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)
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-Commitees for Productive and Gainful Employment (SPGE) – 15 members from DA and Small Business Associations
Structure Developed in the Districts

District Assembly

Sub-Committees
- F & A
- Planning

SPGE
- Health
- Education
- Security

Small Business Associations

Small Business Enterprises

Owners of Enterprises
- Men
- Women
- PWDs
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 LESD 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