



GHANA LIVING STANDARDS SURVEY ROUND 6 (GLSS 6)



LABOUR FORCE REPORT



GHANA STATISTICAL SERVICE
AUGUST 2014

PREFACE AND ACKNOWLEDGEMENT

The Ghana Statistical Service (GSS) has been conducting the Ghana Living Standards Survey (GLSS) since 1987 to collect data for monitoring the impact of policies and programmes on the welfare of the population. Until the year 2012, the GSS had conducted five rounds of the GLSS; these surveys were undertaken in 1987, 1988, 1991/92, 1998/1999 and 2005/2006. The sixth round of the Ghana Living Standards Survey (GLSS6), which was implemented over a period of 12 months from October 18, 2012 to October 17, 2013, had a Labour Force Module that was meant to collect data on labour indicators. This report is based on the data generated from the implementation of the Labour Force Module.

The methodology of the GLSS6 was such that it required substantial human and material resources and financial support to have it implemented. The survey was made possible following the support provided by the 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 patience and cooperation, and for the time they devoted to the field personnel during the numerous visits and 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.

The GSS would also like to acknowledge, with many thanks, the financial contribution and support of the Government of Ghana, the United Kingdom Department for International Development (UK-DFID), UNICEF, UNDP, the International Labour Office (ILO) as well as the technical assistance provided by the World Bank. Special thanks go to Mr. Yacouba Diallo and Marie Ndiaye of the ILO for his invaluable contribution and support in the preparation of this report. Finally, the devoted services of the project personnel, the report writers and all others who have contributed in various ways towards the success of the survey and subsequent production of this report are duly acknowledged.

DR. PHILOMENA EFUA NYARKO
(GOVERNMENT STATISTICIAN AND
NATIONAL PROJECT DIRECTOR)

TABLE OF CONTENTS

PREFACE AND ACKNOWLEDGEMENT	i
LIST OF TABLES	v
LIST OF FIGURES	vii
ACRONYMS AND ABBREVIATIONS.....	viii
EXECUTIVE SUMMARY	ix
CHAPTER ONE: INTRODUCTION	1
1.1 Background	1
1.2 Objectives of GLSS6.....	2
1.3 Survey instruments	3
1.4 Training and fieldwork.....	3
CHAPTER TWO: SOCIO- DEMOGRAPHIC CHARACTERISTICS	9
2.1 Introduction	9
2.2 Population distribution	9
2.3 Distribution of population by age, sex and dependency ratio	10
2.4 Marital status	10
2.5 Educational attainment.....	11
2.6 Literacy.....	11
2.7 Main trade learnt	12
CHAPTER THREE: ECONOMIC CHARACTERISTICS AND ACTIVITIES.....	14
3.1 Introduction	14
3.3 Current activity status of population 15 years and older.....	15
3.4 Current activity status of population aged 15 years and older	18
3.5 Activity status of population 15 years and older and hours worked	18
3.6 Current activity rate.....	19
3.7 Labour force participation rate of population 15 years and older	20
CHAPTER FOUR: EMPLOYMENT.....	21
4.1 Introduction	21
4.2 Employment-to-population ratio	21
4.3 Employment status	22
4.4 Type of employer and level of informality in the economy.....	23
4.5 Main occupation of the currently employed	24
4.6 Sector of employment of currently employed persons.....	25
4.7 Employment, level of education and occupational mismatch.....	27
4.8 Number of hours worked per week	29
4.9 Earnings from employment.....	32
4.10 Employment contracts and other fringe benefits	36
CHAPTER FIVE: LABOUR UNDERUTILIZATION.....	37
5.1 Introduction	37
5.2 Unemployment	37
5.3 Time-related underemployment	40
5.4 Combined rate of underemployment, unemployment and potential	42
labour force	42
CHAPTER SIX: YOUTH EMPLOYMENT	44
6.1 Introduction	44
6.2 Share of youth in total population	44

CHAPTER SEVEN: INACTIVITY	50
7.1 Introduction	50
7.2 Inactivity of population 15 years and older.....	50
7.3 Reasons for inactivity of currently inactive population aged 15 years and older.....	51
7.4 Reasons for inactivity of currently inactive population 15 years..... and older by age	52
CHAPTER EIGHT: USUAL ECONOMIC ACTIVITY	53
8.1 Introduction	53
8.2 Usual economic activity participation rate.....	54
8.3 Usual employment.....	55
8.4 Main occupation of usually employed persons	55
CHAPTER NINE: NON-ECONOMIC ACTIVITY.....	57
CHAPTER TEN: CHILDREN IN EMPLOYMENT	61
10.1 Introduction	61
10.2 Currently employed children 5-14 years by occupation.....	61
10.3 Currently employed children 5-14 years by industry, locality and sex	62
10.4 Hours worked per week.....	63
10.5 Average hourly earnings.....	63
10.6 Average time spent on housekeeping activities.....	65
CHAPTER ELEVEN: SUMMARY, CONCLUSIONS AND RECOMMENDATIONS.....	67
11.1 Introduction	67
11.2 Summary of findings	67
11.3 Conclusions	69
REFERENCES.....	70
APPENDICES	71

LIST OF TABLES

Table 2.1: Distribution of the population (in millions) by region, type of locality and sex	9
Table 2.2: Distribution of the population (in millions) by age group, sex and dependency ratio	10
Table 2.3: Population by marital status and locality (percent)	11
Table 2.4: Educational attainment of the population 5 years and older by sex and locality type.....	11
Table 2.5: Literacy rates of the population 11 years and older by region, sex and locality type.....	12
Table 2.6: Main trade learnt of population 11 years and older by sex and the locality type ..	13
Table 2.7: Average length of time (months) spent on apprenticeship training by main trade, locality and sex	13
Table 3.1: Current activity status of population 5 years and older by age, locality and sex ..	15
Table 3.2: Current activity status of population 15 years and older by age, sex and locality	16
Table 3.3: Current activity status of population 15 years and older by locality and sex	18
Table 3.4: Activity status of population 15 years and older by work status, hours worked in the last 7 days, locality and sex.....	18
Table 3.5: Current activity rate of population 15 years and older by sex, age and locality....	19
Table 3.6: Labour force participation rate of population 15 years and older by age, locality and sex	20
Table: 4.1: Number of currently employed persons and employment-to-population ratios (persons 15 years and older) by locality type and sex	21
Table 4.2: Employment status of the currently employed population 15 years and older by locality and sex	22
Table 4.3: Type of work engaged in by the currently employed population aged 15 years and older years by locality and sex	23
Table 4.4: Currently employed population aged 15 years and older by type of employer, locality and sex	24
Table 4.5: Main occupation of currently employed population 15 years and older years by locality and sex	25
Table 4.6: Currently employed population 15 years and older by industry group, locality and sex	26
Table 4.7: Educational attainment of currently employed population 15 years and older by sex and main occupation.....	28
Table 4.8: Hours actually worked per week by currently employed population 15 years and older by main occupation	29
Table 4.9: Hours worked per week by currently employed population 15 years and older by industry group	30
Table 4.10: Average basic hourly earnings (GHC) of currently employed population 15 years and older by industry, locality and sex	32
Table 4.11: Paid employees 15 years and older and proportion receiving cash or in-kind earnings by major occupation	34
Table 4.12: Average monthly earnings of paid employees 15 years and older	35
Table 4.13: Currently employed population 15 years and older with contracts, unions, tax deductions and employee benefits by sex	36
Table 5.1: Unemployment rate of persons 15 years and older by region, locality and sex ...	38
Table 5.2: Unemployment rate of persons 15 years and older by sex, age and locality	38

Table 5.3: Unemployment rate of persons 15 years and older by educational attainment, locality and sex	39
Table 5.4: Percentage of persons 15 years and older by process of looking for work and kind of work sought by locality and sex	40
Table 5.5: Time-related underemployed persons by employment status and sex	41
Table 5.6: Time-related underemployment rate by age, sex and locality	41
Table 5.7: Time-related underemployed persons by occupation and sex	42
Table 5.8: Other measures of labour underutilization by sex and locality	42
Table 5.9: Composite measure of labour underutilization by age, sex and locality	43
Table 6.1: Share of youth (15-35) in total population by region, locality and sex	44
Table 6.2: Distribution of the youth by sex, age group and type of locality	45
Table 6.3: Youth population by status in education and type of locality (%)	45
Table 6.4: Youth population by economic activity status and sex	46
Table 6.5: Current labour market indicators and education status of youth (%)	46
Table 6.6: Youth labour force participation rate by age group, locality and sex.....	47
Table 6.7: Youth employment by employment status and sex	47
Table 6.8: Youth employment by industry	48
Table 6.9: Employed youth by average hours worked per week in all jobs	49
Table 6.10: Youth Unemployment rate by age group, type of locality and sex	49
Table 6.11: Key youth (15-35 years) labour market indicators by locality and sex	49
Table 7.1: Number of persons inactive by sex, age group and locality and inactive rates	50
Table 7.3: Reasons for inactivity of currently inactive population aged 15 years and older by sex and age group	52
Table 8.1: Usual activity status of population aged 15 and older by sex, age and locality	53
Table 8.2: Usual economic activity participation rate of the population 15 years and older by sex, age and locality.....	55
Table 8.3: Usually employed population 15 years and older by type of employer, locality and sex	55
Table 8.4: Main occupation of usually employed population 15 years and older by locality and sex	56
Table 9.1: Average time spent in a day on various housekeeping activities by population 15 years and older by sex and locality	57
Table 9.2: Average time spent (minutes) per day by population 15 years and older on various housekeeping activities by sex and locality	59
Table 9.3: Average time spent (minutes) per day by population 15 years and older on various housekeeping activities by sex and age.....	60
Table 10.1: Current activity status of population 5 years and older by age, locality and sex	61
Table 10.2: Currently employed children 5-14 years by occupation, locality and sex.....	62
Table 10.3: Currently employed children 5-14 years by industry, locality and sex	62
Table 10.4: Hours worked per week by currently employed children 5-14 years by industry	63
Table 10.5: Average time spent by population 5-14 years per day on various housekeeping activities by sex and locality	65
Table 10.6: Average time spent (minutes) per day by population 15-14 years on various housekeeping activities by sex and locality	66
Table A5.1: Unemployment rate of population 15 years and older by region, sex and locality.....	71
Table A5.2: Unemployment rate of population 15 years and older by sex, age and locality ..	71
Table A8.1: Usually employed population 15 years and older by industry group, locality and sex	72

Table A8.2: Educational attainment of usually employed population 15 years and older by sex and main occupation	73
Table A8.3: Employment status of the usual employed population 15 years and older by sex and locality	74
Table A8.4: Type of work engaged in by the usually employed population 15 years and older by locality and sex	74
Table A8.5: Usual activity rate by sex, age group and locality	75

LIST OF FIGURES

Figure 5.1: Labour force framework.....	4
Figure 4.1: Currently employed population by industry sector, sex and locality	27
Figure 6.1: Youth employment by industry, sector and sex	48
Figure 10.1: Average basic hourly earnings (GHC) of currently employed children 5-14 years by occupation	64
Figure 10.2: Average basic hourly earnings (GHC) of currently employed children 5-14 years by industry.....	64

ACRONYMS AND ABBREVIATIONS

BECE	Basic Education Certificate Examination
CPI	Consumer Price Index
CWIQ	Core Welfare Indicators Questionnaire
GAMA	Greater Accra Metropolitan Area
GCLS	Ghana Child Labour Survey
GDP	Gross Domestic Product
GLSS	Ghana Living Standards Survey
GPRS	Ghana Poverty Reduction Strategy
GSS	Ghana Statistical Service
ILO	International Labour Office
LEAP	Livelihood Empowerment Against Poverty
LFPR	Labour Force Participation Rate
LFS	Labour Force Survey
MSLC	Middle School Leaving Certificate
WFCL	Worst Forms of Child Labour

EXECUTIVE SUMMARY

The Ghana Living Standards Survey Round Six (GLSS6), like previous rounds, focuses on the household as the key socio-economic unit and provides valuable information on the living conditions and well-being of households in Ghana. This report summarizes the main findings of the Labour Force Module of the sixth round of the GLSS which was conducted by the Ghana Statistical Service (GSS) from 18th October, 2012 to 17th October, 2013.

Socio- Demographic Characteristics

The data generated from the survey suggest that the estimated population for the entire country at the mid-survey period is 26.4 million, with the number of females (13.7 million) being slightly more than the males (12.7 million). By regional distribution, majority of the population is in the Ashanti region (19.7%), followed by the Greater Accra region (16.3%). More than half of the population (13.8 million) is concentrated in the lower age group (0-19 years).

More than two-fifth (42.3%) of the population 12 years and older have never been married while 46.5 percent are either married or in consensual union. Equal proportions (5.6%) are either widowed or divorced/separated..

The results also show that 37.1 percent of the population aged 5 years and older has attained less than Middle School Leaving Certificate/Basic Education Certificate (MSLC/BECE) whereas 25.7 percent has never been to school. Close to 41 percent of the population 11 years and older in Ghana are literate. One-third (33.4%) of the population have had apprenticeship training in making apparel, textile and furnishing.

Economic Characteristics and Activities

Information on economic activity was collected on persons 5 years and older who engaged in any economic activity for pay (cash or in-kind) or profit or family gain for at least one hour during the seven days preceding the interview. Almost four out of every five persons 15 years and older is economically active (79.6%). Out of this population, 94.8 percent are employed and 5.2 percent unemployed, while 20.4 percent are economically not active. The unemployment rate is higher among females (5.5%) than males (4.8%). In terms of age, the rate is highest among the 15-24 age group (10.9%) and lowest for those aged 65 years and older (2.5%).

The activity rate of the population aged 25 to 44 years (93.6%) is higher than that of the other age groups, while the age group 15-24 years has the lowest activity rate (54.3%) compared to the other age groups irrespective of sex and locality of residence. The current labour force participation rate is higher for males (82.2%) than females (77.3%). This pattern is true for all age groups. Among the age groups, the labour force participation rate is highest within the age group 40 to 44 years (97.1%).

Employment

The employment-to-population ratios for persons 15 years and older is 75.4 percent, with majority of the currently employed persons (68.7%) engaged in vulnerable employment (own account workers and contributing family workers). A little over one in every five workers (22.5%) is an employee and the main sectors of employment are private, public and not-for-profit organizations.

Agriculture continues to play a key role in employment creation with 44.3 percent of the currently employed population working as skilled agricultural and/or fishery workers. The manufacturing sector employs less than 10 percent of the currently employed population (9.1%).

Majority of professionals (87.5%), clerical support workers (73.2%), technicians and associate professionals (63.4%), and legislators or managers (59.6%) have attained secondary education or higher. More than one-third of legislators or managers (33.7%), professionals (34.7%), technicians and associate professionals (38.7%) and clerical support workers (37.5%) usually work between 40 to 49 hours a week (according to the legislated maximum number of hours of work per week). The average hourly earnings for workers in all occupations is GHC1.82.

Labour Underutilization

The results also show that the unemployment rate is higher for persons with secondary education (11.7%) and those with post-secondary diploma education (9.1%) but lower for persons with post graduate degrees (2.7%), teacher training and agriculture and nursing training (2.8%). About 4.2 million persons aged 15 years and older (made up of 1.8 million males and 2.4 million females) are estimated to be time-related underemployed. The proportion of underemployed persons is higher for those engaged in agricultural activities (61.5%) compared to persons engaged in non-agricultural activities (38.5%).

Youth Employment

The distribution of the youth population and youth labour indicators as derived from the GLSS6 indicates that the youth constitutes a little more than one-third of the population (34.1%) out of a total of 26,347,424. The Ashanti region has the highest proportion (6.8%) of the youth population, followed by Greater Accra (6.2%) while Upper West and Upper East regions have low proportions of 1.0 percent and 1.4 percent respectively.

Inactivity

About 3.26 million persons aged 15 years and older are inactive, with majority identified in the age groups 15 to 24 years (2.06 million) and 65 years and older (0.53 million). More than half (54.5%) of the population is inactive because they are engaged in education or training. In terms of age, more than three-quarters of the currently inactive population aged 15 to 29 years (77.2%) cited education and training as their main reason for inactivity, while 51.0 percent of those aged 30 to 44 years indicated that they were home makers.

Usual Economic Activity

The survey results further show that usual inactivity of persons 15 years and older (over the twelve-month period preceding the interview) is highest among age groups 15-19 (48.2%) and 65 years and above (15.3%). More than three-quarters of persons 15 years and older spend most of their time during the twelve-month period participating in economic activities (78.6%). Also, most of the currently employed persons (46.1%) are employed by agricultural businesses and the main occupation of the currently employed persons is skilled agriculture and fishery work, which employs 44 percent of all the currently employed persons.

Non-Economic Activity

Non-economic activities refer to housekeeping activities for which no payment is received. The results show that generally, more than half of the population 15 years and older spend their time in washing clothes (63.5%), cleaning (56.4%), cooking (52.4%) and fetching water

(50.4%), with the proportion of females engaged in these activities being higher than males. Also, the average time spent on fetching water in rural areas (21.4 minutes a day) is higher than the average for urban areas (13.9 minutes a day), with the figure being particularly high in rural savannah (32.5 minutes per day).

Children in Employment

Children aged 5-14 years constitute 31.1 percent of the survey population and about one-quarter of them are economically active (25.2%). Among these economically active children, 95.8 percent are engaged in some form of economic activity. Nearly eighty percent of the working children 5-14 years are engaged as skilled agriculture and fishery workers (78.0%), with an additional 15.1 percent engaged as sales and service workers. Only small proportions of working children are engaged as craft and related trades workers (2.6%) or in elementary occupations (4.2%).

Regarding the average basic hourly earnings for currently employed children aged 5-14 years, the results show that on average, working children earn GHC0.97 per hour, with the highest average hourly earnings (GHC1.17) paid to children who are engaged in service and sales work.

Conclusion

The working population of the country is dominated by people with no formal education as well as those with basic (primary and middle school) education. Though agriculture is the back-bone of the economy, it does not attract people with higher education and therefore most of the agricultural activities are done at the subsistence level. The inability of the formal sector to generate jobs in their required number has pushed many into the informal sector which is predominantly made up of small to medium-scale businesses.

The survey results show that a greater proportion of the working population suffers from decent work deficits and low-quality jobs. Most working people are in irregular employment in the informal economy. Labour laws and collective agreements, including sanctioning mechanisms, can protect workers and facilitate their transition into stable and decent employment.

Identifying the nature and extent of the youth employment challenge is a prerequisite to formulating evidence-based and integrated policies and interventions. With information on the blockages that are preventing sufficient job creation, policy makers are in a better position to design effective policy responses. There is, therefore, the need to adopt strategies and measures to grow and transform Ghana's economy.

CHAPTER ONE

INTRODUCTION

1.1 Background

The overall development of a country is based on the production of goods and services. Critical to the production process is the human capital of the country. Governments all over the globe at certain stages of development have sought to know how many people are employed, unemployed and economically not active. It should be noted that the more the working population, the higher the creation of wealth, leading to improved living conditions and poverty reduction.

In view of these, successive governments in Ghana have over the years recognized the important role labour plays in the development agenda of the country. As a result, a number of initiatives have been taken to promote growth, including the Ghana Poverty Reduction Strategy (GPRS) and the Livelihood Empowerment Against Poverty (LEAP). 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.

A Labour Force Survey (LFS) is a standard household-based survey of work-related statistics. It is one of the important statistical surveys used to monitor the country's development. It constitutes an important basis for decision-making with regard to labour and its contribution to the economy. Ghana as a country has been battling with inadequate data on the labour force and labour market indicators. Since independence in 1957, the country has not been able to conduct a stand-alone labour force survey. Limited questions relating to employment, unemployment, and underemployment have been included in population and housing censuses and other national surveys such as the Ghana Living Standards Survey (GLSS), Core Welfare Indicators Questionnaire (CWIQ) Survey and the 2001 Ghana Child Labour Survey (GCLS). As a result, in-depth information on Ghana's labour force has been lacking. In this regard, there have been concerns, both locally and internationally, for Ghana to have comprehensive data on the labour force. For instance, concerns raised during the 2006 ILO Conference of African Ministers included:

- The non-inclusion of employment issues in national development strategies.
- Special needs of vulnerable groups in society, including increasing employment opportunities for women, youth and persons with disabilities.
- The need for African countries to increase the availability of accurate, timely and policy-relevant data on employment and related indicators, and to measure and profile the informal sector, which covers a wide range of market activities.

In order to obtain comprehensive statistics on the labour market, the Ghana Statistical Service (GSS), with support from the Government of Ghana and in collaboration with development partners, included the labour force module in the sixth round of the Ghana Living Standards Survey. The main objective of the survey was to collect comprehensive data based on current activity status of the population aged 15 years and over.

The specific objectives of the survey were as follows:

- To estimate the number of persons in the labour force (Employed, Under-employed and Un-employed) and their distribution by sex, major age-groups, educational level, and geographical and rural/ urban spread.
- To provide information on both adult workers and children in employment, their distribution by status in employment, occupation and industry, as well as weekly hours worked, location of place of work, earnings, occupational injury and hazards at the work place, contractual status, informal / formal sector employment, etc.
- To provide benchmark data needed for monitoring progress in relation to labour policies, programmes and law-making.
- To provide up-to-date information for assessing the labour force situation in the country.
- To provide current labour force indicators.
- To establish a national database on decent work indicators, including labour force statistics.

The sixth round of the Ghana Living Standards (GLSS6), with its core module being the labour force module, is the latest in a series of household surveys undertaken by GSS with the aim of providing insights into the living conditions of the people of Ghana.

This report analyses the current status of labour force with respect to the economically active and economically not active persons, the employed and the unemployed population.

The concepts and definitions used in this report are explained so that readers can interpret the results presented.

1.2 Objectives of GLSS6

The objectives of the sixth round of the Ghana Living Standards Survey Round Six are:

- To provide information on the patterns of household consumption and expenditure at a lower level of disaggregation.
- To serve as the basis for the construction of a new basket for the next re-basing of the Consumer Price Index.
- To provide information for up-dating the country's National Accounts.
- To provide information on household access to and use of financial services.
- To estimate the number of persons in the labour force (Employed, Under-employed and Unemployed) and their distribution by sex, major age-groups, educational level, disability status, geographical and rural/urban spread, as well as the ecological manifestations of these,
- To estimate the number of child workers (or children in employment) aged 5-17 years, and their distribution by sex, major age-groups, educational status, geographical, ecological and rural/urban spread, among others.

1.3 Survey instruments

To achieve these objectives, detailed information was collected on key elements of socio-economic life using the following questionnaires:

- Household Questionnaire
- Non-farm Household Questionnaire
- Community Questionnaire
- Governance, Peace and Security Questionnaire
- Prices of Food and Non-food Items Questionnaire

The Household Questionnaire is made up of two parts, A and B. Part A and has seven sections, namely: demographic characteristics of respondents; education and skills training; health and fertility behavior; employment and time use; migration and tourism; household agriculture; housing and housing conditions.

Part B covers five sections, namely: agriculture; household income and expenditure; income transfers; migration and remittances and credit, assets and use of financial services.

The Community Questionnaire covers general information on facilities available in the rural communities while the Price Questionnaire was used to solicit information on the market prices of consumer items.

The questionnaire on Governance, Peace and Security was used to solicit for information on theft, robbery, sexual offences, violence and security, safety, peace and social cohesion as well as political engagement.

1.4 Training and fieldwork

Personnel with minimum qualification of Higher National Diploma were recruited and trained to undertake the fieldwork. These attended a 21-day training programme during which members of the Project Implementation Team (PIT) took them through the various sections of the questionnaire, including the concepts and definitions that were to be used in the survey. The training also involved assessment exercises, field practice, role plays and group discussions and interviews in the major local languages.

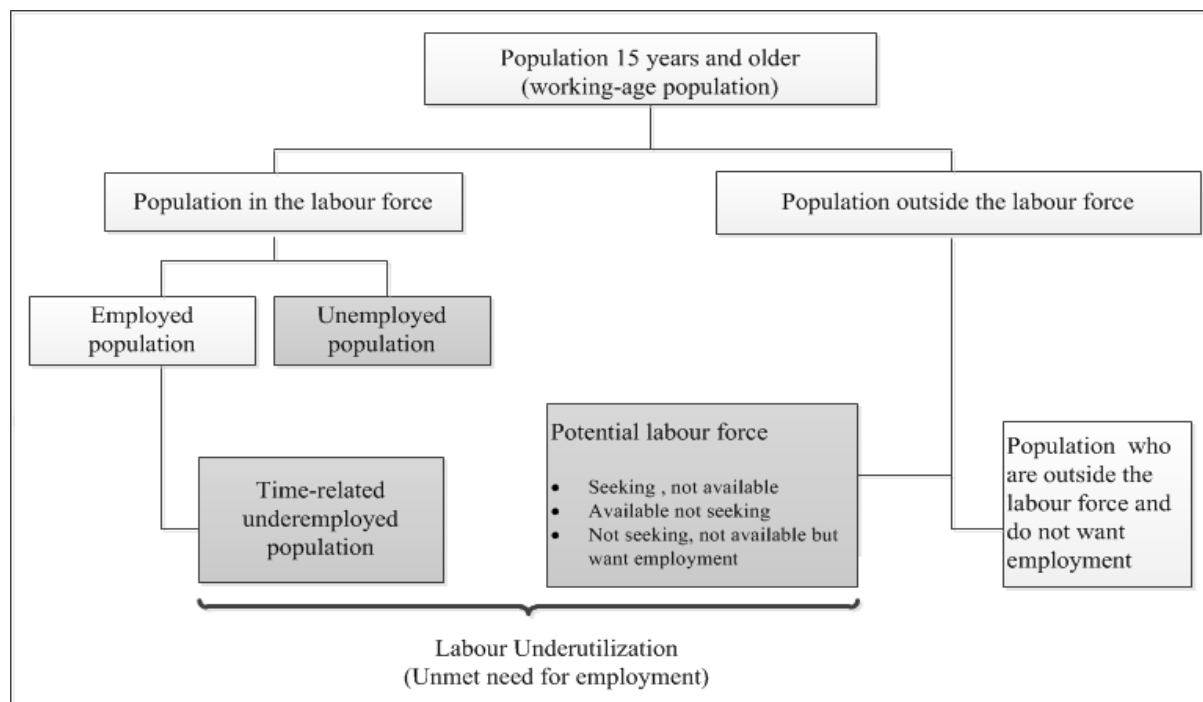
The fieldwork was over a twelve-month period and took place from 18th October 2012 to 17th October 2013. Thirty teams were deployed to the field, comprising of a supervisor, senior interviewer/editor, three interviewers and a driver. Data capture centres were setup in the regional offices of the Service, with each team having one data entry officer.

Field monitoring exercises were undertaken by the the Project Implementation Team as well as Top Management of the Service, Steering Committee members and Technical Advisory Committee members.. The monitors observed interviews and checked completed questionnaires for consistency to ensure the quality of the data.

1.5 Concepts and definitions

The GLSS6 included a Labour Force Module which was designed to collect detailed information on the labour force in Ghana. Figure 5.1 shows the labour force framework of the population 15 years and older.

Figure 5.1: Labour force framework



Source: Adapted from the 19th ILO's International Conference of Labour Statisticians Report

Economic Activity

The question on economic activity was asked of all persons five years and older who engaged in any activity for pay (cash or kind), profit or family gain for at least one hour during the seven days preceding the day of the interview. For the purpose of this report, most of the analysis will refer to persons 15 years and older.

Reference period

In collecting data on work activities, two reference periods (short and long) have been used. A week (i.e. the seven days leading up to the interview) has been used as the short reference period, and a year (12 months leading up to the interview date) as the long reference period. The short reference period is used to measure current activity, while the long period is used to measure usual activity. For many people (for instance, in the case of those in government service), the main economic activity of the short period will probably be the same as the usual activity of the longer period, unless they have recently changed their jobs. In addition, one month (last 35 days) is used as the reference period for the unemployed and underemployed persons looking for work or for more hours of work respectively.

Locality

Two main types of locality are defined by the survey: urban and rural. The classification of localities into 'urban' and 'rural' is based on population size. Localities with 5,000 or more

persons are classified as **Urban** while those with less than 5,000 persons are classified as **Rural**.

Work

Work refers to any economic activity performed by the respondent that contributes to the economic production of goods and services. Examples are selling in a market/street, working in an enterprise/business or for government, working in one's own farm or enterprise, working on a household member's farm, etc.

Currently employed

There are two situations in which a person can be classified as being currently employed. Either the person was actually engaged in any work (as defined above) during the reference week, or he/she had an attachment to a job or business but for some reasons did not work during the reference week.

Currently unemployed (strict definition)

A person is considered as currently unemployed if he/she was not engaged in any work (as defined above), had no attachment to a job or business, reported that he/she was available for work and had taken some specific steps to look for work.

Unemployed (relaxed definition): defined as persons currently without work and available to take up work in the week prior to the reference period.

Economically active or labour force

A person is considered as economically active if he/she was either employed or unemployed (and for those without work, whether they were available for work and seeking work during the reference period); otherwise the person is classified as economically not active. The term economically active is the same as the labour force. Therefore, these terms are used interchangeably in the report as appropriate.

Economically not active

The economically not active persons are those who did not work and were not seeking for work, that is, they are not currently employed or unemployed. This group includes persons who are studying or performing household duties (homemakers), retired persons, the disabled and other persons who were unable to work because of their disability or age (i.e., too young or old to work).

Workforce (the employed)

The workforce represents the total number of workers actively employed, or available for work. It consists of all persons aged 15 years and older, who during the reference period, were in the following categories:

- (i) At work; that is, persons who during the reference period performed some work for wage or salary either in cash or in kind or worked without pay.
- (ii) Had a job to go back to, but did not work during the reference period.

Labour force participation rate

This is the proportion of a country's working-age population that engages actively in the labour market, either by working or looking for work. It provides an indication of the relative size of the supply of labour available to engage in the production of goods and services.

Occupation

Occupation refers to the type of work the person was engaged in at the establishment where he/she worked. All persons who worked during the reference period were classified by the kind of work they were engaged in. For those who did not work but had a job to return to, their occupation was the job they would go back to after the period of absence. Up to two occupations were considered if a person was engaged in more than one occupation.

Industry

Industry refers to the type of product produced or service rendered at the respondent's place of work (irrespective of the occupation the person has).

Time-related underemployment

The concept of time-related underemployment has been introduced to complement the statistics on unemployment. While unemployment represents a situation of total lack of work during the reference period, many other people may have jobs but suffer from partial lack of work.

The currently employed group can, therefore, be sub-classified as either in time-related underemployment or not. In operational terms, the time-related underemployed persons are defined as those whose total actual hours of work were less than 35 hours. It should be noted that, in defining the underemployed, no account is taken of whether or not these people had actually been looking for additional work.

Labour underutilization

Labour underutilization is a more comprehensive measure than the unemployment rate. In developing countries, the one-hour criterion defining employment leads to lower unemployment rates and complicates the interpretation of employment and unemployment statistics. Labour underutilization consists of that part of the population which has labour slack, low earnings and skill mismatch among the employed population. In other words, the employed population might have time-related underemployment, low pay and skill mismatches which are aspects of labour underutilization.

Employment status

Employment status refers to the position of a person in the establishment where he/she currently works or previously worked.

Employment sector

Employment sector refers to the sector in which a person works.

Usual economic activity

A person is classified as usually active or usually inactive on the basis of his or her work experience over the whole year. A person is considered to be usually active if the periods of time spent either working or available for work taken together during the last 12 months are greater than (or equal to) the periods of time that the person has not been available for work.

Informal employment and sector

Whereas the determination of the informal sector depends on the characteristics of the enterprise in which a person works, the determination of whether a person is in informal employment or not depends on the characteristics of the person's job.

Vulnerable employment

People in vulnerable employment are defined as those whose status in employment is given as an own account worker or contributing family worker. The vulnerable employment rate is obtained by calculating this sum as a proportion of total employment. It is a measure of the proportion of persons who are employed under relatively precarious circumstances as indicated by their status in employment.

Wage and salary earnings

Wage and salary earnings of paid employees can be of two types, in cash or in kind, and in this survey, information was collected separately on each of them. Earnings paid in cash are 'cash' earnings. Earnings in kind include the regular supply of food, clothing, housing, water, electricity, fuel, transport, etc. on a free or subsidized basis.

Household

A household consists of a person or a group of persons, who live together in the same house or compound, share the same house-keeping arrangements and are catered for as one unit and recognize one person as the head. In general, a household consists of a man or woman, his or her spouse, children and some other relatives or a house help who may be living with them. However, it is important to remember that members of a household are not necessarily related (by blood or marriage) because non-relatives e.g. house helps may form part of a household. On the other hand, not all related persons living in the same house or compound are necessarily members of the same household. For example, two brothers who live in the same house with their wives and children may or may not form separate households depending on their catering arrangements. The same applies to a father and his married children. Thus, in many cases, a house or compound may be divided into separate households.

Regular employment

This is defined as wage and salaried workers (employees) holding a contract of greater than 12 months' duration, plus self-employed youth with employees (employers).

Irregular employment

It is defined as wage and salaried workers (employees) holding a contract of limited duration, i.e. set to terminate prior to 12 months, self-employed youth with no employees (own-account workers) and contributing family workers; young people in this category almost certainly fall outside of the framework of standard employment relationships.

Inactive youth

This group is further divided into two sub-categories: those who are inactive and in school ("inactive students") and those who are inactive and not in school ("inactive non-students"). The inactive students are considered to be investing in their education to emerge better equipped for their future labour market experience. Hence, this group can tentatively be judged as a "positive" category (notwithstanding issues of skills mismatch). The inactive non-students have chosen to be outside of the labour market for reasons other than schooling (to engage in household duties or care for children, for example) and they may or may not

have the intention to (re)enter the labour market in the future. Those who say they intend to work in the future have some degree of labour market attachment and should thus be considered in the classification of labour (under)utilization.

Literacy

This question relates to the respondent's ability to read and write in any language. Note that in this survey, a respondent is considered literate if he/she can **read and write a simple statement in English or any local language with understanding.**

CHAPTER TWO

SOCIO-DEMOGRAPHIC CHARACTERISTICS

2.1 Introduction

The chapter on demographic characteristics throws light on the distribution of the population by region, type of locality and sex, age-group and sex. The chapter also discusses the dependency ratio as well as the educational attainment, marital status, literacy rates and the main trade learnt by the population in the labour force.

2.2 Population distribution

Table 2.1 presents information on the distribution of the population by region, type of locality and sex. According to the table, the estimated population at the mid-survey period is 26.4 million, with the number of females (13.7 million) being slightly more than the males (12.7 million). By regional categorization, the table shows that majority of the population is in the Ashanti region (19.7%), followed by the Greater Accra region (16.3%). The Upper West region has the least proportion of population (2.8%). The table further indicates that majority of the population (13.1 million) are in the urban areas with 3.05 million in Accra (GAMA) constituting 23 percent. The rest (10.18 million) is shared among the other urban areas. This implies that there are more people in Accra, possibly as a result of migration from other areas of the country to seek greener pastures or to pursue other endeavors in the capital city. Rural forest accounts for 52.5 percent of the rural population followed by the rural savannah (36.0%).

Table 2.1: Distribution of the population by region, type of locality and sex

Region/Locality type	Population (millions)			Proportions		
	Both sexes	Male	Female	Both sexes	Male	Female
Ghana	26.4	12.7	13.7	100.0	100.0	100.0
Western	2.43	1.20	1.24	9.2	9.4	9.1
Central	2.34	1.09	1.24	8.9	8.6	9.1
Greater Accra	4.31	2.08	2.23	16.3	16.4	16.3
Volta	2.29	1.09	1.20	8.7	8.6	8.8
Eastern	2.74	1.31	1.42	10.4	10.3	10.4
Ashanti	5.20	2.51	2.70	19.7	19.7	19.7
Brong Ahafo	2.61	1.24	1.37	9.9	9.8	10
Northern	2.64	1.29	1.34	10.0	10.2	9.8
Upper East	1.07	0.51	0.56	4.0	4.0	4.1
Upper West	0.76	0.38	0.38	2.9	3.0	2.8
Urban	13.2	6.2	7.0	100.0	100.0	100.0
Accra (GAMA)	3.05	1.46	1.59	23.0	23.5	22.6
Other Urban	10.18	4.77	5.42	77.0	76.5	77.4
Rural	13.15	6.48	6.67	100.0	100.0	100.0
Rural Coastal	1.50	0.69	0.81	11.4	10.7	12.2
Rural Forest	6.90	3.43	3.48	52.5	52.9	52.1
Rural Savannah	4.74	2.36	2.39	36.1	36.4	35.8

2.3 Distribution of population by age, sex and dependency ratio

Table 2.2 presents information on the distribution of the population by age group, sex and dependency ratio. The table indicates that more than half of the population (13.8 million) is concentrated in the lower age group (0-19 years) while those aged 60-64 years (0.5 million) form the least.

Age	Sex		Total
	Male	Female	
0 - 4	1.7	1.7	3.4
5 - 9	1.8	1.7	3.6
10 - 14	1.7	1.7	3.4
15 - 19	1.6	1.7	3.4
20 - 24	0.8	0.9	1.6
25 - 29	0.9	1.1	1.9
30 - 34	0.8	0.9	1.7
35 - 39	0.7	0.8	1.5
40 - 44	0.6	0.7	1.3
45 - 49	0.5	0.6	1.1
50 - 54	0.4	0.5	0.9
55 - 59	0.3	0.3	0.7
60 - 64	0.2	0.3	0.5
65+	0.6	0.7	1.3
Total	12.7	13.7	26.4
Dependency ratio	85.9	73.8	79.5

The age-dependency ratio is the ratio of persons in the “dependent” age group (generally under age 15 and above age 64) 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 of the population. The male population has a higher age-dependency ratio of 85.9 percent compared to the female population (73.8%).

2.4 Marital status

Table 2.3 indicates that 57.7 percent of the population 12 years and older have ever been married (consensual union, married, divorced, separated or widowed) while 42.3 percent have never been married. The rural savannah (47.7%) has the highest proportion of people who are currently married, followed by rural forest (38.2%), with Accra (36.6%) having the lowest. The percentage who have never married is lower in the rural localities (coastal, forest and savannah) compared to the urban areas (Accra and other urban).

The results also indicate that the proportion of persons who are divorced is highest in rural coastal (4.3%) followed by other urban (4.0%), but is lowest in rural savannah (1.3%). The percentage of persons in consensual union is relatively high in all the localities (between 5% and 11%), while those separated is very low in all localities (between 1.0% and 3%) when compared with the proportion never married and married.

Table 2.3: Population by marital status and locality (percent)

Marital status	Locality					Total
	Accra (GAMA)	Other urban	Rural Coastal	Rural Forest	Rural Savannah	
Never married	46.1	44.5	39.9	39.3	39.5	42.3
Consensual union	6.5	5.8	7.8	10.6	5.1	7.1
Married	36.6	37.9	37.8	38.2	47.7	39.4
Separated	3.2	2.3	2.4	2.2	1.0	2.2
Divorced	3.2	4.0	4.3	3.9	1.3	3.4
Widowed	4.4	5.6	7.8	5.9	5.4	5.6
Total	100.0	100.0	100.0	100.0	100.0	100.0

2.5 Educational attainment

Table 2.4 indicates that 37.1 percent of the population aged 5 years and older has attained less than Middle School Leaving Certificate/Basic Education Certificate (MSLC/BECE) whereas 25.7 percent has never been to school. The table further indicates that the highest proportion of males in urban areas (32.9%) have attained less than MSLC/BECE education. Males who have never been to school constitute 13.7 percent. Among the female population in urban areas, 34.9 percent has attained less than MSLC/BECE education and 16.9 percent has attained higher education. Among the rural population, males who have attained less than MSLC/BECE education is slightly higher (41.0%) than females (39.8%). The proportion of females in rural areas (3.9%) who have attained secondary school or higher education is much lower than males (8.2%). A careful observation of the table shows that the proportion of both males and females who have attained less than MSLC/BECE education is higher in both urban and rural localities.

Table 2.4: Educational attainment of the population 5 years and older by sex and locality type

Level of education	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never been to school	13.7	21.6	17.9	27.7	39.6	33.7	20.8	30.2	25.7
Less than MSLC/BECE	32.9	34.9	33.9	41.0	39.8	40.4	36.9	37.2	37.1
MSLC/BECE/Vocational Secondary/SSS/SHS and higher	28.3	26.6	27.4	23.1	16.8	19.9	25.7	21.9	23.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

2.6 Literacy

Information on literacy was collected from the population 11 years and older. From Table 2.5, 40.8 percent of the population 11 years and older in Ghana are literate. This is made up of 34.2 percent females and 48.2 percent males. At the regional level, Greater Accra (52.3%) has the highest proportion of literate population followed by the Ashanti region (50.0%). The Upper East region (11.2%) has the least proportion of literate population. The Ashanti region has the highest proportion of both males (69.0%) and females (53.8%) who are literate and

living in urban areas. The Upper East region has the least proportion of literate males and females (18.3% and 14.0% respectively) percent.

The table further shows that 58.5 percent of males living in urban localities are literate compared to 44.3 percent of their female counterparts. The differences in the proportion of literate males and females in rural areas are much higher (37.7% and 22.7% respectively). Literacy rates are lowest among females in rural areas in the Northern (8.2%) and Upper East (6.7%) regions.

Table 2.5: Literacy rates of the population 11 years and older by region, sex and locality type

Region	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Ghana	58.5	44.3	50.7	37.7	22.7	30.0	48.2	34.2	40.8
Western	60.1	41.9	50.5	46.4	26.9	36.6	52.2	33.6	42.7
Central	51.1	38.0	43.6	49.2	28.5	38.2	50.0	32.7	40.6
Greater Accra	59.3	49.4	54.0	29.7	23.1	26.1	57.5	47.8	52.3
Volta	62.7	44.6	52.5	40.8	27.5	33.6	47.7	33.1	39.7
Eastern	64.9	47.6	55.2	44.5	26.9	35.6	53.7	37.3	45.0
Ashanti	69.0	53.8	60.7	46.8	27.8	37.1	58.5	42.4	50.0
Brong Ahafo	50.2	33.1	40.6	39.7	26.3	32.9	44.6	29.8	36.7
Northern	36.9	18.2	26.8	17.5	8.2	12.8	23.8	11.8	17.5
Upper East	18.3	14.0	16.0	13.5	6.7	9.9	14.5	8.3	11.2
Upper West	43.7	27.6	35.2	18.8	11.5	15.1	22.9	14.4	18.6

2.7 Main trade learnt

Table 2.6 presents information on distribution of the population 11 years and older by main trade learnt from apprenticeship training. The table shows that about one-third (33.4%) of the population have apprenticeship training in apparel, textile and furnishing. About one-fifth (18.0%) also have training in personal and grounds services. Among the males, 28.6 percent have apprenticeship training in building trades, with an additional 19.4 percent having training in transportation and material moving trades. Most females (53.5%) have training in textiles, apparel and furnishing. More than a third of the females also have training in personal and grounds services (35.9%). Among the female population, the most common trade learnt is textiles, apparel and furnishing (53.6%).

Table 2.6: Main trade learnt of population 11 years and older by sex and the locality type

Type of trade	Sex		
	Male	Female	Total
Food preparation/processing	0.9	7.0	3.9
Health service and related trade	0.2	0.2	0.2
Personal/grounds services	1.0	35.9	18.0
Building trades	28.6	0.2	14.8
Automotive trades	14.5	0.1	7.5
Electrical trades	7.6	0.2	4.0
Mechanical trades	9.4	0.2	4.9
Fishing/hunting/forestry	0.6	0.3	0.5
Textile, apparel and furnishing	14.3	53.6	33.4
Other production-related trades	1.1	1.8	1.4
Transportation and material moving trades	19.4	0.1	10.0
Visual and performance artists	0.9	0.0	0.4
Administrative/support services	0.0	0.1	0.1
Other trades	1.5	0.3	0.9
Total	100.0	100.0	100.0

Table 2.7 provides information on the average length of time spent on apprenticeship training for the population 15 years and older. On the average, it takes about 35 months (almost three years) to complete apprenticeship training. The longest periods spent on apprenticeship training are in the areas of electrical works (38.2 months) and health service and related activities (37.6 months). Generally, males take a longer duration (35.6 months) to complete apprenticeship training than females (34.3 months). The longest average duration of apprenticeship training for males is spent on health service and related activities (38.6 months) while the highest for females is automotive apprenticeship (40.0 months). Apprenticeship training in the urban areas takes a relatively longer period (average 35.3 months) to complete than similar training undertaken in rural areas (average 34.6 months).

Table 2.7: Average length of time (months) spent on apprenticeship training by main trade, locality and sex

Main trade learnt	Urban			Rural			Ghana		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Food preparation processing and beverage services	30.0	32.0	31.8	32.2	31.9	31.9	31.1	32.0	31.9
Health service and related activities	40.5	40.2	40.4	36.0	34.0	34.8	38.6	36.8	37.6
Personal/grounds service	35.5	34.6	34.7	31.8	34.6	34.5	34.0	34.6	34.6
Building	36.5	36.0	36.5	36.1	36.8	36.1	36.3	36.6	36.3
Automotive	38.2	39.0	38.3	35.3	42.0	35.4	36.9	40.0	36.9
Electrical	38.9	36.0	38.8	37.1	0.0	37.1	38.2	36.0	38.2
Mechanical	37.9	40.0	38.0	37.8	36.0	37.7	37.9	38.4	37.9
Fishing/Hunting/Forestry	26.2	32.0	27.3	35.5	33.2	34.3	32.1	33.1	32.6
Textile, Apparel and Furnishing	35.8	34.9	35.1	34.4	34.5	34.5	35.1	34.7	34.8
Other production related trades	35.4	25.2	29.2	27.8	24.2	25.3	31.1	24.6	26.8
Transportation and material moving trades	33.1	44.0	33.1	33.0	32.8	33.0	33.0	34.4	33.0
Visual and Performance Artists	31.3	0.0	31.3	33.9	0.0	33.9	32.2	0.0	32.2
Administrative/Support Services	0.0	36.0	36.0	36.0	0.0	36.0	36.0	36.0	36.0
Others	33.0	40.5	34.0	31.7	30.3	31.5	32.3	34.0	32.6
Total	36.1	34.5	35.3	35.0	34.0	34.6	35.6	34.3	35.0

CHAPTER THREE

ECONOMIC CHARACTERISTICS AND ACTIVITIES

3.1 Introduction

The overall development of a country is based on the production of goods and services by its population. Critical to the production process is the human capital of the country. Although all persons irrespective of age and sex consume the goods and services produced, only a section of the population, that is, the working population, often referred to as the “employed” population, produces them. The type of economic activity pursued is influenced by the nature of the economy and level of socio-economic development (Hull, 2009). Generally, the larger the employed population, the more wealth is created, leading to the general well-being of the population. In Ghana, a number of job opportunities have been created over the years in a wide range of economic activities in both the public and private sectors.

Population censuses provide data on the labour force and economic characteristics of the population. A detailed study of the dynamics of the population and the labour market, however, helps to identify the employment opportunities available and the structure of the economy. This chapter, therefore, analyses the economic activities undertaken, the economically active and economically not active population, employed and unemployed population. Each of these population characteristics are analyzed by age, sex, locality of residence (urban or rural area), marital status, level of education, region, sector and status of employment.

The question on economic activity was asked of all persons 5 years and older who engaged in any economic activity for pay (cash or in-kind) or profit or family gain for at least one hour during the seven days preceding the interview date.

Table 3.1 indicates the current activity status of the population 15 years and older by age, locality and sex. Among the population 15 years and older, 79.6 percent are economically active (94.8% are employed and 5.2% are unemployed), while 20.4 percent are economically not active. People living in urban localities (6.5%) are more likely to be unemployed than those in rural areas (3.9%).

For the working population 15 to 60 years, 81.4% percent are economically active, with 94.6 percent employed. The proportion of employed population is higher in rural areas (96.0%) than in urban areas (93.3%). Consequently, the proportion of the unemployed population is higher in urban areas (6.7%) than in rural areas (4.0%).

Table 3.1: Current activity status of population 5 years and older by age group, locality and sex

Activity status/Age group	All			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Population 15-60	62.6	61.0	64.0	65.8	64.5	67.0	59.2	57.5	60.8
Currently active	81.4	83.6	79.5	76.7	79.7	74.2	86.8	87.8	85.9
Employed	94.6	95.0	94.3	93.3	93.7	92.8	96.0	96.3	95.7
Unemployed	5.4	5.0	5.7	6.7	6.3	7.2	4.0	3.7	4.3
Currently inactive	18.6	16.4	20.5	23.3	20.3	25.8	13.2	12.2	14.1
Population 15+	69.6	67.5	71.5	71.9	70.0	73.6	67.2	65.2	69.1
Currently active	79.6	82.2	77.3	74.7	77.9	72.1	84.9	86.7	83.2
Employed	94.8	95.2	94.5	93.5	93.9	93.1	96.1	96.4	95.9
Unemployed	5.2	4.8	5.5	6.5	6.1	6.9	3.9	3.6	4.1
Currently inactive	20.4	17.8	22.7	25.3	22.1	27.9	15.1	13.3	16.8

3.3 Current activity status of population 15 years and older

Table 3.2 presents the current activity status of the population aged 15 years and older by age, sex and locality. Majority of the economically active population 15 years and older are employed (94.9%), while the rest are unemployed (5.1%). The proportion of the population who are economically active is higher among males (64.0%) compared to females (62.5%). The proportion of the employed population is marginally higher for males (95.3%) than females (94.7%). The proportion of the unemployed population is slightly higher for females (5.3%) compared to their male counterparts (4.7%). The same is the case for the economically not active population, where the proportion of the female population (37.5%) is higher than that of males (36.0%).

The proportion of the unemployed population is lowest among the age group 40 to 44 years (1.8%). It is, however, higher for females than males within this age group (2.1% and 1.5% respectively). In the urban areas, the rate of unemployment is lowest within the age group 40 to 44 years (2.0%) while in the rural areas, the least is found among age groups 40 to 44 and 45 to 49 (1.6%). The table further reveals that among the age groups, the rate of unemployment is highest within the age group 20 to 24 years (12.3%); this is also the case for males (12.4%) and females (12.2%) and in urban (17.1%) and rural areas (7.4%).

Again, the proportion of the employed population is highest among the age group 40 to 44 years (98.2%); this is true for males (98.5%) and females (97.9%). In the urban areas, the pattern is the same, with the employment rate being highest among those aged 40 to 44 years (98.0%). The highest proportion of the employed population in the rural areas are found within the age groups 40 to 44 and 45 to 49 years (99.4%) whilst the lowest employment rate is found among those aged 20 to 24 years; this is also the case for males (87.6%) and for females (87.8%). In the urban areas, the lowest proportion of the employed population is recorded among the age group 20 to 24 years.

The highest proportion of the currently active population is found among the age group 40 to 44 years (97.1%) while the lowest is found in the age group 15 to 19 years (51.0%). The trend is the same for both males and females. On the other hand, the age group 15 to 19 years account for the highest proportion of the currently not active population (49.0%) while the lowest is found among those aged 40 to 44 years (1.8%).

Table 3.2: Current activity status of population 15 years and older by age group, sex and locality

Sex/Age Group	Total	All				Urban				Rural			
		Currently				Currently				Currently			
		Active	Employed	Unemployed	Inactive	Active	Employed	Unemployed	Inactive	Active	Employed	Unemployed	Inactive
Both sexes	100.0	63.2	94.9	5.1	36.8	57.9	93.7	6.3	42.1	68.7	96.1	3.9	31.3
15-19	100.0	51.0	90.0	10.0	49.0	35.9	84.6	15.4	64.1	66.0	93.0	7.0	34.0
20-24	100.0	74.7	87.7	12.3	25.3	68.5	82.9	17.1	31.5	82.4	92.6	7.4	17.6
25-29	100.0	88.4	93.4	6.6	11.6	85.3	91.8	8.2	14.7	92.6	95.3	4.7	7.4
30-34	100.0	94.3	96.7	3.3	5.7	93.3	96.0	4.0	6.7	95.6	97.6	2.4	4.4
35-39	100.0	95.6	97.4	2.6	4.4	94.0	96.8	3.2	6.0	97.5	98.1	1.9	2.5
40-44	100.0	97.1	98.2	1.8	2.9	96.4	98.0	2.0	3.6	97.8	98.4	1.6	2.2
45-49	100.0	95.4	97.5	2.5	4.6	93.6	96.6	3.4	6.4	97.5	98.4	1.6	2.5
50-54	100.0	94.3	97.2	2.8	5.7	92.4	97.3	2.7	7.6	96.1	97.1	2.9	3.9
55-59	100.0	92.0	96.5	3.5	8.0	88.9	96.2	3.8	11.1	95.1	96.8	3.2	4.9
60-64	100.0	83.0	96.2	3.8	17.0	75.0	94.5	5.5	25.0	89.9	97.4	2.6	10.1
65+	100.0	58.4	97.5	2.5	41.6	47.3	97.7	2.3	52.7	66.6	97.3	2.7	33.4
Male	100.0	64.0	95.3	4.7	36.0	58.6	94.1	5.9	41.4	69.3	96.3	3.7	30.7
15-19	100.0	53.4	91.2	8.8	46.6	36.6	86.3	13.7	63.4	68.1	93.5	6.5	31.9
20-24	100.0	75.8	87.6	12.4	24.2	70.0	82.1	17.9	30.0	82.7	93.1	6.9	17.3
25-29	100.0	92.7	93.5	6.5	7.3	90.9	91.5	8.5	9.1	95.0	95.9	4.1	5.0
30-34	100.0	97.6	97.8	2.2	2.4	97.7	97.3	2.7	2.3	97.5	98.5	1.5	2.5
35-39	100.0	98.7	97.6	2.4	1.3	98.8	97.0	3.0	1.2	98.6	98.5	1.5	1.4
40-44	100.0	99.3	98.5	1.5	0.7	98.9	98.7	1.3	1.1	99.7	98.3	1.7	0.3
45-49	100.0	97.3	97.9	2.1	2.7	96.2	97.1	2.9	3.8	98.5	98.8	1.2	1.5
50-54	100.0	97.8	97.8	2.2	2.2	97.4	97.6	2.4	2.6	98.2	97.9	2.1	1.8
55-59	100.0	94.5	95.3	4.7	5.5	91.0	94.9	5.1	9.0	98.1	95.8	4.2	1.9
60-64	100.0	83.8	97.4	2.6	16.2	75.0	97.2	2.8	25.0	90.9	97.5	2.5	9.1
65+	100.0	65.9	97.4	2.6	34.1	51.7	98.1	1.9	48.3	75.4	97.1	2.9	24.6

Table 3.2: Current activity status of population aged 5 years and older by age group, sex and locality (Cont'd)

Sex/Age Group	Total	All				Urban				Rural			
		Currently				Currently				Currently			
		Active	Employed	Unemployed	Inactive	Active	Employed	Unemployed	Inactive	Active	Employed	Unemployed	Inactive
Female	100.0	62.5	94.7	5.3	37.5	57.3	93.3	6.7	42.7	68.1	95.9	4.1	31.9
15-19	100.0	48.6	88.8	11.2	51.4	35.3	83.1	16.9	64.7	63.6	92.4	7.6	36.4
20-24	100.0	73.8	87.8	12.2	26.2	67.2	83.5	16.5	32.8	82.2	92.2	7.8	17.8
25-29	100.0	84.9	93.3	6.7	15.1	80.9	92.0	8.0	19.1	90.6	94.8	5.2	9.4
30-34	100.0	91.5	95.7	4.3	8.5	89.5	94.8	5.2	10.5	94.0	96.8	3.2	6.0
35-39	100.0	93.0	97.1	2.9	7.0	90.1	96.6	3.4	9.9	96.6	97.7	2.3	3.4
40-44	100.0	95.3	97.9	2.1	4.7	94.4	97.5	2.5	5.6	96.2	98.4	1.6	3.8
45-49	100.0	93.7	97.1	2.9	6.3	91.5	96.3	3.7	8.5	96.5	98.1	1.9	3.5
50-54	100.0	91.2	96.6	3.4	8.8	88.2	96.9	3.1	11.8	94.3	96.4	3.6	5.7
55-59	100.0	89.6	97.7	2.3	10.4	86.9	97.5	2.5	13.1	92.3	97.9	2.1	7.7
60-64	100.0	82.2	95.1	4.9	17.8	75.1	92.4	7.6	24.9	89.1	97.3	2.7	10.9
65+	100.0	52.5	97.5	2.5	47.5	44.2	97.5	2.5	55.8	59.1	97.5	2.5	40.9

3.4 Current activity status of population aged 15 years and older

Table 3.3 indicates current activity status by locality and sex. The proportion of the employed is higher in the rural areas (81.6%) than in the urban areas (69.9%). The proportion of the employed population is higher for males than females in both urban and rural areas. In the urban areas, the proportion of males who are employed is 73.2 percent compared to females 67.1 percent. Similarly, in the rural areas, the proportion of males employed is 83.6 percent while that of females is 79.8 percent. The proportion of the unemployed population is higher in the urban areas (4.9%) than in rural areas (3.3%). For the economically not active population, the proportion of urban dwellers (25.3%) who are not economically active is higher than rural dwellers (15.1%).

Table 3.3: Current activity status of population 15 years and older by locality and sex

Locality	Economically active						Economically not active		
	Employed			Unemployed			Male	Female	Total
	Male	Female	Total	Male	Female	Total			
Urban	73.2	67.1	69.9	4.7	5.0	4.9	22.1	27.9	25.3
Rural	83.6	79.8	81.6	3.1	3.4	3.3	13.3	16.8	15.1
Total	78.3	73.0	75.4	3.9	4.3	4.1	17.8	22.7	20.4

3.5 Activity status of population 15 years and older and hours worked

Table 3.4 shows the activity status of the population 15 years and older in the last 7 days by hours worked in the last 7 days, locality and sex. Nearly, one-third (32.4%) of the employed population spend more than 40 hours in their main job while 43 percent spend 40 hours or less in their main job. The proportion of males (37.5%) who spend more than 40 hours in their main job is higher than females (28.0%).

Table 3.4: Activity status of population 15 years and older by work status, hours worked in the last 7 days, locality and sex

Activity/Hours worked	Urban			Rural			Ghana		
	Male	Female	All	Male	Female	All	Male	Female	All
Working									
More than 40 hours in main job	42.5	33.0	37.3	32.2	22.3	27.0	37.5	28.0	32.4
40 hours or less in main job	30.7	34.2	32.6	51.5	57.5	54.6	40.8	45.0	43.0
Want more hours	2.5	2.9	2.7	2.4	1.4	1.9	2.5	2.0	2.2
Do not want more hours	97.5	97.1	97.3	97.6	98.6	98.1	97.5	98.0	97.8
More than 35 hours in main job	52.0	41.4	46.2	43.0	33.0	37.7	47.6	37.5	42.2
35 hours or less in main job	21.2	25.8	23.7	40.7	46.8	43.9	30.7	35.5	33.3
Want more hours	2.5	2.7	2.6	2.5	1.6	2.0	2.5	2.0	2.2
Do not want more hours	97.5	97.3	97.4	97.5	98.4	98.0	97.5	98.0	97.8
Not working									
Unemployed	4.7	5.0	4.9	3.1	3.4	3.3	3.9	4.3	4.1
Inactive	22.1	27.9	25.3	13.2	16.8	15.1	17.8	22.7	20.4
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

The proportions of both male (40.8%) and females (45.0%) working 40 hours or less in their main job are higher than those working more than 40 hours in the last seven days (37.5% and 28.0% for males and females respectively). In the urban areas, the proportion of persons who worked more than 40 hours in their main job (37.3%) is higher than those who worked 40 hours or less (32.6%). The reverse is true in the rural areas where the proportion of persons who spent 40 hours or less (54.6%) in their main job is higher than those who worked more than 40 hours in their main job (27.0%).

More than two-fifth (42.2%) of the employed persons worked more than 35 hours in their main job in the 7 days preceding the interview while 33.3 percent worked 35 hours or less in their main job. For those who worked more than 35 hours in their main job, the proportion of males (47.6%) is higher than females (37.5%). Similarly, in the urban areas, the proportion of those who worked more than 35 hours in their main job (46.2%) is higher than those who worked 35 hours or less (23.7%). The opposite is the case in the rural areas where the proportion of those who worked 35 years or less (43.9%) is higher than those who worked more than 35 hours (37.7%). Only 2.2 percent of the population wanted to work extra hours irrespective of the average number of hours worked in the reference period. The proportion of the population who are not employed is 4.1 percent. Also, the proportion of the population who are economically not active is 20.4 percent, with the figure being higher for females (22.7%) than males (17.8%).

3.6 Current activity rate

Table 3.5 presents information on the current activity rate of the population 15 years and older by sex, age and locality. The activity rate of the population aged 25 to 44 years (93.6%) is higher than that of the other age groups. As expected, the younger population (15-24 years) has the lowest activity rate (54.3%) irrespective of sex and locality of residence.

Table 3.5: Current activity rate of population 15 years and older by sex, age group and locality

Sex/Age group	Ghana	Urban			Rural			All
		Accra (GAMA)	Other Urban	All	Rural Coastal	Rural Forest	Rural Savannah	
Male								
15 - 24	54.3	31.3	43.1	40.6	54.2	66.0	73.4	67.4
25 - 44	93.6	90.8	92.7	92.2	93.1	96.6	94.0	95.3
45 - 64	92.0	86.1	90.5	89.4	92.0	96.8	91.4	94.7
65+	64.2	43.0	52.8	50.7	64.6	72.0	76.9	73.2
All	78.3	71.8	73.6	73.2	77.6	84.4	84.3	83.6
Female								
15 - 24	50.6	27.4	42.1	38.9	51.9	62.2	71.8	64.3
25 - 44	86.9	78.9	85.3	83.6	85.4	92.5	91.3	91.2
45 - 64	87.3	75.6	86.1	83.7	87.3	94.1	87.6	91.2
65+	51.1	26.2	46.7	43.1	46.7	61.0	57.9	57.6
All	73.0	61.0	69.1	67.1	71.1	80.6	81.8	79.8
Both sexes								
15 - 24	52.3	29.1	42.6	39.7	53.0	64.1	72.6	65.9
25 - 44	89.9	84.5	88.6	87.5	88.8	94.4	92.5	93.1
45 - 64	89.5	80.6	88.1	86.3	89.3	95.4	89.4	92.9
65+	56.9	33.9	49.1	46.2	52.1	66.0	68.0	64.8
All	75.4	66.0	71.1	69.9	73.9	82.4	83.0	81.6

The activity rates of the population residing in rural areas, especially those in the rural savannah (84.3%) and forest areas (84.4%), are higher than the activity rates of urban dwellers (73.2%). A similar pattern is observed for the two sexes. Table 3.5 also shows that the current activity rate of the female population 45-64 years living in Accra (GAMA), 76.9 percent is lower compared to their counterparts in other urban areas (86.5%).

3.7 Labour force participation rate of population 15 years and older

Table 3.6 presents information on the labour force participation rates of the population 15 years and older by age, sex and type of locality. Labour force participation rate (LFPR) is one of the useful indicators derived from labour force surveys and is an indicator used to monitor progress towards national and international development targets such as the Millennium Development Goals (MDGs). The indicator measures the proportion of the working age population which is economically active.

The current labour force participation rate is 79.6 percent; it is higher for males (82.2%) than females (77.3%) and this is true for all age groups. Among the age groups, LFPR is highest within the age group 40 to 44 years (97.1%) and lowest within the age group 15 to 19 years (51.0%). The situation is the same for urban (96.4% and 35.9%) and rural (97.8% and 66.0%) areas.

Table 3.6: Labour force participation rate of population 15 years and older by age group, locality and sex

Age group	Total			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
All Ages	79.6	82.2	77.3	74.7	77.9	72.1	84.9	86.7	83.2
15 - 19	51.0	53.4	48.6	35.9	36.6	35.3	66.0	68.1	63.6
20 - 24	74.7	75.8	73.8	68.5	70.0	67.2	82.4	82.7	82.2
25 - 29	88.4	92.7	84.9	85.3	90.9	80.9	92.6	95.0	90.6
30 - 34	94.3	97.6	91.5	93.3	97.7	89.5	95.6	97.5	94.0
35 - 39	95.6	98.7	93.0	94.0	98.8	90.1	97.5	98.6	96.6
40 - 44	97.1	99.3	95.3	96.4	98.9	94.4	97.8	99.7	96.2
45 - 49	95.4	97.3	93.7	93.6	96.2	91.5	97.5	98.5	96.5
50 - 54	94.3	97.8	91.2	92.4	97.4	88.2	96.1	98.2	94.3
55 - 59	92.0	94.5	89.6	88.9	91.0	86.9	95.1	98.1	92.3
60-64	83.0	83.8	82.2	75.0	75.0	75.1	89.9	90.9	89.1
65+	58.4	65.9	52.5	47.3	51.7	44.2	66.6	75.4	59.1

CHAPTER FOUR

EMPLOYMENT

4.1 Introduction

The vast majority of national development strategies target employment creation as a major conduit for poverty reduction. According to ILO (2003), “the measurement of the relationships between employment, income and other socio-economic characteristics of the population provides information on the adequacy of employment of different sub-groups of the population, the income-generating capacity of the different types of economic activities, and the number and characteristics of persons unable to ensure their economic well-being on the basis of the employment opportunities available to them”.

This chapter provides a detailed analysis of employment in the country for persons 15 years and older. It looks at current employment and the employment status of the currently employed, the main occupation of the currently employed, type of employer and the level of informality in the economy, sectoral decomposition of the currently employed, employment status and level of education, and the average earnings of the employed.

Current employment in this report refers to engagement in an economic activity within the seven days preceding the date of interview. All persons aged 15 years and older who did some work either for pay, profit or for family gain during the reference period, are considered as currently employed.

4.2 Employment-to-population ratio

Employment-to-population ratio is the proportion of a country’s population that is employed. It measures the ability of the economy to provide jobs for the growing population. Table 4.1 shows that the employment-to-population ratio for the country is 75.4 percent. However, the rate is relatively lower for the urban (69.9%) compared to rural (81.6%) areas. This implies that a relatively large proportion of the urban population is without jobs. The ratio for males is relatively higher than females.

Table: 4.1: Number of currently employed persons and employment-to-population ratios (persons 15 years and older) by locality type and sex

Locality type	Number employed (thousands)			Employment-to-population ratio (percentage)		
	Total	Male	Female	Total	Male	Female
Ghana	12,039.7	5,783.0	6,256.7	75.4	78.3	73.0
Urban	5,861.4	2,773.2	3,088.2	69.9	73.2	67.1
Rural	6,178.4	3,009.8	3,168.5	81.6	83.7	79.8

4.3 Employment status

Table 4.2 shows the employment status of those who are currently employed. Status in employment refers to the type of contract of employment (explicit or implicit) between the employee and other person(s) or organizations. Majority (68.7%) of the currently employed persons are engaged in vulnerable employment (own account workers and contributing family workers). A little over one in every five workers (22.5%) is an employee. More than half (50.5%) of all currently employed females are own account workers. The table further shows that males (32.5%) are more likely to work in paid employment than females (13.2%).

More than half (51.0%) of all male workers in the urban areas are paid employees. On the other hand, 55.9 percent of all male workers in the rural areas are own account workers. Females rarely take up paid employment. As indicated in Table 4.2, one-fifth (20.8%) of females currently employed in the urban areas are employees, with only 5.7 percent of those in rural areas being employees.

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

Employment status	Urban			Rural			Ghana		
	Male	Female	All	Male	Female	All	Male	Female	All
Employee	51.0	20.8	35.1	15.5	5.7	10.5	32.5	13.2	22.5
Employer	9.4	8.5	8.9	4.6	2.6	3.5	6.9	5.5	6.2
Own account worker	26.6	52.8	40.4	55.9	48.3	52.0	41.9	50.5	46.4
Contributing family worker	9.3	13.8	11.7	22.9	41.6	32.5	16.4	27.9	22.3
Apprentice	3.4	4.0	3.7	1.2	1.7	1.5	2.3	2.8	2.6
Other	0.3	0.1	0.2	0.0	0.1	0.0	0.1	0.1	0.1
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 4.3 shows that 30.5 percent of males are self-employed without employees in the agricultural sector compared to 19.3 percent of females in that same sector. On the contrary, the proportion of females who are self-employed without employees in the non-agricultural sector (31.2%) is relatively higher than males (11.3%) in the same sector. This simply means that more males would naturally be employed in agricultural activities as against females who prefer to engage in non-agricultural activities.

The proportion of male self-employed without employees in the non-agricultural sector in the rural areas (7.2%) is relatively lower than their counterparts in the urban areas (15.8%). On the other hand, the proportion of male self-employed without employees in the agricultural sector in rural areas (48.7%) is much higher than those in the urban areas (10.8%). It is observed that the proportions of female contributing family workers in both the agricultural and non-agricultural sectors (23.4% and 4.5% respectively) are higher than their male counterparts in the same sector (14.1% and 2.2% respectively). In general, the proportion of female casual workers is slightly higher than males (Table 4.3).

Table 4.3: Type of work engaged in by the currently employed population aged 15 years and older years by locality and sex

Type of work	Urban			Rural			Ghana		
	Male	Female	All	Male	Female	All	Male	Female	All
Wage employment	47.5	19.1	32.5	12.9	4.5	8.6	29.5	11.7	20.2
Self-employed with employees									
Non-agricultural	7.5	7.3	7.4	1.8	1.5	1.7	4.5	4.4	4.4
Agricultural	1.9	1.3	1.6	2.7	1.1	1.9	2.3	1.2	1.7
Self-employed without employees									
Non-agricultural	15.8	44.5	30.9	7.2	18.2	12.8	11.3	31.2	21.6
Agricultural	10.8	8.3	9.5	48.7	30.1	39.2	30.5	19.3	24.7
Contributing family worker									
Non-agricultural	3.2	6.0	4.6	1.4	3.1	2.3	2.2	4.5	3.4
Agricultural	6.1	7.9	7.1	21.5	38.5	30.2	14.1	23.4	18.9
Domestic employee	0.4	0.3	0.4	0.1	0.2	0.1	0.3	0.2	0.2
Apprentice	3.1	1.4	2.2	2.5	1.1	1.8	2.8	1.3	2.0
Casual worker	3.4	4.0	3.7	1.2	1.7	1.5	2.3	2.8	2.6
Other	0.3	0.1	0.2	0.0	0.1	0.0	0.1	0.1	0.1
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

4.4 Type of employer and level of informality in the economy

The main sectors of employment are private, public and not-for-profit organizations. The skills required by each are similar but the organizational cultures, the working environment and the values of the organizations differ even within a sector.

Table 4.4 indicates that nearly half (47.6%) of the currently employed population are engaged in the private sector with only 5.8 percent employed in the public service. An additional 46.1 percent are employed in the agri-business sector. Only 2.4 percent of the employed population works in the Civil Service.

The inability of the formal sector (both public and private) to generate jobs in their required numbers has pushed a large proportion of the population into the informal sector. This sector which employs 88 percent of the working population is predominantly made up of small to medium-scale businesses consisting of producers, wholesale and retail traders, and service providers made up of contributing family workers, casual wage workers, home-based workers and street vendors, among others, and most of these are largely self-employed persons (farmers, artisans and craft-workers, traders, food processors, etc). This situation is quite disturbing as some studies (for instance, Osei-Boateng & Ampratwum, 2011) have shown that a significant number of workers in the informal sector are trapped in poverty since they do not earn enough to lift themselves and their families out of poverty. Informal sector activities are more dominant in urban than in rural areas, with 61.5 percent and 23.3 percent of the population respectively engaged in the sector.

Table 4.4: Currently employed population aged 15 years and older by type of employer, locality and sex

Type of employer	Urban			Rural			Ghana		
	Male	Female	All	Male	Female	All	Male	Female	All
Public Service									
Civil Service	5.0	2.6	3.7	1.5	0.7	1.1	3.2	1.6	2.4
Other Public Service	6.7	4.0	5.3	1.8	1.0	1.4	4.2	2.5	3.3
Parastatal	0.4	0.1	0.2	0.1	0.1	0.1	0.2	0.1	0.2
Private Sector									
Formal	14.2	5.8	9.8	2.7	1.1	1.9	8.2	3.4	5.7
Informal	52.8	69.3	61.5	19.6	26.8	23.3	35.5	47.8	41.9
NGOs	0.5	0.1	0.3	0.1	0.0	0.1	0.3	0.1	0.2
Cooperatives	0.2	0.1	0.1	0.1	0.0	0.1	0.2	0.0	0.1
International Organization/ Diplomatic Mission	0.3	0.0	0.2	0.1	0.0	0.1	0.2	0.0	0.1
Agri-Business	19.7	17.8	18.7	74.0	70.2	72.1	48.0	44.4	46.1
Other	0.2	0.1	0.2	0.0	0.1	0.0	0.1	0.1	0.1
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

4.5 Main occupation of the currently employed

The occupational classification reflects the type of job or work the currently employed do. Table 4.5 presents the main occupation of the currently employed population by sex and locality.. The table shows that agriculture plays a central role in employment creation as 44.3 percent of the currently employed population work as skilled agricultural and/or fishery workers. The table further shows that 24.5 percent of the employed population is currently working as service or sales workers while craft and related trade workers constitute 12.7 percent..

The employment gap by gender is evident in almost all the occupational groups with higher proportions of males engaged in various employment activities than females. Table 4.5 shows that, with the exception of service and sales workers, male engagement in all occupations dominates that of their female counterparts. The proportion of males who are professionals is much higher than the proportion of females in the same occupation (6.6% and 3.4% for males and females respectively).

Higher proportions of females are employed as skilled agriculture and fishery workers, and plant machine operators and assemblers in the rural localities (67.8% and 0.3% respectively) compared to the urban areas (14.3% and 0.2% respectively). The proportion of females in all other occupations in the urban localities is higher than the proportion of females in the respective occupations in rural localities.

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

Main occupation	Urban			Rural			Ghana		
	Male	Female	All	Male	Female	All	Male	Female	All
Legislators/managers	3.1	1.8	2.4	0.6	0.5	0.5	1.8	1.1	1.4
Professionals	10.6	5.4	7.9	2.9	1.5	2.2	6.6	3.4	4.9
Technicians and associate professionals	5.3	1.2	3.1	0.8	0.3	0.5	3.0	0.7	1.8
Clerical support workers	2.4	2.2	2.3	0.5	0.1	0.3	1.4	1.2	1.3
Service/sales workers	17.9	57.4	38.7	4.3	17.6	11.1	10.8	37.2	24.5
Skilled agric/fishery workers	19.0	14.3	16.5	73.7	67.8	70.7	47.5	41.4	44.3
Craft and related trades workers	21.9	13.7	17.6	7.4	8.7	8.1	14.4	11.2	12.7
Plant machine operators and assemblers	13.5	0.2	6.5	4.6	0.3	2.4	8.9	0.3	4.4
Elementary occupations	6.3	3.7	4.9	5.1	3.4	4.2	5.7	3.5	4.5
Other Occupations	0.2	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.1
All	100	100	100	100	100	100	100	100	100

4.6 Sector of employment of currently employed persons

Table 4.6 shows that a high proportion (44.7%) of the employed population is in the Agriculture, forestry and fishing sector. Even though the structure of the Ghanaian economy has changed from predominantly agriculture to services (GSS, 2014), the share of workers in the agricultural sector still remains the highest. The services sector employs 40.9 while the manufacturing sector employs less than a tenth (9.1%) of the currently employed population. Two in every five (43.1%) employed urban females are engaged in the wholesale and retail trade subsector, and this is more than double the proportion of males (17.2%) engaged in the subsector. Professionals, scientific and technical activities employ 1.0 percent of the currently employed population with the proportion of males being higher than females (1.3% and 0.7% respectively).

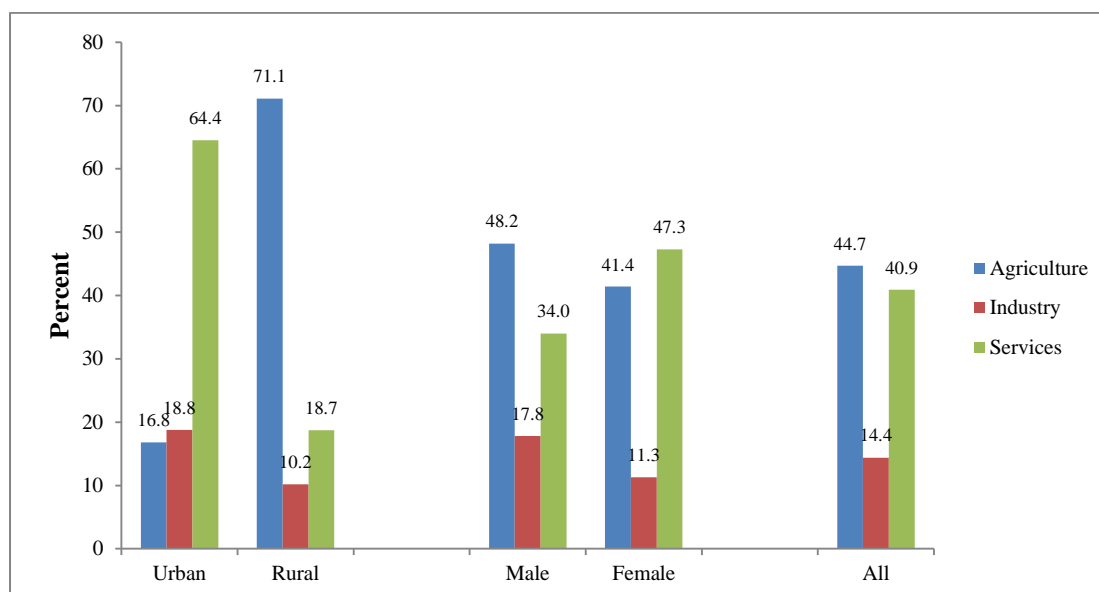
Substantial employment gaps exist between males and females in the real estate sector. In this survey, no female reported being employed in the real estate sector. The gender gap is again observed in the transport and storage sector (7.7% for males against 0.3% for females), and accommodation and food service activities sector (0.9% for males against 6.7% for females). In the same vein, the proportion of females in construction (0.2%) is relatively small compared to their male counterparts (6.7%).

Table 4.6: Currently employed population 15 years and older by industry group, locality and sex

Industry group	Urban			Rural			Ghana		
	Male	Female	All	Male	Female	All	Male	Female	All
Agriculture, forestry and fishing	19.7	14.2	16.8	74.5	67.9	71.1	48.2	41.4	44.7
Mining and quarrying	2.5	0.3	1.4	3.0	0.8	1.9	2.8	0.6	1.6
Manufacturing	11.2	12.6	11.9	4.5	8.1	6.4	7.7	10.3	9.1
Electricity, gas, stream and air conditioning supply	0.6	0.1	0.3	0.1	0.0	0.0	0.3	0.0	0.2
Water supply, sewerage, waste management	0.5	0.3	0.4	0.1	0.1	0.1	0.3	0.2	0.2
Construction	10.0	0.2	4.8	3.6	0.2	1.8	6.7	0.2	3.3
Wholesale and retail trade	17.2	43.1	30.9	4.0	13.3	8.8	10.3	28.0	19.5
Transportation and storage	12.3	0.5	6.1	3.5	0.0	1.7	7.7	0.3	3.8
Accommodation and food service activities	1.4	9.6	5.7	0.4	3.8	2.1	0.9	6.7	3.9
Information and communication	1.2	0.3	0.7	0.1	0.0	0.0	0.6	0.2	0.4
Financial and insurance activities	1.7	1.0	1.4	0.2	0.1	0.1	0.9	0.5	0.7
Real estate activities	0.2	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.1
Professional, scientific and technical activities	2.4	1.2	1.8	0.2	0.3	0.3	1.3	0.7	1.0
Administrative and support service activities	2.6	0.9	1.7	0.5	0.2	0.3	1.5	0.5	1.0
Public administration and defense	2.0	0.8	1.4	0.3	0.0	0.2	1.2	0.4	0.8
Education	6.4	4.6	5.5	2.6	1.2	1.9	4.4	2.9	3.6
Human health and social work activities	1.5	1.8	1.7	0.4	0.5	0.4	0.9	1.1	1.0
Arts, entertainment and recreation	1.4	0.1	0.7	0.3	0.0	0.2	0.8	0.1	0.4
Other service activities	4.6	7.1	5.9	1.1	2.4	1.8	2.8	4.8	3.8
Activities of households as employers	0.6	1.1	0.9	0.7	1.1	0.9	0.6	1.1	0.9
Activities of extraterritorial organizations and bodies	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	100	100	100	100	100	100	100	100	100

Figure 4.1 indicates that the agriculture sector (44.7%) engages the bulk of the employed population followed by the service sector (40.9%) and industry (14.4%). Males (48.2%) are more likely than females (41.4%) to be engaged by the agricultural sector. On the contrary, females (47.3%) are more likely than males (34.0%) to be engaged by the service sector. The agricultural sector employs majority of rural dwellers (71.1%) compared to urban dwellers (16.8%). On the other hand the service sector employs majority of urban dwellers (64.4%) compared to 18.7 percent of their rural counterparts.

Figure 4.1: Currently employed population by sector, sex and locality



4.7 Employment status, level of education and occupational mismatch

Education, which is an investment in human capital according to Amin and Awuang (2005), is expected to contribute to economic growth by improving the productivity of the labour force, reducing income inequality and poverty. The amount of schooling is believed to impart different skills to the individual, hence different wages which determine their labour market participation.

The proportion of the unemployed educated youth has become a cause for concern by policy makers recently. It is generally believed that private returns to education increase with the level of education. Table 4.7 presents the educational attainment of the currently employed population. The table shows that the proportion of the employed population increases with increasing levels of education for the currently employed persons who are legislators or managers, professionals, technicians and associate professionals, and clerical support workers. Majority of professionals (87.5%), clerical support workers (73.2%), technicians and associate professionals (63.4%), and legislators or managers (59.6%) have attained secondary education or higher.

Contrary to what was observed for some occupations, employment in skilled agriculture and fisheries reduces as educational attainment increases. Table 4.7 further shows that only 8.4 percent of skilled agriculture and fishery workers have attained secondary education or higher while a higher proportion (29.7%) have never been to school. Middle School Leaving Certificate/Basic Education Certificate Examination is the highest educational attainment for the majority of craft and related trade workers (54.4%), sales and service workers (40.6%), plant and machine operators (57.4%), and persons engaged in elementary occupations (43.8%).

Table 4.7 again shows that the proportions of females with secondary or higher education who are engaged as technicians and associate professionals, clerical and support workers, and other occupation workers (66.4%, 86.2% and 100% respectively) are higher relative to males (62.6%, 61.8% and 63.7% respectively).

Occupational mismatch is a situation where the educational attainment of the worker is above the skill requirement of his or her job.

Table 4.7: Educational attainment of currently employed population 15 years and older by sex and main occupation

Main occupation	Educational attainment				Total
	Never been to school	Less than MSLC/ BECE	MSLC/ BECE	Secondary or higher	
Male					
Legislators/managers	5.6	1.8	22.6	70.0	100.0
Professionals	1.1	1.7	9.7	87.5	100.0
Technicians and associate professionals	1.2	5.0	31.3	62.6	100.0
Clerical support workers	1.4	2.1	34.7	61.8	100.0
Service/sales workers	9.4	14.8	40.6	35.1	100.0
Skilled agric/fishery workers	29.7	29.7	32.3	8.4	100.0
Craft and related trades workers	8.7	16.9	54.4	20.0	100.0
Plant machine operators and assemblers	7.8	16.9	57.4	17.8	100.0
Elementary occupations	12.7	28.2	43.8	15.2	100.0
Other Occupations	0.0	0.0	36.3	63.7	100.0
All	18.0	21.5	37.6	22.9	100.0
Female					
Legislators/managers	8.7	18.7	28.2	44.5	100.0
Professionals	1.2	1.0	10.3	87.5	100.0
Technicians and associate professionals	4.4	9.9	19.4	66.4	100.0
Clerical support workers	0.0	1.1	12.8	86.2	100.0
Service/sales workers	20.1	25.9	39.9	14.1	100.0
Skilled agric/fishery workers	48.8	29.6	19.0	2.6	100.0
Craft and related trades workers	26.3	25.6	38.4	9.6	100.0
Plant machine operators and assemblers	27.6	28.2	31.3	12.9	100.0
Elementary occupations	31.0	33.2	30.1	5.7	100.0
Other Occupations	0.0	0.0	0.0	100.0	100.0
All	31.9	26.3	29.1	12.6	100.0
Both sexes					
Legislators/managers	6.9	8.7	24.9	59.6	100.0
Professionals	1.2	1.4	9.9	87.5	100.0
Technicians and associate professionals	1.8	6.0	28.8	63.4	100.0
Clerical support workers	0.8	1.6	24.5	73.2	100.0
Service/sales workers	17.8	23.6	40.1	18.6	100.0
Skilled agric/fishery workers	39.0	29.6	25.9	5.6	100.0
Craft and related trades workers	16.7	20.9	47.1	15.3	100.0
Plant machine operators and assemblers	8.4	17.2	56.6	17.7	100.0
Elementary occupations	20.1	30.2	38.3	11.4	100.0
Other Occupations	0.0	0.0	30.0	70.0	100.0
All	25.2	24.0	33.2	17.6	100.0

Table 4.7 further shows that 18.6 percent of workers in service and sales activities have attained secondary or higher education and, therefore, could be considered to be working in occupations with skill requirements below their educational attainment. The proportion of males with this level of education is more than twice that of females (35.1% and 14.1% for males and females respectively)

4.8 Number of hours worked per week

In developing countries, especially countries with a high level of informal activity, unemployment figures tend to be very low (Baah-Boateng, 2011). These low levels of unemployment rates do not mean that the labour market is very effective. On the contrary, it only shows that unemployment is only part of the problem. Due to the lack of unemployment relief programmes in the country, some potential workers who find themselves without work have to engage in some activities just to survive even if it does not engage them full time or utilize their skills adequately. This and some other reasons make some economically active persons to work fewer hours, earn lower incomes, underutilize their skills and in effect, work less productively than they could or would like to.

In this report, hours actually worked are the time spent on a job for the performance of activities that contribute to the production of goods and services during the reference period. Table 4.8 shows that about a third of legislators/managers (33.7%), professionals (34.7%), technicians and associate professionals (38.7%) and clerical support workers (37.5%) usually work between 40 to 49 hours a week (according to the legislated maximum number of hours of work per week).

Table 4.8: Hours actually worked per week by currently employed population 15 years and older by main occupation

Main occupation	Hours worked per week								
	0 - 9	10 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60 - 69	70+	
Legislators/managers	2.4	2.2	6.9	11.0	33.7	13.1	11.9	18.9	100.0
Professionals	2.5	3.4	9.9	30.3	34.7	8.6	4.6	5.8	100.0
Technicians and associate professionals	2.5	4.3	6.7	12.8	38.7	12.6	8.7	13.8	100.0
Clerical support workers	2.1	2.0	6.5	10.6	37.5	15.6	8.0	17.7	100.0
Service/sales workers	4.2	6.0	9.3	13.6	20.6	10.5	12.3	23.5	100.0
Skilled agric/fishery workers	10.2	11.7	17.2	21.5	22.8	7.4	5.1	4.1	100.0
Craft and related trades workers	4.3	6.2	7.9	13.6	28.4	12.6	14.4	12.6	100.0
Plant machine operators and assemblers	1.9	2.4	4.3	8.8	21.2	8.9	14.7	37.7	100.0
Elementary occupations	9.4	11.2	12.3	13.4	22.1	11.1	9.8	10.7	100.0
Other Occupations	0.0	0.0	0.0	13.0	43.8	27.7	9.4	6.1	100.0
All	6.8	8.3	12.4	17.6	24.1	9.4	8.9	12.5	100.0

More than one-third of plant machine operators and assemblers (37.7%) usually work at least 70 hours per week. In addition, 23.5 percent of sales and service workers, 18.9 percent of legislators and managers, 17.7 percent of clerical support workers and 13.8 percent of technicians and associate professionals work about 70 hours or more in a week. Long hours of work are indicators of decent work but are considered a threat to physical and mental

health, interfering with the balance between work and family life. It has the potential of reducing productivity and often signaling an inadequate hourly pay.

One in every ten (10.2%) skilled agricultural and fishery workers, 4.2 percent service and sales workers, 4.3 percent craft and related trade workers and 2.5 percent professionals work less than 10 hours per week.

Table 4.9 shows that more than one-third (37.0%) of workers engaged in the agriculture, forestry and fishing sector work between 25 and 44 hours a week. A similar proportion of workers in the education sector (37.9%) spend less than 25 hours a week in their job. Within the professional, scientific and technical sector, 49.6 percent of the workers work less than 25 hours in a week.

About 40 percent of persons engaged in manufacturing work less than 25 hours per week (39.9%) or 64 hours or more per week (40.4%). Comparatively, a greater proportion of workers engaged in the transport and storage sector (56.0%) work less than 25 hours in a week or 64 hours or more in a week (57.8%).

Table 4.9: Hours worked per week by currently employed population 15 years and older by industry group

Industry	Hours worked per week				Total
	15-24	25-44	45-64	64+	
Both Sexes					
Agriculture, forestry and fishing	25.8	37.0	35.9	32.2	33.4
Mining and quarrying	39.3	49.3	43.7	32.9	45.8
Manufacturing	39.9	46.3	43.1	40.4	44.0
Electricity, gas, steam and air conditioning supply	50.8	42.1	40.5	0.0	42.6
Water supply, sewerage, waste management	17.8	43.9	32.7	24.8	36.5
Construction	41.1	47.3	45.2	40.0	45.8
Wholesale and retail trade	41.1	50.4	50.5	46.0	48.7
Transportation and storage	56.0	60.4	59.9	57.8	59.7
Accommodation and food service activities	35.8	45.8	46.1	43.9	43.7
Information and communication	47.8	52.7	52.3	56.9	52.1
Financial and insurance activities	43.8	49.1	47.3	31.5	47.4
Real estate activities	0.0	50.7	36.9	0.0	45.0
Professional, scientific and technical activities	49.6	47.6	49.1	40.6	48.1
Administrative and support service activities	54.9	49.5	55.2	48.1	52.5
Public administration and defence	51.3	52.0	47.8	38.7	50.4
Education	37.9	36.9	37.2	39.3	37.1
Human health and social work activities	34.5	45.0	47.9	45.4	45.2
Arts, entertainment and recreation	41.9	41.1	46.2	51.3	43.3
Other service activities	51.4	49.7	45.2	42.6	49.4
Activities of households as employers	27.8	44.0	48.0	30.6	39.1
Activities of extraterritorial organizations and bodies	40.0	0.0	40.0	0.0	40.0
Total	33.5	44.6	42.0	35.6	41.1

Table 4.9: Hours worked per week by currently employed population 15 years and older by industry group (Cont'd)

Industry	Hours worked per week				Total
	15-24	25-44	45-64	64+	
Male					
Agriculture, forestry and fishing	26.7	40.0	39.1	34.6	35.6
Mining and quarrying	44.4	50.5	43.1	48.0	48.1
Manufacturing	41.0	50.7	48.5	48.2	48.0
Electricity, gas, steam and air conditioning supply	46.4	41.6	40.6	0.0	41.9
Water supply, sewerage, waste management	17.5	54.1	35.4	10.0	40.2
Construction	41.8	47.4	45.5	40.1	46.1
Wholesale and retail trade	43.1	56.8	55.4	46.5	53.5
Transportation and storage	56.4	61.0	59.8	57.8	60.1
Accommodation and food service activities	32.0	56.3	71.0	53.9	49.9
Information and communication	40.5	52.6	46.7	56.9	50.6
Financial and insurance activities	43.6	48.4	51.2	35.4	47.7
Real estate activities	0.0	50.7	34.5	0.0	45.5
Professional, scientific and technical activities	48.5	44.7	50.7	42.3	46.5
Administrative and support service activities	64.1	54.6	59.7	48.1	57.4
Public administration and defence	38.5	53.8	49.4	38.7	51.7
Education	37.4	36.2	38.6	40.6	37.1
Human health and social work activities	29.5	45.2	47.6	56.6	45.5
Arts, entertainment and recreation	41.9	40.2	44.4	51.3	42.4
Other service activities	39.0	51.8	47.6	46.1	48.3
Activities of households as employers	27.7	45.1	48.9	41.6	40.6
Activities of extraterritorial organizations and bodies	40.0	0.0	40.0	0.0	40.0
Total	33.1	47.5	44.6	37.5	43.0
Female					
Agriculture, forestry and fishing	2.9	24.5	32.5	29.4	31.0
Mining and quarrying	3.2	27.9	47.4	30.5	35.7
Manufacturing	4.4	39.2	39.2	34.7	41.1
Electricity, gas, steam and air conditioning supply	8.0	73.0	40.0	0.0	47.4
Water supply, sewerage, waste management	2.8	18.5	26.0	36.0	31.3
Construction	3.4	28.3	32.4	36.0	36.4
Wholesale and retail trade	4.4	40.3	49.2	45.9	47.0
Transportation and storage	5.3	44.7	62.0	0.0	47.9
Accommodation and food service activities	4.1	36.7	43.5	40.9	42.9
Information and communication	7.5	74.5	58.7	0.0	56.7
Financial and insurance activities	5.1	43.9	34.9	12.0	47.0
Real estate activities	0.0	0.0	42.0	0.0	42.0
Professional, scientific and technical activities	5.4	50.0	45.0	36.0	50.6
Administrative and support service activities	4.9	41.4	30.6	0.0	38.3
Public administration and defence	6.6	60.8	41.5	0.0	47.5
Education	4.3	38.5	35.6	27.1	37.2
Human health and social work activities	4.2	37.6	48.2	33.9	44.9
Arts, entertainment and recreation	4.9	41.7	57.8	0.0	53.2
Other service activities	5.8	54.7	40.1	33.5	50.1
Activities of households as employers	3.0	27.8	47.3	23.3	38.3
Activities of extraterritorial organizations and bodies	0.0	0.0	0.0	0.0	0.0
Total	3.8	33.8	39.7	33.7	39.2

4.9 Earnings from employment

The decision to work, and for how long, has been known to depend largely on the remuneration from the work done. For many of the currently employed, the most important characteristic of work is the income received. Income from employment in this report consists of the payments in cash or in kind which are received by individual workers as a result of their current involvement in paid or self-employment jobs.

Table 4.10 shows that the average hourly earnings for workers in all occupations is GHC1.82. Professionals and legislators/managers earn an average hourly income of GHC5.44 and GHC4.70 respectively. Skilled agriculture and fishery workers earn the least hourly income of GHC0.81.

Table 4.10: Average basic hourly earnings (GHC) of currently employed population 15 years and older by industry, locality and sex

Industry	Earnings								
	Total			Urban			Rural		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1.29	0.34	0.83	1.03	0.39	0.74	1.36	0.33	0.85
Mining and quarrying	4.75	3.50	4.53	5.70	5.73	5.71	4.00	2.72	3.71
Manufacturing	2.18	1.52	1.79	2.44	1.88	2.13	1.60	0.97	1.19
Electricity, gas, steam and air conditioning supply	3.63	37.80	8.05	3.94	37.80	8.72	0.73	0.00	0.73
Water supply, sewerage, waste management	2.83	1.41	2.25	2.88	1.50	2.37	2.52	1.18	1.75
Construction	2.89	1.21	2.84	2.81	1.02	2.77	3.09	1.38	3.01
Wholesale and retail trade	2.67	2.18	2.30	2.78	2.15	2.31	2.24	2.28	2.27
Transportation and storage	2.42	10.22	2.69	2.56	9.20	2.83	1.97	21.69	2.21
Accommodation and food service activities	2.27	2.72	2.67	1.94	2.64	2.56	3.27	2.91	2.95
Information and communication	3.08	1.77	2.77	3.25	1.84	2.93	0.15	0.76	0.32
Financial and insurance activities	3.98	2.20	3.29	3.92	2.22	3.25	4.48	1.99	3.62
Real estate activities	3.41	0.55	3.03	3.41	0.55	3.03	0.00	0.00	0.00
Professional, scientific and technical activities	4.11	1.03	2.92	4.27	1.13	3.13	2.68	0.62	1.56
Administrative and support service activities	1.81	3.59	2.29	1.76	4.01	2.39	2.04	1.17	1.83
Public administration and defence	4.67	4.55	4.64	4.91	4.75	4.86	3.36	0.91	3.07
Education	6.30	4.29	5.46	5.95	4.29	5.21	7.12	4.26	6.17
Human health and social work activities	3.94	3.59	3.74	3.20	4.04	3.68	6.69	1.92	3.97
Arts, entertainment and recreation	4.24	1.68	4.05	2.10	1.72	2.07	12.34	0.43	12.21
Other service activities	2.51	1.17	1.64	2.57	1.31	1.77	2.26	0.78	1.22
Activities of households as employers	0.57	0.77	0.70	1.01	0.84	0.90	0.20	0.70	0.52
Activities of extraterritorial organizations and bodies	0.22	0.00	0.22	0.22	0.00	0.22	0.00	0.00	0.00
Total	2.23	1.45	1.82	2.70	2.07	2.37	1.80	0.84	1.31

The size distribution of earnings is an indicator of income inequality. The average hourly earnings of females across all occupations (with the exception of clerical support workers) are relatively lower than for males. The largest differential in earnings in absolute terms is among other occupation workers (GHC9.84) and Professionals (GHC1.60).

Table 4.10 also presents the average hourly earnings by industry. Activities of households as employers are the least paid industry, with average hourly earnings of GHC0.7; this is followed closely by agriculture, forestry and fishing industry with GHC0.83. Electricity, gas, steam and air conditioning supply is the industry with the highest average hourly earnings (GHC8.05). Public administration and defense pays average hourly earnings of GHC4.64. The highest gender differential of GHC34.17 in earnings is observed among workers in the Electricity, gas, steam and air conditioning supply industry in favour of females. On the other hand, the highest gender differential in earnings in favour of males (GHC3.08) is observed in the Professional, scientific and technical activities industry.

Occupation refers to the kind of work done during the reference period by the person employed, irrespective of the industry or the status in employment of the person. Such information usually provides a description of a person's job. Respondents were asked to describe the nature of the main type of work they were usually engaged in during the 12 months preceding the interview. However, for the sake of uniformity, where information on earnings in the main job was not on a monthly basis, it was collected for the previous week and then converted to monthly earnings.

Table 4.11 presents data on paid employment by the major occupational groups and the proportions receiving cash and in-kind payments. About 12 million employed persons are estimated to have received payments in cash or in-kind. The data reveals that more than half (6.3 million) of all paid employed persons are females. However, the number of males in almost all the different occupational groups except service/sales is higher than females.

The table further shows that more than half (55.0%) of the employed population received cash earnings while only 1.0 percent received payments in-kind. The proportion of male legislators/managers (80.3%) receiving cash is higher than females (75.0%). On the other hand, the proportion of female professionals who receive cash (80.3%) is higher than males (75.9%). Almost the same proportions of males and females working as technicians and associate professionals (80.3% males and 81.8% females), clerical support workers (82.0% males and 81.1% females), and sales and service workers (77.1% males and 74.2% females) also receive cash payments.

The proportions of males and females who receive earnings in-kind are far less than those receiving cash, even though the proportion of males (1.0%) who receive in-kind payments is higher than females (0.7%) except for plant machine operators and hose in elementary occupations.

Table 4.12 indicates that the average monthly earnings of paid employed persons for all occupations are GHC 495.47. The average earnings for males (GHC 592.64) are much higher than for females (GHC 395.48). In occupations such as legislators/managers, professionals and other occupations, the difference in earnings between males and females is much wider. In occupations like agriculture, crafts and related trades and in elementary occupations, females remained at a disadvantage. The discrepancy in monthly earnings between the sexes has emerged partly on account of differences in hours of work. Overall, the average monthly cash earnings by those receiving cash and the average monthly in-kind earnings by those receiving payments in-kind are more for males than for females in almost all the occupational groups.

Table 4.11: Paid employees 15 years and older and proportion receiving cash or in-kind earnings by major occupation

Occupation	Paid employees ('000)			Proportion receiving					
				Cash earnings			In-kind earnings		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Legislators/managers	102.8	71.1	173.9	80.3	75.0	78.2	1.7	0.5	1.2
Professionals	380.0	214.9	594.9	75.9	80.3	77.5	3.7	2.3	3.2
Technicians and associate professionals	171.5	45.4	217.0	80.3	81.8	80.6	2.0	3.8	2.4
Clerical support workers	82.4	72.0	154.4	82.0	81.1	81.6	8.6	1.8	5.4
Service/sales workers	625.7	2,327.2	2,953.0	77.1	74.2	74.8	1.7	0.8	0.9
Skilled agric/fishery workers	2,745.6	2,589.0	5,334.5	37.7	24.4	31.3	0.3	0.2	0.3
Craft and related trades workers	830.3	698.8	1,529.1	71.0	62.4	67.1	1.3	0.6	1.0
Plant machine operators and assemblers	511.7	15.8	527.5	81.7	89.6	81.9	1.9	2.6	2.0
Elementary occupations	326.9	220.7	547.5	75.7	61.1	69.8	2.5	3.9	3.1
Other Occupations	6.0	1.3	7.3	86.4	33.9	77.4	0.0	0.0	0.0
Total	5,783.0	6,256.1	12,039.1	58.0	52.2	55.0	1.3	0.7	1.0

Table 4.12: Average monthly earnings of paid employees 15 years and older

Occupation	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		
	All	Male	Female	All	Male	Female	All	Male	Female
Legislators/managers	1,081.34	1,260.01	804.99	1,078.54	1,257.69	801.45	179.54	110.02	500.00
Professionals	982.23	1105.21	775.92	979.87	1104.68	771.05	150.92	122.96	229.54
Technicians and associate professionals	717.96	756.19	576.2	719.84	757.87	578.7	96.12	126.87	36.90
Clerical support workers	685.78	561.77	830.13	675.26	543.47	827.88	187.07	202.16	103.16
Service/sales workers	490.43	685.54	435.88	490.05	684.15	435.77	76.08	95.07	64.88
Skilled agric/fishery workers	263.09	345.88	127.34	263.05	345.79	127.14	99.76	103.76	92.31
Craft and related trades workers	485.52	549.46	398.67	486.77	551.79	398.91	107.41	114.24	89.51
Plant machine operators and assemblers	661.9	670.1	418.48	661.35	669.63	416.39	107.42	108.88	72.00
Elementary occupations	376.35	453.74	236.54	378.23	454.11	239.02	48.02	59.03	37.84
Other Occupations	3,294.81	3,440.54	1,500.00	3,294.81	3,440.54	1,500.00	0.00	0.00	0.00
Total	495.47	592.64	395.48	495.28	592.39	395.44	104.06	114.05	87.17

4.10 Employment contracts and other fringe benefits

Table 4.13 shows that three out of five (61.9%) workers do not have written contracts with their employers. This has implications for job security since this group of people could have their employment terminated without recourse to any laid down procedure. The table further shows that 71.1 percent of workers do not have Trade Unions at their work place. These groups of people will have limited bargaining power and are vulnerable to exploitation by their employers.

All workers are expected to pay income tax on their earnings to help in the development of the economy. However, the data reveals that 73.9 percent of workers do not have taxes deducted from their earnings.

In terms of security during old age, more than 70 percent of employed persons are neither entitled to social security nor receive any pension on retirement (70.9% and 70.1% respectively) while 80.1 percent have no subsidized medical care at the workplace.

Table 4.13: Currently employed population 15 years and older with contracts, unions, tax deductions and employee benefits by sex

Currently employed population	Male	Female	Both sexes
Signed written contract with employer			
Yes, written	38.7	37.0	38.1
Yes, oral/verbal	38.0	38.2	38.1
No	23.3	24.7	23.8
Total	100.0	100.0	100.0
Trade Union available at work place			
Yes	30.1	26.5	28.9
No	69.9	73.5	71.1
Total	100.0	100.0	100.0
Taxes already deducted from pay			
Yes	30.1	22.0	26.1
No	69.9	78.0	73.9
Total	100.0	100.0	100.0
Entitled to paid Holidays			
Yes	40.8	37.3	39.6
No	59.2	62.7	60.4
Total	100.0	100.0	100.0
Entitled to paid sick leave or maternity			
Yes, sick leave	38.5	18.0	31.6
Yes, maternity	5.9	9.9	7.3
Yes, both	4.4	19.4	9.4
No	51.1	52.7	51.7
Total	100.0	100.0	100.0
Receive any retirement pension			
Yes	31.5	26.6	29.9
No	68.5	73.4	70.1
Total	100.0	100.0	100.0
Entitled to any social security			
Yes	30.5	26.3	29.1
No	69.5	73.7	70.9
Total	100.0	100.0	100.0
Entitled to subsidized medical care			
Yes	21.2	16.4	19.6
No	78.8	83.6	80.4
Total	100.0	100.0	100.0

CHAPTER FIVE

LABOUR UNDERUTILIZATION

5.1 Introduction

Unemployment 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 the potential labour force. Labour underutilization rate is a new measure which attempts to provide a more comprehensive view of underutilized labour in the labour force than the unemployment rate or the underemployment rate.

Measures of labour underutilization 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 can have an impact on the people who experience it, their families, community and, to a large extent, the economy. Labour underutilization has three components: unemployment, time-related underemployment and potential labour force.

The population aged 15 years and older is considered as unemployed if they were not engaged in any work (as already defined), had no attachment to a job or business, reported that they were available for work and had taken some specific steps to look for work.

Time-related underemployment comprises three criteria and refers to persons 15 years and older in employment, who during the reference period, had worked less than a threshold relating to working time (for less than 35 hours in this report).

The potential labour force identifies situations of inadequate absorption of labour, beyond those captured by unemployment and underemployment. Generally, these are persons excluded from the unemployed population and yet put pressure on the labour market. The potential labour force is an important indicator of the need for employment, and covers persons 15 years or older who have indicated some interest in employment, and fall within the following three mutually exclusive groups:

- (a) *Unavailable job-seekers*: refers to persons without employment who are seeking employment but are not available;
- (b) *Available potential job-seekers*: refers to persons without employment who are not seeking employment but are available; and
- (c) *Willing potential job-seekers*: refers to persons without employment who are neither seeking nor available for employment but who want employment.

5.2 Unemployment

In this report, the relaxed definition of unemployment is adopted. Thus, the unemployment rate has been computed based on persons who within the reference period, were without jobs and were “potentially” available for jobs. The unemployment rate for persons aged 15 years and older by region, sex and type of locality is presented in Table 5.1.

The total unemployment rate in Ghana is 5.2 percent; the rate is higher among females (5.5%) than males (4.8%). Thus, overall, females in both localities are more likely to be unemployed than their male counterparts. The unemployment is much higher in urban areas (6.5%) than in rural areas (3.9%).

Table 5.1: Unemployment rate of persons 15 years and older by region, locality and sex

Region	Total			Urban			Rural		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Western	5.1	6.2	5.6	6.2	6.1	6.2	4.3	6.2	5.2
Central	5.5	3.9	4.6	7.1	6.9	7.0	4.5	1.5	2.9
Greater Accra	6.9	7.4	7.2	7.0	7.4	7.2	4.3	7.5	5.9
Volta	2.9	3.6	3.3	4.2	5.5	4.9	2.5	2.8	2.6
Eastern	2.5	5.9	4.3	4.6	8.4	6.7	1.1	3.6	2.3
Ashanti	4.6	4.7	4.6	7.4	6.2	6.8	1.6	2.9	2.3
Brong Ahafo	2.5	3.4	2.9	3.5	4.9	4.3	1.6	1.9	1.7
Northern	3.2	5.9	4.6	3.1	8.5	6.0	3.3	4.7	4.0
Upper East	10.5	11.0	10.8	6.4	10.1	8.3	11.5	11.3	11.4
Upper West	8.8	6.5	7.6	2.2	10.3	6.4	9.9	5.8	7.8
Total	4.8	5.5	5.2	6.1	6.9	6.5	3.6	4.1	3.9

There are marked differences in the unemployment rates recorded in the regions, with Upper East (10.8%) recording the highest unemployment rate and Brong Ahafo (2.9%) recording the lowest. The female unemployment rate is higher than that for males in all regions except Central and Upper West where the reverse is the case (Table 5.1).

In terms of age, Table 5.2 shows that the unemployment rate is highest among the 15-24 age group (10.9%) and lowest among those aged 65 years and older (2.5%); this is true for both males and females. The unemployment rate is very high for the youth (15-24 years) in urban areas (16.3%) compared to the other age groups.

Table 5.2: Unemployment rate of persons 15 years and older by sex, age group and locality

Age group	Total			Urban			Rural		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15 - 24	10.2	11.7	10.9	15.8	16.7	16.3	6.6	7.7	7.1
25 - 44	3.3	4.1	3.8	4.1	5.0	4.6	2.3	3.1	2.8
45 - 64	2.8	3.2	3.0	3.2	3.8	3.5	2.3	2.6	2.5
65+	2.6	2.5	2.5	1.9	2.5	2.3	2.9	2.5	2.7
All	4.8	5.5	5.2	6.1	6.9	6.5	3.6	4.1	3.9

According to Table 5.3, the unemployment rate is higher for persons with secondary education (11.7%) and those with post-secondary diploma education (9.1%). The rates of unemployment are however lower for persons with post graduate degrees (2.7%) and teacher training, agriculture and nursing training (2.8%). Unemployment rates in urban areas are generally higher than those recorded in rural areas in all the educational attainment categories

except those who have never been to school and persons with teacher training, agricultural and nursing training education.

Table 5.3: Unemployment rate of persons 15 years and older by educational attainment, locality and sex

Educational Attainment	Total			Urban			Rural		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never been to school	2.9	3.8	3.5	1.4	4.2	3.4	3.4	3.6	3.5
Less than MSLC/BECE	4.2	4.7	4.5	5.0	6.5	6.0	3.7	3.3	3.5
MSLC/BECE	3.3	6.3	4.7	4.1	7.0	5.5	2.5	5.2	3.7
Secondary	10.8	13.3	11.7	12.2	14.1	13.0	7.7	10.2	8.4
Vocational/Tech/Comm.	6.3	5.9	6.1	7.2	5.6	6.5	2.5	7.6	4.4
Teacher Training/Agric./ Nursing/Certificate	3.4	2.1	2.8	3.5	1.7	2.5	3.1	4.2	3.4
Post Sec. Diploma (HND, Teacher training, University Diploma)	10.6	6.5	9.1	10.9	7.0	9.5	9.2	3.4	7.7
Bachelor Degree	5.9	5.9	5.9	6.4	6.3	6.4	1.2	2.6	1.5
Post Graduate	3.1	0.0	2.7	3.4	0.0	2.9	0.0	0.0	0.0
Total	4.8	5.5	5.2	6.1	6.9	6.5	3.6	4.1	3.9

For persons who were actively looking for work during the reference period, more than two-fifths (46.7%) were seeking information from friends and relatives while about one-quarter (25.5%) indicated that they applied to prospective employers. Nine percent of the job seekers sought financial assistance to look for work and another 8.6 percent reported that they took some steps to start a business (Table 5.4).

The proportion of males (34.2%) who applied to prospective employers is much higher than females (18.8%) who used the same process in search of work. On the contrary, a higher proportion of females (46.7%) than males (38.8%) asked friends and relatives in looking for work. Job seekers in urban areas (28.7%) are more likely than those in rural areas (15.1%) to apply to prospective employers.

Table 5.4 also shows the kind of work sought by prospective job seekers during the reference period. About two-fifths (39.3%) of the job-seekers were willing to work in any given job while 19.4 percent and 18.6 percent were targeting small/medium scale enterprises and self-employment respectively. It is observed that more than one-fifth of the job-seekers were hoping to be employed by either the Government (11.3%) or large private firms (11.8%). Whereas males and rural dwellers are likely to seek employment in governmental institutions, females and urban dwellers are more likely to seek self-employment.

Table 5.4: Percentage of persons 15 years and older by process of looking for work and kind of work sought by locality and sex

	Total			Urban			Rural		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Process of looking for work									
Applied to prospective employer	34.2	18.8	25.5	37.9	21.7	28.7	22.4	9.3	15.1
Checked at farms/factories sites	9.5	4.8	6.8	8.8	3.2	5.6	11.6	10.4	10.9
Asked friends and relatives	38.8	46.7	43.3	39.8	45.7	43.1	35.6	50.2	43.8
Took action to start business	7.2	9.7	8.6	3.8	6.9	5.6	18.0	18.6	18.4
Took action to start agric activity	0.0	0.4	0.2	0.0	0.0	0.0	0.0	1.6	0.9
Upgrading skills	1.7	1.4	1.5	0.4	1.5	1.0	6.1	1.0	3.2
Searched newspaper adverts	0.2	0.3	0.2	0.0	0.3	0.2	0.7	0.0	0.3
Searched internet	1.4	0.3	0.7	1.8	0.4	1.0	0.0	0.0	0.0
Searched employment services	2.3	2.4	2.4	2.4	3.0	2.8	1.7	0.4	1.0
Looked for land, building, equipment	0.6	0.9	0.8	0.0	0.7	0.4	2.6	1.7	2.1
Waited on the street to be recruited for casual work	0.0	0.5	0.3	0.0	0.4	0.2	0.0	0.9	0.5
Sought financial assistance to look for work	3.9	12.9	9.0	4.8	15.1	10.6	1.2	5.7	3.7
Applied for a permit/license to start business	0.0	0.6	0.4	0.0	0.8	0.5	0.0	0.0	0.0
Other	0.3	0.4	0.3	0.4	0.4	0.4	0.0	0.2	0.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Kind of work sought									
Any job	39.7	39.0	39.3	43.1	47.9	45.8	40.5	41.1	40.8
Government or state enterprise	17.1	6.9	11.3	9.9	3.9	6.5	15.4	6.2	10.2
Large private firm	13.0	10.9	11.8	7.6	1.6	4.2	11.7	8.7	10.0
Small/medium scale enterprise	23.1	16.6	19.4	15.0	13.0	13.9	21.2	15.8	18.1
Self-employment	7.8	26.8	18.6	24.5	33.6	29.6	11.7	28.4	21.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

5.3 Time-related underemployment

As shown in Table 5.5, about 4.2 million persons aged 15 years and older (made up of 1.8 million males and 2.4 million females) are estimated to be time-related underemployed. A little more than half and more than one-third of the underemployed persons are self-employed (50.6%) and contributing family workers (35.0%) respectively. Also, persons engaged in

agricultural activities (61.5%) are more likely than those in non-agricultural activities (38.5%) to be underemployed.

Table 5.5 further shows that males engaged in agricultural activities (66.4%) are more likely than their female counterparts (57.9%) to be underemployed. On the other hand, females engaged in non-agricultural activities (42.1%) are more likely than their male counterparts (33.6%) to be underemployed. It is also observed that males engaged in wage employment (16.4%) are twice as likely as their female counterparts (7.2%) to be underemployed (Table 5.5).

Table 5.5: Time-related underemployed persons by employment status and sex

Employment Status	(Thousand)			(Percent)		
	Total	Male	Female	Total	Male	Female
By employment status						
Wage employment	467.8	293.3	174.5	11.1	16.4	7.2
Self-employed with employees						
Non-agricultural	103.4	46.1	57.3	2.5	2.6	2.4
Agricultural	78.2	45.0	33.2	1.9	2.5	1.4
Self-employed without employees						
Non-agricultural	695.6	112.0	583.6	16.5	6.3	24.1
Agricultural	1,250.4	639.3	611.1	29.7	35.8	25.2
Contributing family worker						
Non-agricultural	212.8	69.6	143.2	5.1	3.9	5.9
Agricultural	1,258.6	501.4	757.2	29.9	28.1	31.3
Domestic employee	7.0	4.6	2.4	0.2	0.3	0.1
Apprentice	92.1	53.9	38.2	2.2	3.0	1.6
Casual worker	37.3	17.8	19.5	0.9	1.0	0.8
Other	5.1	3.2	2.0	0.1	0.2	0.1
All	4,208.3	1,786.2	2,422.1	100.0	100.0	100.0

Table 5.6 shows that the time-related underemployment rate is 33.2 percent (29.5 percent for males and 36.6 percent for females). The underemployment rate is highest for the age group 15-19 years (53.6%) and lowest for the age group 45-49 (26.4%). In both urban and rural areas, females are more likely than males to be underemployed. This is also true for all age groups exception the 15-19 age group, where the proportion of underemployed males (50.0% for urban areas and 57.3% for rural areas) is higher than females (45.2% and 56.6% for urban and rural areas respectively).

Table 5.6: Time-related underemployment rate by age group, sex and locality

Age Group	Total			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
All	33.2	29.5	36.6	25.5	21.7	28.9	40.7	36.9	44.4
15-19	53.6	54.9	52.2	47.5	50.0	45.2	57.0	57.3	56.6
20-24	33.6	32.6	34.5	26.4	25.3	27.4	41.0	40.0	41.9
25-29	26.5	22.5	30.1	19.5	16.7	21.9	35.3	29.7	40.4
30-34	27.0	22.1	31.4	22.3	17.1	27.3	33.2	29.2	36.6
35-39	27.8	20.6	34.0	21.8	15.4	27.6	35.0	27.2	41.3
40-44	26.6	20.0	32.2	19.9	14.0	24.8	34.0	26.6	40.4
45-49	26.4	20.9	31.4	23.1	18.9	26.6	30.1	22.9	37.0
50-54	29.9	24.4	35.0	21.0	16.4	25.4	38.5	32.3	44.0
55-59	31.9	23.6	40.3	27.3	19.3	35.3	36.4	27.7	45.3
60-64	40.0	37.7	41.9	31.9	32.5	31.4	45.9	41.1	50.4
65+	46.7	43.4	50.1	38.0	32.5	42.5	51.3	48.3	54.7

Table 5.7 indicates that majority (60.2%) of the underemployed persons are skilled agriculture and fishery workers, followed by service/sales workers (17.9%) and craft and related trades workers (8.4%). The proportion of underemployed males engaged in skilled agriculture and fishery work (67.0%) is higher than females in the same occupation (55.2%). On the other hand, females in service and sales work (27.1%) are more likely than their male counterparts (5.6%) to be underemployed.

Table 5.7: Time-related underemployed persons by occupation and sex

Occupation	Total			Total		
	('000)			(%)		
Legislators/managers	31.4	5.7	15.7	0.7	0.9	0.6
Professionals	214.8	27.9	86.9	5.1	7.1	3.6
Technicians and associate professionals	46.1	3.9	12.1	1.1	1.9	0.5
Clerical support workers	22.0	4.5	7.5	0.5	0.8	0.3
Service/sales workers	756.4	99.4	57.0	17.9	5.6	27.1
Skilled agric/fishery workers	2,536.8	1,198.2	1,338.6	60.2	67.0	55.2
Craft and related trades workers	355.8	142.5	213.3	8.4	8.0	8.8
Plant machine operators and assemblers	64.1	61.1	3.0	1.5	3.4	0.1
Elementary occupations	188.7	96.0	92.7	4.5	5.4	3.8
Other Occupations	0.1	0.1	0.0	0.0	0.0	0.0
All	4,216.2	1,789.3	2,426.9	100.0	100.0	100.0

5.4 Combined rate of underemployment, unemployment and potential labour force

Data from Table 5.8 shows that the combined rate of time-related underemployment and unemployment is 38.4 percent, with females (42.2%) recording a higher rate than males (34.3%). The combined rate of unemployment and potential labour force is 5.2 percent (4.8% for males and 5.5% for females). The table further shows that the labour underutilization rate for Ghana is 47.0 percent, with females recording a higher rate (51.5%) than males (42.1%).

The combined rate of unemployment and potential labour force is higher in urban areas (6.5%) than in rural areas (3.9%). On the contrary, the combined rate of time-related underemployment and unemployment as well as the composite measure of labour underutilization rates recorded in rural areas (44.6% and 55.6 % respectively) are higher than the rates recorded in urban areas (32.0% and 38.2%).

Table 5.8: Other measures of labour underutilization by sex and locality

Measure of labour underutilization	Total			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Combined rate of time-related underemployment and unemployment	38.4	34.3	42.2	32.0	27.7	35.9	44.6	40.4	48.5
Combined rate of unemployment and potential labour force	5.2	4.8	5.5	6.5	6.1	6.9	3.9	3.6	4.1
Composite measure of labour underutilization	47.0	42.1	51.5	38.2	33.3	42.6	55.6	50.5	60.3

Table 5.9 shows that the labour underutilization rate is highest for the 15-19 age group (72.1%) and lowest for the 45-49 age group (38.4%). In both urban and rural areas, females are more likely than males to be underutilized. This is true for all age groups with the exception of the 15-19 age group where the rates for males are higher than that of females.

Table 5.9: Composite measure of labour underutilization by age group, sex and locality

Age	Total			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
All	47.0	42.1	51.5	38.2	33.3	42.6	55.6	50.5	60.3
15-19	72.1	73.3	70.7	68.8	71.6	66.4	73.8	74.2	73.4
20-24	53.1	50.0	55.8	48.0	45.9	49.8	58.4	54.1	62.1
25-29	41.0	36.0	45.5	33.0	30.8	35.0	50.9	42.5	58.5
30-34	38.8	30.7	46.2	33.3	24.3	42.0	46.0	39.6	51.5
35-39	38.5	30.0	45.9	30.8	22.9	38.0	47.7	39.0	54.9
40-44	37.9	30.8	43.9	28.4	20.9	34.7	48.4	41.6	54.2
45-49	38.4	32.3	44.0	33.5	28.1	38.1	44.0	36.7	50.9
50-54	42.1	35.0	48.6	30.5	25.9	34.9	53.2	44.0	61.4
55-59	45.4	37.3	53.5	35.9	29.0	42.8	54.6	45.3	63.9
60-64	52.5	47.3	57.0	45.3	41.4	48.2	57.9	51.2	64.0
65+	58.6	55.1	61.9	48.7	45.0	51.8	63.7	59.7	68.0

CHAPTER SIX

YOUTH EMPLOYMENT

6.1 Introduction

The youth all over the world have been acknowledged as important human resource with the potential of significantly contributing to national development, and must therefore be accorded such recognition and be involved in national development by government and other stakeholders.

Indeed, the new Millennium has provided the youth with the opportunity for a new beginning. As potential leaders of any nation, they have to be involved in national development and consequently have to be adequately prepared to take up that challenge.. Youth development, however, does not occur in a vacuum. The youth must prepare and be prepared to take up this leadership role. The problem of youth unemployment and underemployment is a major developmental challenge. Employment creation remains a major priority in the country's development agenda and it is the goal of Government to provide the youth with opportunities for employment (National Youth Policy, 2010). This chapter looks at the distribution of the youth population and youth labour indicators in Ghana as derived from the GLSS 6 labour force data.

6.2 Share of youth in total population

In this study, the youth is defined as those aged 15-35 years. Table 6.1 shows the share of the youth in the total population by region, type of locality and sex. It is observed from the table that, out of a total population of 26,347,424, the youth constitutes 34.1 percent. The region with the highest share of the youth population is Ashanti (6.8%) followed by Greater Accra (6.2%) whilst Upper West and Upper East Regions have much lower proportions of 1.0 percent and 1.4 percent respectively.

Table 6.1: Share of youth (15-35) in total population by region, locality and sex

	Estimated total population ('000)	Estimated total youth population ('000)	Share of youth in total population
Ghana	26,347.4	8,992.3	34.1
Western	2,430.5	848.1	3.2
Central	2,332.2	757.0	2.9
Greater Accra	4,297.5	1,638.7	6.2
Volta	2,284.1	732.6	2.8
Eastern	2,735.1	868.0	3.3
Ashanti	5,194.2	1,780.9	6.8
Brong Ahafo	2,611.6	880.2	3.3
Northern	2,633.5	873.8	3.3
Upper East	1,068.9	361.8	1.4
Upper West	759.7	251.1	1
Locality			
Urban	13,204.2	4,853.9	18.4
Rural	13,143.2	4,138.4	15.7
Sex			
Male	12,689.6	4,198.0	15.9
Female	13,657.8	4,794.2	18.2

Locality differentials indicate that there are more youth in urban areas (18.4%) compared to rural areas (15.7%). In a similar vein, the proportion of females (18.2%) is higher compared to males (15.9%)

Table 6.2 which presents the distribution of the youth population by age group, sex and locality type shows that among the population 15-35 years, 55.5 percent are in the 15-24 age group while 44.5 percent are in the 25-35 age group. The Table further indicates that among the male population 15-35 years, 57 percent are in the 15-24 age-group. Similarly, majority (54.2%) of the female population is in the age group 15-24. At the locality level, the proportion of the population 15-35 years in the urban areas (54%) is higher than in the rural areas (46%).

Table 6.2: Distribution of the youth by sex, age group and type of locality

Characteristics	Male	Female	Total
Age group			
15-24	57.0	54.2	55.5
25-35	43.0	45.8	44.5
15-35	100.0	100.0	100.0
Locality			
Urban	52.3	55.4	54.0
Rural	47.7	44.6	46.0
Total	100.0	100.0	100.0

From Table 6.3, 29 percent of the total youth population in Ghana is currently attending school whilst 57 percent have completed, with 13.9 percent having no educational qualification. A higher proportion of males (33.9%) than females (24.8%) are currently attending school. On the contrary, the proportion of females (57.7%) who have completed schooling is higher than males (56.2%). Higher proportions of the urban youth are either currently attending school or have completed education compared to their rural counterparts.

Table 6.3: Youth population by status in education and type of locality (%)

Educational attainment	Total			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Currently attending school	29.0	33.9	24.8	29.3	33.0	26.3	28.7	34.9	22.9
Completed education	57.0	56.2	57.7	62.9	62.3	63.4	50.1	49.5	50.6
No school/no qualification	13.9	9.9	17.5	7.7	4.6	10.3	21.2	15.6	26.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
School attainment									
Never been to school	13.9	9.9	17.5	7.7	4.6	10.3	21.2	15.6	26.5
Less than MSLC/BECE	29.2	28.2	30.1	23.2	20.5	25.4	36.3	36.6	35.9
MSLC/BECE	33.9	35.1	32.9	36.5	37.2	36.0	30.9	32.8	29.1
Secondary	15.8	18.2	13.6	21.5	24.2	19.3	9.0	11.7	6.6
Vocational/Tech/Comm.	1.8	2.1	1.6	2.9	3.3	2.5	0.7	0.8	0.6
Teacher Training/Agric/ Nursing/Certificate	1.1	1.2	1.1	1.4	1.4	1.5	0.8	0.9	0.6
Post Sec. Dip (HND/Teacher Training/Univ. Diploma	2.0	2.4	1.7	3.2	3.7	2.7	0.7	1.1	0.4
Bachelor Degree	2.0	2.7	1.3	3.3	4.7	2.2	0.4	0.6	0.2
Post graduate	0.2	0.3	0.1	0.3	0.5	0.2	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

Among the youth population, the highest school attainment is MSLC/BECE (33.9%) with less than one percent (0.2%) attaining postgraduate certificate. Males are more likely to have attained MSLC/BECE (35.1%) compared to females (32.9%). A higher proportion of females (17.5%) than males (9.9%) have never been to school. In terms of rural and urban areas, the trends are the same.

Table 6.4, which presents the economic activity status of the youth, indicates that 67.8 percent of the youth population is employed, with the proportion of employed males (70.3%) being higher than females (65.8%). A little more than one-quarter of the youth population is inactive while 5.5 percent is unemployed.

Table 6.4: Youth population by economic activity status and sex

Economic activity status	activity		
	Total	Male	Female
Employed	67.8	70.3	65.8
Unemployed	5.5	5.2	5.7
Inactive	26.7	24.5	28.5
Total	100.0	100.0	100.0

The current labour market indicators and education status of youth is shown in Table 6.5. More than half of the youth (56.8%) are working non-students, with the proportion of females (57.4%) being slightly higher than males (56.0%). One-fifth of the youth are inactive students while about a tenth (10.9%) is made up of inactive non-students.

Locality differentials show that there are more working non-students youth in the rural areas (61.1%) than urban areas (53.1%). However, there is a slightly higher proportion of working non-students youth who are females (63.9%) than males (58.1%) in urban areas. The reverse holds for rural areas.

Table 6.5: Current labour market indicators and education status of youth (%)

Status	Total			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Working Non-Students	56.8	56.0	57.4	53.1	54.1	52.3	61.1	58.1	63.9
Working Students	11.1	14.3	8.3	7.4	9.3	5.9	15.4	19.7	11.4
Inactive non-students	10.9	6.8	14.5	13.1	8.4	17.0	8.3	5.1	11.3
Inactive Students	20.2	21.7	18.9	25.3	27.0	23.8	14.2	15.9	12.6
Unemployed students	0.5	0.6	0.4	0.3	0.4	0.2	0.7	0.8	0.6
Unemployed non-students	0.6	0.6	0.5	0.8	0.8	0.8	0.3	0.4	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Labour force participation rate (LFPR) is one of the useful indicators derived from labour force surveys and is essential for monitoring progress towards the Millennium Development Goals. It measures the proportion of the working age population which is economically active.

As shown in Table 6.6, the current labour force participation rate is 73.3 percent. The rate for those aged 15-24 years is 58.8 percent and for the age group 25-35, the rate is 91.5 percent. Males are more likely to be inactive (17.6%) compared to their female counterparts (16.8%). The proportion of active youth aged 25-35 years in the rural areas (36.5%) is higher than those in urban areas (32.9%).

Table 6.6: Youth labour force participation rate by age group, locality and sex

Age group	Total			Urban		Rural		Male		Female	
	Active	Inactive	All	Active	Inactive	Active	Inactive	Active	Inactive	Active	Inactive
All	100.0	17.1	73.3	100.0	16.6	100.0	18.2	100.0	17.6	100.0	16.8
15-24	100.0	13.5	58.8	100.0	12.8	100.0	14.8	100.0	13.5	100.0	13.5
25-35	100.0	34.0	91.5	100.0	32.9	100.0	36.5	100.0	46.6	100.0	28.5

About one-third (33.9%) of the employed youth are engaged as contributing family workers, with more females (37.6%) than males (30.0%) being engaged in this category. The distribution of the youth by employment status shows that the self-employed with employees (employers) representing 3.9 percent constitutes the lowest proportion of the youth population (Table 6.7).

Table 6.7: Youth employment by employment status and sex

Employment status	Total	Male	Female
Wage and salaried workers (employees)	27.3	35.1	20.0
Self-employed with employees (employers)	3.9	3.8	4.0
Self-employed without employees (own account)	31.9	26.8	36.6
Contributing family workers	33.9	30.0	37.6
Other	3.0	4.3	1.8
Total	100.0	100.0	100.0

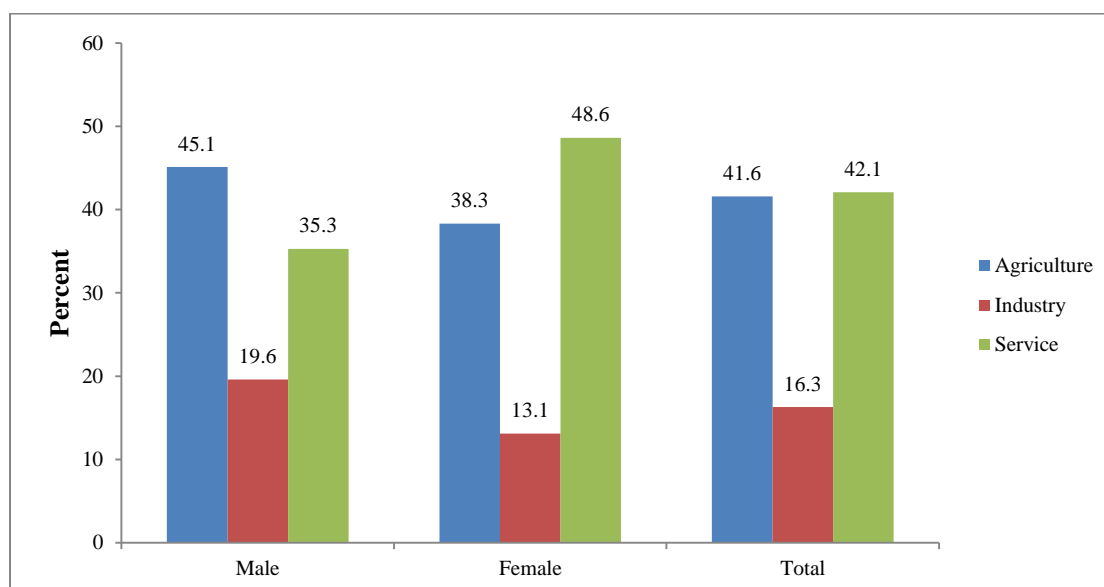
Table 6.8 shows that 41.6 percent of the employed youth population is in agriculture, forestry and fishing, followed by the wholesale and retail, repair of motor vehicles and motorcycles which employs 18.8 percent. The electricity, gas, stream and air conditioning supply as well as water supply, sewerage, and waste management industries engage the lowest proportions of the employed youth (0.4% and 0.2% respectively).

In terms of sex distribution, a higher proportion of male youth are engaged in agriculture, forestry and fishing (45.1%) compared to their female counterparts (38.3%). It is interesting to note that the proportion of male youth (11.6%) engaged in wholesale and retail trade, and repair of motorcycles is far lower than their female counterparts (25.6%).

Table 6.8: Youth employment by industry

Industry	Male	Female	Total
Agriculture, forestry and fishing	45.1	38.3	41.6
Mining and quarrying	3.6	0.9	2.2
Manufacturing	8.3	11.8	10.1
Electricity, gas, steam and air conditioning supply	0.4	0.0	0.2
Water supply, sewerage, waste management	0.2	0.2	0.2
Construction	7.1	0.2	3.5
Wholesale and retail trade	11.6	25.6	18.8
Transportation and storage	8.0	0.1	4.0
Accommodation and food service activities	1.0	6.4	3.8
Information and communication	0.9	0.2	0.6
Financial and insurance activities	1.2	0.8	1.0
Real estate activities	0.0	0.0	0.0
Professional, scientific and technical activities	1.2	1.1	1.1
Administrative and support service activities	0.8	0.6	0.7
Public administration and defence	0.7	0.4	0.5
Education	4.5	3.2	3.8
Human health and social work activities	0.9	1.3	1.1
Arts, entertainment and recreation	0.8	0.1	0.4
Other service activities	2.9	7.7	5.4
Activities of households as employers	0.6	1.2	0.9
Activities of extraterritorial organizations and bodies	0.0	0.0	0.0
Total	100.0	100.0	100.0

The youth are mainly engaged by the service (42.1%) and agricultural (41.6%) sectors. The female youth (48.6%) are more likely than their male counterparts (35.3%) to be engaged by the service sector. In contrast, the male youth are more likely than their female counterparts to be engaged by the agricultural and industry sectors (Figure 6.1).

Figure 6.1: Youth employment by industry, sector and sex

There is substantial variation in the number of hours worked per week among the various occupations by the employed youth. The average hours actually worked per week by the employed youth in all jobs is 41.8 hours per week, of which males (43 hours) worked longer hours per week than females (40.6 hours). Plant machine operators and assemblers have the highest average hours of work per week (60.7 hours), with males in the same occupation recording 61 hours per week and females, 52.5 hours. The employed youth spend on average, less hours per week on skilled agriculture or fishery activities (32.7 hours per week), with males working 2.3 hours more than females per week.

Table 6.9: Employed youth by average hours worked per week in all jobs

Occupation	Male	Female	Total
Legislators/managers	56.1	49.1	52.8
Professionals	40.7	40.3	40.6
Technicians and associate professionals	46.8	41.9	46.0
Clerical support workers	46.0	48.9	47.7
Service/sales workers	53.6	48.1	49.3
Skilled agric/fishery workers	33.8	31.5	32.7
Craft and related trades workers	49.8	44.1	47.3
Plant machine operators and assemblers	61.0	52.5	60.7
Elementary occupations	42.2	36.4	40.1
Other Occupations	49.5	39.0	47.9
Total	43.0	40.6	41.8

The youth unemployment rate, which is an important indicator for monitoring the Millennium Development Goals, is 5.5 percent (Table 6.10); and is 6.5 percent in urban areas and 4.3 percent in rural areas. The rate is higher for those aged 15 – 24 years (6.4%) compared to those aged 25 – 35 years (4.4%). The unemployment rates are slightly higher for females than males in both urban and rural areas.

Table 6.10: Youth Unemployment rate by age group, type of locality and sex

Age group	Total			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	5.5	5.2	5.7	6.5	6.4	6.7	4.3	4.0	4.6
15-24	6.4	6.2	6.7	7.7	7.6	7.8	5.1	4.8	5.4
25-35	4.4	4.0	4.6	5.2	5.0	5.4	3.3	2.7	3.7

Table 6.11 shows labour force indicators for the youth (aged 15-35 years) by sex and locality. From the table, the youth labour force participation rate is 73.3 percent, unemployment rate is 5.5 percent and youth labour underutilization rate is 42.6 percent. The table further shows that females are more likely to be unemployed and underutilized than males.

Table 6.11: Key youth (15-35 years) labour market indicators by locality and sex

Locality	Total Youth population ('000)	Unemployed (relaxed) ('000)	Inactive Students ('000)	Inactive Non-students ('000)	Youth Labour force participation rate (relaxed)	Youth unemployment rate (relaxed) %	Youth labour underutilization rate (%)
Total	8,992.3	496.0	1,728.4	612.9	73.3	5.5	42.6
Urban	4,853.9	317.8	1,183.1	391.0	67.0	6.5	36.7
Rural	4,138.4	178.1	545.3	221.9	80.7	4.3	48.4
Male	4,198.0	220.3	869.1	131.5	75.5	5.2	40.1
Female	4,794.2	275.7	859.4	481.4	71.5	5.7	45.0

CHAPTER SEVEN

INACTIVITY

7.1 Introduction

The economically not active persons are those who did not work and were not seeking work, and so are not currently employed or unemployed, This group includes persons who are studying or performing household duties (home makers), retired persons, the disabled and persons who were unable to work because of their age (too young or old to work).

7.2 Inactivity of population 15 years and older

Table 7.1 shows the number of inactive persons by sex, age group, locality and inactive rates. The data shows that there are about 3.26 million persons aged 15 years and older who are inactive (that is, they are not employed or unemployed and are not available for work). Majority of these people are in the age groups 15 to 24 years (2.06 million) and 65 years and older (0.53 million). Generally, inactivity among females is higher than males especially, in the two age groups, 15-24 years and 65 years and older. The distribution by locality shows that there are more inactive persons in urban areas (2.12 million) than in rural areas (1.14 million).

The Table shows that inactivity rate is higher among females (22.7%) than males (17.8%). A similar trend is observed at the locality level.

Table 7.1: Number of persons inactive persons by sex, age group and locality

Locality/sex	15 - 24	25 - 44	45 - 64	65+	Total
	Thousands				
Ghana					
Male	947,254	94,688	80,231	191,903	1,314,076
Female	1,111,363	328,861	168,250	339,154	1,947,628
Total	2,058,617	423,549	248,481	531,057	3,261,704
Urban					
Male	608,509	62,995	57,434	108,563	837,501
Female	749,387	238,469	115,701	177,505	1,281,062
Total	1,357,896	301,464	173,135	286,068	2,118,563
Rural					
Male	338,745	31,693	22,797	83,340	476,575
Female	361,976	90,392	52,549	161,649	666,566
Total	700,721	122,085	75,346	244,989	1,143,141
	Percent				
Ghana					
Male	39.6	3.2	5.3	34.1	17.8
Female	42.7	9.3	9.8	47.5	22.7
Total	41.2	6.6	7.7	41.6	16.3
Urban					
Male	51.8	3.8	7.6	48.3	22.1
Female	53.3	12.0	13.0	55.8	27.9
Total	52.6	8.3	10.5	52.7	25.3
Rural					
Male	27.8	2.5	3.0	24.6	13.3
Female	30.3	5.8	6.3	40.9	16.8
Total	29.0	4.3	4.8	33.4	15.1

7.3 Reasons for inactivity of currently inactive population aged 15 years and older

Table 7.2 presents information on reasons for inactivity by currently inactive population aged 15 years and older by sex and locality. The table shows that 54.5 percent of the population 15 years and older cited education/training as their main reason for inactivity, followed by household duties (14.5%). Persons who indicated that they were too old/young accounted for 12.7 percent while pensioners/retired population constituted 3.1 percent. Even though education and training is the main reason cited for inactivity by both the male and female population, the proportion is higher for males (68.2%) than for females (45.4%).

Table 7.2: Reasons for inactivity of population 15 years and older by sex and locality

Reason for inactivity	Ghana	Urban			Rural			All
		Accra (GAMA)	Other Urban	All	Rural Coastal	Rural Forest	Rural Savannah	
Both sexes								
In School/Student/education/Training	54.5	54.5	58.4	57.0	44.7	49.9	52.7	49.8
Household duties (home maker)	14.5	18.3	13.8	15.4	16.7	13.1	9.8	12.8
Too old/young	12.7	9.6	11.0	10.5	18.4	15.8	18.5	17.0
Disabled/unable to work/handicapped	9.2	4.2	8.4	6.9	12.5	14.7	12.0	13.6
Pensioner/retirement	3.1	4.6	3.9	4.1	2.4	1.5	0.4	1.3
Pregnancy	2.0	2.3	1.6	1.8	2.2	2.3	2.4	2.3
Other	3.9	6.6	2.9	4.2	3.1	2.7	4.3	3.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Male								
In School/Student/education/Training	68.2	67.8	71.2	70.0	64.3	63.6	68.0	65.0
Household duties (home maker)	5.6	5.7	5.2	5.4	6.9	6.7	4.0	5.9
Too old/young	8.8	9.1	6.9	7.7	9.7	10.2	12.4	10.8
Disabled/unable to work/handicapped	9.4	3.7	7.8	6.4	13.5	16.4	12.2	14.7
Pensioner/retirement	5.5	8.2	6.9	7.3	4.2	2.6	0.3	2.2
Other	2.6	5.4	2.0	3.2	1.5	0.6	3.1	1.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Female								
In School/Student/education/Training	45.4	46.5	49.7	48.6	34.0	39.9	41.4	39.2
Household duties (home maker)	20.4	25.9	19.6	21.9	22.1	17.8	14.1	17.6
Too old/young	15.4	9.8	13.7	12.3	23.1	20.0	22.9	21.4
Disabled/unable to work/handicapped	9.1	4.4	8.9	7.3	12.0	13.4	11.9	12.7
Pensioner/retirement	1.6	2.4	1.8	2.0	1.4	0.6	0.4	0.7
Pregnancy	3.3	3.7	2.7	3.1	3.4	3.9	4.1	3.9
Other	4.8	7.3	3.5	4.9	4.0	4.3	5.1	4.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

The main reasons for inactivity by currently inactive population vary across localities. The proportion of the population who cited education/training as the main reason for inactivity is higher in the urban areas (57.0%) than in rural areas (49.8%). Among the population in Accra (GAMA), 54.2 percent cited education and training as the main reason for not being economically active, with 58.4 percent who dwell in other urban areas citing the same reason for their inactivity. The proportions are, however, higher for males (67.8 %) than females (46.5 %). The trend is similar for those who dwell in other urban areas where education and training is the main reason given for inactivity, with a higher proportion of males (71.2 %) reporting such reasons compared to females (49.7 %). Among the rural population, a higher proportion of rural savannah dwellers (52.7%) cited education and training as their main reason for inactivity compared to rural coastal (44.7%) and rural forest (49.9%).

7.4 Reasons for inactivity of currently inactive population 15 years and older by age

More than three-quarters (77.2%) of the currently inactive population aged 15 to 29 years cited education and training as their main reason for inactivity, while 51.0 percent of those aged 30 to 44 years indicated that they are home makers. The proportion of males aged 15 to 29 years who cited education and training as the reason for inactivity is much higher (87.8%) than females (68.8%). For the population that is inactive due to disability, 40.6 percent are in the age group 45 to 59 years.

Table 7.3: Reasons for inactivity of currently inactive population aged 15 years and older by sex and age group

Reason for inactivity	Age Group				
	All	15-29	30-44	45-59	60+
Both sexes					
In School/Student/education/Training	54.5	77.2	6.3	1.3	0.9
Household duties (home maker)	14.5	13.5	51.0	22.3	1.4
Too old/young	12.7	0.7	0.3	15.6	67.5
Disabled/unable to work/handicapped	9.2	2.6	22.4	40.6	17.7
Pensioner/retirement	3.1	0.0	0.0	15.5	12.0
Pregnancy	2.0	2.3	6.3	0.3	0.0
Other	3.9	3.8	13.7	4.5	0.4
Total	100.0	100.0	100.0	100.0	100.0
Male					
In School/Student/education/Training	68.2	87.8	31.5	0.0	0.4
Household duties (home maker)	5.6	6.8	6.7	4.0	0.0
Too old/young	8.8	0.7	0.0	9.3	52.2
Disabled/unable to work/handicapped	9.4	2.6	47.1	48.5	22.5
Pensioner/retirement	5.5	0.0	0.0	31.4	24.1
Other	2.6	2.2	14.7	6.9	0.8
Total	100.0	100.0	100.0	100.0	100.0
Female					
In School/Student/education/Training	45.4	68.8	1.9	1.9	1.2
Household duties (home maker)	20.4	18.8	58.7	31.0	2.2
Too old/young	15.4	0.7	0.3	18.6	76.1
Disabled/unable to work/handicapped	9.1	2.7	18.1	36.8	15.1
Pensioner/retirement	1.6	0.0	0.0	7.9	5.2
Pregnancy	3.3	4.1	7.4	0.4	0.0
Other	4.8	5.0	13.6	3.4	0.2
Total	100.0	100.0	100.0	100.0	100.0

Almost the same proportion of males aged 30 to 44 and 45 to 59 years (47.1% and 48.5% respectively) cited disability as the reason for their inactivity. These proportions are higher for males compared to females (18.1% and 36.8% for females and males respectively). Although old age is cited as the main reason for inactivity by both males and females aged 60 years and older, the proportion for females (76.1%) is higher than males (52.2%).

CHAPTER EIGHT

USUAL ECONOMIC ACTIVITY

8.1 Introduction

The data on current activities as presented and discussed in Chapter Four do not take into account the seasonal effects on employment. A number of economic activities in the country are seasonal in nature, and this means that their labour demand, and hence employment, is likely to fluctuate over the 12 month period of data collection. This chapter, therefore, presents summary data on activities covering all the seasons (12 month period). If a person who is economically active over the 12 month period spends more time on work or was available for work than the periods of time the person was not available for work, then the person is considered to be “usually active”.

Table 8.1 which presents data on the usual activity status of persons 15 years and older shows that usual inactivity is highest among age groups 15-19 (48.2%) and 65 years and above (15.3%). The younger population may be in school while the older population is too old to engage in any economic activity. On the other hand, persons within the age groups 25-29 (13.1%), 30-34 (12.4%) and 35-39 (11.5%) spend more of their time within the 12 month reference period being economically active.

The table further shows that the proportion of usually active persons aged 15-19 years is higher among the urban population (17.7%) than the rural population (13.6%). These are children who are supposed to be in school and their engagement in economic activities could affect their educational career. It is, therefore, important to ensure that all children within this age group are actually in school. Similarly, 6 percent of persons aged 65 years and older in rural localities were economically active over the twelve-month period compared to 7.7 percent of their urban counterparts.

Table 8.1: Usual activity status of population aged 15 and older by sex, age group 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	21.0	13.6	48.2	22.2	17.7	48.9	21.0	13.6	48.2
20-24	10.3	9.3	14.0	9.7	9.3	11.8	10.3	9.3	14.0
25-29	12.0	13.1	7.8	10.7	11.6	5.9	12.0	13.1	7.8
30-34	10.5	12.4	3.3	9.4	10.5	3.0	10.5	12.4	3.3
35-39	9.5	11.5	2.3	8.9	10.2	1.3	9.5	11.5	2.3
40-44	8.4	10.4	1.3	8.4	9.6	1.1	8.4	10.4	1.3
45-49	6.8	8.1	1.7	6.6	7.5	1.1	6.8	8.1	1.7
50-54	5.9	7.0	1.8	6.2	7.0	1.7	5.9	7.0	1.8
55-59	4.2	4.9	1.7	4.4	4.9	1.3	4.2	4.9	1.7
60-64	3.3	3.5	2.7	3.7	4.0	2.2	3.3	3.5	2.7
65+	8.0	6.0	15.3	9.7	7.7	21.7	8.0	6.0	15.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 8.1: Usual activity status of population aged 15 and older by sex, age group and locality (Cont'd)

Age Group/Sex	Ghana			Urban			Rural		
	Total	Usually Active	Usually inactive	Total	Usually Active	Usually inactive	Total	Usually Active	Usually inactive
Male									
15-19	22.2	14.8	54.6	20.2	9.4	53.3	24.3	19.6	57.4
20-24	10.2	9.1	14.9	10.8	9.1	16.1	9.5	9.1	12.3
25-29	11.7	12.8	6.8	12.9	14.6	7.7	10.4	11.2	5.0
30-34	10.4	12.4	1.8	11.8	15.0	2.0	8.9	10.0	1.5
35-39	9.3	11.1	1.2	10.1	13.0	1.4	8.4	9.5	0.8
40-44	8.2	10.0	0.5	8.4	10.9	0.6	8.0	9.1	0.2
45-49	6.8	8.0	1.3	6.9	8.6	1.5	6.7	7.5	0.8
50-54	5.9	7.0	0.8	5.7	7.3	1.0	6.0	6.8	0.6
55-59	4.5	5.1	1.7	4.4	5.2	2.0	4.5	5.0	0.9
60-64	3.3	3.4	2.8	2.8	2.8	2.9	3.7	3.9	2.5
65+	7.6	6.3	13.6	5.9	4.1	11.5	9.4	8.2	17.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Female									
15-19	19.9	12.6	43.8	19.7	9.2	44.2	20.2	15.9	42.9
20-24	10.4	9.5	13.4	10.9	9.4	14.3	9.9	9.5	11.5
25-29	12.3	13.4	8.5	13.3	15.0	9.4	11.0	11.9	6.5
30-34	10.6	12.5	4.3	11.2	14.0	4.5	9.9	11.0	4.0
35-39	9.8	11.9	3.0	10.0	12.8	3.6	9.4	11.0	1.6
40-44	8.7	10.8	1.8	8.6	11.5	1.9	8.7	10.1	1.7
45-49	6.8	8.2	2.0	7.0	9.0	2.4	6.5	7.5	1.3
50-54	5.9	7.0	2.4	5.5	6.9	2.4	6.4	7.2	2.5
55-59	4.0	4.8	1.7	3.8	4.8	1.7	4.3	4.8	1.6
60-64	3.4	3.6	2.6	3.1	3.1	2.9	3.7	4.0	2.1
65+	8.3	5.8	16.5	6.9	4.4	12.8	10.0	7.2	24.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

8.2 Usual economic activity participation rate

Table 8.2 presents actual participation in usual economic activity by sex, age group and locality. During the twelve-month reference period, more than three-quarters of all persons 15 years and older (78.6%) spent most of their time participating in economic activities. Participation is highest among persons within the 30-44 age bracket (94.9%). As shown in the table, economic participation rate is lowest among the age group 15-19 (49.6%).

The usual activity participation rate for males is higher across all the age groups compared to their female counterparts. It is again observed that the participation rate for both male and female increases as age increases and reaches a peak at age 30-34 and thereafter declines.

Participation rates in usual economic activities in both urban and rural areas are not substantially different from what has been observed for the country (increasing with age). However, usual economic activity participation rates are higher for both male and females in the rural areas than they are for the urban areas.

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

Age group	Total			Urban			Rural		
	Both	Male	Female	Both	Male	Female	Both	Male	Female
15-19	49.6	52.8	46.5	32.1	33.3	31.2	67.0	69.6	64.2
20-24	67.8	69.4	66.4	57.2	58.4	56.1	80.3	81.8	78.9
25-29	86.1	89.0	83.6	81.6	85.2	78.7	92.1	94.0	90.4
30-44	94.9	97.6	92.6	93.0	96.7	90.0	97.1	98.8	95.8
45-59	93.5	95.8	91.4	90.6	93.5	88.2	96.5	98.3	94.9
60+	66.1	71.9	61.4	55.6	59.5	52.7	74.3	80.7	68.7
All	78.6	81.3	76.4	72.4	75.3	69.9	85.6	87.6	83.8

8.3 Usual employment

Table 8.3 indicates that most of the usually employed persons (46.4%) are engaged in agricultural business. The private formal sector of the economy employs 30.0 percent of the usually employed persons. Table 8.3 further shows that while 72.8 percent of all persons usually employed in the rural localities are engaged in agricultural business, only 18.7 percent of their urban counterparts are engaged in that sector.

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

Type of employer	Urban			Rural			Ghana		
	Male	Female	All	Male	Female	All	Male	Female	All
Public Service									
Civil Service	5.0	2.6	3.7	1.5	0.6	1.1	3.2	1.6	2.4
Other Public Service	6.8	4.0	5.3	1.9	1.1	1.5	4.2	2.5	3.4
Parastatal	0.4	0.1	0.3	0.1	0.1	0.1	0.2	0.1	0.2
Private Sector									
Formal	14.3	5.9	9.9	0.1	0.0	0.1	6.9	2.9	4.9
Informal	52.4	69.2	61.2	0.1	0.1	0.1	25.3	34.3	30.0
NGOs	0.5	0.1	0.3	2.8	1.2	2.0	1.7	0.7	1.1
Cooperatives	0.2	0.1	0.2	18.9	25.7	22.4	9.9	13.0	11.5
International Organization/ Diplomatic Mission	0.4	0.0	0.2	0.1	0.0	0.1	0.3	0.0	0.1
Agri-Business	19.8	17.8	18.7	74.5	71.2	72.8	48.2	44.7	46.4
other	0.2	0.1	0.2	0.0	0.1	0.0	0.1	0.1	0.1
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

8.4 Main occupation of usually employed persons

The main occupation of the usually employed persons as indicated in Table 8.4 is skilled agriculture and fishery work, which employs 45.5 percent of all usually employed persons. The proportion of females (37.0%) engaged as service and sales workers are higher than males (10.5%). Also, whereas more males than females (21.3% and 13.4% respectively) are engaged in craft and related trades work in the urban localities, the reverse is the case for the rural localities (6.8% for males and 8.2% for females).

Table 8.4: Main occupation of usually employed population 15 years and older by locality and sex

Main occupation	Urban			Rural			Ghana		
	Male	Female	All	Male	Female	All	Male	Female	All
Legislators/managers	3.1	1.7	2.3	0.6	0.5	0.5	1.8	1.1	1.4
Professionals	10.7	5.4	7.9	2.8	1.5	2.2	6.5	3.4	4.9
Technicians and associate professionals	5.2	1.2	3.1	0.7	0.3	0.5	2.9	0.7	1.8
Clerical support workers	2.5	2.3	2.4	0.5	0.1	0.3	1.4	1.2	1.3
Service/sales workers	17.7	57.6	38.8	4.1	17.1	10.8	10.5	37.0	24.3
Skilled agric/fishery workers	19.7	14.7	17.1	75.2	69.1	72.1	48.9	42.4	45.5
Craft and related trades workers	21.3	13.4	17.1	6.8	8.2	7.5	13.7	10.8	12.2
Plant machine operators and assemblers	13.4	0.2	6.4	4.6	0.2	2.3	8.8	0.2	4.3
Elementary occupations	6.3	3.4	4.8	4.7	2.9	3.8	5.4	3.2	4.3
Other Occupations	0.2	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.1
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

CHAPTER NINE

NON-ECONOMIC ACTIVITY

The labour force module of the GLSS6 was used to collect detailed time-use information on a number of housekeeping activities. Time spent daily on activities such as collecting firewood, fetching water, child care, among others are reported on all persons aged 15 years and older (Table 9.1). For each of these activities, respondents were asked whether they spent any time on the activity in the seven days preceding the interview, and if so, the time spent per day.

The data reveals that generally, more than half of the population 15 years and older spend their time in washing clothes (63.5%), cleaning (56.4%), cooking (52.4%) as well as fetching water (50.4%). The proportion of females engaged in these activities is invariably higher than males. In addition, almost four out of every ten (37.0%) people go for shopping, and a little more than a quarter (28.1%) of the population takes care of children. About three in every 10 people do ironing and almost a quarter of the population is engaged in collecting firewood.

Table 9.1: Average time spent in a day on various housekeeping activities by population 15 years and older by sex and locality

Activity/Sex	Proportion doing that activity (%)	Average time spent (minutes)			Activity/Sex	Proportion doing that activity (%)	Average time spent (minutes)		
		Urban	Rural	Ghana			Urban	Rural	Ghana
Collecting firewood					Running errands				
Male	15.1	16.9	20.7	20.1	Male	37.0	18.4	22.5	20.5
Female	30.2	20.2	24.5	23.8	Female	40.5	16.0	17.1	16.5
All	23.2	19.2	23.3	22.7	All	38.9	17	19.6	18.2
Fetching water					Washing dishes				
Male	35.1	11.1	15.8	13.1	Male	26	8.5	9.3	8.8
Female	63.5	15.4	23.8	19.5	Female	64.7	12.8	14.8	13.7
All	50.4	13.9	21.4	17.4	All	46.8	11.6	13.5	12.5
Washing clothes					Taking care of children				
Male	42.6	12.6	12.8	12.7	Male	14.5	32.9	33.5	33.2
Female	81.4	20.2	20.9	20.5	Female	39.8	48.4	48.8	48.6
All	63.5	17.8	18.5	18.1	All	28.1	44.8	45.0	44.9
Ironing					Taking care of elderly				
Male	39.4	8.8	7.8	8.6	Male	2.1	20.5	29.9	26.2
Female	29.4	8.4	7.2	8.1	Female	4.2	34.6	36.7	35.7
All	34.1	8.6	7.5	8.3	All	3.2	30.7	34.5	32.8
Cleaning					Taking care of sick				
Male	32.8	10.7	11.7	11.1	Male	1.9	22.1	27.4	25.4
Female	76.7	16.6	19.2	17.8	Female	3.7	32.8	32.3	32.5
All	56.4	15	17.3	16	All	2.9	30.0	30.6	30.4
Cooking					Collecting food from the garden				
Male	18.5	24.5	30.2	27.1	Male	13.0	19.3	22.3	21.9
Female	81.6	43.2	49.7	46.2	Female	13.1	21.4	22	21.9
All	52.4	40.1	46.6	43.1	All	13.1	20.5	22.2	21.9
Shopping					Helping children with school work				
Male	20.6	12.4	14.7	13.3	Male	7.7	12.1	13.4	12.7
Female	51.1	16.3	18.6	17.3	Female	7.5	12.7	15.4	13.7
All	37.0	15.2	17.6	16.3	All	7.6	9.1	7.6	8.4

The population aged 15 years and older spends on a daily basis an average of 18.1 minutes washing clothes, 16 minutes cleaning and 43.1 minutes on cooking. About 50 percent of the

population also spend on average, 17.4 minutes fetching water while a little over one-fifth (28.1%) spends 44.9 minutes taking care of children (Table 9.1).

There are variations between the time spent on the different activities in a day in the urban and rural areas. The populations in rural areas generally spend more time in collecting firewood, fetching water and cooking compared to the urban areas.

Table 9.2 provides the average time spent per day on housekeeping activities for the different localities. The average time spent on fetching water in rural areas is higher than the average for urban communities. It is particularly higher in rural savannah where the average time spent is 32.5 minutes per day. This is not surprising because most urban dwellers have access to pipe-borne water or other convenient sources of water. In rural communities, those residing in savannah areas appear to spend more time on most housekeeping activities than those in the other two rural ecological zones.

Firewood collection is predominantly a rural phenomenon and as such, more time is spent on it by the population in all the three rural ecological zones, with rural savannah (31 minutes) spending much more time on this activity per day than the other two rural zones. Gender differentials exist, with females spending more time than males in the execution of this activity in all the three rural ecological zones. Overall, people spend less time in both rural and other urban localities helping children with school work, especially in rural coastal areas (about 9.2 minutes) whilst in Accra (GAMA), an average of about 12.8 minutes per day is usually spent. It is worth mentioning that the average time spent on this activity is slightly higher in rural savannah (21.6 minutes per day).

Table 9.2: Average time spent (minutes) per day by population 15 years and older on various housekeeping activities by sex and locality

Activity/Sex	Urban					Rural					Activity/Sex	Urban					Rural				
	Accra (GAMA)	Other Urban	Coastal	Forest	Savannah	Accra (GAMA)	Other Urban	Coastal	Forest	Savannah		Accra (GAMA)	Other Urban	Coastal	Forest	Savannah	Accra (GAMA)	Other Urban	Coastal	Forest	Savannah
Collecting firewood											Running errands										
Male	24.0	16.7	14.9	19.7	26.5						Male	18.5	18.3	15.7	18.0	31.4					
Female	15.6	20.3	18.5	19.7	32.1						Female	16.4	15.7	14.1	14.2	23.6					
All	17.8	19.2	17.3	19.7	31.0						All	17.3	16.8	14.8	15.9	27.5					
Fetching water											Washing dishes										
Male	10.7	11.3	13.2	13.7	23.8						Male	9.1	8.0	7.2	8.9	13.4					
Female	12.6	16.8	17.5	16.8	34.7						Female	13.2	12.5	11.0	11.8	20.7					
All	11.9	15.0	16.0	15.7	32.5						All	11.9	11.4	9.8	11.0	19.8					
Washing clothes											Taking care of children										
Male	14.0	11.8	13.7	11.3	16.1						Male	37.4	29.7	27.4	30.1	42.4					
Female	20.5	20.1	19.1	18.9	24.7						Female	47.6	48.8	46.2	42.2	58.2					
All	18.2	17.5	17.3	16.5	22.7						All	44.7	44.9	41.0	39.0	54.8					
Ironing											Taking care of elderly										
Male	10.0	8.0	7.7	6.7	11.8						Male	28.2	18.9	10.1	34.6	31.6					
Female	9.3	7.8	6.5	6.7	9.4						Female	46.8	30.0	35.2	34.6	40.4					
All	9.7	7.9	7.2	6.7	10.8						All	43.3	26.7	28.7	34.6	37.7					
Cleaning											Taking care of sick										
Male	11.6	10.1	10.0	10.7	15.2						Male	38.6	15.9	14.7	31.9	36.6					
Female	15.9	17.0	15.8	16.7	24.2						Female	46.3	28.4	25.3	33.8	34.8					
All	14.4	15.3	14.0	15.1	22.4						All	44.1	25.3	20.6	33.1	35.2					
Cooking											Collecting food from the garden										
Male	21.9	26.3	28.1	29.2	36.3						Male	10.5	19.5	17.6	21.4	28.0					
Female	35.2	46.9	46.0	46.1	56.8						Female	17.1	21.4	18.0	21.3	27.5					
All	32.5	43.8	42.5	42.9	55.1						All	12.4	20.6	17.9	21.3	27.7					
Shopping											Helping children with school work										
Male	13.9	11.3	11.3	11.3	23.5						Male	11.5	12.5	9.5	12.6	18.0					
Female	17.2	15.7	16.3	14.7	26.2						Female	12.3	12.9	8.9	13.5	25.2					
All	16.2	14.7	14.8	13.8	25.6						All	11.9	12.7	9.2	13.1	21.6					

The results also indicate that females in the age brackets 25 to 44 and 45 to 49 years spend longer time collecting firewood compared to those in the other age brackets (Table 9.3). In addition, females aged 25 to 44 years spend more time on child care (51.4 minutes). Younger people spend more time washing dishes (13.7 minutes) but spend less time on cooking (36.4 minutes), taking care of the sick (23.2 minutes), taking care of children (35.2 minutes) and collecting food from the garden (20.7 minutes) compared to the other age groups. The traditional perception that fetching of water is reserved for the young has clearly been demonstrated by the results in Table 9.3 where the data show that the average time spent on fetching water is higher among the younger age groups (15 to 19 - 18.2 minutes and 20 to 24 17.7 minutes per day).

Table 9.3: Average time spent (minutes) per day by population 15 years and older on various housekeeping activities by sex and age group

Activity/Sex	Age group					Activity/Sex	Age group				
	15 - 19	20 - 24	25 - 44	45 - 59	60+		15 - 19	20 - 24	25 - 44	45 - 59	60+
Collecting firewood						Running errands					
Male	19.3	18.9	20.5	20.3	22.2	Male	17.8	20.1	21.5	21.4	23.9
Female	21.8	24.9	24.6	23.7	22.3	Female	16.5	16.1	16.6	16.4	17.1
All	20.7	22.8	23.6	22.8	22.3	All	17.1	17.9	18.6	18.4	20.2
Fetching water						Washing dishes					
Male	15.9	13.3	11.1	11	11.9	Male	11.1	8.5	7.6	7.3	8.4
Female	19.9	20.2	19.9	16.9	17.8	Female	15.1	14.1	14	12.1	10.9
All	18.2	17.7	17.5	15.6	16.4	All	13.7	12.5	12.6	11.2	10.5
Washing clothes						Taking care of children					
Male	12.9	13.2	12.6	11.8	11.6	Male	22.7	29.3	34.4	33.6	39.8
Female	17.9	21.2	22.8	18.4	15.8	Female	39.6	50.0	51.4	43.5	40.5
All	15.6	18.0	20.1	17.1	15	All	35.2	47.3	47.5	40.2	40.3
Ironing						Taking care of elderly					
Male	8.2	8.9	8.7	8.6	7.3	Male	22.3	29.4	27.2	26.7	23.9
Female	8.2	8.4	8.4	7.5	5.1	Female	32.6	33.3	36.2	35.6	40.7
All	8.2	8.6	8.5	8.1	6.5	All	28.6	31.9	33.7	33.0	37.7
Cleaning						Taking care of sick					
Male	12.2	11.8	10.3	10.8	10.7	Male	21.8	20.7	27.7	26.5	28.6
Female	16.9	18.0	18.7	17.0	15.7	Female	24.4	34.5	30.0	36.0	37.5
All	15.2	15.9	16.7	15.8	14.7	All	23.2	30	29.4	32.6	35.6
Cooking						Collecting food from the garden					
Male	26.0	24.1	26.8	30.5	31	Male	20.4	21.5	22.3	22.3	22.1
Female	39.2	44.0	48.8	46.9	45.4	Female	19.2	20.9	22.2	23.5	21.3
All	36.4	40.2	45.4	44.7	43.4	All	19.9	21.2	22.3	22.9	21.7
Shopping						Helping children with school work					
Male	11.0	12.0	14.4	13.1	13.3	Male	11.8	12.0	13.1	12.8	12.7
Female	14.7	16.8	18.2	17.3	14.8	Female	10.6	13.1	15.0	14.0	13.4
All	13.7	15.5	17.2	16.3	14.5	All	11.2	12.6	14.2	13.3	13

CHAPTER TEN

CHILDREN IN EMPLOYMENT

10.1 Introduction

International labour regulations stipulate 15 years as the minimum working age. According to the 1998 Children’s Act of Ghana, children under 15 years of age are not expected to be employed. However, children aged 13 and 14 years can do light work. Therefore, a child below 13 years is not expected to engage in any economic activity. This chapter looks at children (5-14 years) who were engaged in some economic activity for pay, profit or for family gain, for cash or in-kind payment for at least one hour in the seven days preceding the interview.

10.2 Currently employed children 5-14 years by occupation

Children aged 5-14 years constitute 31.1 percent of the survey population. About one-quarter (25.2%) of the children were economically active. Of the active children, 95.8 percent were engaged in some form of economic activity (working children). A little less than three-quarters of children 5-14 years (72.9%) were economically not active. Female children residing in urban areas are relatively less likely to be engaged in economic activity than female children in rural areas.

Table 10.1: Current activity status of population 5 – 14 years by locality and sex

Activity status	All			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Population 5-14	31.1	33.2	29.2	28.1	30.0	26.4	33.9	36.0	31.8
Currently active	25.2	25.5	24.9	14.8	13.6	15.9	34.4	35.4	33.4
Employed	95.8	95.5	96.1	96.2	95.7	96.7	95.6	95.5	95.8
Unemployed	4.2	4.5	3.9	3.8	4.3	3.3	4.4	4.5	4.2
Currently inactive	72.5	72.3	72.8	85.2	86.4	84.1	62.5	61.4	63.8

Table 10.2 shows that 78.0 percent of working children 5-14 years are engaged as skilled agriculture and fishery workers, with an additional 15.1 percent engaged as sales and service workers. Only small proportions of working children are engaged as craft and related trades workers (2.6%) and elementary occupation workers (4.2%).

In the urban areas, more than half (52.6%) of the working children aged 5-14 years in urban areas are skilled agriculture and fishery workers, followed by service and sales workers (37.1%). The table further indicates that the proportion of male working children aged 5 to 14 years in urban areas (65.6%) who are skilled agriculture and fishery workers is higher compared to females (41.8%). In the rural areas, every nine in ten (90.8%) males aged 5 to 14 years are engaged as skilled agriculture and fishery workers. The proportion of sales and service workers in urban areas (37.1%) is higher than in rural areas (6.9%).

Table 10.2: Currently employed children 5-14 years by occupation, locality and sex

Occupation	Urban			Rural			Ghana		
	Male	Female	All	Male	Female	All	Male	Female	All
Service/sales workers	25.6	46.8	37.1	4.4	9.8	6.9	9.5	20.9	15.1
Skilled agric/fishery workers	65.6	41.8	52.6	90.8	83.5	87.4	84.7	70.9	78.0
Craft and related trades workers	3.8	5.9	4.9	1.2	2.4	1.8	1.8	3.5	2.6
Plant machine operators and assemblers	0.4	0.6	0.5	0.0	0.0	0.0	0.1	0.2	0.1
Elementary occupations	4.9	5.0	4.9	3.6	4.4	4.0	3.9	4.6	4.2
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

10.3 Currently employed children 5-14 years by industry, locality and sex

From Table 10.3, nearly every four in five (78.7%) working children are engaged in the agriculture, forestry and fishing industry, with an additional 12.7 percent engaged in wholesale and retail trade. The table further shows that the proportion of children in rural areas (88.6%) engaged in the agriculture, forestry and fishing industry is higher than those in urban areas (52.0%).

The proportion of males (64.3%) in urban areas engaged in the agriculture, forestry and fishery industry is higher than females (41.7%). On the other hand, the proportion of males (91.4%) engaged in the same industry in rural areas is higher than females (85.4%). The high proportions imply that in the rural areas children 15 to 14 years are predominately engaged in the agriculture, forestry and fishing industry and this may be as a result of most of them helping their parents on their farms. Within the wholesale and retail trade, the proportion of females is higher than males in both urban and rural areas, with the differential being higher in the urban areas.

Table 10.3: Currently employed children 5-14 years by industry, locality and sex

Industry	Urban			Rural			Ghana		
	Male	Female	All	Male	Female	All	Male	Female	All
Agriculture, forestry and fishing	64.3	41.7	52.0	91.4	85.4	88.6	84.9	72.2	78.7
Mining and quarrying	0.0	0.0	0.0	0.6	0.3	0.4	0.4	0.2	0.3
Manufacturing	6.2	7.3	6.8	2.0	1.8	1.9	3.0	3.5	3.2
Construction	0.1	0.7	0.4	0.1	0.1	0.1	0.1	0.3	0.2
Wholesale and retail trade	21.1	36.6	29.6	4.1	9.1	6.4	8.2	17.4	12.7
Transportation and storage	1.3	0.2	0.7	0.0	0.0	0.0	0.3	0.1	0.2
Accommodation and food service activities	4.7	10.2	7.7	0.4	2.1	1.2	1.4	4.5	2.9
Information and communication	0.0	0.5	0.3	0.0	0.0	0.0	0.0	0.1	0.1
Arts, entertainment and recreation	0.0	0.0	0.0	0.1	0.1	0.1	0.0	0.1	0.0
Other service activities	0.1	0.2	0.1	0.0	0.0	0.0	0.0	0.1	0.1
Activities of households as employers	2.2	2.6	2.4	1.5	1.1	1.3	1.6	1.6	1.6
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

10.4 Hours worked per week

The number of hours worked per week by children 5-14 years who are expected to be in school can have implications for their education. As presented in Table 10.4, 92.2 percent of working children engaged in the agriculture, forestry and fishing industry spend 50-59 hours a week. Four out of every five working children (83.9%) spend 40 to 49 hours a week while another 86.5 percent spend up to 9 hours a week in the same industry. The other industry in which children spend appreciable time working is the wholesale and retail trade where 17.5 percent spend 10 to 19 hours and another 22.1 percent spend 20 to 29 hours a week.

The table further indicates that a high proportion of children (61.3%) spend 70 or more hours a week in the agriculture, forestry and fishing industry. In addition, 11.8 percent of those in the wholesale and retail trade and about 10 percent each in transport and storage as well as accommodation and food service activities also spend 70 or more hours a week working. These are worrying situations as the long hours of work could have negative implications on the education of the children involved.

Table 10.4: Hours worked per week by currently employed children 5-14 years by industry

Industry	Hours worked per week								Total
	0 - 9	10 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60 - 69	70+	
Agriculture, forestry and fishing	86.5	71.9	68.7	72.5	83.9	92.2	76.2	61.3	78.6
Mining and quarrying	0.1	0.1	0.0	3.6	0.0	0.0	2.0	0.0	0.3
Manufacturing	1.8	3.5	6.3	4.3	2.1	1.9	7.6	5.3	3.2
Construction	0.1	0.4	0.0	0.4	0.0	0.0	0.0	0.0	0.2
Wholesale and retail trade	8.5	17.5	22.1	14.6	7.7	3.9	1.0	11.8	13.1
Transportation and storage	0.0	0.2	0.0	0.0	0.0	0.0	0.0	9.9	0.2
Accommodation and food service activities	0.8	4.8	2.7	4.2	2.5	1.6	2.7	9.6	2.6
Information and communication	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1
Arts, entertainment and recreation	0.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0
Other service activities	0.0	0.0	0.0	0.0	0.9	0.3	0.3	0.0	0.1
Activities of households as employers	2.0	1.6	0.2	0.4	3.0	0.0	8.1	2.1	1.6
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

10.5 Average hourly earnings

Figure 10.1 presents data on the average basic hourly earnings (GHC) for currently employed children 5 to 14 years by occupation. The figure shows that on average, working children earn GHC0.97 per hour. The figure also indicates that the highest average hourly earnings (GHC1.17) are received by children who are service and sales workers. This is followed by craft and related trades workers (GHC0.90). The lowest paid working children are those engaged as skilled agriculture and fishery workers.

Figure 10.1: Average basic hourly earnings (GHC) of currently employed children 5-14 years by occupation

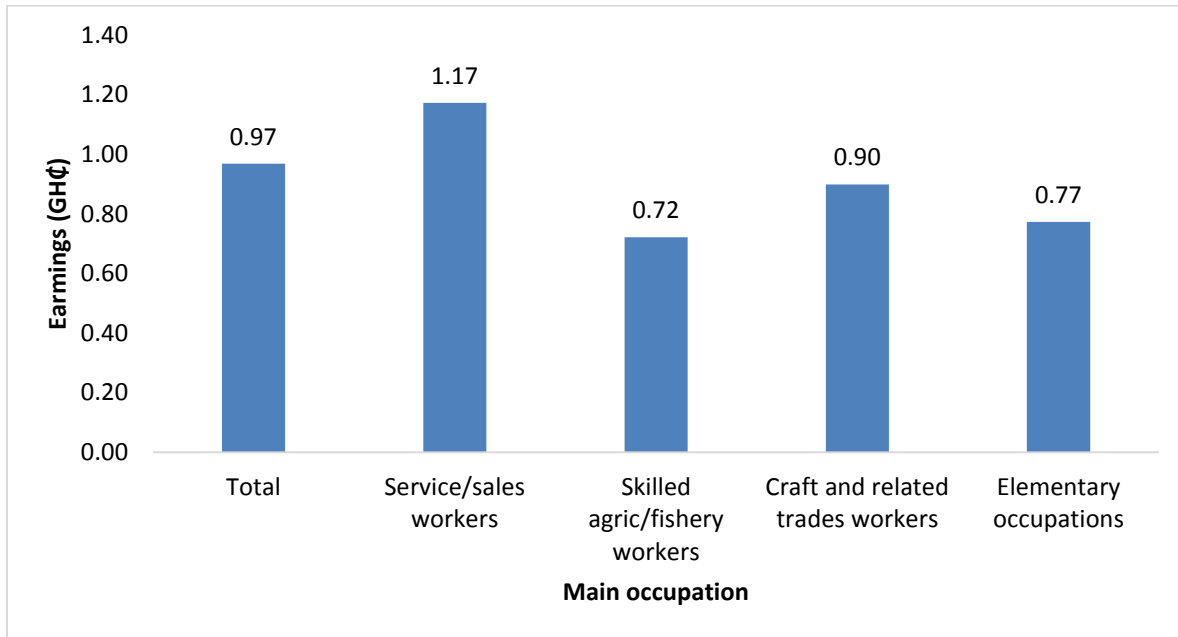
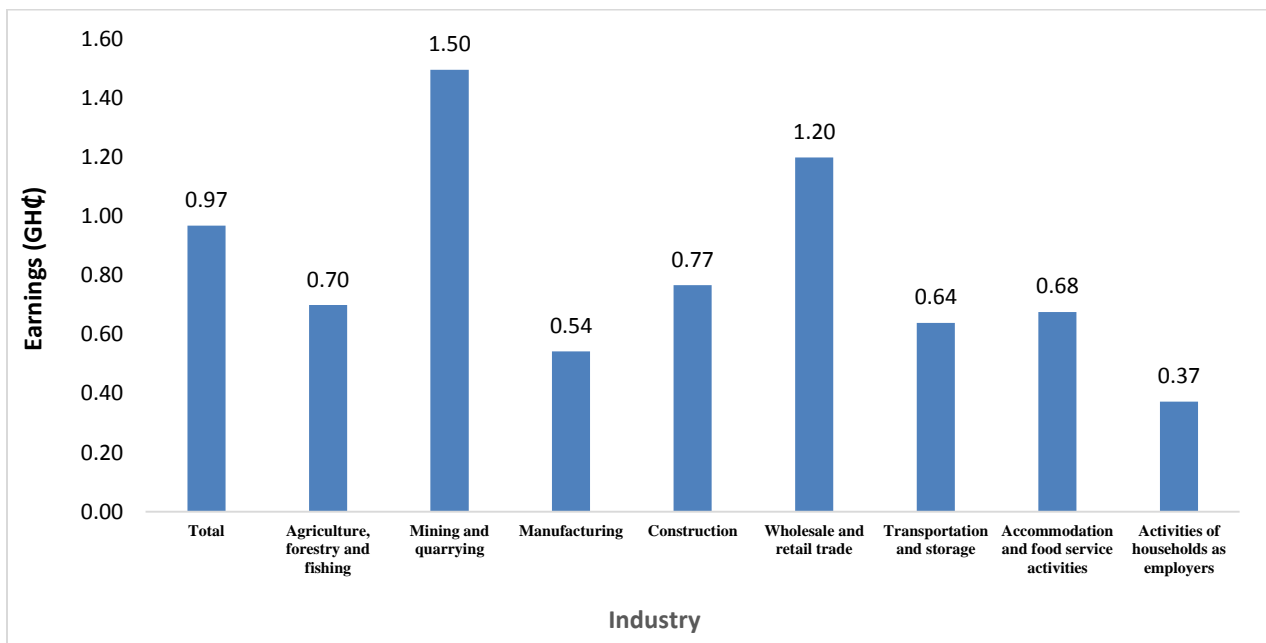


Figure 10.2 shows that children engaged in mining and quarrying (GHC1.50) received the highest hourly earnings followed by those in wholesale and retail trade (GHC1.20), with the least hourly earnings being paid to children engaged in activities of households as employers (GHC0.37).

Figure 10.2: Average basic hourly earnings (GHC) of currently employed children 5-14 years by industry



10.6 Average time spent on housekeeping activities

Table 10.5 indicates that almost half (48.9%) of children are involved in fetching water for the household while a similar proportion run errands (48.5%). An additional 47.9 percent are involved in washing dishes. A higher proportion of females (58.1%) are involved in washing dishes compared to males (38.1%).

Children spend more time in taking care of their younger ones ((28.8 minutes) and are also involved in cooking (27.2 minutes). In general, females spend more time in housekeeping activities than males except in running errands. Females living in rural areas spend on the average 20 minutes collecting firewood or fetching water compared to their male counterparts who spend 17.5 minutes.

Table 10.5: Average time spent by population 5-14 years per day on various housekeeping activities by sex and locality

Activity/Sex	Proportion doing that activity (%)	Average time spent (minutes)			Activity/Sex	Proportion doing that activity (%)	Average time spent (minutes)		
		Urban	Rural	Ghana			Urban	Rural	Ghana
Collecting firewood				Running errands					
Male	14.1	16.6	17.5	17.4	Male	48.1	15.0	18.5	17.1
Female	17.0	18.4	19.6	19.5	Female	48.9	15.2	18.3	16.9
All	15.5	17.5	18.7	18.5	All	48.5	15.1	18.4	17.0
Fetching water				Washing dishes					
Male	44.2	12.8	17.3	15.4	Male	38.1	10.9	12.7	11.9
Female	53.7	14.1	20.1	17.3	Female	58.1	14.0	16.0	15.0
All	48.9	13.6	18.8	16.5	All	47.9	12.8	14.6	13.7
Washing clothes				Taking care of children					
Male	26.9	11.0	11.8	11.4	Male	5.7	27.2	25.6	26.1
Female	38.3	13.6	14.3	13.9	Female	11.2	29.0	31.0	30.3
All	32.5	12.5	13.2	12.9	All	8.4	28.4	29.0	28.8
Ironing				Taking care of elderly					
Male	11.1	7.3	7.2	7.2	Male	1.5	13.5	21.0	17.0
Female	14.0	7.8	7.0	7.5	Female	2.1	16.9	22.2	19.2
All	12.5	7.6	7.1	7.4	All	1.8	15.5	21.7	18.3
Cleaning				Taking care of sick					
Male	25.5	11.1	11.2	11.2	Male	1.1	11.2	26.2	19.9
Female	44.0	13.3	14.3	13.8	Female	1.4	15.0	20.6	17.9
All	34.5	12.5	13.1	12.8	All	1.2	13.5	23.3	18.8
Cooking				Collecting food from the garden					
Male	6.9	21.7	21.9	21.8	Male	6.1	14.5	17.4	16.9
Female	22.5	27.4	31.5	29.5	Female	6.0	17.2	15.6	15.8
All	14.5	26.1	29.0	27.7	All	6.1	15.7	16.5	16.4
Shopping				Helping children with school work					
Male	5.9	10.2	9.1	9.6	Male	3.1	8.6	11.3	9.8
Female	10.4	11.4	10.2	10.8	Female	3.7	9.8	11.3	10.4
All	8.1	11.0	9.8	10.3	All	3.4	9.3	11.3	10.1

Table 10.6 presents information on the average time spent (in minutes) per day by children 5-14 years on various housekeeping activities by sex and locality. Children in rural savannah spend more time taking care of the sick (43.8 minutes) as well as taking care of other children (42.8 minutes) compared to children in the other rural areas. Female children living in Accra (GAMA) spend more time (14.6 minutes) per day washing clothes than their male counterparts (11.6 minutes) doing the same activity. On the other hand, males in Accra (GAMA) spend more time (37.1 minutes) taking care of the sick than females (12.5 minutes). Female children in rural savannah (19.9 minutes) also spend more time doing shopping than those in other urban areas (10.0 minutes).

Table 10.6: Average time spent (minutes) per day by population 5-14 years on various housekeeping activities by sex and locality

Activity/Sex	Urban		Rural			Activity/Sex	Urban		Rural		
	Accra (GAMA)	Other Urban	Coastal	Forest	Savannah		Accra (GAMA)	Other Urban	Coastal	Forest	Savannah
Collecting firewood						Running errands					
Male	31.4	16.3	14.9	16.3	22.4	Male	15.9	14.7	15.7	16.0	24.4
Female	20.4	18.3	12.5	16.3	27.3	Female	17.1	14.7	15.4	16.2	23.5
All	26.7	17.4	13.6	16.3	25.5	All	16.5	14.7	15.5	16.1	24.0
Fetching water						Washing dishes					
Male	11.0	13.5	15.0	15.9	23.0	Male	12.4	10.3	11.3	11.2	17.9
Female	13.5	14.3	17.7	15.5	29.1	Female	13.8	14.1	12.5	13.3	22.0
All	12.3	14.0	16.4	15.7	26.8	All	13.2	12.6	12.0	12.3	20.7
Washing clothes						Taking care of children					
Male	11.6	10.8	9.4	10.4	16.9	Male	30.5	26.3	18.2	19.1	37.5
Female	14.6	13.2	12.3	11.6	19.4	Female	33.8	26.9	17.7	23.2	45.8
All	13.4	12.2	11.0	11.1	18.5	All	33.0	26.7	17.9	21.7	42.8
Ironing						Taking care of elderly					
Male	8.4	6.8	5.3	5.9	13.4	Male	42.9	13.0	4.7	29.3	24.6
Female	10.7	6.5	6.3	6.4	10.0	Female	31.1	15.5	11.5	26.0	35.1
All	9.6	6.6	5.8	6.2	11.6	All	32.4	14.4	8.8	27.6	31.0
Cleaning						Taking care of sick					
Male	12.6	10.4	8.5	10.2	15.9	Male	37.1	8.3	7.8	34.0	41.5
Female	15.9	12.4	11.1	12.4	19.0	Female	12.5	15.5	9.5	23.1	44.6
All	14.6	11.7	10.0	11.5	18.0	All	20.2	12.4	8.7	28.9	43.8
Cooking						Collecting food from the garden					
Male	23.5	21.0	22.2	20.8	26.8	Male	0.3	14.7	12.8	17.7	18.8
Female	30.5	26.5	30.9	27.5	39.9	Female	0.0	17.2	11.7	15.5	20.0
All	28.6	25.3	28.3	25.6	37.9	All	0.3	15.8	12.2	16.6	19.3
Shopping						Helping children with school work					
Male	14.9	8.7	6.2	7.7	17.6	Male	9.6	7.5	7.4	9.8	23.9
Female	16.1	10.0	6.7	8.0	19.9	Female	11.8	8.8	5.0	11.9	14.4
All	15.7	9.6	6.5	7.9	19.1	All	10.6	8.4	6.4	10.8	19.0

CHAPTER ELEVEN

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

11.1 Introduction

The Ghana Living Standards Survey (GLSS) was first conducted in 1987. The second, third, fourth and fifth rounds were conducted in 1988, 1991/92, 1998/99 and 2005/06 in that order. A Labour Force module, focusing on employment and time use was introduced in the fourth and fifth rounds. In the sixth round, however, the module on labour force was used to collect comprehensive information on employment and labour market conditions in the country. The module covered the broad areas of current and usual economic activity, informal sector activities, economic activities of children, non-economic activities, unemployment and underemployment and youth employment. The survey results are very useful for monitoring the current employment policies, apprenticeship training and income generating schemes which are programmes directly related to poverty reduction.

11.2 Summary of findings

Demography

The GLSS6 estimates the total population of the country to be 26.38 million, made up of 12.71 million males and 13.68 million females and a dependency ratio of 79.5.

Activity status

Almost 80 percent of the population 15 years and older are economically active (79.6%), 94.8 percent are employed, 5.2 percent are unemployed and 20.4 percent are economically not active. The proportion of the population who are unemployed is higher in the urban areas (6.5%) compared to the rural areas (3.9%). Most of the inactive population is made up of children 5-19 years while the unemployed are mostly persons aged 20 to 24 years (12.3%).

Employment

A high proportion (40.4%) of the employed population are *own account workers* with an additional 35.1 percent being *employees*. Most of the employed are engaged in agri-business (46.1%). Two-fifths of the employed are in the informal sector (41.9%). Most of the employed population is engaged in skilled agriculture (44.3%). The service and sales sector employs about one-quarter of the economically active population (24.5%).

Only 8.4 percent of those engaged in agricultural activities have attained secondary education or higher though it is the leading employment sector in the country. Majority of the employed are in vulnerable employment because they work in places where there are no written contracts, no trade union to negotiate their conditions of engagement, no paid holidays, no sick or maternity leave or subsidized medical care and no social security.

Labour Underutilization

The *unemployment rate* in the country is 5.2 percent; the rate is higher among females (5.5%) than males (4.8%). Overall, unemployment is higher among females than males. The

unemployment rate is higher in urban (6.5%) than rural areas (3.9%). The region with the highest unemployment rate is Upper East (10.8%), with the Brong Ahafo region (2.9%) having the lowest rate.

Secondary school leavers have the highest unemployment rate (11.7%) with bachelor degree holders recording 5.9 percent. For the mode of job search, most job seekers resort to friends and relatives (43.3%). A little over half (50.6%) and more than one-third (35%) of the underemployed persons are *self-employed* and *contributing family workers* respectively. The combined rate of time-related underemployment and unemployment is 38.4 percent.

More than four million persons aged 15 years and older (made up of 1.8 million males and 2.4 million females) are estimated to be time-related underemployed. More than half of the underemployed persons are *self-employed* (50.6%) while 35 percent are *contributing family workers*.

The labour underutilization rate is 47.0 percent with females (51.5%) recording a higher rate than males (42.1%).

Reasons for inactivity

More than three million persons aged 15 years and older who are inactive (3.26 million). Majority of these people are in the age group 15 to 24 years (2.06 million). Generally, inactivity among females is higher than males especially in the age groups 15 to -24 and 65 or older. Rural-urban differentials show that there are more inactive persons in urban areas (2.12 million) than in rural areas (1.143).

Nearly 55 percent of the population 15 years and older cite education and training as the main reason for inactivity, followed by household duties (14.5%). More than three-quarters of the population aged 15 to 29 years (77.2%) are inactive because they are in school

Non-economic activities

More than half of the population 15 years and older spend their time on washing clothes (63.5%), cleaning (56.4%), cooking (52.4%) as well as fetching water (50.4%). The proportion of females engaged in these activities is invariably higher than males. The average time spent on fetching water in rural areas is higher than the average for urban communities. It is particularly high in rural savannah where the average time spent is 32.5 minutes per day. This is not surprising because most urban dwellers have access to pipe-borne water or other convenient sources of water

Youth (15-35 years) employment

The survey results show that 13.9 percent of the youth (15-35 years) have no formal education while 57 percent in the same age bracket have already completed their education. About 5.5 percent of the youth are unemployed with 67.8 percent employed. For employment status, 33.9 percent of the youth are contributing family workers with 31.9 percent being own account workers. The results further show that youth labour underutilization rate is 42.6 percent.

Working children (5-14 years)

About one-quarter (25.2%) of the children were economically active. Of the active children, 95.8 percent were engaged in some form of economic activity (working children). Less than three-

quarters of the children 5-14 years (72.9%) were economically not active. Nine out of ten working children who are engaged in the agriculture, forestry and fishing industry (92.2%) worked 50-59 hours a week.

On the average, working children earn GH¢0.97 per hour, with the highest average hourly earnings (GH¢1.17) being paid to children engaged in service and sales activities while in the case of industry, the highest hourly earnings are obtained by children engaged in mining and quarrying (GH¢1.50). Almost half of children aged 5-14 years are involved in fetching water (48.9%) for the household while 48.5 percent run errands.

11.3 Conclusions

The working population of the country is dominated by people with no formal education as well as those with primary and middle school (basic) education. The educational background of the labour force is a reflection of the structure of the economy. Though agriculture is the back-bone of the economy, it does not attract people with higher education and, therefore, most of the agricultural activities are done at the subsistence level. The inability of the formal sector to generate jobs in their required number has pushed many into the informal sector which is predominantly made up of small to medium-scale businesses consisting of wholesalers and retailers, and service providers. Workers in this category also include *contributing family workers* who are mainly self-employed persons (farmers, artisans and craft-workers, traders, food processors).

Generally, Ghana's economy in terms of employment could be classified as predominantly informal since most of the currently employed persons 15 years and older are engaged in the informal sector of the economy. The structure of the economy and the background of the labour force are not in consonance with the status of the country as a lower middle income country. This situation leads to the vulnerability of the employed. There is, therefore, the need for the adoption of strategies and measures to grow and transform the economy.

REFERENCES

- Amin, A. A., & Awuang, W. (2005). *Economic Analysis of Private Returns to Investment in Education in Cameroon*. Dakar, Senegal: Regional Conference on Education in West Africa.
- Baah-Boateng, W. (2011). Unemployment in Ghana: How appropriate is the current definition for policy purposes? *An unpublished paper presented at the Faculty of Social Sciences Colloquium; University of Ghana, Legon*
- Hull, K (2009). Understanding the Relationship between Economic Growth, Employment and Poverty Reduction. Available at <http://www.oecd.org/dac/povertyreduction/43280288.pdf> (Accessed on 18th April, 2013).
- International Labour Organisation. (2003). *Statistics of Employment, Unemployment, Underemployment: Economically Active Population*. Geneva: International Labour Office.
- National Youth Policy of Ghana Document (2010), Ministry of Youth and Sports, Accra.
- Osei-Boateng, C., & Ampratrawum, E. (2011). *The Informal Sector in Ghana*. Friedrich Ebert Stiftung.

APPENDICES

Table A5.1: Unemployment rate of population 15 years and older by region, sex and locality

(Using strict definition of unemployment)

Region	Total			Urban			Rural		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Western	2.3	3.3	2.8	3.7	4.6	4.2	1.4	2.4	1.9
Central	3.3	2.0	2.5	4.2	3.8	3.9	2.7	0.6	1.5
Greater Accra	4.5	4.6	4.6	4.6	4.7	4.7	2.7	2.2	2.5
Volta	1.5	1.3	1.4	2.2	2.9	2.6	1.2	0.6	0.9
Eastern	1.4	3.4	2.5	2.8	4.4	3.7	0.4	2.5	1.5
Ashanti	1.3	2.1	1.7	2.2	2.8	2.6	0.4	1.2	0.8
Brong Ahafo	0.8	1.3	1.1	1.1	2.4	1.8	0.6	0.3	0.4
Northern	0.6	1.0	0.8	1.4	2.7	2.1	0.2	0.1	0.2
Upper East	1.7	2.1	1.9	0.7	3.8	2.3	1.9	1.7	1.8
Upper West	0.2	0.6	0.4	0.9	2.2	1.5	0.1	0.3	0.2
Total	2.0	2.4	2.2	3.1	3.7	3.4	0.9	1.1	1.0

Table A5.2: Unemployment rate of population 15 years and older by sex, Age group and locality

(Using strict definition of unemployment)

Sex/Age group	Urban			Rural	Ghana
	Accra (GAMA)	Other Urban	All		
Male					
15 - 25	12.6	7.3	8.2	0.6	4.3
25 - 44	3.9	1.9	2.5	0.4	1.8
45 - 64	1.4	1.0	1.1	0.1	0.7
65+	0.0	0.5	0.4	0.0	0.2
All	4.3	2.7	3.1	0.4	2.0
Female					
15 - 25	19.1	7.6	9.6	0.6	5.2
25 - 44	3.2	2.7	2.8	0.5	2.1
45 - 64	1.4	7.2	8.0	0.2	0.9
65+	0.0	0.0	0.0	0.1	0.6
All	5.1	3.3	3.7	0.4	2.4
Both sexes					
15 - 25	16.1	7.5	9.0	0.6	4.8
25 - 44	3.6	2.4	2.7	0.4	2.0
45 - 64	1.4	1.2	1.3	0.2	0.8
65+	0.0	0.8	0.6	0.1	0.4
All	4.7	3.0	3.4	0.4	2.2

Table A8.1: Usually employed population 15 years and older by industry group, locality and sex

Industry group	Urban			Rural			Ghana		
	Male	Female	All	Male	Female	All	Male	Female	All
Agriculture, forestry and fishing	20.4	14.7	17.4	75.8	68.9	72.3	49.5	42.3	45.8
Mining and quarrying	2.5	0.4	1.3	2.7	0.8	1.7	2.6	0.6	1.5
Manufacturing	11.1	12.4	11.8	4.2	7.8	6.0	7.5	10.0	8.8
Electricity, gas, stream and air conditioning supply	0.6	0.1	0.3	0.1	0.0	0.0	0.3	0.0	0.2
Water supply, sewerage, waste management	0.5	0.2	0.4	0.1	0.1	0.1	0.3	0.2	0.2
Construction	9.8	0.2	4.7	3.5	0.1	1.8	6.5	0.1	3.2
Wholesale and retail trade	17.2	43.1	30.9	3.9	12.8	8.5	10.2	27.7	19.3
Transportation and storage	12.1	0.4	5.9	3.3	0.0	1.6	7.5	0.2	3.7
Accommodation and food service activities	1.3	9.8	5.8	0.4	3.7	2.1	0.8	6.7	3.9
Information and communication	1.2	0.3	0.7	0.1	0.1	0.1	0.6	0.2	0.4
Financial and insurance activities	1.7	1.0	1.3	0.2	0.1	0.1	0.9	0.5	0.7
Real estate activities	0.2	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.1
Professional, scientific and technical activities	2.3	1.2	1.7	0.2	0.2	0.2	1.2	0.7	1.0
Administrative and support service activities	2.6	0.9	1.7	0.5	0.1	0.3	1.5	0.5	1.0
Public administration and defence	2.0	0.8	1.4	0.3	0.0	0.2	1.1	0.4	0.8
Education	6.6	4.5	5.5	2.5	1.2	1.8	4.4	2.9	3.6
Human health and social work activities	1.5	1.8	1.7	0.4	0.5	0.5	0.9	1.2	1.0
Arts, entertainment and recreation	1.4	0.1	0.7	0.3	0.0	0.2	0.8	0.1	0.4
Other service activities	4.4	7.0	5.8	0.9	2.4	1.7	2.6	4.7	3.7
Activities of households as employers	0.6	1.0	0.8	0.7	1.1	0.9	0.6	1.0	0.8
Activities of extraterritorial organizations and bodies	0.0	0.0	0.0	0.0	0.0	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

Table A8.2: Educational attainment of usually employed population 15 years and older by sex and main occupation

Main occupation	Educational attainment				Total
	Never been to school	Less than MSLC/BECE	MSLC/BECE	Secondary or higher	
Male					
Legislators/managers	0.4	0.1	1.1	5.4	1.8
Professionals	0.4	0.5	1.7	24.9	6.5
Technicians and associate professionals	0.2	0.7	2.4	7.8	2.9
Clerical support workers	0.1	0.2	1.3	3.8	1.4
Service/sales workers	5.2	7.1	11.6	16.2	10.5
Skilled agric/fishery workers	80.8	66.6	41.9	18.8	48.9
Craft and related trades workers	5.9	10.8	20.2	12.0	13.7
Plant machine operators and assemblers	3.7	6.8	13.4	7.1	8.8
Elementary occupations	3.4	7.2	6.4	3.8	5.4
Other Occupations	0.0	0.0	0.1	0.2	0.1
All	100.0	100.0	100.0	100.0	100.0
Female					
Legislators/managers	0.3	0.8	0.9	3.8	1.1
Professionals	0.1	0.2	1.3	23.2	3.4
Technicians and associate professionals	0.1	0.2	0.5	3.8	0.7
Clerical support workers	0.0	0.1	0.5	8.0	1.2
Service/sales workers	22.6	36.8	50.9	41.4	37.0
Skilled agric/fishery workers	64.9	47.3	27.8	9.7	42.4
Craft and related trades workers	8.8	10.4	14.4	8.3	10.8
Plant machine operators and assemblers	0.1	0.2	0.2	0.2	0.2
Elementary occupations	3.0	4.0	3.4	1.4	3.2
Other Occupations	0.0	0.0	0.0	0.1	0.0
All	100.0	100.0	100.0	100.0	100.0
Both sexes					
Legislators/managers	0.3	0.5	1.0	4.8	1.4
Professionals	0.2	0.3	1.5	24.2	4.9
Technicians and associate professionals	0.2	0.4	1.5	6.3	1.7
Clerical support workers	0.0	0.1	0.9	5.4	1.3
Service/sales workers	16.6	24.0	29.7	25.7	24.3
Skilled agric/fishery workers	70.3	55.6	35.4	15.3	45.5
Craft and related trades workers	7.8	10.6	17.5	10.6	12.2
Plant machine operators and assemblers	1.3	3.1	7.4	4.5	4.3
Elementary occupations	3.2	5.4	5.0	2.9	4.3
Other Occupations	0.0	0.0	0.1	0.2	0.1
All	100.0	100.0	100.0	100.0	100.0

Table A8.3: Employment status of the usual employed population 15 years and older by sex and locality

Employment status	Urban			Rural			Ghana		
	Male	Female	All	Male	Female	All	Male	Female	All
Employee	50.8	20.7	34.9	14.9	5.6	10.1	32.0	13.0	22.1
Employer	9.2	8.6	8.9	4.6	2.6	3.6	6.8	5.5	6.1
Own account worker	26.4	52.2	40.0	55.0	46.9	50.9	41.4	49.5	45.6
Contributing family worker	10.1	14.4	12.4	24.2	43.2	33.9	17.5	29.1	23.5
Apprentice	3.2	3.9	3.6	1.2	1.7	1.4	2.2	2.8	2.5
Other	0.3	0.1	0.2	0.1	0.0	0.1	0.2	0.1	0.1
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table A8.4: Type of work engaged in by the usually employed population 15 years and older by locality and sex

Type of work	Urban			Rural			Ghana		
	Male	Female	All	Male	Female	All	Male	Female	All
Wage employment	47.3	19.0	32.4	12.4	4.4	8.3	29.0	11.6	19.9
Self-employed with employees									
Non-agricultural	7.3	7.4	7.3	1.8	1.4	1.6	4.4	4.4	4.4
Agricultural	1.8	1.2	1.5	2.9	1.1	2.0	2.4	1.2	1.8
Self-employed without employees									
Non-agricultural	15.5	44.1	30.6	6.8	17.1	12.1	10.9	30.4	21.0
Agricultural	10.9	8.1	9.4	48.3	29.8	38.8	30.5	19.2	24.6
Contributing family worker									
Non-agricultural	3.3	6.2	4.8	1.2	2.9	2.1	2.2	4.5	3.4
Agricultural	6.8	8.3	7.6	23.0	40.3	31.8	15.3	24.5	20.1
Domestic employee	0.4	0.3	0.4	0.1	0.2	0.1	0.3	0.2	0.2
Apprentice	3.1	1.4	2.2	2.4	1.0	1.7	2.7	1.2	1.9
Casual worker	3.2	3.9	3.6	1.2	1.7	1.4	2.2	2.8	2.5
Other	0.3	0.1	0.2	0.1	0.0	0.1	0.2	0.1	0.1
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table A8.5: Usual activity rate by sex, age group and locality

Sex/Age group	Urban			Rural				Ghana
	Accra (GAMA)	Other Urban	All	Rural Coastal	Rural Forest	Rural Savannah	All	
Male								
5 - 14	4.1	18.1	14.3	19.2	36.3	45.8	38.1	27.2
15 - 24	52.5	58.5	56.6	66.1	75.7	87.6	79.0	67.6
25 - 44	95.5	97.4	96.7	97.9	99.0	98.8	98.8	97.6
45 - 64	87.1	92.5	90.8	94.2	97.3	97.7	97.1	94.0
65+	37.9	57.4	52.2	68.7	73.0	82.7	76.4	66.7
All	54.7	58.0	57.0	59.8	69.3	75.0	70.3	63.7
Female								
5 - 14	6.8	19.9	16.4	18.8	33.9	42.8	35.5	26.3
15 - 24	44.9	57.2	53.5	61.4	72.6	85.6	76.0	63.5
25 - 44	86.5	91.7	90.0	89.9	95.9	97.7	95.8	92.6
45 - 64	77.9	88.8	85.6	90.6	94.8	94.5	94.2	89.7
65+	28.6	48.4	44.3	48.8	61.8	64.9	60.5	53.3
All	50.5	58.1	55.8	57.9	68.0	74.0	68.8	62.1
Both sexes								
5 - 14	5.4	19.0	15.4	19.0	35.2	44.3	36.8	26.8
15 - 24	48.3	57.8	54.9	63.7	74.1	86.6	77.5	65.4
25 - 44	90.8	94.3	93.0	93.3	97.3	98.2	97.1	94.9
45 - 64	82.3	90.4	88.0	92.1	96.1	96.0	95.6	91.7
65+	33.1	51.9	47.6	54.8	66.9	74.4	67.8	59.2
All	52.5	58.0	56.4	58.8	68.6	74.5	69.6	62.9