

MINISTRY OF LABOUR, JOBS AND EMPLOYMENT



REPUBLIC OF GHANA

SECTOR MEDIUM-TERM DEVELOPMENT PLAN SMTDP 2026 – 2029

**UNDER THE THEME:
“Resetting-Ghana Agenda: Creating Jobs, Ensuring
Accountability and Promoting Shared Prosperity”**

FEBRUARY 2026

FOREWORD



The Ministry of Labour, Jobs and Employment (MLJE) is mandated to formulate, implement, monitor, and evaluate policies and programmes that promote harmonious labour relations, ensure productive and decent employment, and contribute to sustainable national development. In pursuit of this mandate, the Ministry has prepared the Sector Medium-Term Development Plan (SMTDP) 2026–2029 in line with the National Development Planning Commission’s (NDPC) Planning Guidelines (2026-2029) and the Medium-Term National Development Policy Framework (MTNDPF) 2026–2029.

This SMTDP represents a strategic response to the emerging opportunities and challenges within the world of work. It considers the Government’s broader vision of achieving inclusive growth, decent job creation, enhanced social protection, strengthened labour market governance, and improved productivity. It also aligns with the Sustainable Development Goals (SDGs), the African Union’s Agenda 2063, and the ECOWAS Labour and Employment Policy Framework.

Over the medium-term, the Ministry will focus on consolidating gains made under previous plans while addressing persisting development gaps. Priority interventions will include: promoting employment-centred growth across key sectors of the economy; strengthening labour administration and workplace compliance; advancing social dialogue; deepening social protection systems; and expanding opportunities for skills development, especially for youth, women, and vulnerable groups.

The preparation of this SMTDP 2026-2029 was undertaken through a participatory and consultative process, involving tripartite constituents, sector agencies, civil society, private sector actors, and development partners. This collaborative approach reflects our conviction that labour and employment issues are cross-cutting and require the collective commitment of all stakeholders to achieve meaningful and sustainable impact.

The Ministry remains committed to ensuring that the implementation of this Plan contributes significantly to national development objectives, particularly in the areas of job creation, social inclusion, and improved living standards. It is our expectation that this document will serve not

only as a policy and planning guide for the Ministry and its agencies, but also as a resource for our stakeholders and partners in building a fair, productive, and resilient labour market.

On behalf of the Ministry of Labour, Jobs and Employment, I wish to express profound gratitude to all stakeholders who contributed to the development of this SMTDP. Together, we will continue to advance the Decent Work Agenda and implement the Government Resetting Agenda to ensure that the world of work in Ghana supports the aspirations of all citizens.



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Hon. Abdul Rashid Hassan Pelpuo (M.P)
Minister for Labour, Jobs and Employment
Republic of Ghana

PREFACE



The preparation of the Sector Medium-Term Development Plan (SMTDP) 2026–2029 of the Ministry of Labour, Jobs and Employment (MLJE) was guided by the Medium-Term National Development Policy Framework (MTNDPF) 2026–2029 and the Planning Guidelines (2026-2029) issued by the National Development Planning Commission (NDPC) in accordance with the National Development Planning (System) Regulation, 2016 (L.I. 2232). The SMTDP articulates the Ministry’s strategic priorities, policies, programmes, and projects over the medium-term, with the objective of contributing to the attainment of national development goals.

The SMTDP 2026-2029 was developed through a participatory and evidence-based process, drawing on key national policy documents, sector performance reviews, institutional assessments, and stakeholder consultations. Technical officers from the Ministry and its implementing agencies worked collaboratively to ensure that the SMTDP is comprehensive, coherent, and aligned with the thematic areas and policy objectives of the MTNDPF. In addition, the preparation process benefited from contributions by organized labour, employers’ associations, civil society organizations, academia, development partners, and other relevant stakeholders.

This SMTDP 2026-2029 is structured into narrative and operational sections. The narrative section presents the situational analysis, policy framework, and strategies to be pursued, while the operational section outlines the logical framework, implementation arrangements, monitoring and evaluation strategy, and detailed annual action plans for the four-year period. The SMTDP also integrates cross-cutting issues such as gender equality, youth employment, digitalisation, climate change, disability inclusion, and the Sustainable Development Goals (SDGs).

The Ministry is confident that this SMTDP provides a clear roadmap for addressing the challenges of employment creation, labour administration, social protection, and workplace productivity. Its successful implementation, however, requires the sustained commitment of all stakeholders—government institutions, private sector actors, labour unions, civil society, and development partners.

I wish to acknowledge with gratitude the technical teams within the Ministry, its Departments and Agencies, as well as all stakeholders, whose contributions made the preparation of this Plan possible. It is our expectation that this document will serve as a practical guide for coordinated action towards achieving decent work, inclusive growth, and improved livelihoods for the people of Ghana.



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Mr. Hamidu Adakurugu, ESQ.

Chief Director

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LIST OF ACRONYMS

AAPs	-	Annual Action Plans
ABC	-	Activity-Based Costing
AfCFTA	-	African Continental Free Trade Area
AGs	-	Attorney General's Department
APRs	-	Annual Progress Reports
AU	-	African Union
DFI	-	Department of Factories Inspectorate
DOC	-	Department of Co-operatives
DPs	-	Development Partners
ECOWAS	-	Economic Community of West African States
EPA	-	Environmental Protection Agency
ESIAs	-	Environmental Social Impact Assessments
EU	-	European Union
F&A	-	Finance and Administrative Directorate
FWSC	-	Fair Wages and Salaries Commission
GCC	-	Ghana Co-operative Council
GCCo	-	Ghana Co-operative College
GCLMS	-	Ghana Child Labour Monitoring Systems
GDP	-	Gross Domestic Product
GEA	-	Ghana Employers Association
GFL	-	Ghana Federation of Labour
GLMIS	-	Ghana Labour Market Information System
GOG	-	Government of Ghana
GSS	-	Ghana Statistical Service
HRD	-	Human Resource Directorate
IGF	-	Internally Generated Funds
ILO	-	International Labour Organisation
KML	-	Knowledge Management and Learning
LD	-	Labour Department
LMIS	-	Labour Market Information System
M&E	-	Monitoring and Evaluation
MDAs	-	Ministries, Departments and Agencies

MDPI	-	Management Development and Productivity Institute
MLJE	-	Ministry of Labour, Jobs and Employment
MMDAs	-	Metropolitan, Municipal and District Assemblies
MOF	-	Ministry of Finance
MSMEs	-	Micro, Small and Medium Enterprises
MTEF	-	Medium-Term Expenditure Frameworks
MTNDPF	-	Medium-Term National Development Policy Framework 2026–2029
NDMW	-	National Daily Minimum Wage
NDPC	-	National Development Planning Commission
NLC	-	National Labour Commission
NPRA	-	National Pensions Regulatory Authority
OSH	-	Occupational Safety and health
PBB	-	Programme-Based Budgeting
PEAs	-	Private Employment Agencies
PECs	-	Public Employment Centres
PPMED	-	Policy Planning, Budgeting, Monitoring and Evaluation Directorate
PWDs	-	Persons With Disabilities
RSIMD	-	Research, Statistics and Information Management Directorate
SCORE	-	Sustaining Competitive and Responsible Enterprises
SDGs	-	Sustainable Development Goals
SEA	-	Strategic Environmental Assessment
SMTDP	-	Sector Medium-Term Development Plan
SSNIT	-	Social Security and National Insurance Trust
TUC	-	Trade Union Congress
TVET	-	Technical and Vocational Education and Training

EXECUTIVE SUMMARY

The Sector Medium-Term Development Plan (SMTDP) 2026–2029 of the Ministry of Labour, Jobs and Employment (MELR) was prepared in accordance with the National Development Planning (Systems) Regulation, 2016 (L.I. 2232), and the National Development Planning Commission’s (NDPC) Planning Guidelines for the Preparation of Sector Medium-Term Development Plans (2026–2029).

A plan preparation team was composed to develop the Medium-Term Development Plan of the Ministry. The preparation process followed a participatory, evidence-based, and results-oriented planning approach, and was implemented through the following key steps:

- 1) The process commenced with a comprehensive review of the Medium-Term National Development Policy Framework (MTNDPF) 2026–2029 to ensure full alignment of the sector plan with national development goals, policy objectives, and priority areas. Relevant cross-cutting issues, including gender equality, youth employment, climate change, social inclusion, and digitalisation, were mainstreamed in line with NDPC requirements.
- 2) An assessment of the performance of the labour and employment sector over the previous planning period was conducted using Annual Progress Reports (APRs), sector performance reviews, administrative data, and national statistics. This included analysis of achievements, challenges, emerging issues, and lessons learnt. A situational analysis, including SWOT assessment, was undertaken to identify key development gaps and opportunities within the sector.
- 3) In compliance with L.I. 2232, the plan was developed through broad stakeholder consultations involving relevant MDAs, all Directorates, Departments and Agencies under the Ministry, Organised Labour, Employers’ Associations, Development Partners, Civil Society Organisations, Academia, and the Private sector actors. These consultations ensured consensus building, ownership, and responsiveness of the plan to sector-specific and national development priorities.
- 4) Based on the situational analysis and stakeholder inputs, sector-specific development goals, policy objectives, and strategies were formulated. These were mapped directly to the objectives and strategies of the MTNDPF 2026–2029 to ensure policy coherence and compliance with NDPC planning standards.

- 5) The identified objectives were translated into programmes, sub-programmes, and activities, with clearly defined outputs, indicators, baselines, and targets for the 2026–2029 period. Annual Action Plans were prepared in line with NDPC formats, ensuring linkage between policy objectives, implementation actions, and expected results.
- 6) A Monitoring and Evaluation (M&E) Framework was developed to track progress and assess outcomes of plan implementation. The framework specifies indicators, data sources, reporting responsibilities, and timelines, and aligns with the NDPC’s results-based monitoring and reporting requirements, including Annual Progress Reports (APRs).
- 7) The draft SMTDP was subjected to internal technical review and validation by key stakeholders to ensure accuracy, feasibility, and alignment with national planning standards. The final plan is to be submitted to the NDPC for review and approval in accordance with L.I. 2232.

The labour market in Ghana continues to face significant challenges, including high youth unemployment, skills mismatches, informalisation of work, limited social protection coverage, low productivity, high incidence of workplace injuries and workplace disputes.

At the same time, opportunities exist in emerging sectors such as green and digital jobs, entrepreneurship, industrialisation, and the creative economy. Building on progress made under the previous planning cycle (2022–2025), this SMTDP seeks to consolidate gains while addressing persistent structural gaps.

The overarching goal of the SMTDP is to promote productive and decent employment opportunities, strengthen labour market governance, and enhance social protection to improve livelihoods and contribute to sustainable national development.

The SMTDP outlines various strategies for addressing key issues within the sector for the medium-term. Some of the strategies adopted includes the following;

- promoting employment creation and skills development;
- expanding job opportunities in productive sectors (including agriculture, industry, services, green and digital economy);
- scaling-up entrepreneurship and enterprise development support;
- strengthening Technical and Vocational Education and Training (TVET) and lifelong learning;

- strengthening labour administration and industrial relations;
- improving compliance with labour laws and workplace standards;
- protecting children against all forms of child labour, forced labour and exploitation;
- ensuring fair, equitable, and sustainable public sector pay policy;
- establishing an effective occupational safety & health regulatory and administrative systems;
- enhancing national productivity and enterprise competitiveness;
- enhancing social dialogue mechanisms among government, employers, and workers;
- building institutional capacity for labour inspection and dispute resolution
- expanding social protection and welfare systems;
- extending social protection coverage to informal and vulnerable workers;
- strengthening linkages between social protection programmes and employment creation;
- promoting workplace safety, health, and wellbeing;
- deepening research, labour market information, and policy coordination;
- improving labour market data collection, analysis, and dissemination;
- harnessing benefits of labour migration for socioeconomic development;
- strengthening monitoring and evaluation (M&E) frameworks for employment programmes;
- fostering inter-agency and cross-sectoral collaborations;
- mainstreaming cross-cutting issues to promote gender equality, youth empowerment, and disability inclusion;
- integrating climate change adaptation, green jobs, and digitalisation into labour policies;
- ensuring alignment with SDGs and other international commitments.

Implementation will be coordinated by the Ministry in collaboration with its Departments and Agencies, i.e. the Labour Department, Department of Factories Inspectorate, Department of Co-operatives, Ghana Co-operatives Council, Management Development and Productivity Institute, National Labour Commission, Fair Wages and Salaries Commission, and allied institutions. Resource mobilisation will be pursued through the national budget, internally generated funds, development partner support, and innovative financing mechanisms including public–private partnerships.

A robust monitoring and evaluation (M&E) framework will be employed to track progress, outcomes, and impacts in line with NDPC's results framework and Annual Progress Reports (APRs) for the sector. We will adopt participatory M&E approaches through stakeholder dialogue platforms to derive direct feedback for continuous improvement and accountability.

By 2029, the implementation of the SMTDP is expected to result in the following outcomes;

- Increased decent employment, particularly for the youth, women, and vulnerable groups;
- Enhanced compliance with labour laws and improved workplace relations;
- Expanded coverage of social protection and reduced vulnerable employment;
- Improved productivity and competitiveness of the labour force;
- Stronger institutional capacity for labour market governance and administration.

The SMTDP 2026–2029 therefore provides a comprehensive roadmap for building a fair, inclusive, and resilient labour market that supports Ghana's medium-term development aspirations and the long-term transformation agenda.

CHAPTER ONE: GENERAL INTRODUCTION

1.1 INTRODUCTION

The Ministry of Labour, Jobs and Employment (MLJE) has the mandate to promote sustainable employment opportunities, safeguard the rights and welfare of workers, and ensure harmonious industrial relations in Ghana. In fulfilling this mandate, the Ministry contributes significantly to national socio-economic development through employment creation, labour administration, skills development, and the promotion of decent work.

The Sector Medium-Term Development Plan (SMTDP) 2026–2029 has been prepared in line with the Planning Guidelines (2026-2029) and the Medium-Term National Development Policy Framework (MTNDPF 2026-2029) of the National Development Planning Commission. The SMTDP provides a strategic framework to guide policies, programmes, and interventions of the Ministry and its implementing Departments and Agencies in addressing current and emerging labour and employment challenges, while harnessing opportunities for inclusive and sustainable growth.

This SMTDP builds on the achievements and lessons of the previous Sector Medium-Term Development Plan (SMTDP 2022–2025) and responds to persisting challenges such as unemployment, underemployment, skills mismatches, informality, weak labour administration, and inadequate social protection coverage. It also reflects Ghana’s commitment to international and regional development frameworks, including the Sustainable Development Goals (SDGs), the African Union Agenda 2063, and the International Labour Organization’s Decent Work Agenda.

The preparation of the SMTDP was undertaken through a participatory and consultative process involving key stakeholders, including government institutions, employers’ and workers’ organisations, the private sector, civil society, development partners, and vulnerable groups. This inclusive approach ensures that the Plan reflects the needs, priorities, and aspirations of the people it seeks to serve.

The SMTDP 2026–2029 is structured around key thematic areas derived from the MTNDPF, including productive and decent employment creation, skills development for industrial transformation, strengthening labour administration and social dialogue, promoting inclusive labour markets, enhancing social protection systems, and leveraging digitalisation and green economy opportunities for employment.

Ultimately, the SMTDP 2026-2029 seeks to provide a coherent framework for delivering on MLJE’s mandate, while positioning the Ministry as a catalyst for inclusive economic growth, social justice, and national stability. Through effective implementation, monitoring, and evaluation, the SMTDP will contribute to achieving the national development goals and securing decent and sustainable livelihoods for all Ghanaians.

1.2 BACKGROUND

Over the years, Ghana has pursued policies and programmes aimed at expanding productive employment, particularly for youth, women, and vulnerable groups. The SMTDP 2022–2025 provided a strategic framework to consolidate employment creation efforts, enhance labour market governance, and strengthen social protection interventions. Notable achievements during this period included the implementation of national employment programmes, progress in operationalising the National Employment Policy (NEP 2015), capacity strengthening of labour market institutions, and the expansion of skills development and apprenticeships in partnership with industry.

Despite these achievements, several challenges persist. High youth unemployment and underemployment continue to undermine socio-economic progress. Informality remains pervasive, limiting productivity, social protection coverage, and decent work outcomes. Skills mismatches between training institutions and industry demand persist, constraining industrial transformation. Labour administration and dispute resolution mechanisms face capacity gaps, while compliance with occupational safety and health standards remains weak in many sectors. Additionally, emerging issues such as the impact of digitalisation, climate change, and global labour market shifts are reshaping employment patterns, creating both risks and opportunities.

The preparation of the SMTDP 2026–2029 is guided by the Medium-Term National Development Policy Framework (MTNDPF 2026–2029), which provides the overarching policy direction for national development planning. The MTNDPF emphasises productive employment creation, accelerated industrialisation, social inclusion, digital transformation, and resilience to climate and external shocks. The SMTDP aligns sector priorities to these national objectives, while also reflecting international commitments such as the Sustainable Development Goals (SDGs), the African Union’s Agenda 2063, and the ILO Decent Work Agenda.

The SMTDP 2026–2029 therefore builds on the lessons of previous plans while providing a comprehensive framework for addressing Ghana’s employment and labour challenges over the

medium term. It prioritises employment creation in emerging sectors such as green jobs and the digital economy, strengthens labour administration and social dialogue, enhances social protection systems, and promotes decent and productive work for all.

This background sets the stage for situational analysis, identification of key issues, and the formulation of goals, objectives, strategies, and programmes that will guide MLJE and its stakeholders in contributing to Ghana’s inclusive and sustainable development agenda over the four-year period.

1.3 INSTITUTIONAL MANDATE OF THE MINISTRY

1.3.1 Vision

Decent work, equal opportunities, rewards, and sustainable employment in a decentralized Ghana.

1.3.2 Mission

The Ministry of Labour, Jobs and Employment exists to stimulate the environment for sustainable job creation and employment, promote fair labour practices and equitable reward systems through the formulation of policies, regulations, monitoring and evaluation of the performance of the sector with adequate resources.

1.3.3 Functions

Section 13 of the Civil Service Act 1993 (PNDCL 327) states the following:

“A Ministry shall:

- Initiate and formulate policies, considering the needs and aspirations of the people.
- Undertake development planning in consultation with the National Development Planning Commission; and
- Co-ordinate, monitor and evaluate the efficiency and effectiveness of the performance of the Sector”

Based on the above framework the Ministry of Labour, Jobs and Employment performs the following specific functions:

- Initiate, formulate and coordinate sector policies and programmes as well as schemes to ensure sustainable, accelerated employment-generation and human capital development.

- Develop strategies and mechanisms to ensure and promote industrial peace and harmony.
- Develop and periodically review all legal and policy instruments for the sector.
- Ensure the development and review of labour market information management systems to facilitate the availability of timely, relevant and accurate national employment and labour statistics.
- Coordinate all national employment initiatives with the collaboration of relevant stakeholders of the economy.
- Ensure the monitoring and evaluation of sector policies, programmes and projects in relation to gainful employment-generation and the promotion of industrial harmony.
- Promote the best management practices, systems and procedures in all sectors of the economy to enhance labour productivity.
- Ensure fair and equitable wages and salaries for employees in all sectors of the economy.
- Ensure the provision of employable skills and apprenticeship particularly to the youth, through vocational and technical training at all levels to promote decent and sustainable jobs.
- Ensure occupational safety and health for all workers in both the formal and informal sectors.
- Ensure all workplaces conform to labour laws through labour inspection; and
- Facilitate the development of vibrant co-operatives and small-scale enterprises for employment generation and poverty reduction.

1.3.4 Mandate

In line with Executive Instrument (E.I. 1), January 2025 (Civil Service (Ministries) Instrument, 2025) and sections 11 and 13 of the Civil Service Law (PNDCL 327), the Ministry of Labour, Jobs and Employment is mandated to formulate and implement government policies for the Labour, Jobs and Employment sector.

1.3.5 Core Values

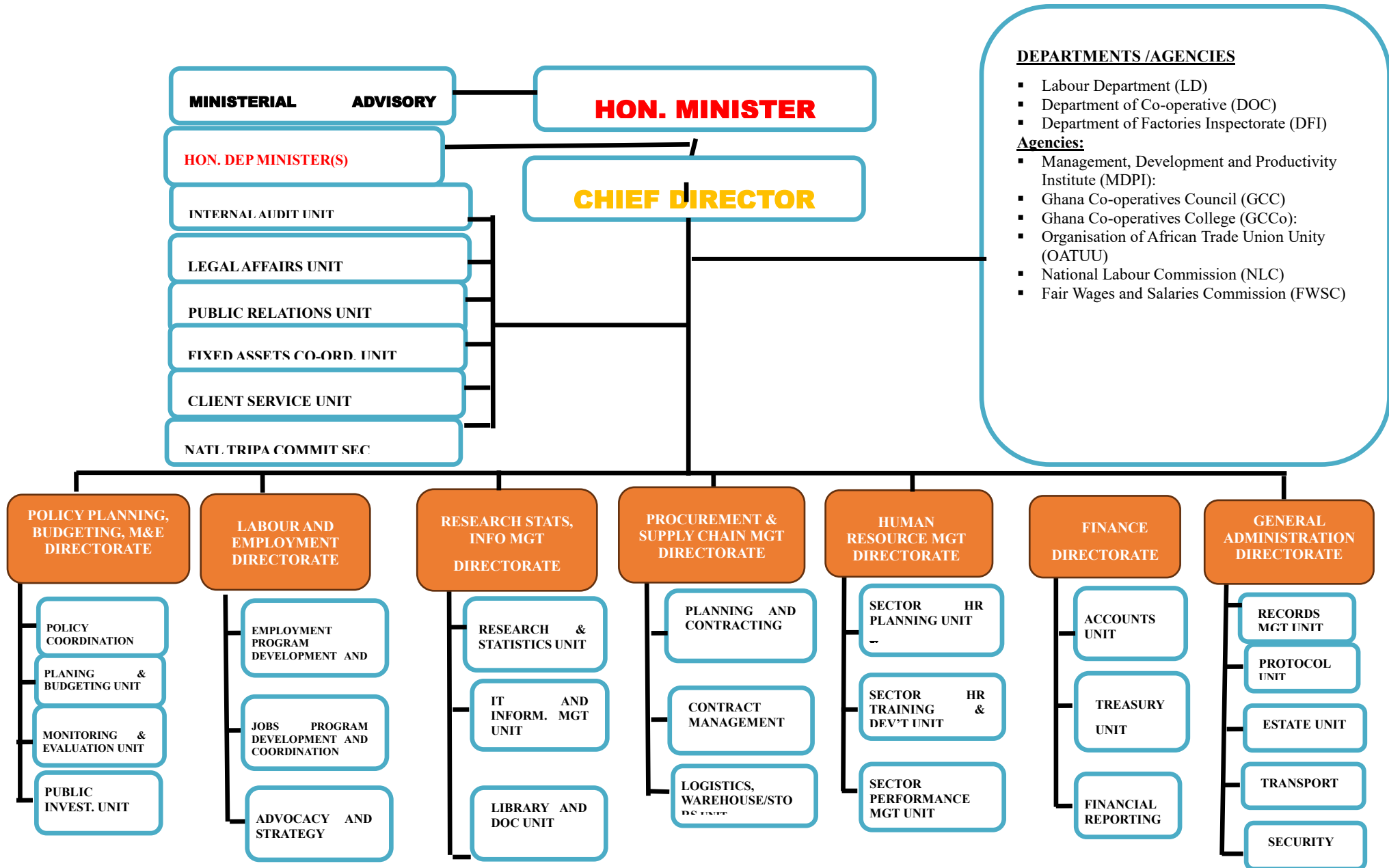
They are desirable behavior that guides our staff on how to behave in the conduct of their duties to achieve the organization's vision, mission and objectives. The Ministry's core values are listed below:

- Discipline

- Equity
- Teamwork
- Responsiveness
- Client-centeredness
- Gender sensitive



1.4 Organogram – Organisational Structure of the Ministry



1.5 Structure of the MLJE Sector Medium-Term Development Plan (SMTDP 2026-2029)

The SMTDP 2026-2029 is presented in the following Chapters:

- Chapter One: General Introduction
- Chapter Two: Situational Analysis
- Chapter Three: Key Development Priorities
- Chapter Four: Development Goals, Objectives and Strategies
- Chapter Five: Composite Development Programmes
- Chapter Six: Annual Action Plans
- Chapter Seven: Monitoring and Evaluation Arrangement
- Chapter Eight: Communication Strategy

CHAPTER TWO: SITUATIONAL ANALYSIS

2.1 Introduction

This chapter presents the situational analysis of the Ministry of Labour, Jobs and Employment (MLJE), the Employment and Labour Sector in Ghana. It provides an assessment of demographic and labour market conditions, institutional performance, sector achievements and challenges, status of key performance indicators for the sector from 2022-2025.

It further outlines the financial performance of the sector from 2022-2025 towards the achievement of planned programmes and activities set-out in the SMTDP 2022-2025.

The situational analysis enabled the SMTDP Technical Team to identify critical development issues that must be addressed in the 2026–2029 planning period. The analysis is guided by the thematic areas of the Medium-Term National Development Policy Framework (MTNDPF) 2026–2029 and builds on lessons learned from the 2022–2025 planning cycle.

2.2 SMTDP 2022-2025 Performance Review

This section reviews the sector's non-financial and financial performance for medium-term period covering 2022-2025. It focuses on key outcome and impact indicators that reflect progress towards the achievement of our broad national development goals.

Performance under the Economic and Social Development dimension shows mixed progress, with modest gains in some areas but significant shortfalls in others. Job creation remains below target, with 723,409 jobs created against a medium-term target of 3 million, indicating slow progress in employment generation. Labour relations improved moderately, as the proportion of industrial disputes settled increased from 74% to 84%, though still below the 95% target. Youth employment outcomes are concerning. While the unemployment rate for ages 15–35 marginally declined (13.4% to 13%), it remains above the 8% target. More critically, unemployment among ages 15–24 worsened significantly to 32.5%, far exceeding both the baseline and target.

The NEET rate improved to 21.5%, nearing the 20% target, but vulnerable employment increased to 72.2%, indicating deteriorating job quality. Wage indicators show positive progress, with the National Daily Minimum Wage (GH¢19.95) and public sector base pay (GH¢18.43) both approaching their GH¢20 targets. However, workplace safety outcomes remain off track, as

compensated industrial accident cases (621) exceed the target of 500. On labour market services, job placements (16,817) and occupational safety inspections (3,652) have improved but remain below targets, suggesting capacity and outreach gaps. Overall, while wage adjustments and dispute resolution show progress, employment generation, youth unemployment, and job quality remain key challenges requiring urgent policy attention (see table 1).

Table 1: Sector Non-Financial Performance Review 2022 – 2025

Development Dimension	Indicator	Baseline (2021)	2022-2025 Medium-Term Target	Cumulative Achievement		Remarks
				Year	Data	
Economic & Social Development	1. Number of jobs created across sectors through Government interventions	851,285	3,000,000	2022-2023	723,409	
	2. Proportion of industrial labour disputes settled	74%	95%	2023	84%	
	3. (i) Youth Unemployment Rate (15-35)	13.4%	8%	2025	13%	
	(ii) Youth Unemployment Rate (15-24)	18.5%	12%	2025	32.5%	
	4. Proportion of youth 15-24yrs) not in employment, education, or training (NEET)	27.1%	20%	2025	21.5%	
	5. Proportion of workers in vulnerable employment	66.2%	60%	2025	72.2%	
	6. Amount negotiated as National Daily Minimum Wage (NDMW)	GH¢12.53	GH¢20.00	2025	GH¢19.95	
	7. Amount negotiated as public sector base pay	GH¢10.60	GH¢20.00	2024	GH¢18.43	
8. Number of victims of industrial accidents and injuries compensated under the Workmen's Compensation	698	500	2025	621		

Development Dimension	Indicator	Baseline (2021)	2022-2025 Medium-Term Target	Cumulative Achievement		Remarks
				Year	Data	
	9. Number of registered job seekers placed in local job vacancies by Private Employment Agencies and Public Employment Centres	3,231	20,000	2025	16,817	
	10. Number of Occupational, Safety & Health inspections conducted in shops, offices and factories	3,010	5,000	2025	3,652	

Table 1: Sector Non-Financial Performance Review 2022 – 2025

The sector’s financial performance for the 2022–2025 period indicates a significant shortfall between planned and actual resource mobilisation. Out of a total estimated requirement of GHS 766.81 million, only GHS 461.98 million was realised, resulting in an overall financing gap of GHS 304.83 million (approximately 40% of the planned budget).

A breakdown by funding source shows that Government of Ghana (GoG) allocations, which constituted the largest share of the planned financing (about 60%), recorded a substantial underperformance. Only GHS 249.89 million was received against a target of GHS 458.17 million, leaving a shortfall of GHS 208.28 million. This suggests constraints in public budget releases and highlights the sector’s heavy reliance on central government funding, which was not fully met.

Similarly, Internally Generated Funds (IGF) fell considerably short of expectations. Against a projected GHS 261.81 million, only GHS 95.27 million was mobilised, resulting in a deficit of GHS 166.54 million. This underperformance points to limited revenue generation capacity within the sector and possible inefficiencies in mobilisation mechanisms.

In contrast, Development Partners (DPs) exceeded expectations significantly. Actual inflows amounted to GHS 116.82 million compared to a projection of GHS 46.83 million, yielding a surplus of GHS 69.98 million. This overperformance suggests strong donor support and possibly the mobilisation of additional external resources beyond initial projections.

Overall, the analysis indicates that while external financing partially cushioned the resource gap, it was insufficient to offset the substantial shortfalls from GoG and IGF sources. The financing structure appears increasingly dependent on development partner support, raising concerns about sustainability and the need to strengthen domestic resource mobilisation and improve the predictability of government releases (see table 2).

Table 2: Sector Financial Performance 2022-2025

Source of Funds	Total Estimated Cost of Plan (A)	Total Amount Received (B) Sector Financial Performance 2022-2025	Variance (C) = (B-A)
GOG	458,168,973	249,885,170.31	(208,283,802.69)
IGF	261,809,833	95,273,755.75	(166,536,077.25)
DPs	46,831,219	116,816,185.33	69,984,966.33
Others (specify)	-	-	-
TOTAL	766,810,025	461,975,111.39	(304,834,913.61)

Table 2: Sector Financial Performance 2022 - 2025

2.3 EXISTING CONDITIONS AND DIAGNOSIS

2.3.1 Assessment of Mandate Delivery, Gaps, and Implications

The Ministry, in line with its mandate, has undertaken several key initiatives. These include formulating the National Employment Policy, coordinating the Labour-Intensive Public Works programme, facilitating social dialogue through the National Tripartite Committee and the National Labour Commission, and conducting workplace inspections.

- **What is being done:** The Ministry has pursued its mandate through policy formulation, social dialogue facilitation, and limited programme implementation.
- **Gaps and Issues:** However, these efforts are hampered by systemic challenges. The capacity for labour inspection and dispute resolution is limited by a lack of logistics and staffing. The Labour Market Information System (LMIS) remains weak, leading to a scarcity of timely data for policymaking. Enforcement of labour laws is particularly

challenging in the vast informal economy, and resource constraints severely limit the coverage and scale of employment programmes.

- **Implications of the Gaps:** The implications of these gaps are severe and multifaceted. High youth unemployment persists, posing a risk to social stability. Widespread informality translates to low productivity, limited worker rights, and inadequate social protection. Skills mismatches constrain industrial transformation and economic competitiveness, while weak OSH enforcement leaves workers vulnerable. Ultimately, these challenges hinder the nation's progress toward inclusive, job-rich economic growth and the attainment of its decent work agenda.

2.3.2 Brief Description of Existing Conditions and Diagnosis

Ghana's population is estimated at 35 million as at 2025, with about 57% under 25 years. This youthful demographic structure presents both an opportunity (labour force growth) and a challenge (rising demand for jobs and skills). The working-age population (15–64 years) accounts for 62% of total population, with an estimated labour force participation rate of 71%. Rapid urbanisation is driving demand for employment in services, construction, and informal urban enterprises. Recent macroeconomic fluctuations, including inflationary pressures, exchange rate volatility, and fiscal consolidation efforts, have affected job creation in both public and private sectors.

2.3.2.1 Employment Creation and Skills Development

Ghana's labour market is characterised by a structural imbalance between labour supply and demand. While the country continues to produce a growing number of graduates and skilled individuals, the economy has not expanded sufficiently to absorb them into productive and decent employment. The dominance of the informal sector, which employs approximately 70–80% of the workforce, reflects both the limited absorptive capacity of the formal sector and the prevalence of survivalist economic activities.

Productivity across key sectors remains relatively low, particularly in agriculture and informal services, where a large proportion of the population is engaged. Although sectors such as services and construction have experienced growth, these have not translated into widespread decent job

opportunities. Additionally, emerging sectors such as the digital and green economy present new opportunities for employment, but these are yet to be fully harnessed due to limited skills and investment.

These challenges constrain the country's ability to harness its demographic dividend, potentially leading to increased unemployment, poverty, and social instability. Without targeted interventions, Ghana risks missing opportunities in emerging sectors such as green and digital jobs.

2.3.2.2 Labour Administration and Governance

Labour administration systems in Ghana face significant institutional and operational constraints. Enforcement of labour laws remains weak, particularly within the informal sector, due to limited logistics, staffing, and technical capacity of key institutions such as the Labour Department, Department of Factories Inspectorate, and the National Labour Commission. Workplace inspections are inadequate, and dispute resolution processes are often slow and costly.

Awareness of labour rights and obligations among employers and workers is generally low, contributing to non-compliance. Additionally, coordination among labour institutions and social partners is weak, undermining effective industrial relations and governance.

2.3.2.3 Social Protection and Welfare Systems

Social protection systems are a critical component of inclusive labour markets, providing income security and reducing vulnerability among workers. Social protection coverage in Ghana remains limited, with only about 40–45% of workers covered by pensions or social insurance schemes. Informal sector workers, casual labourers, domestic workers, women, and persons with disabilities are disproportionately excluded. The majority of workers, particularly those in informal employment, lack access to these systems, exposing them to economic shocks, job insecurity, and poverty. Furthermore, workplace safety and health conditions remain a concern, particularly in high-risk sectors where regulatory enforcement is weak. Gender disparities persist, with women concentrated in low-paying and insecure jobs and facing barriers to accessing formal employment and social protection systems. Without stronger social protection systems, efforts to promote decent work and improve livelihoods will remain constrained.

2.3.2.4 Labour Market Information and Policy Research

A well-functioning labour market requires reliable, timely, and disaggregated data to inform policy decisions and programme design. The Ministry have made efforts to strengthen labour market information systems; however, significant gaps remain in data availability, quality, and utilisation.

The absence of comprehensive and real-time labour market data limits the ability of policymakers to respond effectively to emerging trends, including changes in employment patterns, skills demand, and sectoral performance. In addition, weak research capacity and limited monitoring and evaluation systems further constrain evidence-based policymaking.

2.3.2.5 Cross-Cutting and Emerging Needs

The labour and employment sector in country is increasingly influenced by a range of cross-cutting and emerging issues that require integrated and forward-looking policy responses. Social inclusion remains a major concern, with persistent inequalities affecting women, youth, and persons with disabilities. Child labour also continues to undermine human development outcomes in key sectors.

At the same time, global trends such as digitalisation, automation, and climate change are reshaping the nature of work. While these trends present new opportunities for job creation, they also pose risks of job displacement and increased inequality if not properly managed. Ghana's participation in regional initiatives such as the African Continental Free Trade Area (AfCFTA) further creates opportunities for expanding markets and employment, but requires enhanced competitiveness and skills. Failure to address these cross-cutting issues may deepen inequalities and exclude vulnerable groups from economic opportunities

The diagnosed issues relate to the following Medium-Term National Development Policy Framework (2026-2029) Focus Areas:

- Economic Growth and Transformation: Need for job-rich growth and improved productivity.

- Human Capital Development: Addressing skills mismatches through education, TVET, and lifelong learning.
- Social Protection and Inclusion: Expanding social insurance, pensions, and OSH coverage.
- Governance and Institutional Development: Strengthening MLJE, its Departments and Agencies capacity, labour law enforcement, and social dialogue.
- Environmental Sustainability and Resilience: Promoting green jobs and climate-responsive employment.
- Digital Transformation and Innovation: Harnessing digitalisation for jobs and labour administration systems.

In view of the existing conditions mentioned above, the Ministry of Labour, Jobs and Employment (MLJE) will prioritise for the Sector Medium-Term Development Plan (SMTDP 2026 – 2029) interventions that:

- Expand decent and sustainable employment opportunities.
- Deepen labour administration and workplace compliance.
- Strengthen social protection coverage and inclusiveness.
- Build institutional and human capacity of sector agencies.
- Improve labour market information, research, and data systems.
- Mainstream gender equality, youth employment, disability inclusion, climate change, and digitalisation across all interventions.

Table 3: SWOT Analysis

Strengths	Weaknesses
<ol style="list-style-type: none">1. Strong policy and legal framework (Labour Act, LI 2408, OSH policies).2. Established tripartite and bipartite social dialogue mechanisms.3. Growing TVET reforms and skills development initiatives.4. Experience in managing youth employment programmes.	<ol style="list-style-type: none">1. High informality and weak labour law enforcement.2. Limited institutional capacity and logistics for MLJE, Departments and Agencies.3. Weak labour market data and information systems.4. Delays in dispute resolution and low workplace compliance.
Opportunities	Threats
<ol style="list-style-type: none">1. Emerging green jobs, digital economy, industrialisation, creative industries.2. Development partner support and PPP opportunities.3. Regional integration (AfCFTA) opening new labour market opportunities.4. Global Decent Work Agenda and SDG alignment.	<ol style="list-style-type: none">1. High and rising youth unemployment creating social risks.2. Economic instability affecting job creation and wages.3. Climate change impacts on livelihoods and labour.4. Automation and technological disruptions threatening low-skilled jobs.

Table 3: SWOT Analysis

2.4 Summary of Key Development Issues

The situational analysis of the employment and labour sector highlights several critical development issues that must be addressed by the Ministry of Labour, Jobs and Employment (MLJE) in the 2026–2029 planning period. These issues are closely aligned with the focus areas of the NMTDPF 2026–2029:

1. Employment Creation and Skills Development:

- a) Persistent youth unemployment and underemployment, especially among graduates and women.
- b) High levels of informality (about 80% of workforce), with limited productivity and job security.
- c) Weak linkages between education/TVET and labour market demand, leading to skills mismatches.
- d) Limited support for entrepreneurship, self-employment, and MSME development.
- e) Low productivity in key growth sectors (agriculture, industry, services, digital and green economy).

2. Labour Administration and Industrial Relations:

- f) Weak enforcement of labour laws and inadequate workplace inspections.
- g) Limited logistics and capacity of labour administration agencies (Labour Department, Department of Factories Inspectorate, National Labour Commission).
- h) Slow and costly dispute resolution processes.
- i) Limited awareness of labour rights and obligations among employers and workers.
- j) Weak coordination across agencies and social partners in managing industrial relations.

3. Social Protection and Welfare:

- k) Low social protection coverage, particularly for informal sector workers, casual labourers, and vulnerable groups.
- l) Weak integration of employment programmes with social protection interventions.
- m) Limited workplace safety and health compliance, with rising occupational risks.
- n) Gender inequalities in access to decent work, social insurance, and pensions.

4. Labour Market Information, Research, and Policy Coordination:

- o) Weak Labour Market Information System (LMIS), with insufficient real-time data for decision-making.
- p) Infrequent and fragmented employment and labour force surveys.
- q) Limited research capacity to inform policy and programme design.

- r) Weak monitoring and evaluation (M&E) systems to track outcomes and impacts.
- s) Poor inter-agency collaboration and policy coherence across sectors.

5. Cross-Cutting and Emerging Issues:

- t) Persistent gender disparities, child labour, and disability inclusion gaps in the labour market.
- u) Rapid technological change, automation, and digitalisation affecting job opportunities.
- v) Climate change impacts on livelihoods, especially in agriculture and mining.
- w) Opportunities in green jobs, circular economy, and AfCFTA integration, not fully harnessed.
- x) Continued dependence on donor support and limited domestic financing for employment programmes.

2.5 Estimated Future Development Needs (2026–2029)

Based on the situational analysis and diagnosis of the employment and labour sector, the Ministry of Labour, Jobs and Employment (MLJE) anticipates the following development needs for the medium-term 2026–2029:

1. Employment Creation and Skills Development:

- Scaled-up job creation initiatives in growth-driving sectors (agriculture, manufacturing, services, ICT, green and digital economy).
- Strengthened Technical and Vocational Education and Training (TVET) systems, with stronger industry linkages, apprenticeship models, and lifelong learning opportunities.
- Entrepreneurship and MSME development support, including access to finance, mentoring, and business development services.
- Special employment initiatives targeting youth, women, persons with disabilities, and vulnerable groups.
- Harnessing opportunities under the African Continental Free Trade Area (AfCFTA) for job-rich growth.

2. Labour Administration and Governance

- Enhanced institutional capacity (staffing, logistics, digitalisation) of the Labour Department, Department of Factories Inspectorate, and National Labour Commission.
- Modernised labour inspection and compliance systems using ICT and risk-based approaches.
- Strengthened industrial relations platforms for dispute prevention, mediation, and collective bargaining.
- Development of a comprehensive labour migration management framework to protect Ghanaian workers abroad and regulate inflows.

3. Social Protection and Welfare Systems

- Expanded pension and social insurance coverage to informal and vulnerable workers.
- Integration of productive inclusion programmes (cash-for-work, training, entrepreneurship) into social protection interventions.
- Strengthened occupational safety and health (OSH) systems, including preventive workplace strategies and hazard monitoring.
- Enhanced targeting of women, youth, children, and vulnerable groups in social protection schemes.

4. Labour Market Information and Policy Research

- Strengthening of the Labour Market Information System (LMIS) to provide timely and reliable data for decision-making.
- Regular labour force, employment, and sectoral surveys to track employment trends and inform programming.
- Development of a labour research and policy analysis unit within MLJE to support evidence-based planning.

- Strengthened monitoring and evaluation (M&E) systems to track employment outcomes and measure programme effectiveness.

5. Cross-Cutting and Emerging Needs

- Mainstreaming gender equality, child protection, and disability inclusion in employment policies and workplace standards.
- Green jobs and climate-resilient employment programmes to respond to climate change impacts.
- Digitalisation of labour administration systems, including online dispute resolution, digital inspections, and e-services for employers and workers.
- Public education and awareness creation on labour rights, workplace standards, and social protection schemes.
- Improved resource mobilisation and financing mechanisms, including innovative public–private partnerships (PPPs) and sustainable funding for employment programmes.

CHAPTER THREE: KEY DEVELOPMENT PRIORITIES

3.1 Introduction

The formulation of key development priorities for the Sector Medium-Term Development Plan (SMTDP 2026-2029) has been guided by the overarching goal of the Medium-Term National Development Policy Framework (MTNDPF) 2026–2029: *to promote inclusive economic growth, create sustainable jobs, and strengthen social protection systems for improved livelihoods and national development.*

The Ministry plays a pivotal role in advancing this agenda by promoting decent and productive employment, strengthening labour administration, enhancing industrial relations, and expanding social protection coverage. The key development priorities identified in this SMTDP therefore reflect the outcomes of a comprehensive situational analysis, stakeholder consultations, and alignment with national and international commitments, including the Sustainable Development Goals (SDGs), the African Union’s Agenda 2063, the ILO Decent Work Agenda, and the African Continental Free Trade Area (AfCFTA).

In setting the development priorities for the SMTDP 2026–2029, the MLJE considered:

- The urgency of addressing persistent unemployment, underemployment, and informality, particularly among youth, women, and vulnerable groups.
- The need to strengthen institutional capacity for effective labour administration, workplace compliance, and dispute resolution.
- The importance of expanding social protection systems to cover the majority of Ghana’s workforce in the informal economy.
- The necessity of reliable labour market information and research to support evidence-based planning and policy-making.
- The cross-cutting imperatives of gender equality, disability inclusion, climate resilience, digitalisation, and green jobs in shaping future employment opportunities.

These considerations have informed the identification of a set of strategic priorities that will guide MLJE’s interventions over the plan period. The priorities are not only consistent with the focus

areas of the NMTDPF 2026-2029 but also targeted at maximising the Ministry's contribution to inclusive growth, social justice, and sustainable development in Ghana.

3.2 List of Key Development Priorities

The following are key development priorities of the MLJE for the SMTDP 2026–2029:

- 1) Persistent youth unemployment and underemployment, especially among graduates and women.
- 2) High levels of informality (about 80% of workforce), with limited productivity and job security.
- 3) Weak linkages between education/TVET and labour market demand, leading to skills mismatches.
- 4) Limited support for entrepreneurship, self-employment, and MSME development.
- 5) Low productivity in key growth sectors (agriculture, industry, services, digital and green economy).
- 6) Weak enforcement of labour laws and inadequate workplace inspections.
- 7) Limited logistics and capacity of labour administration agencies (Labour Department, DFI, NLC).
- 8) Slow and costly dispute resolution processes.
- 9) Limited awareness of labour rights and obligations among employers and workers.
- 10) Weak coordination across agencies and social partners in managing industrial relations.
- 11) Low social protection coverage, particularly for informal sector workers, casual labourers, and vulnerable groups.
- 12) Weak integration of employment programmes with social protection interventions.
- 13) Limited workplace safety and health compliance, with rising occupational risks.
- 14) Gender inequalities in access to decent work, social insurance, and pensions.
- 15) Weak Labour Market Information System (LMIS), with insufficient real-time data for informed policy decision-making and planning
- 16) Infrequent and fragmented employment and labour force surveys.
- 17) Limited research capacity to inform policy and programme design.
- 18) Weak monitoring and evaluation (M&E) systems to track outcomes and impacts.

- 19) Poor inter-agency collaboration and policy coherence across sectors.
- 20) Persistent gender disparities, child labour, and disability inclusion gaps in the labour market.
- 21) Outdated labour and employment policies and laws
- 22) Rapid technological change, automation, and digitalisation affecting job opportunities.
- 23) Climate change impacts on livelihoods, especially in agriculture and mining.
- 24) Opportunities in green jobs, circular economy, and AfCFTA integration, not fully harnessed.
- 25) Continued dependence on donor support and limited domestic financing for employment programmes.
- 26) Slow implementation of the national labour migration policy and bilateral labour agreements

3.3 Summary of the Process for Prioritisation

The prioritisation of development needs for the Ministry of Labour, Jobs and Employment (MLJE) for the period SMTDP 2026–2029 was undertaken through a participatory, evidence-based, and policy-driven process consistent with the guidelines of the National Development Planning Commission (NDPC).

The process involved:

1. Situational Analysis and Diagnosis
 - Comprehensive review of the current state of employment, labour administration, and social protection in Ghana.
 - Identification of key sectoral challenges, gaps, and opportunities.
2. Alignment with National and International Frameworks
 - Mapping development needs to the NMTDPF 2026–2029 thematic areas (economic growth, human capital, social protection, governance, digitalisation, climate resilience).

- Ensuring consistency with the SDGs, AU Agenda 2063, ILO Decent Work Agenda, and AfCFTA priorities.

3. Stakeholder Consultations

- Engagement of key stakeholders including government agencies, organised labour, employers' associations, civil society, academia, and development partners.
- Validation of issues and identification of priority interventions with tripartite partners.

4. Prioritisation Criteria

- Development needs were ranked using NDPC criteria, focusing on:
 - Alignment with national policy priorities.
 - Impact on job creation, productivity, and inclusiveness.
 - Urgency and severity of identified challenges.
 - Availability of resources and implementation capacity.
 - Contribution to gender equality, youth empowerment, and sustainability.

5. Selection of Priority Areas

- The process resulted in the identification of five priority development needs for the MLJE for the SMTDP 2026–2029:
 - 1) Promotion of decent employment creation and skills development.
 - 2) Enhancement of national productivity and enterprise competitiveness.
 - 3) Strengthening labour administration systems, workplace compliance, and dispute resolution mechanisms.
 - 4) Establishment of an effective occupational safety & health regulatory and administrative systems.
 - 5) Ensuring fair, equitable, and sustainable public sector pay systems.
 - 6) Expansion of social protection to cover vulnerable and informal sector workers to enhance resilience and inclusion.

- 7) Protection of children against all forms of child labour, forced labour and exploitation;
- 8) Strengthening the sustainability and inclusiveness of the pension system for all workers;
- 9) Development of a reliable labour market information and research system.
- 10) Improving the co-operatives regulatory and administrative systems in all sectors
- 11) Mainstreaming cross-cutting issues (gender, disability, green jobs, digitalisation, climate resilience).

CHAPTER FOUR: DEVELOPMENT GOALS, OBJECTIVES AND STRATEGIES

4.1 Introduction

The formulation of the development goals, objectives and strategies of the Ministry of Labour, Jobs and Employment (MLJE) for the SMTDP 2026–2029 has been guided by the National Medium-Term Development Policy Framework (NMTDPF) 2026–2029, which provides the national policy direction for inclusive growth, job creation, human capital development, and social protection. This chapter therefore outlines the sector development goal, the corresponding policy objectives, and the strategies to be pursued in the SMTDP 2026–2029 planning period, and establishes the framework for subsequent programme formulation, the Logical Framework Matrix, and the Annual Action Plans.

4.2 Matrix on Development Goals, Objectives, Strategies and Programmes

Table 1: Matrix on Development Goals, Objectives, Strategies

Prioritised Issues	Goals	Objectives	Aligned National Objectives	Strategies	Development Programme
Dimension/Focus Area: ECONOMIC DIMENSION Employment-centred growth and productivity enhancement.					
<p>a) Persistent youth unemployment and underemployment, especially among graduates and women.</p> <p>b) High levels of informality (about 80% of workforce), with limited productivity and job security.</p> <p>c) Weak linkages between education/TVET and labour market</p>	Promote productive and decent employment opportunities	<ul style="list-style-type: none"> Reduce the national unemployment rate by promoting job creation, skills development, and entrepreneurship support, targeting at least 10% of unemployed youth and women with employable skills training, job-matching services, and enterprise development opportunities by 2029. Enhance national productivity and enterprise competitiveness by 2029. 	<ul style="list-style-type: none"> Improve human capital development and management Promote job creation and decent work 	<ul style="list-style-type: none"> Support entrepreneurship, enterprise development, and self-employment initiatives, particularly for youth and women. Facilitate job creation in growth sectors (agriculture, industry, services, green and digital economy). Strengthen Technical and Vocational 	<ol style="list-style-type: none"> Co-operatives Development Green Jobs Promotion Management Skills Development and Productivity Work Abroad Programme Employment Promotion and Skills Development Programme

Prioritised Issues	Goals	Objectives	Aligned National Objectives	Strategies	Development Programme
<p>demand, leading to skills mismatches.</p> <p>d) Limited support for entrepreneurship, self-employment, and MSME development.</p> <p>e) Low productivity in key growth sectors (agriculture, industry, services, digital and green economy).</p>		<ul style="list-style-type: none"> • Improve the co-operatives regulatory and administrative systems in all sectors by 2029. • Mainstream cross-cutting issues such as gender equality, disability inclusion, digitalisation, green jobs, and climate resilience into all employment-related programmes by 2029. 		<p>Education and Training (TVET), apprenticeships, and lifelong learning systems.</p> <ul style="list-style-type: none"> • Promote public–private partnerships (PPPs) for sustainable job creation. • Support micro, small, and medium enterprises (MSMEs) to enhance productivity and competitiveness. 	
Dimension/Thematic Area: • Strengthened labour administration and industrial relations.					
<p>f) Weak enforcement of labour laws and inadequate workplace inspections.</p> <p>g) Limited logistics and capacity of labour administration agencies (Labour Department, DFI, NLC).</p> <p>h) Slow and costly dispute resolution processes.</p> <p>i) Limited awareness of labour rights and obligations among employers and workers.</p> <p>j) Weak coordination across agencies and social partners in</p>	Strengthen labour administration and industrial relations	<ul style="list-style-type: none"> • Strengthen labour administration, workplace compliance, and industrial relations mechanisms by 2029. • Establish an effective occupational safety & health regulatory and administrative systems by 2029. • Ensure fair, equitable, and sustainable public sector pay systems by 2029. • Strengthen the sustainability & inclusiveness of the pension system for all workers by 2029. 	Improve human capital development and management	<ul style="list-style-type: none"> • Enhance enforcement of labour laws and workplace standards. • Improve the capacity and logistics of the Labour Department and Department of Factories Inspectorate for inspections and compliance monitoring. • Strengthen tripartite and bipartite dialogue platforms for peaceful industrial relations. • Modernise systems for dispute prevention, 	<p>6. Employment Services, Labour Relations and Establishment Inspections</p> <p>7. Occupational Safety and Health</p> <p>8. Public Services Wage and Salaries Administration</p> <p>9. Pension Reforms and Regulations</p> <p>10. Industrial Relations and Dispute Resolution Programme</p>

Prioritised Issues	Goals	Objectives	Aligned National Objectives	Strategies	Development Programme
managing industrial relations.				mediation, and resolution at the National Labour Commission. • Build institutional and human capacity of labour administration agencies.	
Dimension/Thematic Area: • Social Protection and Inclusion					
<p>k) Low social protection coverage, particularly for informal sector workers, casual labourers, and vulnerable groups.</p> <p>l) Weak integration of employment programmes with social protection interventions.</p> <p>m) Limited workplace safety and health compliance, with rising occupational risks.</p> <p>n) Gender inequalities in access to decent work, social insurance, and pensions.</p>	Integrate social protection and employment services	<ul style="list-style-type: none"> • Expand and deepen social protection systems to cover vulnerable and informal sector workers by 2029. • Strengthen the sustainability and inclusiveness of the pension system for all workers by 2029. 	Promote job creation and decent work	<ul style="list-style-type: none"> • Extend social insurance and pension schemes to informal economy workers. • Strengthen linkages between social protection interventions and productive employment programmes. • Promote occupational safety and health (OSH) standards and preventive workplace practices. • Implement targeted interventions for vulnerable groups (women, youth, persons with disabilities, casual workers, and migrants). • Support the domestication and enforcement of international labour 	11. Social Protection and Welfare Enhancement Programme

Prioritised Issues	Goals	Objectives	Aligned National Objectives	Strategies	Development Programme
				standards on social protection.	
Dimension/Thematic Area: •Digital Transformation and Innovation: Harnessing technology for jobs and labour market systems.					
<p>a) Weak Labour Market Information System (LMIS), with insufficient real-time data for informed policy decision-making and planning</p> <p>b) Infrequent and fragmented employment and labour force surveys.</p> <p>c) Limited research capacity to inform policy and programme design.</p> <p>d) Weak monitoring and evaluation (M&E) systems to track outcomes and impacts.</p> <p>e) Poor inter-agency collaboration and policy coherence across sectors.</p>	Strengthen labour market information systems for evidence-based planning and programming	<ul style="list-style-type: none"> • Improve labour market information, research, and evidence-based policy-making by 2029. 	Promote job creation and decent work	<ul style="list-style-type: none"> • Strengthen the Labour Market Information System (LMIS) for data collection, analysis, and dissemination. • Conduct regular labour force and sectoral employment surveys. • Build capacity for research and policy analysis to inform employment and labour market interventions. • Strengthen monitoring and evaluation (M&E) frameworks to track employment-related outcomes. • Enhance coordination among MLJE, Departments and Agencies, private sector, and other Ministries for coherent employment policy. 	12. Labour Market Information, Research and Policy Development Programme

Prioritised Issues	Goals	Objectives	Aligned National Objectives	Strategies	Development Programme
Dimension/Thematic Area: Environmental Sustainability and Resilience					
<p>t) Persistent gender disparities, child labour, and disability inclusion gaps in the labour market.</p> <p>u) Outdated labour and employment policies and laws</p> <p>v) Rapid technological change, automation, and digitalisation affecting job opportunities.</p> <p>w) Climate change impacts on livelihoods, especially in agriculture and mining.</p> <p>x) Opportunities in green jobs, circular economy, and AfCFTA integration, not fully harnessed.</p> <p>y) Continued dependence on donor support and limited domestic financing for employment programmes.</p> <p>z) Slow implementation of the national labour migration policy and bilateral labour agreements</p>	<p>Contribute to inclusive and sustainable national development</p>	<ul style="list-style-type: none"> Mainstream cross-cutting issues to ensure decent employment outcomes (gender, disability, green jobs, digitalisation, climate resilience) by 2029. 	<p>Promote job creation and decent work</p>	<ul style="list-style-type: none"> Integrate gender, youth, and disability inclusion into employment programmes and workplace policies. Promote green jobs and climate-resilient employment opportunities. Harness digitalisation and technology to modernise labour administration systems and create new employment opportunities. Strengthen advocacy, awareness creation, and partnerships to support inclusiveness and sustainability. Align MLJE interventions with the SDGs, AU Agenda 2063, ILO Decent Work Agenda, and ECOWAS Labour and Employment Policy Framework. 	<p>13. Cross-Cutting Employment and Inclusion Programme</p> <p>14. Institutional Capacity Strengthening and Resource Mobilisation Programme</p> <p>15. Finance and Administration</p> <p>16. Policy Planning, Budgeting, Monitoring and Evaluation</p> <p>17. Human Resource</p> <p>18. Research, Statistics, Information Management and Public Relations</p>

Table 4: Matrix on Development Goals, Objectives, Strategies and Programmes

CHAPTER FIVE: COMPOSITE DEVELOPMENT PROGRAMMES

5.1 Introduction

The implementation of the Ministry of Labour, Jobs and Employment (MLJE) Sector Medium-Term Development Plan (SMTDP 2026–2029) will be pursued through a set of composite development programmes that integrate the sector’s goals, objectives and strategies into coherent, results-oriented interventions. These programmes serve as the operational framework for translating the Ministry’s mandate into specific projects and activities that directly address the key development issues of the sector.

The identification and design of these programmes have been guided by the National Medium-Term Development Policy Framework (NMTDPF 2026–2029), which emphasises job creation, productivity enhancement, labour market governance, social protection, human capital development, digitalisation, and environmental sustainability. The composite programmes also reflect the priorities of national and international frameworks, including the Sustainable Development Goals (SDGs), the African Union Agenda 2063, the ILO Decent Work Agenda, and Ghana’s obligations under the African Continental Free Trade Area (AfCFTA).

In developing these composite programmes, the Ministry considered:

- The need to create decent and productive employment opportunities to reduce unemployment and underemployment, particularly among youth, women, and vulnerable groups.
- The urgency of strengthening labour administration and industrial relations to promote compliance, fairness, workplace peace, occupational safety and health.
- The importance of expanding social protection coverage to ensure resilience for informal workers and vulnerable populations, protection against child labour, force labour and exploitation.
- The necessity of a robust Labour Market Information System (LMIS) and research base to support evidence-driven policy-making.
- The cross-cutting priorities of gender equality, disability inclusion, digitalisation, green jobs, and climate resilience.

The composite development programmes outlined in this chapter therefore provide a structured approach for delivering sector interventions. They define the priority programme areas, expected outcomes, and linkages to national policy objectives, and they form the basis for the Logical Framework Matrix, annual action plans, and resource mobilisation for the period 2026–2029.

5.2 Assumptions and Methodologies Used for the Costing

The costing of programmes and projects under the Ministry of Labour, Jobs and Employment (MLJE) Sector Medium-Term Development Plan (SMTDP 2026–2029) was undertaken in line with the National Development Planning Commission (NDPC) guidelines for preparing sector plans. The exercise ensures that the financial requirements for implementing the plan are realistic, evidence-based, and aligned with available and potential resource envelopes.

The costing process was guided by a set of assumptions and methodologies designed to provide consistency, accuracy, and transparency. The assumptions were based on national macroeconomic projections, sectoral priorities, and indicative resource frameworks provided under the National Medium-Term Development Policy Framework (NMTDPF) 2026–2029. The methodologies combined both top-down and bottom-up approaches, ensuring that programme costs reflect realistic inputs while remaining consistent with projected resource availability.

Key considerations included:

- **Macroeconomic Assumptions:** Projected GDP growth, inflation, exchange rate trends, and government expenditure ceilings as provided in the national macroeconomic framework.
- **Resource Envelope Assumptions:** Expected budgetary allocations from the consolidated fund, internally generated funds (IGFs), statutory funds, development partner support, and private sector contributions.
- **Costing Approach:** Application of unit-cost analysis for activities, historical expenditure trends of MLJE programmes, and benchmarking against similar national and sectoral interventions.

- **Methodological Tools:** Use of Activity-Based Costing (ABC), Medium-Term Expenditure Frameworks (MTEF), and Programme-Based Budgeting (PBB) formats to estimate costs.
- **Adjustment Factors:** Consideration of inflationary effects, exchange rate fluctuations, and potential efficiency gains through digitalisation and public–private partnerships.

The costing exercise therefore provides not only an estimate of the resources required to implement MLJE’s composite programmes but also a framework for resource mobilisation, budgeting, and expenditure tracking. It forms the financial backbone of the SMTDP 2026–2029 and will guide prioritisation, sequencing of interventions, and monitoring of plan implementation.

5.3 Programme of Action (PoA)

Development Programme	Time Frame				Cost (GHS)			Programme Status		Implementation Institution / Department	
	2026	2027	2028	2029	GoG	IGF	DP	New	Ongoing	Lead	Collaborating
1. Cooperative Development	√	√	√	√	10,373,910.86	23,294,888.74	20,000,000.00		√	DOC, GCC, GCCo	MLJE, MoLNR, OoP, 24HR Economy Sec, LD, DFI, MoTAI, GEA, CUA, Coop Societies, DPs
2. Green Jobs Promotion	√	√	√	√	200,000,000.00	-	100,000,000.00		√	MLJE, MOF, LD, DOC	OoP, 24HR Eco Sec, MDAs, MMDAs, CSOs, Private Sector, Academia, Media, DPs
3. Management Skills Development and Productivity	√	√	√	√	405,900,000.00	118,660,000.00	18,200,000.00		√	MDPI	OoP, 24HR Eco Sec, MLJE, MDAs, MMDAs, CSOs, Private Sector, Academia, Media, DPs
4. Work Abroad Programme	√	√	√	√	60,000,000.00	-	20,000,000.00		√	MLJE, YEA, MoSI	OoP, MDAs, MMDAs, CSOs, Private Sector, Academia, Media, DPs
5. Employment Promotion and Skills Development Programme	√	√	√	√	80,000,000.00	-	40,000,000.00		√	MLJE, MoE, MoEn, MOF, MoTCRA, MOFA, MoTAI, CTVET, TVET Service	OoP, MDAs, MMDAs, CSOs, Private Sector, Academia, Media, DPs
6. Employment Services, Labour Relations and Establishment Inspections	√	√	√	√	51,726,072.00	4,456,229.00	1,693,175.00		√	LD, MLJE, DFI	OoP, MDAs, MMDAs, CSOs, Private Sector, Academia, Media, DPs

Development Programme	Time Frame				Cost (GHS)			Programme Status		Implementation Institution / Department	
	2026	2027	2028	2029	GoG	IGF	DP	New	Ongoing	Lead	Collaborating
7. Occupational Safety and Health	√	√	√	√	47,978,292.00	23,785,518.00	900,000.00		√	LD, MLJE, DFI	OoP, MDAs, MMDAs, CSOs, Private Sector, Academia, Media, DPs
8. Public Services Wage and Salaries Administration	√	√	√	√	446,200,000.00	-	-		√	FWSC, MLJE, NLC, LD, NTC, MOF	OoP, MDAs, MMDAs, CSOs, Private Sector, Academia, Media
9. Pension Reforms and Regulations	√	√	√	√	200,000,000/00	-	-		√	MLJE, NPRA, SSNIT, NLC, LD, NTC, MOF	OoP, Pension Schemes, FORUM, MDAs, MMDAs, CSOs, Private Sector, Academia, Media
10. Industrial Relations and Dispute Resolution Programme	√	√	√	√	300,000,000/00	-	-		√	MLJE, NTC, LD, FWSC, NLC, NPRA, SSNIT, MOF	OoP, Pension Schemes, FORUM, MDAs, MMDAs, CSOs, Private Sector, Academia, Media
11. Social Protection and Welfare Enhancement Programme	√	√	√	√	100,000,000.00	-	-		√	MLJE, MoGCSP, LD, DOC, DFI, NPRA, SSNIT, MOF	OoP, MDAs, MMDAs, CSOs, Private Sector, Academia, Media
12. Labour Market Information, Research and Policy Development Programme	√	√	√	√	100,000,000.00	-	40,000,000.00		√	MLJE, LD, GSS, NITA, MOF	OoP, MDAs, MMDAs, CSOs, Private Sector, Academia, Media
13. Cross-Cutting Employment and Inclusion Programme	√	√	√	√	40,000,000.00	-	30,000,000.00		√	MLJE, MoGCSP, LD, DOC, MOF, 24HR Economy Sec	OoP, MDAs, MMDAs, CSOs, Private Sector, Academia, Media, DPs
14. Institutional Capacity Strengthening and	√	√	√	√	30,000,000.00	-	20,000,000.00		√	MLJE	MLJE Departments and Agencies

Development Programme	Time Frame				Cost (GHS)			Programme Status		Implementation Institution / Department	
	2026	2027	2028	2029	GoG	IGF	DP	New	Ongoing	Lead	Collaborating
Resource Mobilisation Programme											
15. Finance and Administration	√	√	√	√	58,601,737.50	-	-		√	MLJE	MLJE Departments and Agencies
16. Policy Planning, Budgeting, Monitoring and Evaluation	√	√	√	√	251,200,000.00	-	50,000,000.00		√	MLJE	MLJE Departments and Agencies
17. Human Resource	√	√	√	√	43,740,000.00	-	-		√	MLJE	MLJE Departments and Agencies
18. Research, Statistics, Information Management and Public Relations	√	√	√	√	40,084,000.00	-	-		√	MLJE	MLJE Departments and Agencies
SUB-TOTAL (GHS)					<u>1,965,804,012.36</u>	<u>170,196,635.74</u>	<u>340,793,175.00</u>				

Table 5: Programme of Action (PoA)

5.4 Programme Financing

Development Programme	Programme cost (A)	Expected Revenue and Sources of Funding			Total (B)	Gap (C) =(B-A)
		GoG	IGF	DPs		
1. Cooperative Development	53,668,799.60	2,074,782.17	6,988,466.62	10,000,000.00	19,063,248.79	(34,605,550.81)
2. Green Jobs Promotion	300,000,000.00	40,000,000.00		50,000,000.00	90,000,000.00	(210,000,000.00)
3. Management Skills Development and Productivity	542,760,000.00	81,180,000.00	35,598,000.00	9,100,000.00	125,878,000.00	(416,882,000.00)
4. Work Abroad Programme	80,000,000.00	12,000,000.00		10,000,000.00	22,000,000.00	(58,000,000.00)
5. Employment Promotion and Skills Development Programme	120,000,000.00	16,000,000.00		20,000,000.00	36,000,000.00	(84,000,000.00)
6. Employment Services, Labour Relations and Establishment Inspections	57,875,476.00	10,345,214.40	1,336,868.70	846,587.50	12,528,670.60	(45,346,805.40)
7. Occupational Safety and Health	72,663,810.00	9,595,658.40	7,135,655.40	450,000.00	17,181,313.80	(55,482,496.20)
8. Public Services Wage and Salaries Administration	446,200,000.00	89,240,000.00		-	89,240,000.00	(356,960,000.00)
9. Pension Reforms and Regulations	200,000,000.00	40,000,000.00		-	40,000,000.00	(160,000,000.00)
10. Industrial Relations and Dispute Resolution Programme	300,000,000.00	20,000,000.00		-	20,000,000.00	(280,000,000.00)
11. Social Protection and Welfare Enhancement Programme	100,000,000.00	20,000,000.00		-	20,000,000.00	(80,000,000.00)

Development Programme	Programme cost (A)	Expected Revenue and Sources of Funding			Total (B)	Gap (C) =(B-A)
		GoG	IGF	DPs		
12. Labour Market Information, Research and Policy Development Programme	140,000,000.00	20,000,000.00		20,000,000.00	40,000,000.00	(100,000,000.00)
13. Cross-Cutting Employment and Inclusion Programme	70,000,000.00	8,000,000.00		15,000,000.00	23,000,000.00	(47,000,000.00)
14. Institutional Capacity Strengthening and Resource Mobilisation Programme	50,000,000.00	6,000,000.00		10,000,000.00	16,000,000.00	(34,000,000.00)
15. Finance and Administration	58,601,737.50	11,720,347.50		-	11,720,347.50	(46,881,390.00)
16. Policy Planning, Budgeting, Monitoring and Evaluation	301,200,000.00	50,240,000.00		25,000,000.00	75,240,000.00	(225,960,000.00)
17. Human Resource	43,740,000.00	8,748,000.00		-	8,748,000.00	(34,992,000.00)
18. Research, Statistics, Information Management and Public Relations	40,084,000.00	8,016,800.00		-	8,016,800.00	(32,067,200.00)
OVERALL TOTAL (GHS)	2,976,793,823.10	595,358,764.62	51,058,990.72	170,396,587.50	674,616,380.69	(2,302,177,442.41)

Table 6: Programme Financing

5.5 Strategic Environmental Assessment (SEA)

5.5.1 Introduction

The Strategic Environmental Assessment (SEA) of the Ministry of Labour, Jobs and Employment (MLJE) Sector Medium-Term Development Plan (SMTDP 2026–2029) has been conducted in line with the National Development Planning Commission (NDPC) Guidelines and the Environmental Protection Agency (EPA) Regulations. The SEA ensures that the goals, objectives, programmes, and projects of the SMTDP are environmentally sustainable, socially inclusive, and resilient to climate change. It also provides a framework to mainstream environmental, climate, gender, and social considerations into all sectoral interventions.

5.5.2 Policy, Legal and Institutional Context

The SEA is informed by key national and international frameworks, including:

- National Medium-Term Development Policy Framework (NMTDPF) 2026–2029.
- Environmental Protection Agency Act, 1994 (Act 490).
- Labour Act, 2003 (Act 651) and subsidiary legislations.
- Ghana National Climate Change Policy.
- Sustainable Development Goals (SDGs), particularly Goals 8, 10, 12, and 13.
- International Labour Organization (ILO) Conventions ratified by Ghana.

5.5.3 SEA Objectives

The SEA seeks to:

- Assess the potential environmental, social, and climate impacts of MLJE’s composite programmes.
- Ensure that the SMTDP contributes to green, inclusive, and sustainable growth.
- Integrate cross-cutting issues such as gender equality, climate resilience, occupational safety, and social protection into programme design and implementation.

- Provide mitigation and enhancement measures to strengthen environmental and social outcomes.

5.5.4 Methodology

The SEA applied a participatory and evidence-based approach, including:

- Screening and Scoping: Identification of environmental and social linkages of MLJE's programmes.
- Stakeholder Consultations: Inputs from government agencies, trade unions, employers' associations, private sector, civil society, and development partners.
- Impact Analysis: Assessment of positive and negative impacts of proposed programmes.
- Mitigation and Enhancement Measures: Strategies to minimise risks and maximise benefits.
- Monitoring Framework: Indicators integrated into MLJE's results framework.

5.5.5 Analysis of Potential Impacts

Positive Impacts

- Promotion of green jobs will reduce environmental degradation and support climate action.
- Strengthened occupational safety and health (OSH) systems will improve workplace environments and reduce pollution.
- Expanded labour market information systems (LMIS) will support evidence-based decisions on sustainable employment.
- Social protection measures for informal workers will enhance resilience to climate and economic shocks.
- Employment of women and persons with disabilities will strengthen social inclusion and reduce inequalities.

Potential Negative Impacts

- Infrastructure-related training and employment programmes may generate waste and emissions if not properly managed.
- Increased industrial activities from job creation initiatives may result in air, water, and noise pollution.
- Expansion of informal sector activities without adequate regulation may contribute to environmental degradation.
- ICT-driven labour administration could increase electronic waste if digital infrastructure is not sustainably managed.

5.5.6 Mitigation and Enhancement Measures

- Mainstream green standards in all employment-related programmes (energy efficiency, waste management, renewable energy use).
- Enforce occupational safety, health, and environmental (OSHE) standards in workplaces.
- Strengthen collaboration with EPA and MESTI to integrate environmental safeguards in employment projects.
- Promote eco-entrepreneurship and circular economy initiatives for MSMEs and start-ups.
- Integrate e-waste management systems in digitalisation programmes.
- Conduct environmental and social impact assessments (ESIAs) for large-scale employment and training projects.

5.5.7 Monitoring and Evaluation Framework

The SEA is integrated into MLJE's overall M&E system, with indicators covering:

- Number of green jobs created annually.
- Percentage of workplaces compliant with OSH and environmental standards.
- Share of women and PWDs benefiting from employment interventions.

- Number of enterprises adopting circular economy/eco-friendly practices.
- Reduction in industrial disputes linked to unsafe or unsustainable workplaces.

Monitoring will be undertaken jointly with NDPC, EPA, MLJE, Sector Departments and Agencies, with periodic reporting through the Annual Progress Reports (APRs).

5.5.8 Conclusion

The SEA confirms that the MLJE SMTDP 2026–2029 presents significant opportunities for advancing sustainable, inclusive, and climate-resilient employment in Ghana. By integrating environmental safeguards, promoting green jobs, and strengthening social inclusion, the plan will contribute directly to achieving the objectives of the NMTDPF and Ghana’s commitments under the SDGs and Paris Agreement. Effective implementation of mitigation measures, coupled with strong inter-agency collaboration, will be critical to ensuring that MLJE’s programmes deliver maximum benefits while minimising potential risks.

CHAPTER SIX: ANNUAL ACTION PLANS

6.1 Introduction

The Annual Action Plans (AAPs) represent the operational framework for the implementation of the Ministry of Labour, Jobs and Employment (MLJE) Sector Medium-Term Development Plan (SMTDP 2026–2029). While the SMTDP provides the strategic direction, development priorities, and composite programmes for the four-year period, the AAPs translate these priorities into year-specific activities, outputs, and resource requirements.

In line with the National Development Planning Commission (NDPC) Guidelines, the preparation of the AAPs followed a structured, participatory, and results-oriented process. Each AAP was derived from the SMTDP's composite programmes, ensuring that annual interventions are consistent with the sector's medium-term goals, the National Medium-Term Development Policy Framework (NMTDPF) 2026–2029, and the broader objectives of the Coordinated Programme of Economic and Social Development Policies.

The AAPs are designed to:

- Provide a sequenced implementation roadmap, linking multi-year strategies to annual deliverables.
- Facilitate annual budgeting and resource mobilisation through alignment with the Programme-Based Budgeting (PBB) and the Medium-Term Expenditure Framework (MTEF).
- Enhance coordination and accountability among MLJE, its Departments and Agencies by clearly defining responsibilities and timelines.
- Serve as a basis for monitoring and evaluation (M&E), enabling the measurement of progress against set targets through the Annual Progress Reports (APRs).

Each year's AAP (2026, 2027, 2028, and 2029) specifies:

- Priority programmes and projects to be implemented;
- Key activities, outputs, and indicators;
- Responsible Directorates, Departments, and Agencies;

- Timeframes and sequencing of activities;
- Estimated costs and funding sources; and
- Monitoring and reporting arrangements.

Collectively, the AAPs ensure that MLJE's interventions are phased, realistic, and responsive to evolving employment and labour dynamics in Ghana. They provide the operational backbone for delivering on the Ministry's mandate of promoting decent work, harmonious industrial relations, effective labour administration, and inclusive social protection within the 2026–2029 planning horizon.

6.2 2026 Annual Action Plan

Objective: Improve the co-operatives regulatory and administrative systems in all sectors by 2029													
Programme: Co-operatives Development													
Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DA CF	IGF	DP	New	Ongoing	Lead	Collaborating
Registration of Co-operative Societies	Nation-wide	√	√	√	√	50,000.00		30,000.00			√	DOC	MLJE, GCC, GCCo, MLGRD
Audit of Co-operative Societies	Nation-wide	√	√	√	√	200,000.00		100,000.00			√	DOC	MLJE, GCC, GCCo, MLGRD
Trainings for Co-operative Societies	Nation-wide	√	√	√	√	150,000.00		100,000.00			√	DOC	MLJE, GCC, GCCo, MLGRD
Inspection of Co-operative Societies	Nation-wide	√	√	√	√	250,000.00		100,000.00			√	DOC	MLJE, GCC, GCCo, MLGRD
Community Sensitization	Nation-wide	√	√	√	√	50,000.00		30,000.00			√	DOC	MLJE, GCC, GCCo, MLGRD
Capacity Building for Staff	Nation-wide	√	√	√	√	160,311.00		100,000.00			√	DOC	MLJE, GCC, GCCo, MLGRD
Digitization of operations	Nation-wide	√	√	√	√	180,000.00		2,099,689.00	2,500,000.00		√	DOC	MLJE, GCC, GCCo, MLGRD

Sensitisation of youth on cooperatives	Western North, Ashanti, Bono and Ahafo Regions	√	√	√	√	350,000.00		1,500,000.00	1,500,000.00	√	GCC	MLJE, DOC
Training of cooperative members in management and entrepreneurship skills	Nation-wide	√	√	√	√	1,000,000.00		1,000,000.00	1,000,000.00	√	GCC	MLJE, DOC
TOTAL (GHS) – COOPERATIVE DEVELOPMENT (2026)						10,373,910.86		23,294,888.74	20,000,000.00			

Objective: Enhance national productivity and enterprise competitiveness by 2029

Programme: Management Skills Development and Productivity

Projects	Location	Time Frame				Cost				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DA CF	IGF	DP	New	Ongoing	Lead	Collaborating
Institutional Strengthening:													
MDPI Act passage process	Accra	√	√	√	√	27,300,000		18,200,000		√		MDPI	MLJE, Parliament, AG's Dept, PSC, MoF
Complete 50% Okponglo office Complex	Accra	√	√	√	√	35,000,000		0		√		MDPI	MLJE, MoF,
Secure Baatsona land documentation	Accra	√	√	√		10,000,000		5,000,000		√		MDPI	MLJE, MoF,
SUB-TOTAL						72,300,000		23,200,000					
Human Capital Development:													

Staff needs assessment	Accra	√						10,000		√		MDPI	N/A
Train all staff based on needs assessment	Ghana, Abroad		√	√	√	4,000,000		1,000,000		√		MDPI	MoLJE, MoF,
Establish mentorship framework	MDPI			√	√			200,000		√		MDPI	N/A
Sub-Total						4,000,000		1,210,000	-				

Objective: Develop and publish National Productivity Indicators aligned with ILO/UNDP guidelines

Programme: Management Skills Development and Productivity

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DA CF	IGF	Other	New	Ongoing	Lead	Collaborating
Research Leadership:													
Launch productivity indicators project	Accra	√	√			600,000		100,000	300,000	√		MDPI	MLJE, FWSC, NDPC, ILO, UNDP, GIZ, JICA, employers' association, private sector
Recruit 3 research analysts	MDPI		√					400,000		√		MDPI	MoLJE, MoF, PSC
Begin quarterly data collection	MDPI			√	√			500,000		√		MDPI	GSS
Sub-Total						600,000		1,000,000	300,000				

Objective: Increase IGF Mobilisation (marketing, course design, productivity conferences), create a Donor Engagement Unit (proposal writing, international fundraising desk)													
Programme: Management Skills Development and Productivity													
Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DA CF	IGF	Other	New	Ongoing	Lead	Collaborating
Financial Sustainability:													
Establish Donor Engagement Unit	Nation-wide	√						200,000		√		MDPI	Donors
Develop 5 donor proposals	Nation-wide		√	√	√			150,000			√	MDPI	Donors
Launch Productivity Awards	Nation-wide			√	√				300,000	√		MDPI	MoLJE, NDPC, FWSC, ILO, GIZ
Increase IGF by 25%	Nation-wide	√	√	√	√			5,000,000			√	MDPI	N/A
Sub-Total								5,350,000	300,000				
Objective: Expand current Market by developing AfCFTA-related courses, ESG, digital services, certification programmes.													
Programme: Management Skills Development and Productivity													
Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DA CF	IGF	Other	New	Ongoing	Lead	Collaborating
Service Diversification:													

Design 3 AfCFTA training modules	Nation-wide		√	√				200,000		√		MDPI	MoTAI,, AfCFTA Secretariat
Professional body/University partnership for certificated courses	Nation-wide	√	√					500,000		√		MDPI	Professional bodies and universities
SME certification pilot program	Nation-wide			√	√			400,000		√		MDPI	Professional bodies and universities
Sub-Total								1,100,000					

Objective: Aggressive marketing and publicity drive to reposition MDPI against competitors

Programme: Management Skills Development and Productivity

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DA CF	IGF	Other	New	Ongoing	Lead	Collaborating
Operations & Marketing:													
Rebranding and visibility campaign	Nation-wide	√	√	√	√			500,000		√		MDPI	MoLJE
Website modernization	Nation-wide		√	√				200,000			√	MDPI	N/A
Sub-Total								700,000					
TOTAL (GHS) MANAGEMENT SKILLS DEVELOPMENT AND PRODUCTIVITY (2026)	110,060,000.00					76,900,000		32,560,000	600,000				

Objective: Establish an effective occupational safety & health regulatory and administrative systems by 2029													
Programme: Occupational Safety and Health													
Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DA CF	IGF	Other	New	Ongoing	Lead	Collaborating
Register 800 new premises	Nationwide	✓	✓	✓	✓	80,000		320,000			✓	DFI	MLJE
Conduct 4,500 routine inspections	Nationwide	✓	✓	✓	✓	120,000		480,000			✓	DFI	MLJE/LD
Prosecute 50% of OSH offenders	Nationwide		✓	✓		18,000		72,000			✓	DFI	MLJE/AGD
Conduct 140 Industrial Hygiene surveys	Nationwide		✓	✓	✓	60,000		240,000			✓	DFI	Primary stakeholders
Conduct 700 Safety and Health training	Nationwide	✓	✓	✓	✓	30,000		120,000			✓	DFI	MLJE
Open one new office	OTI		✓	✓		40,000		160,000		✓	✓	DFI	MLJE/ RCC
Investigate 100% of reported accident	Nationwide	✓	✓	✓	✓	20,000		80,000			✓	DFI	MLJE/LD
Undertake 3 Foreign and 17 local training	Nationwide	✓	✓	✓	✓	218,800		327,000			✓	DFI	MLJE/CSTC/ITS
Recruit 50 technical staff	Nationwide	✓	✓	✓	✓	170,038.5		-		✓		DFI	MLJE
Train 35 technical staff	Nationwide	✓	✓	✓	✓	420,000		630,000			✓	DFI	OHCS/ Universities, etc
Procure 3 vehicles [1 Land Cruiser 4x4, 2 pickups 4x4] for efficient work	Nationwide		✓	✓	✓	4,050,000		450,000		✓		DFI	

Acquire 25 modern scientific equipment and ICT tools for effective OSH implementation	Nationwide	√	√	√	√	129,715.1		518,860.40		√		DFI	MJLE/MOF/B oG/
Upgrade 3 regional offices	Tema, Central, Takoradi		√	√		60,000		240,000		√		DFI	MJLE/RCC
Organize technical sessions to provide input for the review and update of Act 328	Accra		√	√		60,000		240,000		√		DFI	MJLE / Parliament/EP A
Conduct a baseline assessment of compliance and enforcement levels	Nationwide			√	√	-		60,000		√		DFI	Primary Stakeholders
Organize 2 public sensitization programs on OSH	Accra, Takoradi		√	√	√	40,000		60,000		√		DFI	MJLE/Media/ MMDAs
Organize training for OSH workers and employers	Nationwide	√	√	√	√	-		200,000	200,000	√		DFI	Primary Stakeholders/ Trade Unions
Observance of the World Day for Safety	Accra					-		250,000		√		DFI	Primary and Secondary Stakeholders
Maintenance	Nation-wide					61,400		285,600		√		DFI	
Communication Strategy	Nation-wide					333,000		777,000		√		DFI	Media Organisations
Evaluation and Monitoring	Nationwide					7,600		30,400		√		DFI	MJLE/OHCS/ NDPC/MoF
TOTAL (GHS) OCCUPATIONAL SAFETY & HEALTH (2026)	11,659,414.00					5,918,554		5,540,860	200,000				

Objective: Reduce the national unemployment rate by promoting job creation, skills development, and entrepreneurship support, targeting at least 10% of unemployed youth and women with employable skills training, job-matching services, and enterprise development opportunities by 2029.													
Programme: Employment Services, Labour Relations and Establishment Inspections													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	DA CF	IGF	Other	New	Ongoing	Lead	Collaborating
Register 6,250 job seekers by 2029	Nationwide	✓	✓	✓	✓	200,000		37,640			✓	LD	PEAs
Place 12,500 job seekers in employment	Nationwide	✓	✓	✓	✓	200,000		37,640			✓	LD	PEAs
Provide career counselling services to 12,500 job seekers	Nationwide	✓	✓	✓	✓	200,000		37,640			✓	LD	PECs
Undertake 85 Vocational and Career Guidance counselling visits to SHS and JHS	Nationwide	✓	✓	✓	✓	50,000		37,640			✓	LD	Regional Offices, PECs
Total						650,000		150,560					
Objectives: 1. Strengthen collaboration and structured engagement with trade unions and employers' associations by establishing 2. Amend the Labour Act, 2003, to close existing enforcement gaps and introduce strong penalties for violations by 2026													
Programme: Employment Services, Labour Relations and Establishment Inspections (Industrial Relations)													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	DA CF	IGF	Other	New	Ongoing	Lead	Collaborating
Issue 4 Trade union certificates	Accra	✓	✓	✓	✓	70,000		37,640			✓	LD	Trade Unions, Employers Association
Issue 53 Collective Bargaining Certificates	Accra	✓	✓	✓	✓	70,000		37,640			✓	LD	Trade Unions, Employers Association
Resolve 50 labour-related matters	Nationwide	✓	✓	✓	✓	200,000		37,640			✓	LD	Trade Unions, Labour

													Commission, SSNIT,
Organise a Labour dialogue with trade unions and employers' associations	Accra			√		200,000		37,640		√		LD	MLJE, Trade Unions &
Total						540,000		150,560					

Objectives:

1. Reduce the average processing time of compensation claims by 50% by 2029 through streamlined procedures and the adoption of digital systems.
2. To raise public awareness on workers' rights to compensation so that at least 70% of employees, including those in the informal sector, are knowledgeable about their entitlements by 2029.

Programme: Employment Services, Labour Relations and Establishment Inspections (Workmen's Compensation)

Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	DA CF	IGF	Other	New	Ongoing	Lead	Collaborating
Register 355 compensation cases	Nationwide	√	√	√	√	270,000		37,640			√	LD	Employers, Workmen's Compensation Unit, All regional Offices
Ensure that 80% annual compensation claims are paid.	Nationwide	√	√	√		200,000		37,640			√	LD	Employers, Judiciary Service Workmen's Compensation Unit, All regional Offices
Total						470,000		75,280					

Objective:

Operationalise the GLMIS to provide real-time insights on employment, skills gaps, and wage trends by the end of 2026

Programme: Employment Services, Labour Relations and Establishment Inspections (Labour Market Information)

Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	DA CF	IGF	Other	New	Ongoing	Lead	Collaborating
Undertake 1 Labour Market Survey	Nationwide		√			1,000,000		37,640			√	LD	GSS, MLJE, Employers,
Prepare and submit 4 quarterly Labour Market Information Reports to MLJE	Accra	√	√	√	√	200,000		37,640			√	LD	MLJE
Fully Operationalise the GLMIS by the end of 2026	Nationwide				√	2,000,000					√	LD	MDAs, PEAs, Employers, Trade Unions, CSOs
Total						3,200,000		72,280					

Objectives:

1. Reduce workplace-related violations by ---% by 2029
2. Increase the total number of inspections by 20% by 2029
3. Recruit and train 200 new inspectors by 2029.
4. Increase stakeholder compliance rate by 50% by 2029

To increase awareness and understanding of labour laws and workers' rights among at least 60% of the target workforce, particularly in high-violation sectors, by 2029.

5. Improve conditions for vulnerable groups by 40% by 2025.

To expand Labour protection coverage in the informal Sector by 10% by 2029

Programme: Employment Services, Labour Relations and Establishment Inspections (Labour Inspection)

Projects	Location	Time Frame	Cost	Project Status	Implementing Institution/Department
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		Q1	Q2	Q3	Q4	GoG	DA CF	IGF	Other	Ne w	Ongoing	Lead	Collaborating
Undertake 2,200 labour inspections in both the formal and informal sectors	Nationwide	√	√	√	√	309,200		50,000			√	LD	Employers, DFI, NADMO, SSNIT, Social Welfare
Recruit and train 38 new inspectors.	Nationwide			√		750,000		50,000		√		LD	
Purchase 50 tablets for inspections	Nationwide				√	350,000				√		LD	MLJE, MOFEP, Donor Partners
Total						1,409,200		100,000					

Objectives:

1. Reduce misinformation and ensure 60% of potential labour emigrants are aware of regular pathways by 2029.
Reduce the activities of illegal operating recruitment agencies to 70% by 2029.

Programme: Employment Services, Labour Relations and Establishment Inspections (Labour Migration Governance)

Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	DA CF	IGF	Other	Ne w	Ongoing	Lead	Collaborating
Register job seekers with PEAs for job placement abroad.	Nationwide	√	√	√	√	100,000		30,000			√	LD	PEAs
Place 115 Migrant workers in employment outside Ghana	Nationwide	√	√	√	√	100,000		30,000			√	LD	MLJE, PEAs, Donor Partners
Register 53 Private Employment Agencies	Accra	√	√	√	√	500,000		30,000			√	LD	Registrar of Companies
Monitor the activities of 100 Private Employment Agencies (PEA)	Nationwide	√	√	√	√	160,000		50,000			√	LD	PEAs
Organise 1 public stakeholder engagement	Accra			√		300,000		50,000			√	LD	PEA, CSOs, Donor

on Labour Migration annually													Partners, MDAs
Publish the names of legal operating recruitment agencies on the GLMIS for public consumption and knowledge	Nationwide	√	√	√	√	80,000					√	LD	PEAs
Undertake 50 community sensitisations on safe labour migration pathways	Nationwide					500,000					√	LD	MLJE, Donor Partners
Total						1,740,000		190,000					

Objectives:

1. Ensure 80% of district offices are adequately resourced by 2029
2. Build technical and managerial capacity by 2029
3. Achieve 70% awareness level of the Department's mandates and key services by 2029

Programme: Employment Services, Labour Relations and Establishment (Inspections Institutional strengthening)

Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	DA CF	IGF	Other	New	Ongoing	Lead	Collaborating
Build the capacity of about 80% of staff by the end of the year, 2026	Nationwide	√	√	√	√	1,440,000		100,000			√	LD	Training Institutions
Develop robust M&E systems for tracking performance by 2026	Nationwide					500,000		50,000			√	LD	DFI, MLJE, PECs
Renovate the Head office Building by the end of 2026	Accra			√		3,000,000					√	MLJE	LD, MOFEP
Provide labour offices with internet connectivity	Nationwide	√	√	√	√	400,000		30,000			√	MLJE	LD, MOFEP
Total						5,340,000		180,000					

Objective:

Reduce the prevalence of Child Labour by 20%

Programme: Employment Services, Labour Relations and Establishment Inspections (Elimination of Child Labour)													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	DA CF	IGF	Other	New	Ongoing	Lead	Collaborating
Implementation of GAAPCL	Nationwide	√	√	√	√	1,500,000		70,000	200,000		√	LD	MLJE, Donor Partners, Ghana Police Service, GIS, CSOs, MMDAs, MDAs
Establishment of CLFZ in MMDAs	Nationwide	√	√	√	√	500,000		70,000	200,000		√	LD	MLJE, MoGCSP, Social Welfare Dept, Ghana Police Service
Total						2,000,000		140,000	400,000				
						15,349,200.00		1,058,680.00	400,000.00				
TOTAL (GHS) EMPLOYMENT SERVICES, LABOUR RELATIONS AND ESTABLISHMENT INSPECTIONS (2026)	16,807,880.00												
Objectives: Ensure fair, equitable, and sustainable public sector pay systems by 2029.													
Programme: Public Services Wage and Salaries Administration													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
		Q1	Q2	Q3	Q4	GoG	DA CF	IGF	Other	New	Ongoing	Lead	Collaborating
Draft IEC Bill, submit to Cabinet & Parliament:	Nation-wide												

Engage consultant for the drafting of the IEC Bill	Nation-wide	√	√	√	√	500,000.00					√	FWSC	MLJE, MoJAG, LD, NTC, MOF
Engage Civil society groups, sector working groups and DPs	Nation-wide	√	√	√	√	5,000,000.00					√	FWSC	MLJE, MoJAG, LD, NTC, MOF, CSOs, DPs
Engage Organised Labour, Parliamentary Select Committees, Institutional Bodies and other associations	Nation-wide	√	√	√	√	10,000,000.00					√	FWSC	MLJE, Parliament Service, NTC, MOF
Institutional Reform:													
Recruit and build capacity of regional directors	Nation-wide	√	√	√	√	1,000,000.00					√	FWSC	MLJE, LD, NLC, OHCS, OHLGS, Academia, MDPI
Build Capacity of 100 staff in Labour Administration, Monitoring, Industrial Relation, Job Evaluation & Productivity Measurements	Nation-wide	√	√	√	√	3,500,000.00					√	FWSC	MLJE, LD, NLC, OHCS, OHLGS, Academia, MDPI
Undertake Study Tour	Nation-wide	√	√	√	√	3,000,000.00					√	FWSC	MLJE, Parliament, MOF
Construct 6 regional offices	Ashanti, Volta, Northern, Western, Central, Eastern	√	√	√	√	20,000,000.00					√	FWSC	MLJE, MOF, MoLGRD, RCCs
Procure ICT equipment and furniture, services and software	Nation-wide	√	√	√	√	6,000,000.00					√	FWSC	MLJE, MOF, PPA

Constitute IEC & Commissioners Committees	Nation-wide	√	√	√	√	2,000,000.00					√	FWSC	MLJE, OoP, MoJAG, Parliament
Operationalise & Institutionalise other Governance structures	Nation-wide	√	√	√	√	2,000,000.00					√	FWSC	MLJE, OoP, MoJAG, Parliament
Develop influence map; initiate cross-party engagement	Nation-wide	√	√	√	√	1,500,000.00					√	FWSC	MLJE, OoP, MoJAG, Parliament
Integrate affected institutions (Article 71 and SOEs)	Nation-wide	√	√	√	√	5,000,000.00					√	FWSC	MLJE, OoP, MoJAG, Parliament
National Emoluments Policy Framework:													
Initiate pay audit & data integration	Nation-wide	√	√	√	√	8,000,000.00					√	FWSC	MLJE, Audit Service, CAGD, MOF
Develop service charter and grievance redress mechanisms	Nation-wide	√	√	√	√	2,000,000.00					√	FWSC	MLJE, LD, NLC, OHLGS, MoJAG
Set up grievance channels & initiate policy rollout	Nation-wide	√	√	√	√	1,000,000.00					√	FWSC	MLJE, LD, NLC, OHLGS, MoJAG
Develop costed policy scenarios	Nation-wide	√	√	√	√	1,500,000.00					√	FWSC	MLJE, MOF
Performance-Based Pay Policy:													
Undertake stakeholder engagements to develop national performance Indicators and standards	Nation-wide	√	√	√	√	3,000,000.00					√	FWSC	MLJE, NTC, MDAs, MMDAs, MOF
Engage unions & co-create KPIs	Nation-wide	√	√	√	√	4,000,000.00					√	FWSC	MLJE, NTC, TUC, GFL, GEA

Develop KPI frameworks	Nation-wide	√	√	√	√	300,000.00					√	FWSC	MLJE, NTC, TUC, GFL, GEA
Train performance evaluators	Nation-wide	√	√	√	√	500,000.00					√	FWSC	MLJE, NTC, NLC, Audit Service
National Grade & Pay Structure:													
Launch awareness campaigns	Nation-wide	√	√	√	√	600,000.00					√	FWSC	MLJE, NCCE, ISD, MoLGRD
Begin phased migration for critical sectors	Nation-wide	√	√	√	√	5,000,000.00					√	FWSC	MLJE, MDAs, MMDAs
Identify donor partners	Nation-wide	√	√	√	√	30,000.00					√	FWSC	MLJE, DPs
Develop pay models	Nation-wide	√	√	√	√	200,000.00					√	FWSC	MLJE, MOF, CAGD, OHCS, OHLGS
Strategic Communication & Stakeholder Engagement:													
Develop & launch IEC portal	Nation-wide	√	√	√	√	2,800,000.00					√	FWSC	MLJE, NITA, MoCD
Publish regular reform updates	Nation-wide	√	√	√	√	1,000,000.00					√	FWSC	MLJE
Train IEC spokespeople	Nation-wide	√	√	√	√	2,000,000.00					√	FWSC	MLJE, ISD,
Build media partnerships	Nation-wide	√	√	√	√	1,000,000.00					√	FWSC	Media
Monitor media narratives	Nation-wide	√	√	√	√	500,000.00					√	FWSC	Media
Announce phased plan	Nation-wide	√	√	√	√	200,000.00					√	FWSC	Media
Report progress quarterly	Nation-wide	√	√	√	√	400,000.00					√	FWSC	Media
Service Delivery Standards & Negotiation Protocols:													

Develop negotiation protocols	Nation-wide	√	√	√	√	500,000.00					√	FWSC	MLJE, NLC, LD
Train Government and Union negotiators	Nation-wide	√	√	√	√	3,000,000.00					√	FWSC	MLJE, NTC, TUC, GFL
Establish compliance units	Nation-wide	√	√	√	√	400,000.00					√	FWSC	MLJE, LD
Deploy negotiation monitoring dashboards	Nation-wide	√	√	√	√	200,000.00					√	FWSC	MLJE, NITA, MoCD
Develop & approve process tiers	Nation-wide	√	√	√	√	500,000.00					√	FWSC	MLJE, LD
TOTAL (GHS) - PUBLIC SERVICES WAGE AND SALARIES ADMINISTRATION (2026)						98,130,000.00							

Objectives:

Programme: Research, Statistics, and Information Management

Projects	Location	Time Frame				Cost	GoG	DAC F	IGF	Other	Project Status		Implementing Institution / Department	
		Q 1	Q 2	Q 3	Q 4						New	Ongoing	Lead	Collaborating
Development of 2025 Statistical Report	Nation-wide			√	√	240,500					√	RSIM	Dept/ Agencies	
Production of 2026 Sector Performance Report	Nation-wide				√	350,000					√	RSIM	Dept/ Finance/ Account/ Audit/HR	
Labour and employment data collection: Collate and publish data on number of jobs created through government intervention for 2025	Nation-wide	√	√	√	√	392,500					√	RSIM	MDAs	

Conduct labour and employment research: Qualification and Skills Mismatch Survey (QSMS)	Nation-wide	√				15,000,000					√	RSIM	GSS
Review and accelerate the Ghana Labour Market Information Systems (GLMIS)	Nation-wide	√	√	√	√	100,000					√	RSIM	PPME/Labour Dept
Digitilization of data collection templates for MLJE department	Nation-wide		√			3,500,000					√	RSIM	GSS/ Department
Training of RSIMD staff in Labour Market Statistics and Analysis	Nation-wide			√		1,000,000					√	RSIM	GSS
Celebration of annual Client Service Week	Nation-wide				√	50,000					√	RSIM	MLJE, OHCS, CLOGSAG
Development of new client service charter	Nation-wide		√			200,000					√	RSIM	MLJE, MSD, OHCS
Development of IT Database	Nation-wide	√	√	√	√	500,000					√	RSIM	MLJE, MLJE Dep/Agen, GSS, NITA
Maintenance of ICT Infrastructure	Nation-wide	√	√	√	√	180,000					√	RSIM	MLJE
Procurement of IT Hardware and Software	Nation-wide	√	√	√	√	1,000,000					√	RSIM	MLJE, PPA
Review of ICT guidelines	Nation-wide		√	√		200,000					√	RSIM	MLJE, MoCD
Ensuring the functionality and usage of the GLMIS	Nation-wide	√	√	√	√	250,000					√	RSIM	PPME/ Labour Dept
Training of three ICT officers on Cyber security and Artificial Intelligence	Nation-wide	√				100,000					√	RSIM	MLJE, NITA

Relevant employment/labour related information disseminated to stakeholders such as Sensitization on child labour, GLMIS and National Green Jobs Strategy	Nation-wide	√	√	√	√	100,000						√	RSIM	Labour Dept/Labour Directorate/PP ME
Publicity and announcements of base pay and National Daily Mimimum Wage	Nation-wide	√				70,000						√	RSIM	FWSC/Labour /GEA/TUC/C LOSSAG
Awareness creation on migration requirement: Labour Migration Campaign	Nation-wide		√			30,000						√	RSIM	PPME/Labour Dept/Ghana Germany
Organise Civil Service Week Celebration (Photo Exhibition)	Nation-wide		√			90,000						√	RSIM	MLJE, OHCS, CLOGSAG
Meet the Press and media coverage for all ministerial events	Nation-wide	√	√	√	√	50,000						√	RSIM	MLJE, MLJE Dep/Agen, Media
Creation of Public Awareness campaigns on the RTI laws and provide adequate training on RTI laws for incoming officers	Nation-wide	√	√	√	√	70,000						√	RSIM	MLJE, MLJE Dep/Agen, RT I Sec
Update the RTI Manual and guidelines	Nation-wide	√	√	√	√	20,000						√	RSIM	MLJE, MLJE Dep/Agen, RT I Sec

TOTAL (GHS)						23,493,000.00							
RESEARCH, STATISTICS, INFO. MANAGEMENT AND PUBLIC RELATIONS (2026)													

Objectives:

Programme: Finance and Administration

Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Printed materials, stationery, toners and cartridges	Nationwide	√	√	√	√	1,102,237.5					√	F&A	MLJE,
Logistics for Official Travel and Conferences	Nationwide	√	√	√	√	3,000,000.00					√	F&A	MLJE
Organise Retreat to discuss sector performance and challenges and way forward	Eastern Region	√	√	√	√	500,000.00					√	F&A	MLJE, MLJE Dep/Agen
Organise 4 Ministerial Advisory Board Meetings	Accra	√	√	√	√	100,000.00					√	F&A	MLJE, Board
Organise 15 Management Meetings	Accra	√	√	√	√	100,000.00					√	F&A	MLJE, MLJE Dep/Agen
Organise 4 Entity Tender Committee Meetings	Accra	√	√	√	√	100,000.00					√	F&A	MLJE, PPA, ETC Committee
ARLAC Governing Council Meetings and membership subscriptions	Accra	√	√	√	√	500,000.00					√	F&A	MLJE, LD
Provide ICT Equipment	Accra	√	√	√	√	800,000.00					√	F&A	MLJE
Provide Vehicle Parts and Accessories	Accra	√	√	√	√	1,000,000.00					√	F&A	MLJE
Procure Vehicles	Accra	√	√	√	√	2,625,000.00					√	F&A	MLJE

Provide Office Equipment	Accra	√	√	√	√	1,000,000.00					√	F&A	MLJE
Provide Office Furniture and Fittings	Accra	√	√	√	√	1,000,000.00					√	F&A	MLJE
Provide Services, Maintenance, Insurance and Road Worthy of Vehicles	Accra	√	√	√	√	1,518,250.00					√	F&A	MLJE
Provide Fuel and Lubricants for Running Office Vehicles	Nationwide	√	√	√	√	1,300,000.00					√	F&A	MLJE
Organise 4 Staff Durbars/ Meetings	Accra	√	√	√	√	100,000.00					√	F&A	MLJE
Provide Utilities and Sanitation	Accra	√	√	√	√	1,381,250.00					√	F&A	MLJE
Provide office beautification and maintenance of the work environment	Accra	√	√	√	√	175,000.00					√	F&A	MLJE, Parks & Gardens
TOTAL (GHS) FINANCE AND ADMINISTRATION (2026)	11,676,737.50					11,676,737.50							

Objectives:

Programme: Policy Planning, Budgeting, Monitoring and Evaluation

Projects	Location	Time Frame				Cost				Project Status	Implementing Institution/Department	
Tripartite National Labour Conference organised and Communique signed	Nationwide	√	√	√	√	5,000,000.00				√	PPME	MLJE, NTC, TUC, GFL, OoP. MOF
Ghana's Participation in 114th Session of the ILC	Nationwide	√	√	√	√	600,000.00				√	PPME	MLJE, MOF

facilitated and report reviewed													
Submission of 2026 International Labour Standards Report to the International Labour Organisation	Nationwide	√	√	√	√	400,000.00					√	PPME	MLJE, LD, MDAs
National Dialogue on the "Future of Work" organised	Nationwide	√	√	√	√	600,000.00					√	PPME	MLJE, MDAs, MMDAs, CSOs, Academia
2025 Annual and 2026 Quarterly Budget Performance Reports prepared and submitted	Nationwide	√	√	√	√	200,000.00					√	PPME	MLJE, MLJE Dep/Agen, MOF, Parliament
Draft Cooperatives Bill Reviewed and Cabinet Memo on Bill finalised and submitted to Cabinet	Nationwide	√	√	√	√	3,000,000.00					√	PPME	MLJE, DOC, GCC, GCCo, CUA, 24hr Eco Sec, MDAs, MMDAs
National Employment Policy (NEP) 2015, reviewed	Nationwide	√	√	√	√	3,500,000.00					√	PPME	MLJE, MDAs, MMDAs, NTC, Private Sector Org, CSOs, TUC, GFL, PEF, GEA
Labour Act, 2003 (Act 651) Reviewed	Nationwide	√	√	√	√	3,000,000.00					√	PPME	MLJE, MDAs, MMDAs, NTC, Private Sector Org, CSOs, TUC,

													GFL, PEF, GEA
National Occupational Safety and Health Policy and Bill developed	Nationwide	√	√	√	√	4,500,000.00					√	PPME	MLJE, MDAs, MMDAs, NTC, Private Sector Org, CSOs, TUC, GFL, PEF, GEA
Sensitization and Awareness creation on the Domestic Workers Regulation for Labour officers and the public	Nationwide	√	√	√	√	2,000,000.00					√	PPME	MLJE, LD, PECs, NTC, MoLGRD, MDAs, MMDAs, CSOs, TUC, GFL, PEF, GEA
Coordinate the implementation of the National Green Jobs Strategy 2021-2025	Nationwide	√	√	√	√	10,000,000.00					√	PPME	MLJE, LD, PECs, NTC, MoLGRD, MDAs, MMDAs, CSOs, ILO
Review the National Green Jobs Strategy 2021-2025 and develop a revised National Green Jobs Strategy 2026-2029	Nationwide	√	√	√	√	5,000,000.00					√	PPME	MLJE, LD, PECs, NTC, MoLGRD, MDAs, MMDAs, CSOs, ILO
Determination of 2027 National Daily Minimum Wage	Nationwide	√	√	√	√	1,500,000.00					√	PPME	MLJE, MOF, NTC, FWSC, LD
Settlement of Labour Disputes	Nationwide	√	√	√	√	10,000,000.00					√	PPME	MLJE, LD, NLC, NTC

Build the capacity of stakeholders on Social Dialogue	Nationwide	√	√	√	√	5,000,000.00					√	PPME	MLJE, LD, NLC, NTC
Quarterly meetings of Labour Migration Technical Working Group on implementation of NLMP	Nationwide	√	√	√	√	800,000.00					√	PPME	MLJE, LD, YEA, Labour Migration Working Group
Review the National Labour Migration Policy 2020-2024	Nationwide	√	√	√	√	5,000,000.00					√	PPME	MLJE, LD, MDAs, MMDAs
Review of M&E indicators, undertake data collection, analyse and publish GLMIS report Quarterly	Nationwide	√	√	√	√	3,000,000.00					√	PPME	MLJE, NDPC, LD, PECs, GSS
Carryout other M&E related activities on green jobs, labour migration, child labour, among others.	Nationwide	√	√	√	√	5,000,000.00					√	PPME	MLJE, LD, DFI, DOC, FWSC, NLC, NPRA, SSNIT, GCC, NTC
Organise 2 Child Labour Steering Committee meetings to develop activities for the elimination of worst forms of child labour	Accra	√	√	√	√	600,000.00					√	PPME	LD, MDAs, MMDAs, NDPC, MOF, DPs
Implementation of outstanding activities of the Ghana Jobs and Skills Project – Component 3	Nationwide	√	√	√	√				30,000,000.00		√	PPME, Labour Dir	LD, MOF, RSIM, HR, PECs
TOTAL (GHS) POLICY PLANNING, BUDGETING,	98,700,000.00					68,700,000.00			30,000,000.00				

MONITORING & EVALUATION (2026)													
Objectives:													
Programme: Human Resource Management													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Facilitate Scheme of Service Training for Various Grades	Accra	√	√	√	√	50,000.00					√	HR	MLJE, LD, DFI, DOC, FWSC, NLC, GCC, GCCo, MDPI
Facilitate Scheme of Service Training for promotion for 41 staff due for promotion this year	Accra	√	√	√	√	50,000.00					√	HR	MLJE, LD, DFI, DOC, FWSC, NLC, GCC, GCCo, MDPI
Organise Induction Training for Newly Posted Staff and NSS Personnel	Accra	√	√	√	√	50,000.00					√	HR	MLJE, LD, DFI, DOC, FWSC, NLC, GCC, GCCo, MDPI
Organise orientation programme for staff on new mandate of the Ministry.	Accra	√	√	√	√	100,000.00					√	HR	MLJE, LD, DFI, DOC, FWSC, NLC, GCC, GCCo, MDPI
Facilitate Competency Based Training for Various Grades	Accra	√	√	√	√	1,000,000.00					√	HR	MLJE, LD, DFI, DOC, FWSC, NLC, GCC, GCCo, MDPI

Facilitate Training on Health and Safety for all staff	Accra	√	√	√	√	100,000.00					√	HR	MLJE, LD, DFI, DOC, FWSC, NLC, GCC, GCCo, MDPI
Facilitate training in MS Suite for 10 staff	Accra	√	√	√	√	50,000.00					√	HR	MLJE, LD, DFI, DOC, FWSC, NLC, GCC, GCCo, MDPI
Facilitate Training on Administrative Instructions for staff	Accra	√	√	√	√	50,000.00					√	HR	MLJE, LD, DFI, DOC, FWSC, NLC, GCC, GCCo, MDPI
Conduct Training on Succession planning development for HRMD Staff	Accra	√	√	√	√	100,000.00					√	HR	MLJE, LD, DFI, DOC, FWSC, NLC, GCC, GCCo, MDPI
Facilitate Training in Cabinet Memo Writing for Deputy Directors, Assistant Director I / Analogous	Accra	√	√	√	√	200,000.00					√	HR	MLJE, LD, DFI, DOC, FWSC, NLC, GCC, GCCo, MDPI
Facilitate Training in Emotional Intelligence for Deputy Directors, and Assistant Director I / Analogous	Accra	√	√	√	√	200,000.00					√	HR	MLJE, LD, DFI, DOC, FWSC, NLC, GCC, GCCo, MDPI
Facilitate Training in Coaching and Mentoring for Directors/ Analogous and Assistant Director I / Analogous	Accra	√	√	√	√	200,000.00					√	HR	MLJE, LD, DFI, DOC, FWSC, NLC, GCC, GCCo, MDPI

Facilitate Training in Ethical Leadership for Deputy Director	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Evidence-Based Policy Making	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Problem-Solving and Decision making	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Gender Mainstreaming in the Civil Service	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Project Planning Management	Accra	√	√	√	√	300,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Women in Management	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Monitoring and Evaluation	Accra	√	√	√	√	400,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Records Office Practices	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate training on Four Line Directorates for ADIIA, ADIIB/Analogous and Sub-Professional Grade	Accra	√	√	√	√	600,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training on the Code of Conduct for all staff	Accra	√	√	√	√	500,000.00					√	HR	MLJE HQ, Departments / Agencies
Develop a Succession Plan for the Sector	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies

Conduct HRMD Audit for the Departments and Agencies	Accra	√	√	√	√	1,000,000.00					√	HR	MLJE HQ, Departments / Agencies
Develop and operationalise a Training Policy for the Ministry	Accra	√	√	√	√	2,000,000.00					√	HR	MLJE HQ, Departments / Agencies
Update Staff Establishment Levels Quarterly	Accra	√	√	√	√	60,000.00					√	HR	MLJE HQ, Departments / Agencies
Operationalize Database and replicate same in Departments and Agencies	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies
Operationalize Training Database and replicate same in Departments and Agencies	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies
Update Staff List Quarterly	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Produce Quarterly Report on Postings, Exits, Promotions, Resignations	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies
Update Job Schedules bi-annually	Accra	√	√	√	√	60,000.00					√	HR	MLJE HQ, Departments / Agencies
Generate Staff Performance Appraisal Report	Accra	√	√	√	√	30,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate the signing of Chief Directors Agreement	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate the Signing of 2026 Performance Agreements (PAs) of	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies

Directors and Heads of Departments (HODs)													
Coordinate the Monitoring of Chief Director Performance Agreements	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Coordinate end-of-year evaluation of 2026 Performance Agreement (PA) for Chief Director	Accra	√	√	√	√	60,000.00					√	HR	MLJE HQ, Departments / Agencies
Coordinate end of year evaluation of 2026 Performance Agreements (PAs) of Directors and Heads of Departments (HODs)	Accra	√	√	√	√	60,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate promotion interview sessions for staff	Accra	√	√	√	√	30,000.00					√	HR	MLJE HQ, Departments / Agencies
Workshop Preparation of 20 Eligible Staff due for Promotion	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Process and submit 2026 promotional register to the OHCS	Accra	√	√	√	√	10,000.00					√	HR	MLJE HQ, Departments / Agencies
Monitor attendance and prepare reports on 133 staff	Accra	√	√	√	√	10,000.00					√	HR	MLJE HQ, Departments / Agencies
Produce Reports on efforts to enforce discipline	Accra	√	√	√	√	10,000.00					√	HR	MLJE HQ, Departments / Agencies
Organise Directorate meetings	Accra	√	√	√	√	30,000.00					√	HR	MLJE HQ, Departments / Agencies

Organize Sector Wide HRMD Heads forum	Accra	√	√	√	√	300,000.00					√	HR	MLJE HQ, Departments / Agencies
Develop a Training Policy for the Ministry	Accra	√	√	√	√	2,000,000.00					√	HR	MLJE HQ, Departments / Agencies
Develop a Coaching and Mentoring Policy for the Ministry	Accra	√	√	√	√	2,000,000.00					√	HR	MLJE HQ, Departments / Agencies
Develop a Leave Policy for the Ministry	Accra	√	√	√	√	1,000,000.00					√	HR	MLJE HQ, Departments / Agencies
Develop an Organizational Manual for the Ministry	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Develop an Operations Manual for the Ministry	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
TOTAL (GHS) HUMAN RESOURCE MANAGEMENT (2026)						15,060,000.00							

Objectives: • Promote decent employment creation and skills development

Programme: Green Jobs Promotion

Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department
						GoG	DA CF	IGF	DP			

Implementation of National Green Jobs Strategy	Nation-wide	√	√	√	√	50,000,000.00	-	-	25,000,000.00	√	PPME D	Labour Directorate, LD, PECs, Oop, 24H Sec, MoF, DP, MMDAs, MDAs, Media, Private Sector	
Objectives: • Promote decent employment creation and skills development													
Programme: Work Abroad Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Implementation of Work Abroad Programme	Nation-wide	√	√	√	√	15,000,000.00	-	-	5,000,000.00	√	PPME, LD, YEA	OoP, MDAs, MMDAs, Academia, TVET Service, GIZ	
Objectives: • Promote decent employment creation and skills development													
Programme: Employment Promotion and Skills Development Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Implementation of employment and labour programmes to address skills mismatch	Nation-wide	√	√	√	√	20,000,000.00	-	-	10,000,000.00	√	PPME, Labour Directorate	MoE, MoEn, MOF, CTVET, TVET Service, MOFA, MoTAI, MoTCRA	
Objectives: Strengthen the sustainability and inclusiveness of the pension system for all workers by 2029													
Programme: Pension Reforms and Regulations													

Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Coordinate outstanding pension reforms and regulations	Nation-wide	√	√	√	√	50,000,000.00	-	-	-		√	Labour Directorate	MLJE, NPRA, SSNIT, NLC, LD, NTC, MOF
Objectives: • Strengthen the labour administration systems, workplace compliance, and dispute resolution mechanisms.													
Programme: Industrial Relations and Dispute Resolution Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Coordinate implementation and resolution of Outstanding labour issues	Nation-wide	√	√	√	√	75,000,000.00	-	-	-		√	Labour Directorate	MLJE, NTC, LD, FWSC, NLC, NPRA, SSNIT, MOF, OoP, FORUM
Objectives: • Expand and deepen social protection systems to cover vulnerable and informal sector workers • Strengthen the sustainability and inclusiveness of the pension system for all workers • Protect children against all forms of child labour, forced labour and exploitation;													
Programme: Social Protection and Welfare Enhancement Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Coordinate implementation of child labour, force labour, workmen's compensation, and other labour protection related programmes	Nation-wide	√	√	√	√	25,000,000.00	-	-	-		√	Labour Directorate, LD, PPME D	MLJE, MoGCSP, NTC, DFI, DOC, NPRA, SSNIT, MOF, OoP
Objectives: Improve labour market information, research, and evidence-based policy-making.													
Programme: Labour, Market Information, Research and Policy Development Programme													

Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Coordinate the implementation of the labour market information system	Nation-wide	√	√	√	√	25,000,000.00	-	-	10,000,000.00		√	Labour Directorate, LD, PPME D	MLJE, LD, GSS, NITA, MOF, MOE, NDPC
Objectives: Mainstream cross-cutting issues to ensure decent employment outcomes (gender, disability, green jobs, digitalisation, climate resilience)													
Programme: Cross-Cutting Employment and Inclusion Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Coordinate the implementation of cross-cutting employment and inclusion programmes	Nation-wide	√	√	√	√	10,000,000.00	-	-	7,500,000.00		√	Labour Directorate, LD, PPME D	MLJE, MoGCSP, LD, DOC, MOF, 24HR SEC
Objectives:													
Programme: Institutional Capacity Strengthening and Resource Mobilisation Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Coordinate the implementation of capacity building and resource mobilization programmes	Nation-wide	√	√	√	√	7,500,000.00	-	-	5,000,000.00		√	HR, PPME D, Labour Directorate	MLJE, LD, DFI, DOC, MDPI, FWSC, GCC, GCCo, NLC, NPRA

Table 7: 2026 Annual Action Plan

6.3 2027 Annual Action Plan

Objective: Improve the co-operatives regulatory and administrative systems in all sectors by 2029.													
Programme: Co-operatives Development													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Registration of Co-operative Societies	Nation-wide	√	√	√	√	50,000.00		30,000.00			√	DOC	MLJE, GCC, GCCo, MLGRD
Audit of Co-operative Societies	Nation-wide	√	√	√	√	200,000.00		100,000.00			√	DOC	MLJE, GCC, GCCo, MLGRD
Trainings for Co-operative Societies	Nation-wide	√	√	√	√	150,000.00		100,000.00			√	DOC	MLJE, GCC, GCCo, MLGRD
Inspection of Co-operative Societies	Nation-wide	√	√	√	√	250,000.00		100,000.00			√	DOC	MLJE, GCC, GCCo, MLGRD
Community Sensitization	Nation-wide	√	√	√	√	50,000.00		30,000.00			√	DOC	MLJE, GCC, GCCo, MLGRD
Capacity Building for Staff	Nation-wide	√	√	√	√	160,311.00		100,000.00			√	DOC	MLJE, GCC, GCCo, MLGRD
Digitization of operations	Nation-wide	√	√	√	√	180,000.00		99,689.00			√	DOC	MLJE, GCC, GCCo, MLGRD
Sensitisation of youth on cooperatives	Bono East, Eastern, Oti and Western Regions	√	√	√	√	350,000.00		-			√	GCC	MLJE, DOC
Training of cooperative members in management and entrepreneurship skills	Nation-wide	√	√	√	√	1,000,000.00		-			√	GCC	MLJE, DOC
TOTAL (GHS) – COOPERATIVE DEVELOPMENT (2027)	2,950,000.00					2,390,311.00		559,689.00					
Objective: Develop and publish National Productivity Indicators aligned with ILO/UNDP guidelines and Promote MDPI-led annual “National Productivity and Management Conference.”													

Programme: Management Skills Development and Productivity													
Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Research Excellence:													
Publish National Productivity Report 2027	Accra				√			200,000	800,000	√		MDPI	MLJE, FWSC, NDPC, ILO
Launch quarterly productivity briefs	Accra	√	√	√	√			400,000		√		MDPI	MLJE, FWSC, NDPC, ILO
Create productivity database	Accra		√	√					500,000			MDPI	NDPC, ILO
Host inaugural productivity conference	Accra				√				1,000,000	√		MDPI	MLJE, FWSC, NDPC, ILO, UNDP, GIZ, private sector
Sub-Total								600,000.00	2,300,000				

Objective: Implement competitive remuneration and incentive schemes to retain staff

Programme: Management Skills Development and Productivity

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Post-Act Implementation:													
Implement new organizational structure	Nation-wide	√	√					500,000		√		MDPI	MoLJE, FWSC, PSC, MoF
Recruit 5 specialized staff				√	√			500,000		√		MDPI	MoLJE, PSC, MoF
Sub-Total								1,000,000					

Objective: • Complete the permanent office at Okponglo, start Baatsonaa Land projects and establish modern IT infrastructure

Programme: Management Skills Development and Productivity

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Complete Okponglo office complex (100%)	Accra	√	√	√	√	25,000,000				√		MDPI	MoLJE, MoF, NPA
Begin Baatsona Phase 1	Accra		√	√	√	48,000,000		10,000,000		√		MDPI	MoLJE, MoF, NPA
Deploy AI-enabled training tools	Nation-wide		√	√				1,500,000		√		MDPI	N/A
Establish Kumasi regional office	Kumasi		√	√	√			2,000,000		√		MDPI	MoLJE, Regional Coordinating Council
Sub-Total						73,000,000		13500000					

Objective: Develop MDPI-branded professional certificate programmes in partnership with universities and professional bodies and strengthen SME development programmes.

Programme: Management Skills Development and Productivity

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Service Expansion:													
Launch 3 certificate programmes	Nation-wide		√	√	√			1,000,000		√		MDPI	Academic and Professional bodies
Expand SCORE to 100 additional SMEs	Nation-wide	√	√	√	√				2,000,000	√		MDPI	Donor and development partners
Launch digital transformation services	Nation-wide			√	√			1,000,000		√		MDPI	N/A
Sub-Total								2,000,000	2,000,000				

Objective: Collaborate with ECOWAS, ILO, UNDP, and AfCFTA Secretariat to deliver regional training and productivity studies; Create strategic partnerships with regional and international productivity centres

Programme:													
Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Regional Positioning:													
Sign ECOWAS MoU	Nation-wide		√					100,000		√		MDPI	MoLJE, ECOWAS
Partner with 3 African productivity centers	Nation-wide		√	√				500,000		√		MDPI	PAPA, National Productivity Centre, Nigeria, Tanzania, National Productivity Centre (TNPC), South African Productivity Centre – Productivity SA
Launch West African Productivity Network	Nation-wide			√				500,000		√		MDPI	MoLJE, UNDP, NDPC, PAPA, National Productivity Centre (Nigeria)
Conduct training in 3 ECOWAS countries	Nation-wide			√	√			1,500,000		√		MDPI	Client Institutions in ECOWAS
Sub-Total								2,600,000					
TOTAL (GHS) MANAGEMENT SKILLS DEVELOPMENT AND PRODUCTIVITY (2027)	97,000,000.00					73,000,000	0	19,700,000	4,300,000				
Objective: Establish an effective occupational safety & health regulatory and administrative systems by 2029.													
Programme: Occupational Safety and Health													

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Register 800 new premises	Nationwide	✓	✓	✓	✓	100,000		400,000			✓	DFI	MLJE
Conduct 11,500 routine inspections	Nationwide	✓	✓	✓	✓	150,000		600,000			✓	DFI	MLJE/LD
Prosecute 50% of OSH offenders	Nationwide		✓	✓		22,500		90,000			✓	DFI	MLJE/AGD
Conduct 160 Industrial Hygiene survey	Nationwide		✓	✓	✓	75,000		300,000			✓	DFI	
Conduct 750 Safety and Health training	Nationwide	✓	✓	✓	✓	37,500		150,000			✓	DFI	MLJE
Open one new office	Bono East		✓	✓		50,000		200,000		✓		DFI	MLJE/ RCC
Investigate 100% of reported accident	Nationwide	✓	✓	✓	✓	25,000		100,000			✓	DFI	MLJE/ LD
Undertake 5 Foreign and 20 local training	Nationwide	✓	✓	✓	✓	239,800		359,700			✓	DFI	MLJE/CSTC/IT S
Recruit 40 technical staff	Nationwide	✓	✓	✓	✓	187,042.4		-		✓		DFI	MLJE
Train 40 technical staff	Nationwide	✓	✓	✓	✓	525,000		787,500			✓	DFI	OHCS/ Universities, etc.
Procure 5 vehicles [1 Land Cruiser 4x4, 4 pickups 4x4] for efficient work	Nationwide		✓	✓	✓	5,850,000		650,000		✓		DFI	
Acquire 25 modern scientific equipment and ICT tools for effective OSH implementation	Nationwide	✓	✓	✓	✓	129,715.1		518,860.40		✓		DFI	MJLE/MOF/ BoG/
Upgrade 3 regional offices	Tamale, Eastern, Volta		✓	✓		60,000		240,000		✓		DFI	MJLE/RCC
Acquire land for head office complex	Accra		✓	✓		4,320,000		-		✓		DFI	Lands Commission/ Traditional Authorities

Organize technical sessions to provide input for the review and update of Act 328	Kumasi		√	√		80,000		270,000			√	DFI	MJLE / Parliament/EPA
Assess compliance and enforcement levels	Nationwide			√	√	-		72,000			√	DFI	Primary Stakeholders
Organize 2 public sensitization programs on OSH	Accra, Takoradi		√	√	√	40,000		60,000		√		DFI	MJLE/Media/MMDAs
Organize training for OSH workers and employers	Nationwide	√	√	√	√	-		200,000	200,000		√	DFI	Primary Stakeholders/ Trade Unions
Observance of the World Day for Safety	Accra		√			-		300,000			√	DFI	Primary and Secondary Stakeholders
Maintenance	Nation-wide	√	√	√	√	70,610		282,440			√	DFI	
Communication Strategy	Nation-wide	√	√	√	√	348,000		812,000			√	DFI	Media Organisations
Evaluation and Monitoring	Nation-wide		√	√	√	45,000		105,000			√	DFI	MJLE/OHCS/N DPC MoF
TOTAL (GHS) OCCUPATIONAL SAFETY & HEALTH (2027)	19,052,668.00					12,355,168		6,497,500	200,000				

Objective: By 2029, reduce the national unemployment rate by promoting job creation, skills development, and entrepreneurship support, targeting at least 10% of unemployed youth and women with employable skills training, job-matching services, and enterprise development opportunities.

Programme: Employment Services

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Register 6,250 job seekers by 2029	Nationwide	√	√	√	√	230,000		39,522			√	LD	PEAs
Place 12,500 job seekers in employment	Nationwide	√	√	√	√	230,000		39,522			√	LD	PEAs
Provide career counselling services to 12,500 job seekers	Nationwide	√	√	√	√	230,000		39,522			√	LD	PECs

Undertake 85 Vocational and Career Guidance counselling visits to SHS and JHS	Nationwide	✓	✓	✓	✓	57,500					✓	LD	Regional Offices, PECs
Total						747,500							

Objectives: 1. Strengthen collaboration and structured engagement with trade unions and employers' associations by establishing
2. Amend the Labour Act, 2003, to close existing enforcement gaps and introduce strong penalties for violations by 2026

Programme: Industrial Relations

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Issue 4 Trade union certificates	Accra	✓	✓	✓	✓	80,500		39,522			✓	LD	Trade Unions, Employers Association
Issue 53 Collective Bargaining Certificates	Accra	✓	✓	✓	✓	80,500		39,522			✓	LD	Trade Unions, Employers Association
Resolve 50 labour-related matters	Nationwide	✓	✓	✓	✓	230,000		39,522			✓	LD	Trade Unions, Labour Commission, SSNIT,
Organise a Labour dialogue with trade unions and employers' associations	Accra			✓		230,000		39,522		✓		LD	MLJE, Trade Unions &
Total						621,000		158,088					

Objectives: 3. Reduce the average processing time of compensation claims by 50% by 2029 through streamlined procedures and the adoption of digital systems.
4. To raise public awareness on workers' rights to compensation so that at least 70% of employees, including those in the informal sector, are knowledgeable about their entitlements by 2029.

Programme: Workmen's Compensation

Projects	Location	Time Frame	Cost (GHS)	Project Status	Implementing Institution / Department
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		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Register 355 compensation cases	Nationwide	√	√	√	√	310,500		39,522			√	LD	Employers, Workmen's Compensation Unit, All regional Offices
Ensure that 80% annual compensation claims are paid.	Nationwide	√	√	√		310,500		39,522			√	LD	Employers, Judiciary Service Workmen's Compensation Unit, All regional Offices
Total						621,000		79,044					
Objective:													
Operationalise the GLMIS to provide real-time insights on employment, skills gaps, and wage trends by the end of 2026													
Programme: Labour Market Information													
Prepare and submit 4 quarterly Labour Market Information Reports to MLJE	Accra	√	√	√	√	230,000		39,522			√	LD	MLJE
Total						230,000		39,522					
Objectives:													
6. Reduce workplace-related violations by ---% by 2029													
7. Increase the total number of inspections by 20% by 2029													
8. Recruit and train 200 new inspectors by 2029.													
9. Increase stakeholder compliance rate by 50% by 2029													
10. To increase awareness and understanding of labour laws and workers' rights among at least 60% of the target workforce, particularly in high-violation sectors, by 2029.													
11. Improve conditions for vulnerable groups by 40% by 2025.													
To expand Labour protection coverage in the informal Sector by 10% by 2029													
Programme: Labour Inspection													
Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating

Undertake 2,200 labour inspections in both the formal and informal sectors	Nationwide	√	√	√	√	355,580		52,500			√	LD	Employers, DFI, NADMO, SSNIT, Social Welfare
Recruit and train 38 new inspectors.	Nationwide			√		862,500		52,500		√		LD	
Purchase 50 tablets for inspections	Nationwide				√	402,500				√		LD	MLJE, MOFEP, Donor Partners
Total						1,620,580		105,000					

Objectives:

5. Reduce misinformation and ensure 60% of potential labour emigrants are aware of regular pathways by 2029.

Reduce the activities of illegal operating recruitment agencies to 70% by 2029.

Programme: Labour Migration Governance

Register job seekers with PEAs for job placement abroad.	Nationwide	√	√	√	√	115,000		31,500			√	LD	PEAs
Place 115 Migrant workers in employment outside Ghana	Nationwide	√	√	√	√	115,000		31,500			√	LD	MLJE, PEAs, Donor Partners
Register 53 Private Employment Agencies	Accra	√	√	√	√	575,000		31,500			√	LD	Registrar of Companies
Monitor the activities of 100 Private Employment Agencies (PEA)	Nationwide	√	√	√	√	184,000		52,500			√	LD	PEAs
Organise 1 public stakeholder engagement on Labour Migration annually	Accra			√		345,000		52,500			√	LD	PEA, CSOs, Donor Partners, MDAs
Publish the names of legal operating recruitment agencies on the GLMIS for public consumption and knowledge	Nationwide	√	√	√	√	92,000					√	LD	PEAs
Undertake 50 community sensitisations on safe labour migration pathways	Nationwide	√	√	√	√	575,000					√	LD	MLJE, Donor Partners
Total						2,001,000		199,500					

Objectives:

4. Ensure 80% of district offices are adequately resourced by 2029

5. Build technical and managerial capacity by 2029

Achieve 70% awareness level of the Department's mandates and key services by 2029														
Programme: Institutional strengthening														
Build the capacity of about 80% of staff by the end of the year, 2027	Nationwide	✓	✓	✓	✓	1,656,000			105,000			✓	LD	Training Institutions
Provide labour offices with internet connectivity	Nationwide	✓	✓	✓	✓	460,000			31,500			✓	MLJE	LD, MOFEP
Monitoring and Evaluation	Nationwide			✓		575,000			100,000					
Total						2,691,000			237,000					
Objective: Reduce the prevalence of Child Labour by 20%														
Programme: Elimination of Child Labour														
Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department		
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating	
Implementation of GAAPCL	Nationwide	✓	✓	✓	✓	1,725,000		73,500	230,000		✓	LD	MLJE, Donor Partners, Ghana Police Service, GIS, CSOs, MMDAs, MDAs	
Establishment of CLFZ in MMDAs	Nationwide	✓	✓	✓	✓	575,000		73,500	230,000		✓	LD		
Total						2,300,000		147,000	460,000					
TOTAL EMPLOYMENT SERVICES, RELATIONS AND ESTABLISHMENT INSPECTIONS (2027)	(GHS) 12,415,322.00					10,832,080.00		1,123,242.00	460,000.00					
Objectives: Ensure fair, equitable, and sustainable public sector pay systems by 2029														
Programme: Public Service Wages and Salaries Administration														
Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department		

		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Oth er	New	Ongoing	Lead	Collaborating
Draft IEC Constitutional Instrument to Cabinet and Parliament:													
Provide inputs into IEC Constitutional instruments;	Nationwide	√	√	√	√	100,000.00					√	FWSC	MLJE, LD, NLC, NTC, MOF, MDAs, MMDAs,
procure consultants	Nationwide	√	√	√	√	200,000.00					√	FWSC	MLJE, LD, NLC, NTC, MOF, MDAs, MMDAs,
conduct stakeholder engagements & parliamentary select committees	Nationwide	√	√	√	√	5,000,000.00					√	FWSC	MLJE, LD, NLC, NTC, MOF, MDAs, MMDAs,
Maintain advocacy to support smooth implementation	Nationwide	√	√	√	√	500,000.00					√	FWSC	MLJE, LD, NLC, NTC, MOF, MDAs, MMDAs,
Continue sensitisation & consultations	Nationwide	√	√	√	√	2,000,000.00					√	FWSC	MLJE, LD, NLC, NTC, MOF, MDAs, MMDAs,
Continue integration of affected institutions	Nationwide	√	√	√	√	6,000,000.00					√	FWSC	MLJE, LD, NLC, NTC, MOF, MDAs, MMDAs,
National Emoluments Policy Framework:													
Implement continuous payroll data cleansing	Nationwide	√	√	√	√	10,000,000.00					√	FWSC	MLJE, LD, NLC, NTC, MOF, MDAs, MMDAs,

Institutionalise HRMIS-Payroll integration	Nationwide	√	√	√	√	5,000,000.00					√	FWSC	MLJE, LD, NLC, NTC, MOF, MDAs, MMDAs,
Gradual implementation for high-impact groups	Nationwide	√	√	√	√	6,000,000.00					√	FWSC	MLJE, LD, NLC, NTC, MOF, MDAs, MMDAs,
Implement policy within fiscal limits	Nationwide	√	√	√	√	3,000,000.00					√	FWSC	MLJE, LD, NLC, NTC, MOF, MDAs, MMDAs,
Train MDAs/MMDAs/ SOEs	Nationwide	√	√	√	√	5,000,000.00					√	FWSC	MLJE, LD, NLC, NTC, MOF, MDAs, MMDAs,
Pilot Performance-Based Pay Policy in 16 institutions	Nationwide	√	√	√	√	3,000,000.00					√	FWSC	MLJE, LD, MOF, MDAs, MMDAs,
Continue training of performance evaluators	Nationwide	√	√	√	√	2,000,000.00					√	FWSC	MLJE, LD, MOF, MDAs, MMDAs,
National Grade & Pay Structure:													
Continue phased migration for critical sectors	Nationwide	√	√	√	√	2,000,000.00					√	FWSC	MLJE, LD, MOF, MDAs, MMDAs,
Implement in priority sectors	Nationwide	√	√	√	√	3,000,000.00					√	FWSC	MLJE, LD, MOF, MDAs, MMDAs,
Implement policy with fiscal safeguards	Nationwide	√	√	√	√	2,000,000.00					√	FWSC	MLJE, LD, MOF, MDAs, MMDAs,
Strategic Communication & Stakeholder Engagement:													

Continue Publication of regular reform updates	Nationwide	√	√	√	√	500,000.00					√	FWSC	MLJE, LD, MOF, MDAs, MMDAs,
Sustain media engagement	Nationwide	√	√	√	√	600,000.00					√	FWSC	MLJE, LD, MOF, MDAs, MMDAs,
Continue Quarterly Progress Reporting	Nationwide	√	√	√	√	400,000.00					√	FWSC	MLJE, LD, MOF, MDAs, MMDAs,
Service Delivery Standards & Negotiation Protocols:													
Implement protocols in all negotiations	Nationwide	√	√	√	√	500,000.00					√	FWSC	MLJE, LD, MOF, MDAs, MMDAs,
Begin Negotiations	Nationwide	√	√	√	√	1,000,000.00					√	FWSC	MLJE, LD, MOF, MDAs, MMDAs,
Continue monitoring of negotiation dashboards	Nationwide	√	√	√	√	200,000.00					√	FWSC	MLJE, LD, MOF, MDAs, MMDAs,
Implement negotiation protocols in urgent cases	Nationwide	√	√	√	√	3,000,000.00					√	FWSC	MLJE, LD, MOF, MDAs, MMDAs,
TOTAL (GHS) - PUBLIC SERVICES WAGE AND SALARIES ADMINISTRATION (2027)	61,000,000.00					61,000,000.00							
Programme: Research, Statistics, Information Management and Public Relations													
Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Development of 2026 Statistical Report	Nationwide			√	√	260,000					√	RSIM	Dept/Agencies

Production of 2027 Sector Performance Report	Nationwide				√	400,000					√	RSIM	Dept/Finance/Account/Audit/HR
Labour and employment data collection: Collate and publish data on number of jobs created through government intervention for 2026	Nationwide	√	√	√	√	420,500					√	RSIM	MDAs
Training for Regional and District Officers on the Administrative data collection, management and analysis	Nationwide			√	√	1,500,000					√	RSIM	MDAs
Development of report on decent work using Ghana's data on SDG labour market indicators to enable reporting on ILO Conventions	Nationwide		√			800,000				√		RSIM	GSS/ Departments
Training of RSIMD staff in Statistical Tools eg. CSPRO, R'Programming	Nationwide			√		2,000,000				√		RSIM	MLJE HQ, Departments / Agencies
Celebration of annual Client Service Week	Nationwide				√	80,000					√		MLJE HQ, Departments / Agencies
Review and update of client service charter	Nationwide		√			120,000					√	RSIM	MLJE HQ, Departments / Agencies
Maintenance of IT Database	Nationwide	√	√	√	√	600,000					√	RSIM	MLJE HQ, Departments / Agencies
Maintenance of ICT Infrastructure	Nationwide	√	√	√	√	180,000					√	RSIM	MLJE HQ, Departments / Agencies
Review of ICT guidelines	Nationwide		√	√		220,000					√	RSIM	MLJE HQ, Departments / Agencies

Relevant employment/ labour related information disseminated to stakeholders: 1) Sensitization on child labour, 2)Sensitization and awareness creation on the National Green Job Strategy (NGJS)	Nationwide	√	√	√	√	750,000					√	RSIM	Labour Dept/Labour Directorate/PPME
Determination of base pay and minimum wage: Publicity and announcements of base pay and National Daily Minimum Wage	Nationwide	√				80,000					√	RSIM	FWSC
Awareness creation on migration requirement : Labour Migration Campaign	Nationwide		√			30,000					√	RSIM	PPME/Labour Dept/Ghana Germany
Organise Civil Service Week Celebration (Photo Exhibition)	Nationwide		√			100,000					√	RSIM	MLJE HQ, Departments / Agencies
Media engagement on national labour conference	Nationwide		√			400,000					√	RSIM	MLJE HQ, Departments / Agencies
Meet the Press and media coverage for all ministerial events	Nationwide	√	√	√	√	80,000					√	RSIM	MLJE HQ, Departments / Agencies
Creation of Public Awareness campaigns on the RTI laws and provide adequate training on RTI laws for incoming officers	Nationwide	√	√	√	√	80,000					√	RSIM	MLJE HQ, Departments / Agencies
Update the RTI Manual and guidelines	Nationwide	√	√	√	√	30,000					√	RSIM	MLJE HQ, Departments / Agencies
TOTAL (GHS) RESEARCH, STATISTICS, INFO. MANAGEMENT AND	8,130,500.00					8,130,500							

PUBLIC RELATIONS (2027)													
Objectives:													
Programme: Finance and Administration													
Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Printed materials, stationery, toners and cartridges	Nationwide	√	√	√	√	1,200,000.00					√	F&A	MLJE Units
Logistics for Official Travel and Conferences	Nationwide	√	√	√	√	3,500,000.00					√	F&A	MLJE Units
Organise Retreat to discuss sector performance and challenges and way forward	Volta Region	√	√	√	√	600,000.00					√	F&A	MLJE Units
Organise 4 Ministerial Advisory Board Meetings	Accra	√	√	√	√	200,000.00					√	F&A	MLJE Units
Organise 15 Management Meetings	Accra	√	√	√	√	200,000.00					√	F&A	MLJE Units
Organise 4 Entity Tender Committee Meetings	Accra	√	√	√	√	200,000.00					√	F&A	MLJE Units
ARLAC Governing Council Meetings and membership subscriptions	Accra	√	√	√	√	600,000.00					√	F&A	MLJE Units
Provide ICT Equipment	Accra	√	√	√	√	900,000.00					√	F&A	MLJE Units
Provide Vehicle Parts and Accessories	Accra	√	√	√	√	1,500,000.00					√	F&A	MLJE Units
Procure Vehicles	Accra	√	√	√	√	2,125,000.00					√	F&A	MLJE Units
Provide Office Equipment	Accra	√	√	√	√	1,000,000.00					√	F&A	MLJE Units
Provide Office Furniture and Fittings	Accra	√	√	√	√	600,000.00					√	F&A	MLJE Units
Provide Services, Maintenance, Insurance and Road Worthy of Vehicles	Accra	√	√	√	√	1,600,00.00					√	F&A	MLJE Units
Provide Fuel and Lubricants for Running Office Vehicles	Nationwide	√	√	√	√	1,400,000.00					√	F&A	MLJE Units

Organise 4 Staff Durbars/ Meetings	Accra	√	√	√	√	200,000.00					√	F&A	MLJE Units
Provide Utilities and Sanitation	Accra	√	√	√	√	1,500,000.00					√	F&A	MLJE Units
Provide office beautification and maintenance of the work environment	Accra	√	√	√	√	200,000.00					√	F&A	MLJE Units
TOTAL (GHS) FINANCE AND ADMINISTRATION (2027)	17,525,000.00					17,525,000.00							

Objectives:

Programme: Policy Planning, Budgeting, Monitoring and Evaluation

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Tripartite National Labour Conference organised and Communique signed	Nationwide	√	√	√	√	5,000,000.00					√	PPME	MOF, OoP, FWSC, NLC, TUC, GFL, GEA, MDAs
Ghana's Participation in 115th Session of the ILC facilitated and report reviewed	Nationwide	√	√	√	√	600,000.00					√	PPME	MOF, OoP, FWSC, NLC, TUC, GFL, GEA, MDAs
Submission of 2027 International Labour Standards Report to the International Labour Organisation	Nationwide	√	√	√	√	400,000.00					√	PPME	MOF, OoP, FWSC, NLC, TUC, GFL, GEA, MDAs
Develop the Formalisation of Informal Work Policy	Nationwide	√	√	√	√	3,000,000.00					√	PPME	MOF, GRA, NPRA, TUC, GFL, GEA, MDAs, PEF
2026 Annual and 2027 Quarterly Budget Performance Reports prepared and submitted	Nationwide	√	√	√	√	200,000.00					√	PPME	MLJE HQ, Departments / Agencies

Facilitate the Implementation of the New National Cooperatives Bill and develop the National Co-operatives Policy	Nationwide	√	√	√	√	5,000,000.00					√	PPME	DOC, GCC, GCCo, Coop Societies & Associations
Facilitate the Implementation of the Revised National Employment Policy	Nationwide	√	√	√	√	5,000,000.00					√	PPME	MDAs, NDPC, OoP, PEF, TUC, GEA, Academia
Facilitate the Implementation of the Revised Labour Act, 2003 (Act 651)	Nationwide	√	√	√	√	5,000,000.00					√	PPME	LD, NLC, DFI, MOF, TUC, GFL, GEA
Facilitate the Implementation of the National Occupational Safety and Health Policy and Bill	Nationwide	√	√	√	√	4,500,000.00					√	PPME	DFI, LD, OSH Institutions (EPA, GHS, etc)
Coordinate the implementation of the National Green Jobs Strategy 2026-2029	Nationwide	√	√	√	√	10,000,000.00					√	PPME	DPs, MOF, NDPC, TVET Services, CTVET
Determination of 2028 National Daily Minimum Wage and Public Sector Base Pay	Nationwide	√	√	√	√	1,500,000.00					√	PPME	LD, NLC, FWSC, NTC
Settlement of Labour Disputes	Nationwide	√	√	√	√	10,000,000.00					√	PPME	LD, NLC, FWSC, NTC
Build the capacity of stakeholders on Social Dialogue	Nationwide	√	√	√	√	5,000,000.00					√	PPME	LD, NLC, FWSC, NTC
Quarterly meetings of Labour Migration Technical Working Group on implementation of NLMP	Nationwide	√	√	√	√	1,000,000.00					√	PPME	MLJE, LD, MoGCSP, DPs, GSS, NDPC, MoI, MOF,
Coordinate the Implementation of the Revised National Labour Migration Policy 2025-2029	Nationwide	√	√	√	√	5,000,000.00					√	PPME	MLJE, LD, MoGCSP, DPs, GSS, NDPC, MoI, MOF,

Review of M&E indicators, undertake data collection, analyse and publish GLMIS report Quarterly	Nationwide	√	√	√	√	3,000,000.00					√	PPME	MLJE, LD, MoGCSP, DPs, GSS, NDPC
Carryout other M&E related activities on green jobs, labour migration, child labour, among others.	Nationwide	√	√	√	√	5,000,000.00					√	PPME	MLJE, LD, MoGCSP, DPs, GSS, NDPC
Organise 2 Child Labour Steering Committee meetings to develop activities for the elimination of worst forms of child labour	Accra	√	√	√	√	600,000.00					√	PPME	MLJE, LD, MoGCSP, DPs, GSS, NDPC
TOTAL (GHS) POLICY PLANNING, MONITORING & EVALUATION (2027)	69,800,000.00					69,800,000.00							

Objectives:

Programme: Human Resource Management

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Facilitate Scheme of Service Training for Various Grades	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Scheme of Service Training for promotion for 41 staff due for promotion this year	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Organise Induction Training for Newly Posted Staff and NSS Personnel	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies

Organise orientation programme for staff on new mandate of the Ministry.	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Competency Based Training for Various Grades	Accra	√	√	√	√	1,000,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training on Health and Safety for all staff	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate training in MS Suite for 10 staff	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training on Administrative Instructions for staff	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Conduct Training on Succession planning development for 15 HRMD Staff	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Cabinet Memo Writing for Deputy Directors, Assistant Director I / Analogous	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Emotional Intelligence for Deputy Directors, and Assistant Director I / Analogous	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Coaching and Mentoring for Directors/ Analogous and Assistant Director I / Analogous	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Ethical Leadership for Deputy Director	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies

Facilitate Training in Evidence-Based Policy Making	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Problem-Solving and Decision making	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Gender Mainstreaming in the Civil Service	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Project Planning Management	Accra	√	√	√	√	300,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Women in Management	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Monitoring and Evaluation	Accra	√	√	√	√	400,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Records Office Practices	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate training on Four Line Directorates for ADIIA, ADIIB/Analogous and Sub-Professional Grade	Accra	√	√	√	√	600,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training on the Code of Conduct for all staff	Accra	√	√	√	√	500,000.00					√	HR	MLJE HQ, Departments / Agencies
Develop a Succession Plan for the Sector	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Conduct HRMD Audit for the Departments and Agencies	Accra	√	√	√	√	1,000,000.00					√	HR	MLJE HQ, Departments / Agencies

Update Staff Establishment Levels Quarterly	Accra	√	√	√	√	60,000.00					√	HR	MLJE HQ, Departments / Agencies
Operationalize Database and replicate same in Departments and Agencies	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies
Operationalize Training Database and replicate same in Departments and Agencies	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies
Update Staff List Quarterly	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Produce Quarterly Report on Postings, Exits, Promotions, Resignations	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies
Update Job Schedules bi-annually	Accra	√	√	√	√	60,000.00					√	HR	MLJE HQ, Departments / Agencies
Generate Staff Performance Appraisal Report	Accra	√	√	√	√	30,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate the signing of Chief Directors Agreement	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate the Signing of 2027 Performance Agreements (PAs) of Directors and Heads of Departments (HODs)	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies
Coordinate the Monitoring of Chief Director Performance Agreements	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Coordinate end-of-year evaluation of 2027 Performance Agreement (PA) for Chief Director	Accra	√	√	√	√	60,000.00					√	HR	MLJE HQ, Departments / Agencies

Coordinate end of year evaluation of 2027 Performance Agreements (PAs) of Directors and Heads of Departments (HODs)	Accra	√	√	√	√	60,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate promotion interview sessions for staff	Accra	√	√	√	√	30,000.00					√	HR	MLJE HQ, Departments / Agencies
Workshop Preparation of 20 Eligible Staff due for Promotion	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Process and submit 2027 promotional register to the OHCS	Accra	√	√	√	√	10,000.00					√	HR	MLJE HQ, Departments / Agencies
Monitor attendance and prepare reports on 140 staff	Accra	√	√	√	√	10,000.00					√	HR	MLJE HQ, Departments / Agencies
Produce Reports on efforts to enforce discipline	Accra	√	√	√	√	10,000.00					√	HR	MLJE HQ, Departments / Agencies
Organise Directorate meetings	Accra	√	√	√	√	30,000.00					√	HR	MLJE HQ, Departments / Agencies
Organize Sector Wide HRMD Heads forum	Accra	√	√	√	√	300,000.00					√	HR	MLJE HQ, Departments / Agencies
Operationalise Training Policy for the Ministry	Accra	√	√	√	√	2,000,000.00					√	HR	MLJE HQ, Departments / Agencies
Operationalise Coaching and Mentoring Policy for the Ministry	Accra	√	√	√	√	2,000,000.00					√	HR	MLJE HQ, Departments / Agencies
Operationalise Leave Policy for the Ministry	Accra	√	√	√	√	1,000,000.00					√	HR	MLJE HQ, Departments / Agencies

TOTAL (GHS) HUMAN RESOURCE MANAGEMENT (2027)	12,660,000.00					12,660,000.00							
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Objectives: Reduce the national unemployment rate by promoting job creation, skills development, and entrepreneurship support, targeting at least 10% of unemployed youth and women with employable skills training, job-matching services, and enterprise development opportunities by 2029.

Programme: Green Jobs Promotion

Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
						GoG	DA CF	IGF	DP				
Implementation of National Green Jobs Strategy	Nation-wide	√	√	√	√	50,000,000.00	-	-	25,000,000.00		√	PPME D	Labour Directorate, LD, PECs, Oop, 24H Sec, MoF, DPs, MMDAs, MDAs, Media, Private Sector

Objectives: Reduce the national unemployment rate by promoting job creation, skills development, and entrepreneurship support, targeting at least 10% of unemployed youth and women with employable skills training, job-matching services, and enterprise development opportunities by 2029.

Programme: Work Abroad Programme

Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Implementation of Work Abroad Programme	Nation-wide	√	√	√	√	15,000,000.00	-	-	5,000,000.00		√	PPME, LD, YEA	OoP, MDAs, MMDAs, Academia, TVET Service, GIZ

Objectives: Reduce the national unemployment rate by promoting job creation, skills development, and entrepreneurship support, targeting at least 10% of unemployed youth and women with employable skills training, job-matching services, and enterprise development opportunities by 2029.													
Programme: Employment Promotion and Skills Development Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
		✓	✓	✓	✓					✓			
Implementation of employment and labour programmes to address skills mismatch	Nation-wide	✓	✓	✓	✓	20,000,000.00	-	-	10,000,000.00		✓	PPME, Labour Directorate	MoE, MoEn, MOF, CTVET, TVET Service, MOFA, MoTAI, MoTCRA
Objectives: • Strengthen the sustainability and inclusiveness of the pension system for all workers by 2029													
Programme: Pension Reforms and Regulations													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
		✓	✓	✓	✓					✓			
Coordinate outstanding pension reforms and regulations	Nation-wide	✓	✓	✓	✓	50,000,000.00	-	-	-		✓	Labour Directorate	MLJE, NPRA, SSNIT, NLC, LD, NTC, MOF
Objectives: • Strengthen the labour administration systems, workplace compliance, and dispute resolution mechanisms.													
Programme: Industrial Relations and Dispute Resolution Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
		✓	✓	✓	✓					✓			
Coordinate implementation and resolution of Outstanding labour issues	Nation-wide	✓	✓	✓	✓	75,000,000.00	-	-	-		✓	Labour Directorate	MLJE, NTC, LD, FWSC, NLC, NPRA, SSNIT, MOF, OoP, FORUM

Objectives: <ul style="list-style-type: none"> • Expand and deepen social protection systems to cover vulnerable and informal sector workers • Strengthen the sustainability and inclusiveness of the pension system for all workers • Protect children against all forms of child labour, forced labour and exploitation; 													
Programme: Social Protection and Welfare Enhancement Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Coordinate implementation of child labour, force labour, workmen's compensation, and other labour protection related programmes	Nation-wide	√	√	√	√	25,000,000.00	-	-	-	√		Labour Directorate, LD, PPME D	MLJE, MoGCSP, NTC, DFI, DOC, NPRA, SSNIT, MOF, OoP
Objectives: Improve labour market information, research, and evidence-based policy-making by 2026.													
Programme: Labour, Market Information, Research and Policy Development Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Coordinate the implementation of the labour market information system	Nation-wide	√	√	√	√	25,000,000.00	-	-	10,000,000.00	√		Labour Directorate, LD, PPME D	MLJE, LD, GSS, NITA, MOF, MOE, NDPC
Objectives: Mainstream cross-cutting issues to ensure decent employment outcomes (gender, disability, green jobs, digitalisation, climate resilience) by 2029													
Programme: Cross-Cutting Employment and Inclusion Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Coordinate the implementation of cross-cutting employment and inclusion programmes	Nation-wide	√	√	√	√	10,000,000.00	-	-	7,500,000.00	√		Labour Directorate, LD, PPME D	MLJE, MoGCSP, LD, DOC, MOF, 24HR SEC

Objectives:													
Programme: Institutional Capacity Strengthening and Resource Mobilisation Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Coordinate the implementation of capacity building and resource mobilization programmes	Nation-wide	√	√	√	√	7,500,000.00	-	-	5,000,000.00		√	HR, PPME D, Labour Directorate	MLJE, LD, DFI, DOC, MDPI, FWSC, GCC, GCCo, NLC, NPRA

Table 8: 2027 Annual Action Plan

6.4 2028 Annual Action Plan

Objective: Improve the co-operatives regulatory and administrative systems in all sectors by 2029.													
Programme: Co-operatives Development													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Registration of Co-operative Societies	Nation-wide	√	√	√	√	60,000.00		49,400.00			√	DOC	MLJE, GCC, GCCo, MLGRD
Audit of Co-operative Societies	Nation-wide	√	√	√	√	250,000.00		195,000.00			√	DOC	MLJE, GCC, GCCo, MLGRD
Trainings for Co-operative Societies	Nation-wide	√	√	√	√	200,000.00		166,400.00			√	DOC	MLJE, GCC, GCCo, MLGRD
Inspection of Co-operative Societies	Nation-wide	√	√	√	√	300,000.00		156,000.00			√	DOC	MLJE, GCC, GCCo, MLGRD

Community Sensitization	Nation-wide	√	√	√	√	60,000.00		49,400.00			√	DOC	MLJE, GCC, GCCo, MLGRD
Capacity Building for Staff	Nation-wide	√	√	√	√	230,000.00		260,000.00			√	DOC	MLJE, GCC, GCCo, MLGRD
Digitization of operations	Nation-wide	√	√	√	√	258,125.59		69,674.41			√	DOC	MLJE, GCC, GCCo, MLGRD
Sensitisation of youth on cooperatives	Upper East, Upper West, Northern & North East Regions	√	√	√	√	350,000.00		-			√	GCC	MLJE, DOC
Training of cooperative members in management and entrepreneurship skills	Nation-wide	√	√	√	√	1,000,000.00		-			√	GCC	MLJE, DOC
TOTAL (GHS) – COOPERATIVE DEVELOPMENT (2028)	3,654,000.00					2,708,125.59		945,874.41					

Objective: Phase completion of Baatsonaa Land project through government support, PPPs and donor partnerships

Programme: Management Skills Development and Productivity

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DACF	IGF	Other	New	Ongoing	Lead	Collaborating
Regional Hub Establishment:													
Complete Baatsona Phase 1	Accra	√	√	√		150,000,000				√		MDPI	MLJE, MoF
Launch Tamale and Takoradi offices	Tamale, Takoradi		√	√	√			2,000,000		√		MDPI	MLJE
Achieve ECOWAS Hub status	Accra		√	√				200,000		√		MDPI	MLJE
Sub-Total						150,000,000		2200000					

Objective: Create a knowledge hub and digital database on productivity for Ghana and the sub-region													
Programme: Management Skills Development and Productivity													
Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DACF	IGF	Other	New	Ongoing	Lead	Collaborating
Innovation & Technology:													
Launch Productivity Innovation Lab	Nationwide		√			2,000,000			1,000,000	√		MDPI	MoLJE, ILO, JICA, GIZ, UNDP, NDPC, FWSC, GSS, etc
Deploy AI productivity assessment tools	Nationwide		√	√				500,000	1,000,000	√		MDPI	N/A
Pilot green productivity programmes	Nationwide			√	√			200,000	800,000	√		MDPI	ILO, JICA, GIZ, UNDP, NDPC,
Sub-Total						2,000,000		200000	2,800,000				
Objective: Develop and publish National Productivity Indicators aligned with ILO/UNDP guidelines													
Programme: Management Skills Development and Productivity													
Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DACF	IGF	Other	New	Ongoing	Lead	Collaborating
Advanced Research:													
Publish sectoral productivity studies	Nationwide		√	√	√			1,000,000	1,000,000	√		MDPI	MoLJE, GSS, NDPC, FWSC, DP

Launch Ghana Productivity Index	Nationwide	√							500,000	√		MDPI	MoLJE, GSS, NDPC, FWSC, DP
Public sector productivity scorecard	Nationwide			√	√				800,000	√		MDPI	MoLJE, GSS, NDPC, FWSC, DP
Sub-Total									1,800,000	1,500,000			

Objective: Expand training and consultancy to cover AfCFTA-related areas, digital transformation, and (Environmental, Social, Gender, Governance) compliance

Programme: Management Skills Development and Productivity

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Service Sophistication:													
Launch ESGG consultancy	Nationwide		√	√				1,000,000				MDPI	N/A
Digital transformation services expansion	Nationwide	√	√	√	√			2,000,000				MDPI	N/A
AfCFTA Trade Facilitation certification	Nationwide			√	√			400,000				MDPI	MoTAI
Sub-Total								3,400,000					

Objective: Establish MDPI as the Regional Centre of Excellence for Productivity in West Africa

Programme: Management Skills Development and Productivity

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
International Recognition:													

Host 2nd National Productivity Conference	Nationwide				√				2,000,000	√		MDPI	MoLJE, NDPC, FWSC, GSS, DPs, MPC, etc
Apply for ISO certification	Nationwide	√	√					300,000		√		MDPI	MPC, JPC, APO
Launch Japan/ Malaysia exchange	Nationwide		√	√				1,500,000		√		MDPI	MPC, JPC
Seek AU recognition	Nationwide			√	√			300,000		√		MDPI	AU
Sub-Total								2100000	2,000,000				
TOTAL (GHS) MANAGEMENT SKILLS DEVELOPMENT AND PRODUCTIVITY (2028)	168,000,000.00					152,000,000	0	9,700,000	6,300,000				

Objective: Establish an effective occupational safety & health regulatory and administrative systems by 2029

Programme: Occupational Safety and Health

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DACF	IGF	Other	New	Ongoing	Lead	Collaborating
Register 800 new premises	Nationwide	√	√	√	√	100,000		502,000			√	DFI	MLJE
Conduct 11,500 routine inspections	Nationwide	√	√	√	√	187,500		750,000			√	DFI	MLJE/LD
Prosecute 60% of OSH offenders	Nationwide		√	√		28,125		112,500			√	DFI	MLJE/AGD
Conduct 180 Industrial Hygiene survey	Nationwide		√	√	√	93,750		375,000			√	DFI	MLJE, GSS
Conduct 800 Safety and Health training	Nationwide	√	√	√	√	46,875		187,500			√	DFI	MLJE
Open one new office	Savannah		√	√		62,500		250,000		√		DFI	MLJE/ RCC

Investigate 100% of reported accident	Nationwide	√	√	√	√	31,250		125,000		√	DFI	MLJE/LD
Undertake 5 Foreign and 30 local training	Nationwide	√	√	√	√	263,780		395,670		√	DFI	MLJE/CSTC/ITS
Recruit 40 technical staff	Nationwide	√	√	√	√	205,746.64		-	√		DFI	MLJE
Train 50 technical staff	Nationwide	√	√	√	√	656,250		984,375		√	DFI	OHCS/ Universities, etc.
5 vehicles [1 Land Cruiser 4x4, 4 pickups 4x4] for efficient work	Nationwide		√	√	√	5,850,000		650,000	√		DFI	MoF/MJLE
Acquire 25 modern scientific equipment and ICT tools for effective OSH implementation	Nationwide	√	√	√	√	129,715.1		518,860.40	√		DFI	MJLE/MOF/ BoG/
Upgrade 3 regional offices	Bolga, Wa, Gaoso		√	√		60,000		240,000	√		DFI	MJLE/RCC
Acquire land for head office complex	Accra		√	√		4,320,000		-	√		DFI	Lands Commission/ Traditional Authorities
Finalize and submit technical inputs for the review and update of Act 328	Accra		√	√		80,000		270,000	√		DFI	MJLE / Parliament/ EPA
Assess compliance and enforcement levels	Nationwide			√	√	-		72,000		√	DFI	Primary Stakeholders
Organize 2 public sensitization programs on OSH Ho, Cape coast			√	√	√	40,000		60,000		√	DFI	MJLE/Media/ MMDAs

Organize training for OSH workers and employers	Nationwide	√	√	√	√	200,000		200,000		√	DFI	Primary Stakeholders/ Trade Unions
Observance of the World Day for Safety	Accra		√			-		350,000		√	DFI	Primary and Secondary Stakeholders
Maintenance	Nationwide	√	√	√	√	81,202		324,806		√	DFI	MLJE
Communication Strategy	Nationwide	√	√	√	√	363,000		847,000		√	DFI	Media Organisations
Evaluation and Monitoring	Nationwide		√	√	√	51,000		119,000		√	DFI	MJLE/OHCS/ NDPC, MoF
TOTAL (GHS) OCCUPATIONAL SAFETY & HEALTH (2028)	20,184,405.0 0					12,650,694		7,333,711	200,000			

Objective:
By 2029, reduce the national unemployment rate by promoting job creation, skills development, and entrepreneurship support, targeting at least 10% of unemployed youth and women with employable skills training, job-matching services, and enterprise development opportunities.

Programme: Employment Services

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DACF	IGF	Other	New	Ongoing	Lead	Collaborating
Register 6,250 job seekers by 2029	Nationwide	√	√	√	√	264,500		41,498			√	LD	PEAs
Place 12,500 job seekers in employment	Nationwide	√	√	√	√	264,500		41,498			√	LD	PEAs
Provide career counselling services to 12,500 job seekers	Nationwide	√	√	√	√	264,500		41,498			√	LD	PECs

Undertake 85 Vocational and Career Guidance counselling visits to SHS and JHS	Nationwide	✓	✓	✓	✓	66,125		41,498			✓	LD	Regional Offices, PECs
Total						859,625		165,992					

Objectives:

1. Strengthen collaboration and structured engagement with trade unions and employers' associations by establishing Amend the Labour Act, 2003, to close existing enforcement gaps and introduce strong penalties for violations by 2026

Programme: Industrial Relations

Issue 4 Trade union certificates	Accra	✓	✓	✓	✓	97,750		41,498			✓	LD	Trade Unions, Employers Association
Issue 53 Collective Bargaining Certificates	Accra	✓	✓	✓	✓	97,750		41,498			✓	LD	Trade Unions, Employers Association
Resolve 50 labour-related matters	Nationwide	✓	✓	✓	✓	264,500		41,498			✓	LD	Trade Unions, Labour Commission, SSNIT,
Organise a Labour dialogue with trade unions and employers' associations	Accra			✓		264,500		41,498		✓		LD	MLJE, Trade Unions &
Total						724,500		165,992					

Objectives:

6. Reduce the average processing time of compensation claims by 50% by 2029 through streamlined procedures and the adoption of digital systems.

7. To raise public awareness on workers' rights to compensation so that at least 70% of employees, including those in the informal sector, are knowledgeable about their entitlements by 2029.

Programme: Workmen's Compensation

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DACF	IGF	Other	New	Ongoing	Lead	Collaborating
Register 355 compensation cases	Nationwide	√	√	√	√	357,075		41,498			√	LD	Employers, Workmen's Compensation Unit, All regional Offices
Ensure that 80% annual compensation claims are paid.	Nationwide	√	√	√		264,500		41,498			√	LD	Employers, Judiciary Service Workmen's Compensation Unit, All regional Offices
Total						621,575		82,996					

Objective:

Operationalise the GLMIS to provide real-time insights on employment, skills gaps, and wage trends by the end of 2026

Programme: Labour Market Information

Undertake 1 Labour Market Survey	Nationwide		√			1,300,000		41,498			√	LD	GSS, MLJE, Employers,
Prepare and submit 4 quarterly Labour Market Information Reports to MLJE	Accra	√	√	√	√	264,500		41,498			√	LD	MLJE
Total						1,564,500		82,996					

Objectives:

12. Reduce workplace-related violations by ---% by 2029

13. Increase the total number of inspections by 20% by 2029

14. Recruit and train 200 new inspectors by 2029.

15. Increase stakeholder compliance rate by 50% by 2029

To increase awareness and understanding of labour laws and workers' rights among at least 60% of the target workforce, particularly in high-violation sectors, by 2029.

16. Improve conditions for vulnerable groups by 40% by 2025.

To expand Labour protection coverage in the informal Sector by 10% by 2029

Programme: Labour Inspection

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DACF	IGF	Other	New	Ongoing	Lead	Collaborating
Undertake 2,200 labour inspections in both the formal and informal sectors	Nationwide	√	√	√	√	408,917		55,125			√	LD	Employers, DFI, NADMO, SSNIT, Social Welfare
Recruit and train 38 new inspectors.	Nationwide			√		991,875		55,125		√		LD	MLJE, OHCS, MOF
Purchase 50 tablets for inspections	Nationwide				√	462,875				√		LD	MLJE, MOF, Donor Partners
Total						1,863,667		110,250					

Objectives:

8. Reduce misinformation and ensure 60% of potential labour emigrants are aware of regular pathways by 2029.

Reduce the activities of illegal operating recruitment agencies to 70% by 2029.

Programme: Labour Migration Governance

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DACF	IGF	Other	New	Ongoing	Lead	Collaborating
Register job seekers with PEAs for job placement abroad.	Nationwide	√	√	√	√	132,250		33,075			√	LD	PEAs

Place 115 Migrant workers in employment outside Ghana	Nationwide	✓	✓	✓	✓	132,250		33,075		✓	LD	MLJE, PEAs, Donor Partners
Register 53 Private Employment Agencies	Accra	✓	✓	✓	✓	661,250		33,075		✓	LD	Registrar of Companies
Monitor the activities of 100 Private Employment Agencies (PEA)	Nationwide	✓	✓	✓	✓	211,600		55,125		✓	LD	PEAs
Organise 1 public stakeholder engagement on Labour Migration annually	Accra			✓		396,750		55,125		✓	LD	PEA, CSOs, Donor Partners, MDAs
Publish the names of legal operating recruitment agencies on the GLMIS for public consumption and knowledge	Nationwide	✓	✓	✓	✓	105,800				✓	LD	PEAs
Undertake 50 community sensitisations on safe labour migration pathways	Nationwide					661,250				✓	LD	MLJE, Donor Partners
Total						2,301,150		209,475				

Objectives:

6. Ensure 80% of district offices are adequately resourced by 2029
7. Build technical and managerial capacity by 2029

Achieve 70% awareness level of the Department's mandates and key services by 2029

Programme: Institutional strengthening

Build the capacity of about 80% of staff by the end of the year, 2026	Nationwide	✓	✓	✓	✓	1,904,400		110,025		✓	LD	Training Institutions
Monitoring and evaluation of the Departments' activities.	Nationwide					661,250		55,125		✓	LD	MLJE

Provide labour offices with uninterrupted internet connectivity	Nationwide	√	√	√	√	529,000		33,075			√	MLJE	LD, MOFEP
Total						3,094,650		198,225					
Objective: Reduce the prevalence of Child Labour by 20%													
Programme: Elimination of Child Labour													
Implementation of GAAPCL	Nationwide	√	√	√	√	1,983,750		77,125	264,500		√	LD	MLJE, Donor Partners, Ghana Police Service, GIS, CSOs, MMDAs, MDAs
Establishment of CLFZ in MMDAs	Nationwide	√	√	√	√	661,250		77,125	264,500		√	LD	MLJE, Donor Partners, Ghana Police Service, GIS, CSOs, MMDAs, MDAs
Total						2,645,000		154,250	529,000				
TOTAL EMPLOYMENT SERVICES, RELATIONS AND ESTABLISHMENT INSPECTIONS (2028)	15,373,843.00					13,674,667.00		1,170,176.00	529,000.00				
Objectives: Ensure fair, equitable, and sustainable public sector pay systems by 2029													
Programme: Public Service Wage and Salaries Administration													
Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Legal, Institutional & Governance Framework:													

Continue political neutrality & manage influence	Nationwide	√	√	√	√	4,000,000.00					√	FWSC	MLJE, MOF, NTC, OoP
Complete integration with support systems	Nationwide	√	√	√	√	5,000,000.00					√	FWSC	MLJE, MOF, NTC, OoP
National Emoluments Policy Framework:													
Implement continuous payroll data cleansing	Nationwide	√	√	√	√	10,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs, GAS
Continue Institutionalization of HRMIS-Payroll integration	Nationwide	√	√	√	√	12,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs, GAS
Expand pilots to 30 other institutions	Nationwide	√	√	√	√	8,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs, GAS
Continue Implementation within fiscal limits	Nationwide	√	√	√	√	3,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs, GAS
Implement policy in 30 pilot sectors	Nationwide	√	√	√	√	6,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs, GAS
Introduce third-party verification	Nationwide	√	√	√	√	500,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs, GAS
National Grade & Pay Structure:													
Expand migration to all institutions	Nationwide	√	√	√	√	10,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs, GAS
Continue phased rollout	Nationwide	√	√	√	√	15,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs, GAS
Periodic reviews	Nationwide	√	√	√	√	5,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs, GAS

Strategic Communication & Stakeholder Engagement:													
Continue transparency campaigns	Nationwide	√	√	√	√	4,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs, ISD
Sustain media engagement	Nationwide	√	√	√	√	2,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs, GAS
Service Delivery Standards & Negotiation Protocols:													
Continue Negotiations	Nationwide	√	√	√	√	3,000,000.00					√	FWSC	
Expand compliance checks	Nationwide	√	√	√	√	8,000,000.00					√	FWSC	
TOTAL (GHS) - PUBLIC SERVICES WAGE AND SALARIES ADMINISTRATION (2028)	95,500,000.00					95,500,000.00							

Objectives:

Programme: Research, Statistics and Information Management

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Development of 2027 Statistical Report	Nationwide			√	√	260,000					√	RSIM	Dept/Agencies
Production of 2028 Sector Performance Report	Nationwide				√	450,000					√	RSIM	Dept/Finance/Account/Audit/HR
Labour and employment data collection: Collate and publish data on number of jobs created through government intervention for 2027	Nationwide	√	√	√	√	460,000					√	RSIM	MDAs

Development of report on migration statistics for ILO reporting	Nationwide	√	√	√	√	550,000					√	RSIM	MLJE HQ, Departments / Agencies
Monitoring of Monitoring and Evaluation of MELR Statistical Data Collection by the Departments/Agencies under the Ministry	Nationwide	√	√	√	√	2,000,000					√	RSIM	MLJE HQ, Departments / Agencies
Celebration of annual Client Service Week	Nationwide				√	60,000					√	RSIM	MLJE HQ, Departments / Agencies
Development of new client service charter	Nationwide		√			220,000					√	RSIM	MLJE HQ, Departments / Agencies
Maintenance of IT Database	Nationwide	√	√	√	√	500,000					√	RSIM	MLJE HQ, Departments / Agencies
Maintenance of ICT Infrastructure	Nationwide	√	√	√	√	180,000					√	RSIM	MLJE HQ, Departments / Agencies
Review of ICT guidelines	Nationwide		√	√		200,000					√	RSIM	MLJE HQ, Departments / Agencies
Ensuring the functionality and usage of the GLMIS	Nationwide	√	√	√	√	250,000					√	RSIM	PPME/Labour Dept
Relevant employment/labour related information disseminated to stakeholders: 1)Sensitization on child labour 2)Sensitization and awareness creation on the National Green Job Strategy (NGJS)	Nationwide	√	√	√	√	60,000					√	RSIM	Labour Dept/ Labour Directorate/ PPME

Determination of base pay and minimum wage: Publicity and announcements of base pay and National Daily Minimum Wage	Nationwide	√				80,000					√	RSIM	FWSC
Awareness creation on migration requirement : Labour Migration Campaign	Nationwide		√			30,000					√	RSIM	PPME/Labour Dept/Ghana Germany
Organise Civil Service Week Celebration (Photo Exhibition)	Nationwide		√			120,000					√	RSIM	MDAs
Meet the Press and media coverage for all ministerial events	Nationwide	√	√	√	√	140,000					√	RSIM	MDAs
Creation of Public Awareness campaigns on the RTI laws and provide adequate training on RTI laws for incoming officers	Nationwide	√	√	√	√	80,000					√	RSIM	Dept/Finance/Account/Audit/HR
Update the RTI Manual and guidelines	Nationwide	√	√	√	√	30,000					√	RSIM	Finance/Account/Audit/HR
TOTAL (GHS)	5,670,000.00					5,670,000							
RESEARCH, STATISTICS, INFO. MANAGEMENT AND PUBLIC RELATIONS (2028)													

Objectives:

Programme: Finance and Administration

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating

Printed materials, stationery, toners and cartridges	Nationwide	√	√	√	√	1,500,000.00					√	F&A	MLJE HQ, Departments / Agencies
Logistics for Official Travel and Conferences	Nationwide	√	√	√	√	4,000,000.00					√	F&A	MLJE HQ, Departments / Agencies
Organise Retreat to discuss sector performance and challenges and way forward	Ashanti Region	√	√	√	√	600,000.00					√	F&A	MLJE HQ, Departments / Agencies
Organise 4 Ministerial Advisory Board Meetings	Accra	√	√	√	√	200,000.00					√	F&A	MLJE HQ, Departments / Agencies
Organise 15 Management Meetings	Accra	√	√	√	√	200,000.00					√	F&A	MLJE HQ, Departments / Agencies
Organise 4 Entity Tender Committee Meetings	Accra	√	√	√	√	200,000.00					√	F&A	MLJE HQ, Departments / Agencies
ARLAC Governing Council Meetings and membership subscriptions	Accra	√	√	√	√	600,000.00					√	F&A	MLJE HQ, Departments / Agencies
Provide ICT Equipment	Accra	√	√	√	√	900,000.00					√	F&A	MLJE HQ, Departments / Agencies
Provide Vehicle Parts and Accessories	Accra	√	√	√	√	1,500,000.00					√	F&A	MLJE HQ, Departments / Agencies
Provide Office Furniture and Fittings	Accra	√	√	√	√	600,000.00					√	F&A	MLJE HQ, Departments / Agencies
Provide Services, Maintenance, Insurance and Road Worthy of Vehicles	Accra	√	√	√	√	1,600,000.00					√	F&A	MLJE HQ, Departments / Agencies
Provide Fuel and Lubricants for Running Office Vehicles	Nationwide	√	√	√	√	1,400,000.00					√	F&A	MLJE HQ, Departments / Agencies

Organise 4 Staff Durbars/ Meetings	Accra	√	√	√	√	200,000.00					√	F&A	MLJE HQ, Departments / Agencies
Provide Utilities and Sanitation	Accra	√	√	√	√	1,500,000.00					√	F&A	MLJE HQ, Departments / Agencies
Provide office beautification and maintenance of the work environment	Accra	√	√	√	√	200,000.00					√	F&A	MLJE HQ, Departments / Agencies
TOTAL (GHS) FINANCE AND ADMINISTRATION (2028)	15,200,000.00					15,200,000.00							

Objectives:

Programme: Policy Planning, Monitoring and Evaluation

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Tripartite National Labour Conference organised and Communique signed	Nationwide	√	√	√	√	5,000,000.00					√	PPME	MDAs, NTC, LD, NLC, FWSC
Ghana's Participation in 116th Session of the ILC facilitated and report reviewed	Nationwide	√	√	√	√	600,000.00					√	PPME	MDAs, NTC, LD, NLC, FWSC
Submission of 2028 International Labour Standards Report to the International Labour Organisation	Nationwide	√	√	√	√	400,000.00					√	PPME	MDAs, NTC, LD, NLC, FWSC
Coordinate the Implementation of the Formalisation of Informal Work Policy	Nationwide	√	√	√	√	3,000,000.00					√	PPME	NTC, LD, DOC, MDAs, MMDAs, PSOs, CSOs
2027 Annual and 2028 Quarterly Budget	Nationwide	√	√	√	√	200,000.00					√	PPME	MLJE HQ, Departments / Agencies

Performance Reports prepared and submitted													
Coordinate the implementation of the National Green Jobs Strategy 2026-2029	Nationwide	√	√	√	√	10,000,000.00					√	PPME	LD, NDPC, MOF, OoP, MDAs, PSOs, MMDAs, DPs
Determination of 2029 National Daily Minimum Wage and Public Sector Base Pay	Nationwide	√	√	√	√	1,500,000.00					√	PPME	LD, NDPC, MOF, OoP, MDAs, PSOs, MMDAs, DPs
Settlement of Labour Disputes	Nationwide	√	√	√	√	10,000,000.00					√	PPME	NTC, LD, NLC, FWSC
Build the capacity of stakeholders on Social Dialogue	Nationwide	√	√	√	√	5,000,000.00					√	PPME	NTC, LD, NLC, FWSC
Quarterly meetings of Labour Migration Technical Working Group on implementation of NLMP	Nationwide	√	√	√	√	1,000,000.00					√	PPME	NTC, LD, NLC, FWSC
Coordinate the Implementation of the Revised National Labour Migration Policy 2025-2029	Nationwide	√	√	√	√	5,000,000.00					√	PPME	LD, NDPC, MFA, MoI, MOF, DPs
Review of M&E indicators, undertake data collection, analyse and publish GLMIS report Quarterly	Nationwide	√	√	√	√	3,000,000.00					√	PPME	LD, NDPC, MFA, MoI, MOF, DPs
Carryout other M&E related activities on green jobs, labour migration, child labour, among others.	Nationwide	√	√	√	√	5,000,000.00					√	PPME	LD, NDPC, MOF, OoP, MDAs, PSOs, MMDAs, DPs
Organise 2 Child Labour Steering Committee meetings to develop activities for the elimination of worst forms of child labour	Accra	√	√	√	√	600,000.00					√	PPME	LD, NDPC, MOF, OoP, MDAs, PSOs, MMDAs, DPs

TOTAL (GHS) POLICY PLANNING, MONITORING & EVALUATION (2028)	50,300,000.00					50,300,000.00							
Objectives:													
Programme: Human Resource Management													
Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Facilitate Scheme of Service Training for Various Grades	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Scheme of Service Training for promotion for 50 staff due for promotion this year	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Organise Induction Training for Newly Posted Staff and NSS Personnel	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Organise orientation programme for staff on new mandate of the Ministry.	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Competency Based Training for Various Grades	Accra	√	√	√	√	1,000,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training on Health and Safety for all staff	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training on Administrative Instructions for staff	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Conduct Training on Succession planning development for 20 HRMD Staff	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies

Facilitate Training in Cabinet Memo Writing for Deputy Directors, Assistant Director I / Analogous	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Emotional Intelligence for Deputy Directors, and Assistant Director I / Analogous	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Coaching and Mentoring for Directors/ Analogous and Assistant Director I / Analogous	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Ethical Leadership for Deputy Director	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Evidence-Based Policy Making	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Problem-Solving and Decision making	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Gender Mainstreaming in the Civil Service	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Project Planning Management	Accra	√	√	√	√	300,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Women in Management	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Monitoring and Evaluation	Accra	√	√	√	√	400,000.00					√	HR	MLJE HQ, Departments / Agencies

Facilitate Training in Records Office Practices	Accra	√	√	√	√	200,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate training on Four Line Directorates for ADIIA, ADIIB/Analogous and Sub-Professional Grade	Accra	√	√	√	√	600,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training on the Code of Conduct for all staff	Accra	√	√	√	√	500,000.00					√	HR	MLJE HQ, Departments / Agencies
Conduct HRMD Audit for the Departments and Agencies	Accra	√	√	√	√	1,000,000.00					√	HR	MLJE HQ, Departments / Agencies
Update Staff Establishment Levels Quarterly	Accra	√	√	√	√	60,000.00					√	HR	MLJE HQ, Departments / Agencies
Update Staff List Quarterly	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Produce Quarterly Report on Postings, Exits, Promotions, Resignations	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies
Update Job Schedules bi-annually	Accra	√	√	√	√	60,000.00					√	HR	MLJE HQ, Departments / Agencies
Generate Staff Performance Appraisal Report	Accra	√	√	√	√	30,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate the signing of Chief Directors Agreement	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate the Signing of 2028 Performance Agreements (PAs) of Directors and Heads of Departments (HODs)	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies

Coordinate the Monitoring of Chief Director Performance Agreements	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Coordinate end-of-year evaluation of 2028 Performance Agreement (PA) for Chief Director	Accra	√	√	√	√	60,000.00					√	HR	MLJE HQ, Departments / Agencies
Coordinate end of year evaluation of 2028 Performance Agreements (PAs) of Directors and Heads of Departments (HODs)	Accra	√	√	√	√	60,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate promotion interview sessions for staff	Accra	√	√	√	√	30,000.00					√	HR	MLJE HQ, Departments / Agencies
Workshop Preparation of Eligible Staff due for Promotion	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Process and submit 2028 promotional register to the OHCS	Accra	√	√	√	√	10,000.00					√	HR	MLJE HQ, Departments / Agencies
Monitor attendance and prepare reports on staff	Accra	√	√	√	√	10,000.00					√	HR	MLJE HQ, Departments / Agencies
Produce Reports on efforts to enforce discipline	Accra	√	√	√	√	10,000.00					√	HR	MLJE HQ, Departments / Agencies
Organise Directorate meetings	Accra	√	√	√	√	30,000.00					√	HR	MLJE HQ, Departments / Agencies
Organize Sector Wide HRMD Heads forum	Accra	√	√	√	√	300,000.00					√	HR	MLJE HQ, Departments / Agencies
TOTAL (GHS) HUMAN RESOURCE MANAGEMENT (2028)	7,210,000.00					7,210,000.00							

Objectives: Reduce the national unemployment rate by promoting job creation, skills development, and entrepreneurship support, targeting at least 10% of unemployed youth and women with employable skills training, job-matching services, and enterprise development opportunities by 2029.													
Programme: Green Jobs Promotion													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
						GoG	DA CF	IGF	DP				
Implementation of National Green Jobs Strategy	Nation-wide	√	√	√	√	50,000,000.00	-	-	25,000,000.00		√	PPMED	Labour Directorate, LD, PECs, Oop, 24H Sec, MoF, DPs, MMDAs, MDAs, Media, Private Sector
Objectives: Reduce the national unemployment rate by promoting job creation, skills development, and entrepreneurship support, targeting at least 10% of unemployed youth and women with employable skills training, job-matching services, and enterprise development opportunities by 2029.													
Programme: Work Abroad Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Implementation of Work Abroad Programme	Nation-wide	√	√	√	√	15,000,000.00	-	-	5,000,000.00		√	PPME, LD, YEA	OoP, MDAs, MMDAs, Academia, TVET Service, GIZ
Objectives: Reduce the national unemployment rate by promoting job creation, skills development, and entrepreneurship support, targeting at least 10% of unemployed youth and women with employable skills training, job-matching services, and enterprise development opportunities by 2029.													
Programme: Employment Promotion and Skills Development Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	

Implementation of employment and labour programmes to address skills mismatch	Nation-wide	√	√	√	√	20,000,000.00	-	-	10,000,000.00	√	PPME, Labour Directorate	MoE, MoEn, MOF, CTVET, TVET Service, MOFA, MoTAI, MoTCRA
Objectives: • Strengthen the sustainability and inclusiveness of the pension system for all workers by 2029												
Programme: Pension Reforms and Regulations												
Projects	Location	Time Frame				Cost				Project Status	Implementing Institution/Department	
Coordinate outstanding pension reforms and regulations	Nation-wide	√	√	√	√	50,000,000.00	-	-	-	√	Labour Directorate	MLJE, NPRA, SSNIT, NLC, LD, NTC, MOF
Objectives: • Strengthen the labour administration systems, workplace compliance, and dispute resolution mechanisms.												
Programme: Industrial Relations and Dispute Resolution Programme												
Projects	Location	Time Frame				Cost				Project Status	Implementing Institution/Department	
Coordinate implementation and resolution of Outstanding labour issues	Nation-wide	√	√	√	√	75,000,000.00	-	-	-	√	Labour Directorate	MLJE, NTC, LD, FWSC, NLC, NPRA, SSNIT, MOF, OoP, FORUM
Objectives: • Expand and deepen social protection systems to cover vulnerable and informal sector workers • Strengthen the sustainability and inclusiveness of the pension system for all workers • Protect children against all forms of child labour, forced labour and exploitation;												
Programme: Social Protection and Welfare Enhancement Programme												
Projects	Location	Time Frame				Cost				Project Status	Implementing Institution/Department	
Coordinate implementation of child labour, force labour, workmen's compensation, and other labour protection related programmes	Nation-wide	√	√	√	√	25,000,000.00	-	-	-	√	Labour Directorate, LD, PPMED	MLJE, MoGCSP, NTC, DFI, DOC, NPRA, SSNIT, MOF, OoP

Objectives: Improve labour market information, research, and evidence-based policy-making by 2029.													
Programme: Labour, Market Information, Research and Policy Development Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Coordinate the implementation of the labour market information system	Nation-wide	√	√	√	√	25,000,000.00	-	-	10,000,000.00		√	Labour Directorate, PPMED	MLJE, LD, GSS, MOF, NDPC, NITA, MOE,
Objectives: Mainstream cross-cutting issues to ensure decent employment outcomes (gender, disability, green jobs, digitalisation, climate resilience) by 2029.													
Programme: Cross-Cutting Employment and Inclusion Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Coordinate the implementation of cross-cutting employment and inclusion programmes	Nation-wide	√	√	√	√	10,000,000.00	-	-	7,500,000.00		√	Labour Directorate, PPMED	MLJE, LD, MoGCSP, DOC, 24HR SEC, MOF,
Objectives:													
Programme: Institutional Capacity Strengthening and Resource Mobilisation Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Coordinate the implementation of capacity building and resource mobilization programmes	Nation-wide	√	√	√	√	7,500,000.00	-	-	5,000,000.00		√	HR, PPMED, Labour Directorate	MLJE, LD, DFI, MDPI, FWSC, GCC, NLC, NPRA, GCCo,

Table 9: 2028 Annual Action Plan

6.5 2029 Annual Action Plan

Objective: Improve the co-operatives regulatory and administrative systems in all sectors by 2029.													
Programme: Co-operatives Development													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DACF	IGF	Other	New	Ongoing	Lead	Collaborating
Registration of Co-operative Societies	Nation-wide	√	√	√	√	67,956.00		64,220.00			√	DOC	MLJE, Coops
Audit of Co-operative Societies	Nation-wide	√	√	√	√	283,150.00		253,500.00			√	DOC	MLJE, Coops
Trainings for Co-operative Societies	Nation-wide	√	√	√	√	226,520.00		216,320.00			√	DOC	MLJE, Coops
Inspection of Co-operative Societies	Nation-wide	√	√	√	√	336,730.23		202,800.00			√	DOC	MLJE, Coops
Community Sensitization	Nation-wide	√	√	√	√	67,956.00		64,220.00			√	DOC	MLJE, Coops
Capacity Building for Staff	Nation-wide	√	√	√	√	260,498.00		338,000.00			√	DOC	MLJE, Coops
Digitization of operations	Nation-wide	√	√	√	√	292,353.04		90,576.33			√	DOC	MLJE, Coops
Sensitisation of youth on cooperatives	Volta, Greater Accra, Savannah and Central Regions	√	√	√	√	350,000.00		-			√	GCC	MLJE, DOC
Training of cooperative members in management and entrepreneurship skills	Nation-wide	√	√	√	√	1,000,000.00		-			√	GCC	MLJE, DOC
TOTAL (GHS) – COOPERATIVE DEVELOPMENT (2029)													

Objective: Position MDPI as ECOWAS's Productivity Hub through cross-border training, research, and consultancy													
Programme: Management Skills Development and Productivity													
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Advanced Infrastructure:													
Complete Baatsona Phase 2	Accra	√	√	√	√	50,000,000					√	MDPI	MLJE, MoF
Productivity simulation labs	Accra		√	√		4,000,000			1,000,000	√		MDPI	MLJE, FWSC, NDPC, ILO, UNDP, GIZ
Africa's first productivity data center	Accra		√	√	√				1,000,000	√		MDPI	MLJE, FWSC, NDPC, ILO, UNDP, GIZ
Sub-Total						54,000,000			2,000,000				
Objective: Create strategic partnerships with regional and international productivity centres in Nigeria, Malaysia, Singapore, Japan, Kenya, Ethiopia, Botswana and South Africa.													
Programme: Management Skills Development and Productivity													
Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
International Partnerships:													
Sign 5 technical cooperation agreements	Nationwide	√	√	√				800,000		√		MDPI	MPC, JPC, APO, Professional and Academic Institutions

International exchange programmes launch	Nationwide		√	√				1,200,000		√		MDPI	MPC, JPC, APO, Professional and Academic Institutions
World Bank/AfDB/ other donor-funded research and consultancy projects	Nationwide	√	√	√	√			2,000,000		√		MDPI	Donor Agencies
Sub-Total						0	0	4,000,000	0				

Objective: Scale up Internally Generated Funds (IGF) through consultancy services, research, short courses, and hosting of productivity conferences

Programme: Management Skills Development and Productivity

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Sustainability & Revenue:													
Achieve 70% IGF ratio	Nationwide	√	√	√	√			40,000,000			√	MDPI	N/A
Corporate advisory services	Nationwide		√	√	√			1,000,000			√	MDPI	N/A
Productivity studies and advisory service	Nationwide			√	√			500,000		√		MDPI	GSS, NDPC, DPs, FWSC,
Sub-Total						0	0	41,500,000	0				

Objective: Complete the permanent Baatsonaa Land projects, and establish modern IT infrastructure, e-learning, and digital training systems

Programme: Management Skills Development and Productivity

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Advanced Infrastructure:													

Complete Baatsona Phase 2	Accra	√	√	√	√	50,000,000					√	MDPI	MoLJE, MoF, DPs
Virtual reality training center			√	√	√			1,500,000		√		MDPI	Donor Agencies
Productivity simulation labs	Nationwide		√	√				1,000,000	4,000,000	√		MDPI	MoLJE, NDPC, FWSC, JICA, MPC, PAPA, GEA, TUC, Private Sector
Africa's first productivity data center	Nationwide			√	√			1,000,000	1,000,000	√		MPDI	MoLJE, GSS, NDPC, FWSC,
Sub-Total						50,000,000	0	3,500,000	5,000,000				

Objective: Establish continuous professional development and international exchange programmes

Programme: Management Skills Development and Productivity

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution /Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	DP	New	Ongoing	Lead	Collaborating
Capacity Building Excellence:													
Train 200 West African consultants	Nationwide	√	√	√	√			5,000,000		√		MDPI	N/A
Train-the-trainer in 2 countries	Nationwide		√	√	√			2,500,000		√		MDPI	N/A
Continuing education requirement	Nationwide	√						200,000		√		MDPI	Academic & Professional Institutions
Sub-Total						0	0	7,700,000	0				

TOTAL (GHS) MANAGEMENT SKILLS DEVELOPMENT AND PRODUCTIVITY (2029)						104,000,000	0	56,700,000	7,000,000				
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Objective:

Programme: Occupational Safety and Health

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DACF	IGF	Other	New	Ongoing	Lead	Collaborating
Register 800 new premises	Nationwide	√	√	√	√	156,250		625,000			√	DFI	MLJE
Conduct 12,500 routine inspections	Nationwide	√	√	√	√	234,375		937,500			√	DFI	MLJE/LD
Prosecute 70% of OSH offenders	Nationwide		√	√		35,156		140,625			√	DFI	MLJE/AGD
Conduct 200 Industrial Hygiene survey	Nationwide		√	√	√	117,188		468,750			√	DFI	MLJE, NTC, PEF, AGI
Conduct 800 Safety and Health training	Nationwide	√	√	√	√	58,594		234,375			√	DFI	MLJE
Open one new office	Bono East		√	√		98,125		312,500		√		DFI	MLJE/ RCC
Investigate 100% of reported accident	Nationwide	√	√	√	√	39,063		156,250			√	DFI	MLJE/LD
Undertake 5 Foreign and 20 local training	Nationwide	√	√	√	√	263,780		395,670			√	DFI	MLJE/CSTC/ ITS
Recruit 40 technical staff	Nationwide	√	√	√	√	205,746.64		-		√		DFI	MLJE
Train 40 technical staff	Nationwide	√	√	√	√	577,500		866,250			√	DFI	OHCS/Univer sities, etc.

Procure 5 vehicles [1 Land Cruiser 4x4, 4 pickups 4x4]for efficient work	Nationwide		√	√	√	5,850,000		650,000			√	DFI	MLJE, MOF, CAGD
Acquire 25 modern scientific equipment and ICT tools for effective OSH implementation	Nationwide	√	√	√	√	129,715.1		518,860.40			√	DFI	MJLE/MOF/BoG
Upgrade 3 regional offices	Tamale, Eastern, Volta		√	√		60,000		240,000			√	DFI	MJLE/RCC
Commence head office complex construction	Accra	√	√	√	√	8,640,000		2,160,000			√	DFI	MJLE/MoF
Assess compliance and enforcement levels	Nationwide			√	√	-		80,000			√	DFI	Primary Stakeholders
Organize 2 public sensitization programs on OSH	Kumasi, Tamale		√	√	√	60,000		80,000			√	DFI	MJLE/Media MMDAs
Organize training for OSH workers and employers	Nationwide	√	√	√	√	300,000		300,000			√	DFI	Primary Stakeholders/ Trade Unions
Observance of the World Day for Safety	Accra		√			-		400,000			√	DFI	Primary and Secondary Stakeholders
Maintenance	Nationwide	√	√	√	√	93,383		373,527			√	DFI	
Communication Strategy	Nationwide	√	√	√	√	378,000		882,000			√	DFI	Media Organisations
Evaluation and Monitoring	Nationwide		√	√	√	57,000		133,000			√	DFI	MJLE/OHCS/NDPC/MoF
TOTAL (GHS) OCCUPATIONAL SAFETY & HEALTH (2029)						17,053,876		9,954,307	300,000				

Objective: By 2029, reduce the national unemployment rate by promoting job creation, skills development, and entrepreneurship support, targeting at least 10% of unemployed youth and women with employable skills training, job-matching services, and enterprise development opportunities.													
Programme: Employment Services													
Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DACF	IGF	Other	New	Ongoing	Lead	Collaborating
Register 6,250 job seekers by 2029	Nationwide	✓	✓	✓	✓	304,175		43,573			✓	LD	PEAs
Place 12,500 job seekers in employment	Nationwide	✓	✓	✓	✓	304,175		43,573			✓	LD	PEAs
Provide career counselling services to 12,500 job seekers	Nationwide	✓	✓	✓	✓	304,175		43,573			✓	LD	PECs
Undertake 85 Vocational and Career Guidance counselling visits to SHS and JHS	Nationwide	✓	✓	✓	✓	76,044		43,573			✓	LD	Regional Offices, PECs
Total						988,569		174,292					
Objectives: 2. Strengthen collaboration and structured engagement with trade unions and employers' associations by establishing Amend the Labour Act, 2003, to close existing enforcement gaps and introduce strong penalties for violations by 2026													
Programme: Industrial Relations													
Issue 4 Trade union certificates	Accra	✓	✓	✓	✓	112,413		43,573			✓	LD	Trade Unions, Employers Association
Issue 53 Collective Bargaining Certificates	Accra	✓	✓	✓	✓	112,413		43,573			✓	LD	Trade Unions, Employers Association
Resolve 50 labour-related matters	Nationwide	✓	✓	✓	✓	304,175		43,573			✓	LD	Trade Unions, Labour Commission, SSNIT,

Organise a Labour dialogue with trade unions and employers' associations	Accra			√		304,175		43,573		√		LD	MLJE, Trade Unions &
Total						833,176		174,292					

Objectives:

- 9. Reduce the average processing time of compensation claims by 50% by 2029 through streamlined procedures and the adoption of digital systems.
- 10. To raise public awareness on workers' rights to compensation so that at least 70% of employees, including those in the informal sector, are knowledgeable about their entitlements by 2029.

Programme: Workmen's Compensation

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DACF	IGF	Other	New	Ongoing	Lead	Collaborating
Register 355 compensation cases	Nationwide	√	√	√	√	410,636		43,573			√	LD	Employers, Workmen's Compensation Unit, All regional Offices
Ensure that 80% annual compensation claims are paid.	Nationwide	√	√	√		304,175		43,573			√	LD	Employers, Judiciary Service Workmen's Compensation Unit, All regional Offices
Total						714,811		87,146					

Objective: Operationalise the GLMIS to provide real-time insights on employment, skills gaps, and wage trends by the end of 2026

Programme: Labour Market Information

Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DACF	IGF	Other	New	Ongoing	Lead	Collaborating

Prepare and submit 4 quarterly Labour Market Information Reports to MLJE	Accra	√	√	√	√	304,175		43,573			√	LD	MLJE
Total						304,175		43,573					

Objectives:

17. Reduce workplace-related violations by ---% by 2029

18. Increase the total number of inspections by 20% by 2029

19. Recruit and train 200 new inspectors by 2029.

20. Increase stakeholder compliance rate by 50% by 2029

To increase awareness and understanding of labour laws and workers' rights among at least 60% of the target workforce, particularly in high-violation sectors, by 2029.

21. Improve conditions for vulnerable groups by 40% by 2025.

To expand Labour protection coverage in the informal Sector by 10% by 2029

Programme: Labour Inspection

Undertake 2,200 labour inspections in both the formal and informal sectors	Nationwide	√	√	√	√	470,255		57,881			√	LD	Employers, DFI, NADMO, SSNIT, Social Welfare
Recruit and train 38 new inspectors.	Nationwide			√		1,140,656		57,881		√		LD	MLJE, OHSC
Purchase 50 tablets for inspections	Nationwide				√	532,306				√		LD	MLJE, MOFEP, Donor Partners
Total						2,143,217		115,762					

Objectives:

11. Reduce misinformation and ensure 60% of potential labour emigrants are aware of regular pathways by 2029.

Reduce the activities of illegal operating recruitment agencies to 70% by 2029.

Programme: Labour Migration Governance

Register job seekers with PEAs for job placement abroad.	Nationwide	√	√	√	√	152,088		34,729			√	LD	PEAs
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Place 115 Migrant workers in employment outside Ghana	Nationwide	√	√	√	√	152,088		34,729			√	LD	MLJE, PEAs, Donor Partners
Register 53 Private Employment Agencies	Accra	√	√	√	√	760,438		34,729			√	LD	Registrar of Companies
Monitor the activities of 100 Private Employment Agencies (PEA)	Nationwide	√	√	√	√	243,340		57,881			√	LD	PEAs
Organise 1 public stakeholder engagement on Labour Migration annually	Accra			√		456,263		57,881			√	LD	PEA, CSOs, Donor Partners, MDAs
Publish the names of legal operating recruitment agencies on the GLMIS for public consumption and knowledge	Nationwide	√	√	√	√	121,670					√	LD	PEAs
Undertake 50 community sensitisations on safe labour migration pathways	Nationwide					760,438					√	LD	MLJE, Donor Partners
Total						2,646,325		219,949					

Objectives:

8. Ensure 80% of district offices are adequately resourced by 2029
9. Build technical and managerial capacity by 2029

Achieve 70% awareness level of the Department's mandates and key services by 2029

Programme: Institutional strengthening

Build the capacity of about 80% of staff by the end of the year, 2026	Nationwide	√	√	√	√	2,190,060		115,526			√	LD	Training Institutions
Monitoring and evaluation of the Departments' activities.	Nationwide					760,438		57,881			√	LD	MLJE, OHCS, DPs, MOF
Provide labour offices with uninterrupted internet connectivity	Nationwide	√	√	√	√	529,000		34,729			√	MLJE	LD, MOF
Total						3,479,498		208,136					

Objective: Reduce the prevalence of Child Labour by 20%													
Programme: Elimination of Child Labour													
Establishment of CLFZ in MMDAs	Nationwide	√	√	√	√	760,438		80,981	304,175	√	LD	MLJE, Donor Partners, Ghana Police Service, GIS, CSOs, MMDAs, MDAs	
Total						760,438		80,981	304,175				
TOTAL EMPLOYMENT SERVICES, LABOUR RELATIONS AND ESTABLISHMENT INSPECTIONS (2029) (GHS)	13,278,515.00					11,870,209.00		1,104,131.00	304,175.00				
Objectives:													
Programme: Public Service Wages and Salaries Administration													
Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Legal, Institutional & Governance Framework:													
Sustain institutional independence	Nationwide	√	√	√	√	10,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs,
Evaluate & address residual resistance	Nationwide	√	√	√	√	6,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs
National Emoluments Policy Framework:													

Continue payroll data cleansing	Nationwide	√	√	√	√	20,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs, GAS
Institutionalise HRMIS-payroll integration	Nationwide	√	√	√	√	15,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs, GAS
Review & adjust policies	Nationwide	√	√	√	√	8,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs, NLC
Review fiscal impacts	Nationwide	√	√	√	√	6,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs
Performance-Based Pay Policy:													
Full national rollout	Nationwide	√	√	√	√	10,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs
Full implementation	Nationwide	√	√	√	√	30,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs
Continuous improvement	Nationwide	√	√	√	√	10,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs
National Grade & Pay Structure:													
Review & fine-tune pay modules	Nationwide	√	√	√	√	5,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs
Full adoption of pay modules	Nationwide	√	√	√	√	8,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs
Sustain & adjust the developed pay modules	Nationwide	√	√	√	√	6,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs

Strategic Communication & Stakeholder Engagement:													
Institutionalise open engagement	Nationwide	√	√	√	√	5,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs
Sustain media engagement	Nationwide	√	√	√	√	2,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs
Review expectations management	Nationwide	√	√	√	√	1,200,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs
Service Delivery Standards & Negotiation Protocols:													
Monitor & enforce compliance	Nationwide	√	√	√	√	10,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs
Full compliance audits	Nationwide	√	√	√	√	30,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs
Review efficiency outcomes	Nationwide	√	√	√	√	10,000,000.00					√	FWSC	MLJE, MOF, NTC, CAGD, MDAs
TOTAL (GHS) - PUBLIC SERVICES WAGE AND SALARIES ADMINISTRATION (2029)	192,200,000.00					192,200,000.00							
Objectives:													
Programme: Research, Statistics and Information Management													
Projects	Location	Time Frame				Cost (GHS)				Project Status		Implementing Institution / Department	
		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	Ne w	Ongoin g	Lead	Collaborating

Development of 2028 Statistical Report	Nationwide			√	√	350,000					√	RSIM	Dept/Agencies
Production of 2029 Sector Performance Report	Nationwide				√	40,000					√	RSIM	Dept/Finance/ Account/Audit/ HR
Labour and employment data collection: Collate and publish data on number of jobs created through government intervention for 2028	Nationwide	√	√	√	√	420,500					√	RSIM	MDAs
Celebration of annual Client Service Week	Nationwide				√	60,000					√	RSIM	MLJE HQ, Departments / Agencies
Review of new client service charter	Nationwide		√			220,000					√	RSIM	MLJE HQ, Departments / Agencies
Maintenance of IT Database	Nationwide	√	√	√	√	550,000					√	RSIM	MLJE HQ, Departments / Agencies
Maintenance of ICT Infrastructure	Nationwide	√	√	√	√	200,000					√	RSIM	MLJE HQ, Departments / Agencies
Review of ICT guidelines	Nationwide		√	√		220,000					√	RSIM	MLJE HQ, Departments / Agencies
Ensuring the functionality and usage of the GLMIS	Nationwide	√	√	√	√	300,000					√	RSIM	PPME/Labour Dept
Relevant employment/labour related information disseminated to stakeholders such as Sensitization on child labour, National Green Jobs Strategy	Nationwide	√	√	√	√	60,000					√	RSIM	Labour Dept/Labour Directorate/PP ME

Determination of base pay and minimum wage: Publicity and announcements of base pay and National Daily Mimimum Wage	Nationwide	√				70000					√	RSIM	FWSC
Awareness creation on migration requirement : Labour Migration Campaign	Nationwide		√			30,000					√	RSIM	PPME/Labour Dept/Ghana Germany
Organise Civil Service Week Celebration (Photo Exhibition)	Nationwide		√			150,000					√	RSIM	MLJE HQ, Departments / Agencies
Meet the Press and media coverage for all ministerial events	Nationwide	√	√	√	√	10,000					√	RSIM	MLJE HQ, Departments / Agencies
Creation of Public Awareness campaigns on the RTI laws and provide adequate training on RTI laws for incoming officers	Nationwide	√	√	√	√	80,000					√	RSIM	MLJE HQ, Departments / Agencies
Update the RTI Manual and guidelines	Nationwide	√	√	√	√	30,000					√	RSIM	MLJE HQ, Departments / Agencies
TOTAL (GHS) RESEARCH, STATISTICS, INFO. MANAGEMENT AND PUBLIC RELATIONS (2029)						2,790,500							

Objectives:

Programme: Finance and Administration

Projects	Location	Time Frame	Cost (GHS)	Project Status	Implementing Institution / Department
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		Q1	Q2	Q3	Q4	GoG	DAC F	IGF	Other	New	Ongoing	Lead	Collaborating
Printed materials, stationery, toners and cartridges	Nationwide	√	√	√	√	1,500,000.00					√	F&A	MLJE HQ, Departments / Agencies
Logistics for Official Travel and Conferences	Nationwide	√	√	√	√	3,000,000.00					√	F&A	MLJE HQ, Departments / Agencies
Organise Retreat to discuss sector performance and challenges and way forward	Northern Region	√	√	√	√	600,000.00					√	F&A	MLJE HQ, Departments / Agencies
Organise 4 Ministerial Advisory Board Meetings	Accra	√	√	√	√	200,000.00					√	F&A	MLJE HQ, Departments / Agencies
Organise 15 Management Meetings	Accra	√	√	√	√	200,000.00					√	F&A	MLJE HQ, Departments / Agencies
Organise 4 Entity Tender Committee Meetings	Accra	√	√	√	√	200,000.00					√	F&A	MLJE HQ, Departments / Agencies
ARLAC Governing Council Meetings and membership subscriptions	Accra	√	√	√	√	600,000.00					√	F&A	MLJE HQ, Departments / Agencies
Provide ICT Equipment	Accra	√	√	√	√	900,000.00					√	F&A	MLJE HQ, Departments / Agencies
Provide Vehicle Parts and Accessories	Accra	√	√	√	√	1,500,000.00					√	F&A	MLJE HQ, Departments / Agencies
Provide Office Furniture and Fittings	Accra	√	√	√	√	600,000.00					√	F&A	MLJE HQ, Departments / Agencies
Provide Services, Maintenance, Insurance and Road Worthy of Vehicles	Accra	√	√	√	√	1,600,00.00					√	F&A	MLJE HQ, Departments / Agencies

Provide Fuel and Lubricants for Running Office Vehicles	Nationwide	√	√	√	√	1,400,000.00					√	F&A	MLJE HQ, Departments / Agencies
Organise 4 Staff Durbars/ Meetings	Accra	√	√	√	√	200,000.00					√	F&A	MLJE HQ, Departments / Agencies
Provide Utilities and Sanitation	Accra	√	√	√	√	1,500,000.00					√	F&A	MLJE HQ, Departments / Agencies
Provide office beautification and maintenance of the work environment	Accra	√	√	√	√	200,000.00					√	F&A	MLJE HQ, Departments / Agencies
TOTAL (GHS) FINANCE AND ADMINISTRATION (2029)	14,200,000.00					14,200,000.00							

Objectives:

Programme: Policy Planning, Budgeting, Monitoring and Evaluation

Tripartite National Labour Conference organised and Communique signed	Nationwide	√	√	√	√	5,000,000.00					√	PPME	MDAs, NTC, LD, NLC, FWSC
Ghana's Participation in 117th Session of the ILC facilitated and report reviewed	Nationwide	√	√	√	√	700,000.00					√	PPME	MDAs, NTC, LD, NLC, FWSC
Submission of 2029 International Labour Standards Report to the International Labour Organisation	Nationwide	√	√	√	√	400,000.00					√	PPME	MDAs, NTC, LD, NLC, FWSC
Coordinate the Implementation of the Formalisation of Informal Work Policy	Nationwide	√	√	√	√	3,000,000.00					√	PPME	NTC, LD, DOC, MDAs, MMDAs, PSOs, CSOs

2028 Annual and 2029 Quarterly Budget Performance Reports prepared and submitted	Nationwide	√	√	√	√	200,000.00					√	PPME	MLJE HQ, Departments / Agencies
Coordinate the implementation of the National Green Jobs Strategy 2026-2029	Nationwide	√	√	√	√	10,000,000.00					√	PPME	LD, NDPC, MOF, OoP, MDAs, PSOs, MMDAs, DPs
Review the National Green Jobs Strategy 2026-2029 and Develop a National Green Jobs Policy	Nationwide	√	√	√	√	8,000,000.00					√	PPME	LD, NDPC, MOF, OoP, MDAs, PSOs, MMDAs, DPs
Determination of 2030 National Daily Minimum Wage	Nationwide	√	√	√	√	1,500,000.00					√	PPME	NTC, LD, NLC, FWSC
Settlement of Labour Disputes	Nationwide	√	√	√	√	10,000,000.00					√	PPME	NTC, LD, NLC, FWSC
Build the capacity of stakeholders on Social Dialogue	Nationwide	√	√	√	√	5,000,000.00					√	PPME	NTC, LD, NLC, FWSC
Quarterly meetings of Labour Migration Technical Working Group on implementation of NLMP	Nationwide	√	√	√	√	2,000,000.00					√	PPME	LD, NDPC, MFA, MoI, MOF, DPs
Coordinate the Implementation of the Revised National Labour Migration Policy 2025-2029	Nationwide	√	√	√	√	5,000,000.00					√	PPME	LD, NDPC, MFA, MoI, MOF, DPs
Evaluate the National Labour Migration Policy 2025-2029	Nationwide	√	√	√	√	3,000,000.00					√	PPME	MLJE HQ, Departments / Agencies
Review of M&E indicators, undertake data collection, analyse and publish GLMIS report Quarterly	Nationwide	√	√	√	√	3,000,000.00					√	PPME	MLJE HQ, Departments / Agencies

Carryout other M&E related activities on green jobs, labour migration, child labour, among others.	Nationwide	√	√	√	√	5,000,000.00					√	PPME	MLJE HQ, Departments / Agencies
Organise 2 Child Labour Steering Committee meetings to develop activities for the elimination of worst forms of child labour	Accra	√	√	√	√	600,000.00					√	PPME	LD, MoGCSP, MoI, NDPC, GSS, MOF
TOTAL (GHS) POLICY PLANNING, MONITORING & EVALUATION (2029)	62,400,000.00					62,400,000.00							

Objectives:

Programme: Human Resource Management

Facilitate Scheme of Service Training for Various Grades	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Scheme of Service Training for promotion for staff due for promotion this year	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Organise Induction Training for Newly Posted Staff and NSS Personnel	Accra	√	√	√	√	60,000.00					√	HR	MLJE HQ, Departments / Agencies
Organise orientation programme for staff on new mandate of the Ministry.	Accra	√	√	√	√	150,000.00					√	HR	MLJE HQ, Departments / Agencies

Facilitate Competency Based Training for Various Grades	Accra	√	√	√	√	1,500,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training on Health and Safety for all staff	Accra	√	√	√	√	150,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training on Administrative Instructions for staff	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Conduct Training on Succession planning development for HRMD Staff	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Cabinet Memo Writing for Deputy Directors, Assistant Director I / Analogous	Accra	√	√	√	√	250,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Emotional Intelligence for Deputy Directors, and Assistant Director I / Analogous	Accra	√	√	√	√	250,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Coaching and Mentoring for Directors/ Analogous and Assistant Director I / Analogous	Accra	√	√	√	√	250,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Ethical Leadership for Deputy Director	Accra	√	√	√	√	250,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Evidence-Based Policy Making	Accra	√	√	√	√	250,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Problem-Solving and Decision making	Accra	√	√	√	√	250,000.00					√	HR	MLJE HQ, Departments / Agencies

Facilitate Training in Gender Mainstreaming in the Civil Service	Accra	√	√	√	√	250,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Project Planning Management	Accra	√	√	√	√	300,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Women in Management	Accra	√	√	√	√	250,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Monitoring and Evaluation	Accra	√	√	√	√	400,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training in Records Office Practices	Accra	√	√	√	√	250,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate training on Four Line Directorates for ADIIA, ADIIB/Analogous and Sub-Professional Grade	Accra	√	√	√	√	600,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate Training on the Code of Conduct for all staff	Accra	√	√	√	√	500,000.00					√	HR	MLJE HQ, Departments / Agencies
Conduct HRMD Audit for the Departments and Agencies	Accra	√	√	√	√	1,500,000.00					√	HR	MLJE HQ, Departments / Agencies
Update Staff Establishment Levels Quarterly	Accra	√	√	√	√	60,000.00					√	HR	MLJE HQ, Departments / Agencies
Update Staff List Quarterly	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Produce Quarterly Report on Postings, Exits, Promotions, Resignations	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies

Update Job Schedules bi-annually	Accra	√	√	√	√	60,000.00					√	HR	MLJE HQ, Departments / Agencies
Generate Staff Performance Appraisal Report	Accra	√	√	√	√	30,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate the signing of Chief Directors Agreement	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate the Signing of 2029 Performance Agreements (PAs) of Directors and Heads of Departments (HODs)	Accra	√	√	√	√	80,000.00					√	HR	MLJE HQ, Departments / Agencies
Coordinate the Monitoring of Chief Director Performance Agreements	Accra	√	√	√	√	80,000.00					√	HR	MLJE HQ, Departments / Agencies
Coordinate end-of-year evaluation of 2029 Performance Agreement (PA) for Chief Director	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies
Coordinate end of year evaluation of 2029 Performance Agreements (PAs) of Directors and Heads of Departments (HODs)	Accra	√	√	√	√	100,000.00					√	HR	MLJE HQ, Departments / Agencies
Facilitate promotion interview sessions for staff	Accra	√	√	√	√	30,000.00					√	HR	MLJE HQ, Departments / Agencies
Workshop Preparation of Eligible Staff due for Promotion	Accra	√	√	√	√	50,000.00					√	HR	MLJE HQ, Departments / Agencies
Process and submit 2029 promotional register to the OHCS	Accra	√	√	√	√	10,000.00					√	HR	MLJE HQ, Departments / Agencies

Monitor attendance and prepare reports on staff	Accra	√	√	√	√	10,000.00					√	HR	MLJE HQ, Departments / Agencies
Produce Reports on efforts to enforce discipline	Accra	√	√	√	√	10,000.00					√	HR	MLJE HQ, Departments / Agencies
Organise Directorate meetings	Accra	√	√	√	√	30,000.00					√	HR	MLJE HQ, Departments / Agencies
Organize Sector Wide HRMD Heads forum	Accra	√	√	√	√	300,000.00					√	HR	MLJE HQ, Departments / Agencies
TOTAL (GHS) HUMAN RESOURCE MANAGEMENT (2029)						8,810,000.00							

Objectives: • Promote decent employment creation and skills development

Programme: Green Jobs Promotion

Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
						GoG	DA CF	IGF	DP				
Implementation of National Green Jobs Strategy	Nation-wide	√	√	√	√	50,000,000.00	-	-	25,000,000.00		√	PPME D	Labour Directorate, LD, PECs, Oop, 24H Sec, MoF, DPs, MMDAs, MDAs, Media, Private Sector

Objectives: • Promote decent employment creation and skills development

Programme: Work Abroad Programme

Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
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Implementation of Work Abroad Programme	Nation-wide	√	√	√	√	15,000,000. 00	-	-	5,000,0 00.00	√	PPME, LD, YEA	OoP, MDAs, MMDAs, Academia, TVET Service, GIZ	
Objectives: • Promote decent employment creation and skills development													
Programme: Employment Promotion and Skills Development Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Implementation of employment and labour programmes to address skills mismatch	Nation-wide	√	√	√	√	20,000,000. 00	-	-	10,000, 000.00	√	PPME, Labour Directo rate	MoE, MoEn, MOF, CTVET, TVET Service, MOFA, MoTAI, MoTCRA	
Objectives: • Strengthen the sustainability and inclusiveness of the pension system for all workers													
Programme: Pension Reforms and Regulations													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Coordinate outstanding pension reforms and regulations	Nation-wide	√	√	√	√	50,000,000. 00	-	-	-	√	Labour Directo rate	MLJE, NPRA, SSNIT, NLC, LD, NTC, MOF	
Objectives: • Strengthen the labour administration systems, workplace compliance, and dispute resolution mechanisms.													
Programme: Industrial Relations and Dispute Resolution Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Coordinate implementation and resolution of Outstanding labour issues	Nation-wide	√	√	√	√	75,000,000. 00	-	-	-	√	Labour Directo rate	MLJE, NTC, LD, FWSC, NLC, NPRA, SSNIT, MOF, OoP, FORUM	

Objectives: <ul style="list-style-type: none"> • Expand and deepen social protection systems to cover vulnerable and informal sector workers • Strengthen the sustainability and inclusiveness of the pension system for all workers • Protect children against all forms of child labour, forced labour and exploitation; 													
Programme: Social Protection and Welfare Enhancement Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Coordinate implementation of child labour, force labour, workmen's compensation, and other labour protection related programmes	Nation-wide	√	√	√	√	25,000,000.00	-	-	-	√		Labour Directorate, LD, PPME D	MLJE, MoGCSP, NTC, DFI, DOC, NPRA, SSNIT, MOF, OoP
Objectives: Improve labour market information, research, and evidence-based policy-making.													
Programme: Labour, Market Information, Research and Policy Development Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Coordinate the implementation of the labour market information system	Nation-wide	√	√	√	√	25,000,000.00	-	-	10,000,000.00	√		Labour Directorate, LD, PPME D	MLJE, LD, GSS, NITA, MOF, MOE, NDPC
Objectives: Mainstream cross-cutting issues to ensure decent employment outcomes (gender, disability, green jobs, digitalisation, climate resilience)													
Programme: Cross-Cutting Employment and Inclusion Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Coordinate the implementation of cross-cutting employment and inclusion programmes	Nation-wide	√	√	√	√	10,000,000.00	-	-	7,500,000.00	√		Labour Directorate, LD, PPME D	MLJE, MoGCSP, LD, DOC, MOF, 24HR SEC
Objectives:													

Programme: Institutional Capacity Strengthening and Resource Mobilisation Programme													
Projects	Location	Time Frame				Cost				Project Status		Implementing Institution/Department	
Coordinate the implementation of capacity building and resource mobilization programmes	Nation-wide	√	√	√	√	7,500,000.00	-	-	5,000,000.00		√	HR, PPME D, Labour Directorate	MLJE, LD, DFI, DOC, MDPI, FWSC, GCC, GCCo, NLC, NPRA

Table 10: 2029 Annual Action Plan

CHAPTER SEVEN: MONITORING AND EVALUATION ARRANGEMENT

7.1 Introduction

The Monitoring and Evaluation (M&E) framework of the Ministry of Labour, Jobs and Employment (MLJE) Sector Medium-Term Development Plan (SMTDP) 2026–2029 is designed to ensure systematic tracking of progress towards the achievement of the Ministry’s goals, objectives, and development outcomes. In line with the National Development Planning Commission (NDPC) guidelines and the National Medium-Term Development Policy Framework (NMTDPF) 2026–2029, the arrangement provides the mechanisms for performance measurement, learning, accountability, and evidence-based decision-making.

The M&E system will focus on:

- **Measuring results:** Assessing progress towards employment creation, labour administration, industrial harmony, and social protection targets.
- **Tracking inputs and outputs:** Monitoring resources allocated and activities implemented under the annual action plans.
- **Assessing outcomes and impacts:** Evaluating how MLJE’s interventions contribute to inclusive growth, decent work, and social equity.
- **Ensuring accountability:** Strengthening transparency in the use of public resources and reporting results to stakeholders, including Parliament, NDPC, development partners, and the general public.

The arrangement is anchored on the National M&E Framework, with MLJE’s Directorates, Departments, and Agencies responsible for programme-level monitoring, while the Policy Planning, Monitoring and Evaluation Directorate (PPMED) coordinates sector-wide reporting. Tools such as the Annual Progress Reports (APRs), field monitoring visits, labour market surveys, and stakeholder reviews will be applied to generate reliable performance data.

Furthermore, the M&E system integrates cross-cutting issues—including gender equality, disability inclusion, youth employment, environmental sustainability, and digitalisation—ensuring that MLJE’s interventions are not only effective but also socially inclusive and climate-responsive.

By embedding M&E into all phases of implementation, MLJE seeks to build a culture of continuous learning and adaptive management. This will enable the Ministry to identify challenges early, scale up good practices, adjust strategies where necessary, and ensure that the SMTDP 2026–2029 contributes effectively to national development priorities.

7.2 Stakeholder Analysis

The successful implementation of the Ministry of Labour, Jobs and Employment (MLJE) Sector Medium-Term Development Plan (SMTDP) 2026–2029 requires the active involvement and collaboration of a diverse range of stakeholders. The MLJE operates within a complex institutional and policy environment, where government institutions, employers, workers, civil society, private sector actors, and development partners all play critical roles in shaping labour and employment outcomes.

In line with the National Development Planning Commission (NDPC) guidelines and the National Medium-Term Development Policy Framework (NMTDPF) 2026–2029, stakeholder analysis was undertaken to identify the key actors, assess their interests, roles, and capacities, and determine their level of influence on MLJE’s mandate. This process ensures that the SMTDP reflects the perspectives of all relevant partners, fosters ownership, and promotes coordinated action towards achieving national employment and labour development goals.

The stakeholder analysis serves several purposes:

- **Mapping stakeholders:** Identifying public institutions, employers’ associations, trade unions, development partners, civil society organisations, and vulnerable groups (youth, women, persons with disabilities, and informal sector workers) relevant to MLJE’s programmes.
- **Assessing roles and influence:** Clarifying the contributions, responsibilities, and relative influence of each stakeholder in achieving sector outcomes.
- **Facilitating partnerships:** Strengthening collaboration and synergies to avoid duplication, optimise resource use, and promote policy coherence.

- **Enhancing inclusiveness and accountability:** Ensuring that the voices of disadvantaged groups are incorporated into the planning, implementation, and monitoring processes.

By systematically analysing stakeholder roles and interests, MLJE will be better positioned to leverage partnerships, mobilise resources, and ensure broad-based participation in the implementation of the SMTDP 2026–2029. This approach will also help foster trust, transparency, and social dialogue—critical ingredients for the Ministry’s vision of promoting decent work, harmonious industrial relations, and inclusive social protection.

7.3 Stakeholder Analysis Matrix – MLJE SMTDP (2026–2029)

Stakeholder Category	Key Stakeholders	Roles Responsibilities /	Interests	Level of Influence	Engagement Strategy
Government Institutions	Ministry of Labour, Jobs and Employment (MLJE)	Policy formulation, coordination, oversight of employment & labour administration	Successful implementation of SMTDP, effective labour governance	High	Lead coordination, chair inter-agency platforms
	Ministry of Finance (MoF)	Budget allocation, resource mobilisation, fiscal oversight	Efficient use of public funds, alignment with national budget	High	Continuous dialogue on funding priorities
	National Development Planning Commission (NDPC)	Planning guidelines, technical backstopping, progress reviews	Effective integration of MLJE SMTDP into national framework	High	Regular technical support, joint reviews
	Ghana Statistical Service (GSS)	Data production (labour surveys, statistics)	Availability of reliable labour market data	Medium	Collaboration on LMIS and surveys
	Attorney-General’s Department	Drafting/review of labour legislations	Strengthening of labour laws and compliance	Medium	Policy consultations, legal drafting support
	Ministry of Gender, Children and Social Protection (MoGCSP)	Gender mainstreaming, child labour, social protection	Inclusion of vulnerable groups, policy synergy	Medium	Joint programmes on child labour, social protection

Stakeholder Category	Key Stakeholders	Roles Responsibilities /	Interests	Level of Influence	Engagement Strategy
	Ministry of Trade, Agribusiness & Industry (MoTAI)	Enterprise development, private sector linkages	Promoting industrial jobs and entrepreneurship	Medium	Collaboration on MSME/entrepreneurship support
	Local Government Service (MMDAs)	Local-level labour and employment services	Decentralised delivery of employment programmes	Medium	Strengthening MLJE-MMDA linkages
Private Sector	Ghana Employers' Association (GEA)	Representing employers in industrial relations, advocacy	Stable industrial relations, productivity growth	High	Continuous tripartite dialogue, joint training
	Association of Ghana Industries (AGI)	Promote industry-led job creation	Skills development, enterprise competitiveness	High	Public-private partnerships, policy consultations
	Ghana Chamber of Commerce & Industry (GCCI)	Private sector advocacy, business expansion	Favourable business climate, jobs creation	Medium	Engagement through social dialogue platforms
	MSMEs and Start-Ups	Drivers of job creation and innovation	Access to finance, skills, enabling environment	Medium	Capacity-building, grant/loan support
Social Partners	Trade Union Congress (TUC) Ghana	Representing workers' rights, collective bargaining	Fair wages, decent working conditions	High	Strengthened tripartite negotiations
	Ghana Federation of Labour (GFL)	Labour advocacy, dispute resolution	Protection of workers' rights	Medium	Partnership in dialogue and mediation
	Professional Associations (Teachers, Nurses, etc.)	Sectoral labour representation	Sector-specific labour concerns	Medium	Consultation and representation in dialogue
Civil Society/ NGOs	Labour-focused CSOs/ NGOs	Advocacy, monitoring, awareness creation	Promotion of labour rights, inclusion	Medium	Stakeholder consultations, policy advocacy

Stakeholder Category	Key Stakeholders	Roles Responsibilities /	Interests	Level of Influence	Engagement Strategy
	Think Tanks/ Research Institutions	Policy research, evidence generation	Data-driven labour and employment policies	Medium	Collaboration on research and policy briefs
	Media	Information dissemination, public accountability	Access to information, transparency	Medium	Engagement through press briefings, advocacy
Development Partners	International Labour Organization (ILO)	Technical support, standards, capacity building	Promotion of decent work agenda	High	Strategic partnerships, project support
	World Bank /IMF	Financing, policy support	Labour reforms, job creation projects	High	Funding agreements, technical missions
	UNDP, UNICEF	Capacity support, social protection, child labour	Inclusive, sustainable employment outcomes	Medium	Joint programme implementation
	Bilateral Partners (EU, GIZ, USAID, KOICA, SNV, SECO)	Funding and technical assistance	Labour market reforms, skills development	High	Collaborative projects, donor coordination forums
Vulnerable/ Target Groups	Youth (including graduates)	Beneficiaries of skills and employment programmes	Access to decent and sustainable jobs	Medium	Direct programme targeting, empowerment initiatives
	Women	Beneficiaries of gender-responsive employment initiatives	Equal opportunities, workplace rights	Medium	Gender mainstreaming, empowerment programmes
	Persons with Disabilities (PWDs)	Beneficiaries of inclusive employment policies	Accessible jobs, workplace inclusion	Medium	Inclusive employment quotas, targeted skills training
	Informal Sector Workers	Beneficiaries of labour administration and social protection	Access to pensions, fair work conditions	Medium	Outreach, sensitisation, social protection enrolment

Stakeholder Category	Key Stakeholders	Roles Responsibilities /	Interests	Level of Influence	Engagement Strategy
	Migrant Workers	Beneficiaries of labour migration policy	Protection of rights, safe migration pathways	Low–Medium	Bilateral agreements, rights awareness

Table 11: Stakeholder Analysis Matrix – MLJE SMTDP (2026–2029)

7.3 Monitoring Matrix

Goal: Strengthen the institutional effectiveness of the Department of Co-operatives										
Objective: Job Creation and Development										
Programme: Co-operative Development Program										
Indicators	Indicator Definition	Indicator Type	Baseline 2025	Targets				Disaggregation	Monitoring Frequency	Responsibility
				2026	2027	2028	2029			
Number of registered co-ops.	Count of newly registered co-operatives	Output	354	1,000	1,000	1,000	1,000	By sector and region	Quarterly	Registration & Certification Unit
Number of Audits Conducted	Count Co-operative societies audited annually	Output	416	1000	1000	1100	1100	By Sector and region	Quarterly	Audit & Inspection Unit
Number of Inspections	Count of registered co-operatives inspected	Output	668	1000	1200	1400	1500	By Sector and region	Quarterly	Audit & Inspection Unit
Number of Training sessions for co-operatives	Count of training sessions held	Output	536	1000	1000	1000	1000	By Sector and regions	Quarterly	DoC

Goal: To create and maintain a favourable employment environment for national development.

Objective: By 2029, reduce the national unemployment rate by promoting job creation, skills development, and entrepreneurship support, targeting at least 10% of unemployed youth and women.

PROGRAMME: Employment Services, Labour Relations and Establishment Inspections

Indicators	Indicator Definition	Indicator Type	Baseline 2025	2026 Target	2027 Target	2028 Target	2029 Target	Disaggregation	Monitoring Frequency	Responsibility
Number of job seekers registered	Number of job seekers registered at PECs nationwide	Output	16,150	6,250	6,250	6,250	6,250	Sex, Age, Region	Quarterly	LD- PECs, Regional Labour Offices, PEAs
Number of job seekers placed in employment	Registered job seekers placed in vacancies	Outcome	42,937	12,500	12,500	12,500	12,500	Sex, Age, Region, Sector	Quarterly	LD- PECs, Regional Labour Offices, PEAs
Number of career counselees served	Job seekers receiving career counselling	Output	28,978	12,500	12,500	12,500	12,500	Sex, Age	Quarterly	LD- PECs, Regional Labour Offices, PEAs
Number of school counselling and vocational guidance visits conducted	Career guidance sessions in JHS/SHS	Output	285	85	85	85	85	Region, School type	Quarterly	LD- PECs, Regional Labour Offices, PEAs

objective: Strengthen collaboration and structured engagement with trade unions and employers' associations by 2029.

PROGRAMME: Industrial Relations and Dispute Resolution Programme

Indicators	Indicator Definition	Indicator Type	Baseline 2025	2026 Target	2027 Target	2028 Target	2029 Target	Disaggregation	Monitoring Frequency	Responsibility
Number of Trade Union	Certificates issued to	Output	13	4	4	4	4	By union type, classes of workers	Quarterly	LD- Industrial

Certificates issued	new trade unions							covered, industry covered		Relations Unit
Number of Collective Bargaining Certificates issued	Certificates issued to unions for bargaining rights	Output	197	53	53	53	53	Sector, Region Monitoring	Quarterly	LD-Industrial Relations Unit
Number of labour-related matters resolved	Cases settled by Labour Department	Outcome	399	50	50	50	50	By case type, sector	Quarterly	LD-Industrial Relations Unit, Regional Labour Offices
Number of Labour Dialogue organised	Count of dialogues organised	Output	0	1	1	1	1	N/A	Annually	LD

OBJECTIVE: REDUCE PROCESSING TIME OF COMPENSATION CLAIMS BY 50% BY 2029 AND RAISE AWARENESS OF RIGHTS

PROGRAMME: Social Protection and Welfare Enhancement Programme

Indicators	Indicator Definition	Indicator Type	Baseline 2025	2026 Target	2027 Target	2028 Target	2029 Target	Disaggregation	Monitoring Frequency	Responsibility
Number of compensation cases registered	Annual workmen's compensation cases formally registered	Output	1,346	355	355	355	355	Injury type, sex, age	Quarterly	Workmen's Compensation Unit, Regional Labour Offices
% of annual compensation claims paid	Proportion of registered claims processed and paid	Outcome	80%	80%	80%	80%	80%	Region, sector, case type	Quarterly	Workmen's Compensation Unit, Regional Labour Offices

Objective: Operationalise GLMIS to provide real-time insights on employment, skills gaps, and wages by 2026.

Programme: Labour Market Information, Research and Policy Development Programme

Indicators	Indicator Definition	Indicator Type	Baseline 2025	2026 Target	2027 Target	2028 Target	2029 Target	Disaggregation	Monitoring Frequency	Responsibility
Number of Labour Market Surveys conducted	Comprehensive labour market survey for employment trends	Output	0	1	0	1	0	National, Region	Biennial	LD, GSS, RSIM-MLJE
Quarterly Labour Market Information Reports	Reports on jobs, wages, skills gaps submitted to MLJE	Output	14	4	4	4	4	-	Quarterly	LD-EIB
Operationalisation of GLMIS	Functionality of Ghana Labour Market Information System	Outcome	Partial	Full system operational	Maintained	Maintained	Maintained	-	Annual	LD (EIB, IT & PRBME D)

Objective: Increase labour inspections and compliance coverage by 20% by 2029.

PROGRAMME: • Occupational Safety and Health

• Employment Services, Labour Relations and Establishment Inspections

Indicators	Indicator Definition	Indicator Type	Baseline 2025	2026 Target	2027 Target	2028 Target	2029 Target	Disaggregation	Monitoring Frequency	Responsibility
Number of inspections conducted	Annual inspections carried out in formal and	Output	5,155	2,200	2,200	2,200	2,200	By region, sector	Quarterly	LD

	informal workplaces									
Number of new inspectors recruited and trained	Recruitment and training of new labour inspectors	Output	Inadequate	38	38	38	38	By sex, By trainings	Annual	LD-HR unit

OBJECTIVE: Strengthen Safe Migration Pathways And Reduce Illegal Recruitment Agencies By 70% By 2029.

PROGRAMME: Work Abroad Programme

Indicators	Indicator Definition	Indicator Type	Baseline 2025	2026 Target	2027 Target	2028 Target	2029 Target	Disaggregation	Monitoring Frequency	Responsibility
Number of migrant workers placed abroad	Registered Ghanaian workers placed in overseas jobs	Outcome	360	115	115	115	115	By sex, age, destination	Quarterly	PEAs, Employment & Migration Unit
Number of PEAs monitored	Private Employment Agencies monitored annually	Output	369	100	100	100	100	By Region, type	Quarterly	LD-Employment & Migration Unit
Number of safe migration sensitisation campaigns	Community and media awareness sessions	Output	Low	50	50	50	50	By Region	Quarterly	LD, MLJE

Objective: Build technical capacity, resource offices, and increase visibility by 2029.

PROGRAMME: Institutional Capacity Strengthening and Resource Mobilisation Programme

Indicators	Indicator Definition	Indicator Type	Baseline 2025	2026 Target	2027 Target	2028 Target	2029 Target	Disaggregation	Monitoring Frequency	Responsibility
% of staff trained in technical and	Share of staff undergoing training/retraining annually	Output	Low	80%	80%	80%	80%	region, class, grade	Annually	LD-HR Unit

managerial skills										
Number of offices connected to internet	Labour offices connected to internet for service delivery	Output	Partial	50%	70%	90%	100%	By type of office By type of internet connection	Annually	LD-IT Unit
Number of Monitoring and Evaluation Exercise Conducted	Count of Monitoring and Evaluation Exercise undertaken	Output	0	1	1	1	1	By type of M&E activity	Annually	LD-PRBMED

OBJECTIVE: Reduce Prevalence Of Child Labour By 20% By 2029

PROGRAMME: Social Protection and Welfare Enhancement Programme

Indicator	Indicator Definition	Indicator Type	Baseline 2025	Target 2026	Target 2027	Target 2028	Target 2029	Disaggregation	Monitoring Frequency	Responsibility
Number of NSCCL meetings held	The number of National Steering Committee meetings conducted per year.	Output	0	2	2	2	2	N/A	Quarterly	NSCCL Secretariat
Number of technical /sub-committee meetings held	The number of technical working group meetings conducted per year.	Output	0	10	10	10	10	N/A	Quarterly	Relevant Sub-Committees
Number of functional multi-stakeholder PPPs established	The number of new Public-Private Partnerships established	Outcome	0	1	1	1	1	By District	Annual	PPP Steering Committee

	and operational in a district.									
Status of the multi-stakeholder financing mechanism	The mechanism is established and functional (Yes/No).	Outcome	No	Yes	Yes	Yes	Yes	N/A	Annual	Ministry of Finance / MOE
GCLMS rollout and interoperability status	The GCLMS is fully operational and sharing data with private sector & SWIMS systems.	Outcome	No	Operational	Operational	Fully Interop.	Fully Interop.	N/A	Semi-Annual	IT Unit / MIS Officers
Number of districts & communities monitored	The number of CLFZ districts and communities monitored for compliance and progress.	Output	0	4 / 15	4 / 15	4 / 15	4 / 15	By Region , District	Quarterly	Child Labour Unit/ PRMED
Existence of a functional M&E Framework	A final M&E Framework for the GAAPACL is approved and in use (Yes/No).	Output	No	Yes	Yes	Yes	Yes	N/A	Annual	Child Labour Unit/ PRBMED
Number of training programmes for CPCs held	The number of training sessions conducted for Community Protection Committees.	Output	0	8	8	8	8	By Region	Quarterly	Dept. of Social Welfare

Number of training programmes for Dept. Heads held	The number of training sessions on supportive supervision for department heads.	Output	0	3	3	3	3	By Agency	Annual	Local Government Service
Number of training programmes for LEAs held	The number of training sessions for Law Enforcement Agencies on CL laws.	Output	0	2	2	2	2	By Agency (Police, Judiciary)	Annual	Ghana Police Service / Judiciary
Number of districts sensitised on Comms Strategy	The cumulative number of districts where line agency staff have been sensitised.	Output	0	90	170	260	260	By District	Annual	Information Services Dept.
Number of sensitisation sessions in CLFZs using BCTs	The number of community sessions conducted on CL, trafficking, etc.	Output	0	TBD**	TBD**	TBD**	TBD**	By District, Gender	Quarterly	District CPCs / NGOs

Objective: • Promote decent employment creation and skills development

Programme: Employment Promotion and Skills Development Programme

Indicators	Indicator Definition	Indicator Type	Baseline 2025	Targets				Disaggregation	Monitoring Frequency	Responsibility
				2026	2027	2028	2029			
Number of employment /labour research conducted	The indicator defines the number of research /surveys conducted in relation to employment and	Output	1	1	1	1	1	By type of research	Annually	RSIM/GSS

	labour for the formulation of policies. Eg. The conduct of the qualification and skills matches survey									
Number of data collection initiatives on employment issues	This indicator defines the directorates initiatives on data collection pertaining to employment and labour. Eg. the number of Statistical report developed.	Output	1	1	1	1	1	By type of data collection	Annually	RSIM
Number of Statistical report develop	The total number of statistical reports produced within the reporting period based on collected and analysed data to support evidence-based planning, policy formulation, and decision-making on employment and labour-related issues.	Output	1	1	1	1	1	By type of report	Annually	RSIM
Number of Jobs created data report produced	The total number of reports generated within the reporting period that compile, analyse, and present data on jobs created across sectors, programmes, and initiatives	Output		1	1	1	1	By target group	Annually	RSIM
Number of Sector Performance Report produced	The total number of reports generated within the reporting period that assess and document the performance of specific sectors, including outputs, outcomes, challenges,	Output	1	1	1	1	1	By report type	Annually	RSIM

	and progress toward sectoral targets.									
Number of public sensitization /awareness programmes created	The indicators defines the number of public sensitization and awareness programmes organised to educate officers and the general public on matters pertaining to the labour and employment	Output	1	1	1	1	1	By target audience	Annually	PAU
Number of sensitization programmes on child labour	The total number of organized awareness and sensitization programmes conducted within the reporting period to educate communities, stakeholders, and the public on the causes, consequences, and prevention of child labour.	Output	1	1	1	1	1	By target audience	Annually	PAU
Number of sensitization programmes on GLMIS	The total number of awareness and sensitization programmes conducted within the reporting period to educate stakeholders on the (GLMIS),	Output	1	1	0	0	0	By type of programme	Annually	PAU
Number of sensitization programmes on National Green Jobs Strategy	The total number of awareness and sensitization programmes conducted within the reporting period to educate stakeholders, including government agencies, employers, and youth, on the National Green Jobs Strategy, its objectives, and	Output	1	1	1	1	1	By type of programme	Annually	PAU

	opportunities for green employment.									
Number of awareness creation programmes on labour migration requirement	The total number of programmes conducted within the reporting period to inform and educate potential migrants, employers, and stakeholders about legal, regulatory, and procedural requirements for labour migration, including safe migration practices and compliance with labour laws	Output	1	1	1	1	1	By type of programme	Annually	PAU
Number of awareness creation programmes on the right to information act	The total number of awareness programmes conducted within the reporting period to educate citizens, public institutions, and stakeholders on their rights and responsibilities under the Right to Information Act, including procedures for accessing information and promoting transparency and accountability	Output	1	1	1	1	1	By type of programme	Annually	RTI

Table 12: Monitoring Matrix

7.4 Evaluation

Evaluation is a critical component of the planning cycle, ensuring that policies, programmes, and interventions deliver the intended results and contribute meaningfully to national development goals. For the Ministry of Labour, Jobs and Employment (MLJE), the evaluation of the Sector

Medium-Term Development Plan (SMTDP) 2026–2029 provides an opportunity to assess the relevance, efficiency, effectiveness, impact, and sustainability of sector strategies in advancing Ghana’s national development priorities under the NDPC’s National Medium-Term Development Framework (NMTDF) 2026–2029

The evaluation will focus on examining the extent to which the Ministry’s programmes have addressed the sector’s key development issues, including employment creation, labour administration, skills development, social dialogue, labour migration, and the protection of vulnerable workers. It will also measure how well cross-cutting issues such as gender, youth employment, disability inclusion, climate resilience, and digital transformation were mainstreamed into programme design and implementation.

The evaluation process will adopt a participatory and evidence-based approach, drawing on both quantitative and qualitative methods. Key data sources will include sector performance indicators, labour market statistics, programme monitoring reports, and stakeholder consultations. Findings will be benchmarked against baseline indicators and targets outlined in the SMTDP, as well as against relevant Sustainable Development Goals (SDGs), the African Union’s Agenda 2063, and Ghana’s Coordinated Programme of Economic and Social Development Policies.

Ultimately, the evaluation will serve three main purposes:

1. Accountability – ensuring the Ministry demonstrates transparency and value for money in the use of public resources.
2. Learning – generating lessons to improve policy formulation, programme design, and implementation in the employment and labour sector.
3. Decision Support – providing evidence-based recommendations to guide the preparation of the next medium-term development plan (2030–2033).

The evaluation framework will therefore not only track outputs and outcomes but also assess structural and systemic changes that contribute to inclusive and sustainable employment creation in Ghana. By doing so, it will provide a clear picture of progress made, challenges encountered, and the opportunities available to strengthen the role of MLJE in national development.

7.5 Participatory Monitoring and Evaluation (PM&E)

Participatory Monitoring and Evaluation (PM&E) is a central feature of Ghana’s development planning framework, designed to enhance ownership, inclusiveness, and accountability in the implementation of sector plans. For the Ministry of Labour, Jobs and Employment (MLJE), PM&E under the Sector Medium-Term Development Plan (SMTDP) 2026–2029 provides an opportunity to systematically track progress, engage diverse stakeholders, and ensure that employment and labour policies deliver tangible benefits to all segments of society.

The PM&E approach for MLJE will go beyond routine data collection to actively involve key stakeholders—including government agencies, social partners, employers’ and workers’ organisations, private sector actors, civil society organisations, development partners, and vulnerable groups such as women, youth, persons with disabilities, and informal sector workers—in monitoring progress and assessing results. This inclusive approach ensures that the voices and experiences of beneficiaries directly inform policy implementation, programme adjustments, and resource allocation.

PM&E will focus on strengthening feedback loops, transparency, and learning. Mechanisms such as tripartite consultations, social dialogue platforms, labour market surveys, citizen scorecards, and stakeholder review workshops will be institutionalised to support participatory tracking of progress. The process will also leverage digital tools and the Labour Market Information System (LMIS) to enhance data accessibility, timeliness, and evidence-based decision-making.

In line with the National Medium-Term Development Framework (2026–2029), MLJE’s PM&E will serve three key purposes:

1. **Empowerment** – enabling stakeholders, especially workers and vulnerable groups, to participate in assessing how policies affect their livelihoods.
2. **Accountability** – ensuring that the Ministry and its agencies are responsive to stakeholder expectations and remain transparent in delivering employment and labour outcomes.
3. **Learning and Adaptation** – generating insights and lessons from implementation to inform mid-term reviews, annual assessments, and the design of future sector plans.

By institutionalising participatory monitoring and evaluation, MLJE seeks to strengthen trust among stakeholders, improve performance reporting, and promote inclusive and sustainable

employment outcomes that align with Ghana’s national development agenda and international commitments such as the Sustainable Development Goals (SDGs) and the African Union Agenda 2063.

7.6 Participatory Monitoring and Evaluation (PM&E) Framework – SMTDP (2026–2029)

Stakeholders	Roles / Responsibilities	Methods / Tools	Frequency	Expected Outputs
MLJE (Headquarters, Departments & Agencies: Labour Department, Dept. of Co-operatives, DFI, MDPI, FWSC, NLC, etc.)	Coordinate PM&E, collect data, prepare progress reports, facilitate stakeholder engagement	Administrative data collection, Annual Progress Report (APR), Labour Market Information System (LMIS)	Quarterly & Annually	Comprehensive sector performance reports; evidence for policy review
NDPC	Provide guidelines, technical backstopping, validate reports	Review templates, validation workshops, technical support missions	Annually	Harmonised national and sector M&E reports
Ministry of Finance (MoF)	Link PM&E outcomes to resource allocation	Budget performance reviews, expenditure tracking	Semi-Annually	Budget-performance alignment reports
Social Partners (TUC, GEA, GFL, Professional Associations)	Provide feedback on labour market conditions, monitor industrial relations outcomes	Tripartite meetings, joint monitoring missions, social dialogue	Bi-Annually & Annually	Stakeholder position papers; joint monitoring reports
Private Sector (AGI, GCCI, MSMEs, Start-ups)	Share data on job creation, enterprise growth, skills needs	Enterprise surveys, private sector scorecards, consultations	Annually	Reports on enterprise and employment performance
Civil Society/NGOs & Labour-focused CSOs	Independent monitoring, advocacy, community feedback	Scorecards, citizen monitoring, focus group discussions	Annually	Civil society monitoring reports; citizen scorecards
Development Partners (ILO, UNDP, GIZ, World Bank, etc.)	Technical assistance, joint evaluations, financing support	Thematic evaluations, donor coordination reviews	Mid-Term & End-Term	Joint evaluation reports; funding/technical support alignment

Stakeholders	Roles / Responsibilities	Methods / Tools	Frequency	Expected Outputs
Ghana Statistical Service (GSS)	Provide labour force data and national survey statistics	Labour Force Survey, GLSS, census data	Periodic (2–3 years)	Reliable labour and employment statistics
Media	Disseminate progress, create public awareness, provide feedback	Media monitoring, press briefings, public forums	Quarterly & Annually	Increased public awareness; media briefs
Vulnerable/Target Groups (Youth, Women, PWDs, Informal Workers, Migrant Workers)	Provide feedback on programme impact and accessibility	Beneficiary assessments, participatory forums, surveys	Annually	Beneficiary perception surveys; inclusivity feedback reports

Table 13: Participatory Monitoring and Evaluation (PM&E) Framework – SMTDP (2026–2029)

7.7 Knowledge Management and Learning

Knowledge Management and Learning (KML) is an integral component of the development planning and implementation cycle, providing the foundation for evidence-based decision-making, innovation, and continuous improvement. For the Ministry of Labour, Jobs and Employment (MLJE), KML within the Sector Medium-Term Development Plan (SMTDP) 2026–2029 serves as a systematic approach to capturing, organising, sharing, and applying knowledge generated through policy formulation, programme implementation, monitoring, evaluation, and stakeholder engagement.

The KML framework is designed to ensure that lessons learned from the successes, challenges, and experiences of the sector are not only documented but also inform adaptive management and future planning. It will facilitate cross-learning across the Ministry’s departments and agencies, as well as among stakeholders such as employers, workers, private sector actors, social partners, civil society organisations, development partners, and vulnerable groups.

MLJE’s KML approach will leverage both traditional and digital platforms, including the Labour Market Information System (LMIS), Annual Progress Reports (APRs), policy briefs, knowledge-sharing forums, and inter-agency coordination platforms. By integrating knowledge products into

routine planning and performance review processes, the Ministry will strengthen institutional memory, enhance transparency, and promote accountability.

In line with the National Medium-Term Development Framework (2026–2029), KML will pursue three overarching objectives:

1. **Evidence Generation** – producing and disseminating credible data, research, and analytical insights to guide policy and programme implementation.
2. **Learning and Adaptation** – capturing experiences and lessons to refine strategies, improve programme delivery, and promote innovation.
3. **Knowledge Sharing and Collaboration** – creating accessible platforms for dialogue and exchange among stakeholders to foster inclusivity and collective ownership of development outcomes.

Ultimately, the integration of Knowledge Management and Learning into the SMTDP will enhance the Ministry’s capacity to deliver sustainable, inclusive, and decent employment outcomes, while positioning MLJE as a leading knowledge-driven institution in Ghana’s labour and employment sector.

7.8 Knowledge Management and Learning (KML) Framework – MLJE SMTDP (2026–2029)

Knowledge Area	Knowledge Holders	Knowledge Sources	Knowledge Gaps
Monitoring and Evaluation (M&E) reports (Annual Progress Reports, performance reviews)	M&E units of Ministry, Department and Agencies, District Labour Offices	M&E reports, APRs, sector performance reports, evaluation briefs	Limited access to real-time data, incomplete regional coverage, delays in report submission
Labour Market Information (surveys, administrative data, GSS reports)	Labour Market Unit, Ghana Statistical Service, Ministry analysts	Labour force surveys, administrative records, GSS statistical reports, GLMIS	Outdated data, poor disaggregation by youth, women, PWDs, informal sector, limited integration with planning
Stakeholder consultations,	Ministry officials, Trade unions, Employer	Meeting minutes, policy briefs, stakeholder	Inconsistent documentation, low participation from informal

tripartite and social dialogue forums	associations, Civil society	position papers, forum reports	sector, limited follow-up actions
Research studies and policy papers (by think tanks, universities, development partners)	Research institutions, Universities, Development partners	Academic journals, policy papers, consultancy reports, think tank publications	Limited local evidence on emerging employment trends, gaps in applied research, weak dissemination to decision-makers
Programme and project evaluations (mid-term, end-of-project)	Project managers, M&E officers, Development partners	Evaluation reports, project audit reports, mid-term review documents	Insufficient independent evaluations, limited lessons learned integration into planning, inconsistent evaluation frameworks
Beneficiary feedback (youth, women, PWDs, informal workers, migrant workers)	Community leaders, NGOs, Labour Officers, Target beneficiaries	Surveys, focus group discussions, feedback forms, social media engagement	Low systematic collection, underrepresentation of marginalized groups, delayed analysis of feedback
Media and communication outputs	Ministry's Communications Unit, Media houses, PR consultants	Press releases, radio/TV programmes, social media campaigns, newsletters	Limited reach to rural areas, insufficient monitoring of impact, poor feedback loop for knowledge capture
Regional and international knowledge networks (ILO, AU, UNDP, ECOWAS, AfDB)	Ministry senior officials, Policy analysts, Development partners	Technical reports, policy guidelines, regional labour briefs, training materials	Weak integration of regional lessons into national planning, limited participation of local staff, inadequate adaptation to local context

Table 14: Knowledge Management and Learning (KML) Framework – MLJE SMTDP (2026–2029)

CHAPTER EIGHT: COMMUNICATION STRATEGY

8.1 Introduction

Effective communication is essential for the successful implementation of the Ministry of Labour, Jobs and Employment (MLJE) Sector Medium-Term Development Plan (SMTDP) 2026–2029. As the Ministry leads the promotion of decent work, productive employment, and harmonious industrial relations, a well-structured communication strategy ensures that policies, programmes, and results are clearly articulated, widely understood, and actively supported by stakeholders.

The communication strategy will serve as both a management and engagement tool, enabling MLJE to foster transparency, build trust, and strengthen accountability to citizens, social partners, and development partners. It will facilitate two-way information flows: from the Ministry to stakeholders through regular updates on policies and programmes, and from stakeholders to the Ministry through feedback mechanisms that shape decision-making and programme delivery.

In line with the NDPC’s National Medium-Term Development Framework (2026–2029), the communication strategy will pursue three overarching objectives:

- 1. Awareness Creation** – ensuring that employment and labour-related policies, programmes, and opportunities are accessible and well-understood by the public, including vulnerable and marginalised groups.
- 2. Stakeholder Engagement** – providing platforms for dialogue, collaboration, and knowledge exchange with government institutions, private sector, social partners, civil society, development partners, and beneficiaries.
- 3. Accountability and Learning** – promoting openness in reporting sector results, while using feedback and dialogue processes to continuously refine policy and programme implementation.

To achieve these objectives, MLJE will employ a mix of traditional and modern communication channels, including policy briefs, press releases, newsletters, workshops, stakeholder forums, websites, social media, and community outreach initiatives. Tailored messages will be designed for diverse stakeholder groups to ensure inclusivity and impact.

Ultimately, the communication strategy is not only about disseminating information but also about empowering stakeholders to actively participate in shaping and monitoring the implementation of the SMTDP. By embedding communication as a cross-cutting driver of change, MLJE will strengthen ownership, enhance coordination, and contribute to achieving Ghana’s medium-term development goals and international commitments such as the Sustainable Development Goals (SDGs) and the African Union Agenda 2063.

8.2 Communication Strategy Matrix – MLJE SMTDP (2026–2029)

Audience Stakeholder	Key Messages	Communication Channels / Tools	Frequency	Expected Outcomes
General Public	MLJE policies, programmes, and employment opportunities improve livelihoods and promote decent work.	Press releases, TV/Radio programmes, social media, MLJE website, newsletters, community forums	Quarterly & Ongoing	Increased public awareness of MLJE initiatives; improved trust and visibility of the Ministry
Youth (including graduates, apprentices, informal sector youth)	Skills development, entrepreneurship, and job creation programmes are available to support youth employment.	Social media campaigns, job fairs, skills fairs, outreach through YEA, LMIS portal	Quarterly	Greater youth participation in employment programmes; improved job placement
Employers/Private Sector (GEA, AGI, GCCI, MSMEs, Start-ups)	MLJE fosters a conducive environment for business growth, industrial harmony, and skills matching.	Stakeholder forums, policy briefs, LMIS reports, business roundtables	Bi-Annually	Strengthened public-private partnerships; increased collaboration on job creation
Workers and Labour Unions (TUC, GFL, Professional Associations)	MLJE is committed to protecting workers’ rights, fair wages, and safe working conditions.	Tripartite meetings, social dialogue platforms, newsletters, union consultations	Quarterly	Enhanced industrial harmony; stronger stakeholder trust in labour administration
Civil Society & NGOs	MLJE ensures gender inclusivity,	Stakeholder consultations,	Annually	Stronger CSO participation in

Audience Stakeholder /	Key Messages	Communication Channels / Tools	Frequency	Expected Outcomes
	mainstreaming, and protection of vulnerable groups in employment programmes.	advocacy workshops, joint reports		labour governance and monitoring
Vulnerable Groups (Women, PWDs, Migrant Workers, Informal Workers)	MLJE promotes inclusive and equitable employment opportunities for all.	Community outreach, targeted forums, social media, citizen scorecards	Bi-Annually	Increased access to labour and social protection services; empowerment of vulnerable groups
Development Partners (ILO, UNDP, GIZ, World Bank, EU, USAID, etc.)	MLJE aligns with global decent work standards, SDGs, and AU Agenda 2063; opportunities exist for partnership and support.	Policy dialogues, donor coordination platforms, project briefs, progress reports	Bi-Annually & Annually	Stronger technical and financial support for MLJE programmes
Government Institutions (NDPC, MoF, MoGCSP, GSS, MMDAs, etc.)	MLJE contributes to national development outcomes through effective coordination and resource utilisation.	Inter-ministerial meetings, policy briefs, technical working groups, reports	Quarterly & Annually	Improved inter-agency coordination; alignment with national priorities
Media	MLJE is a transparent and accountable institution delivering on employment and labour outcomes.	Press conferences, media briefings, information kits, interviews	Quarterly & Ongoing	Accurate reporting on MLJE initiatives; stronger public accountability

Table 15: Communication Strategy Matrix – MLJE SMTDP (2026–2029)

8.3 Communication Implementation Roadmap – MLJE SMTDP (2026–2029)

Activity / Intervention	Timeline	Responsible Actors	Resources Required	Expected Outputs
Develop and launch MLJE Communication Strategy (aligned with SMTDP)	Q1 2026	MLJE PR Unit, PPMED, NDPC (technical support)	Technical experts, workshops, printing	Official communication strategy document in use

Activity / Intervention	Timeline	Responsible Actors	Resources Required	Expected Outputs
Launch of MLJE SMTDP 2026–2029 to stakeholders and the public	Q1–Q2 2026	MLJE, NDPC, Social Partners, Media	Budget for launch event, media coverage	National awareness of MLJE SMTDP
Quarterly press briefings on SMTDP progress	Quarterly (2026–2029)	MLJE PR Unit, Sector Directors	Media engagement costs, press kits	Increased public awareness and accountability
Annual Stakeholder Review and Dialogue Forums	Annually (2026–2029)	MLJE, Social Partners, CSOs, Development Partners	Logistics, facilitation, venue	Stakeholder feedback integrated into implementation
Development and dissemination of newsletters, policy briefs, and fact sheets	Bi-Annually (2026–2029)	MLJE PR Unit, Agencies	Design/printing, distribution costs	Accessible knowledge products shared widely
Regular updates on MLJE website and social media platforms	Monthly (2026–2029)	MLJE IT Unit, PR Team	ICT tools, content management	Real-time, inclusive communication with public
Media training and engagement workshops to strengthen labour reporting	Bi-Annually (2026–2029)	MLJE, Ghana Journalists Association (GJA)	Training budget, facilitators	Improved quality of labour and employment reporting
Production of labour market reports and dissemination through LMIS	Annually (2026–2029)	MLJE Labour Dept., GSS, PPMED	Research and data processing resources	Evidence-based labour statistics for stakeholders
Public awareness campaigns on decent work, rights, and employment programmes	Annually (2026–2029)	MLJE, Social Partners, CSOs, Media	IEC materials, radio/TV slots, outreach	Improved public knowledge of employment policies and rights
Mid-Term and End-Term Communication Reports on SMTDP implementation	Mid-Term (2028), End-Term (2029)	MLJE PPMED, PR Unit, NDPC		

Table 16: Communication Implementation Roadmap – MLJE SMTDP (2026–2029)