaya Mangotiba	Albert Appiah Kubi
Frank Agyei	Samuel Ofori Atta	Aaron Aryeetey
Abdul-Samad Bawa Gbanha	Bukari Dimah Safia	Isaac Kwame Yeboah

DRIVER

George Ansah
Godfred Forson
Wisdom Kuagbelah
Elvis Agyei
Owusu Sekyere
Emmanuel Oduro
Justice Nortey
Jacob Jabotir

Vincent K. Afful
Kofi Marfo
John W. Okai
Alex Anni
Kwaku Adom
Ebenezer Dinsey
Kennedy Awli
Ampomah Joseph

Emmanuel Ohene
Nathaniel Neequaye
Ebenezer Abrokwah
Emmanuel Tetteh
Ebenezer Amankwah
Michael A. Saka
John Akonnor
Samuel Dam