



# Experiences of the Ghana Decent Work Pilot Programme

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# Background GDWPP

- Joint initiative of the ILO, Government of Ghana and social partners (TUC and GEA)
  - Started implementation in 2003
  - Funded under NPP (Netherlands Partnership Programme 2004-2006)
- Aims at contributing to the achievement of the national priority goal of poverty reduction through the promotion of decent work in the informal economy



# What is Decent Work?

## 4 pillars

- Access to *employment* and an income to satisfy basic economic, social and family needs and responsibilities
- Recognition of *basic rights* at work
- Adequate level of *social protection* for individual and family
- Exercise of *voice and representation* at work, directly or indirectly...

# Decent work



*'opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity'*

# GDWPP Strategy

Ultimate goal of poverty reduction

## National policy component (I)

=> policy formulation of GPRS,  
dialogue, capacity building constituents

## District level component (II)

=> Local economic and social  
development approach in two pilot  
districts





# Implementation Component I

- Revision of GPRS → inclusion of decent work and informal economy in GPRS II
- Studies on productivity and wages with GEA and TUC
- Policy Dialogue (March 2005)
- Ongoing with MMYE on Skills Training and Employment Programme (STEP) <sup>7</sup>

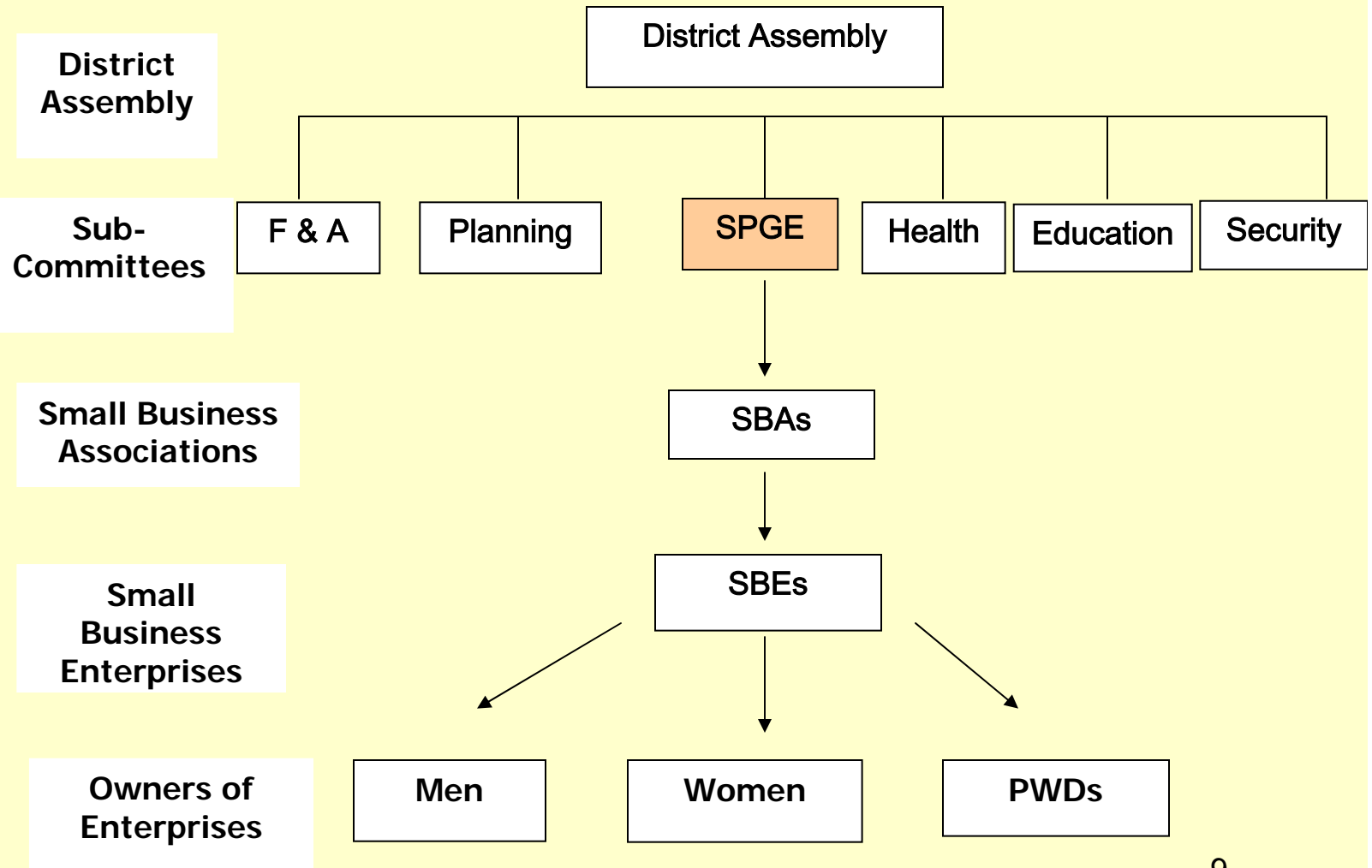


# Implementation Component II

## → Local Economic and Social Development (LESD) approach

- Goal to create decent work and stimulate local economy activity
- Selection of two pilot districts in Central region
- Public-private platform at district level
- Sub-Committees for Productive and Gainful Employment (SPGE) – 15 members from DA and Small Business Associations

# Structure Developed in the Districts



# SPGE members in Ajumako and Winneba





## Activities of the SPGEs

### The committee members

- Are trained in key analysis and influencing skills
- Have undertaken SWOT analysis and developed business plans for selected sub-sectors
- Advocated local counterpart funding for project enterprise development efforts
- Have created wide awareness on labour standards, social security and occupational health and safety and inclusiveness among local small businesses.
- Have developed databases of small business/informal sector activity.



## Activities of the SPGEs (cont)

- Have created business information centers in the districts
- Have developed institutional mapping

### In collaboration with the ILO

- Development of manuals and training of Small Business Associations (SBAs)
- Labour-based technology (roads) workshop
- SWOT analysis and prioritization of business sub-sectors



# Success and achievements

No impact assessment yet (in terms of poverty reduction and employment creation)

BUT several achievements such as

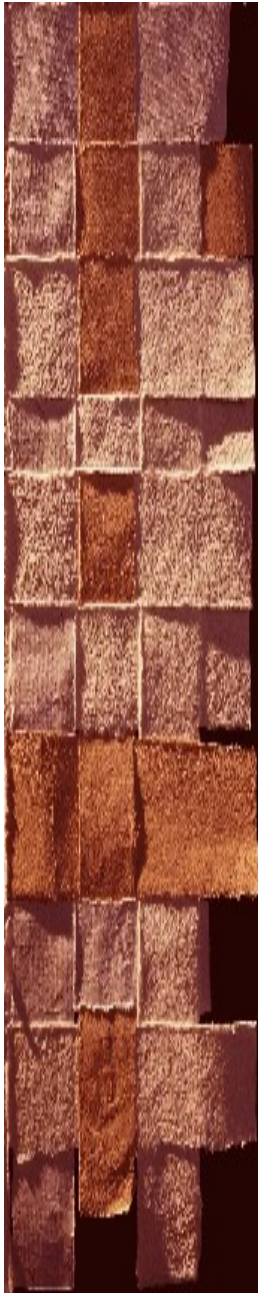
- Informal sector now a priority for second term President of Ghana
- Minister of Private Sector Development is asking for ILO assistance
- GPRS II makes employment explicit goal and reflects all Decent Work
- Enhancement of informal sector operators' awareness



## Success and achievements (cont)

- Strengthening of the democratic management, organisation and service delivery of SBAs
- Social dialogue and private/public partnership at the local level
- Facilitation of taxes collection through SBAs
- Attention of the media and press coverage
- Gender mainstreaming and emphasis on women
- Mobilisation of external resources without GDWPP intervention

# Women fishmongers





# Lessons learnt

- GPRS I and decentralisation provided useful framework for district-level initiatives
- Local economic stakeholders are the driving engines behind local development and employment creation
- Enhancement of social dialogue through the SPGEs
- SBAs are important vehicle to reach out to great number of informal economy operators
- Integrated small business development is more likely to impact on the local economy than isolated interventions
- Linking national and local interventions of the project contributes to their relevance and feasibility
- Promoting LESD is a long-term process → too early to observe poverty reduction and employment creation



# Conclusion

- No impact assessment but achievements in terms of LEED process
- SPGE taken project onboard but difficult to estimate sustainability without ILO
- Need continuous attention and funding to sustain and work up positive changes in Ghana



Thank you for your attention