

1. Introduction

This report is submitted for the fourth cycle of the UN UPR by POS Foundation and Reformation of Hope Foundation.

POS Foundation is one of the leading CSOs in Ghana which operates in the area of Access to Justice, Policy Reforms, Cross-Border Trade, Drug Policy Reforms, Advocacy for the Right to Information, Youth Empowerment and functions as Convener for Ghana's Civil Society Platform on the UN UPR and also serves as the secretariat for the Ghana Human Rights NGOs Forum.

Reformation of Hope Foundation is a non-profit making organization dedicated to promoting Youth development, Human rights advocacy and Research, Access to Justice, Sustainable Environment and monitoring of Governmental Policy Reforms at the local and national levels.

1. Methodology

- 1.1. The report was prepared with fact finding researches embarked upon in consultation with the Trades Union Congress, Ghana (TUC), the media (who in executing their mandates as “watch dogs” brought to fore an accurate and tangible state of unemployment rates and its effect on indigenes {the youth}), as well as locally based civil society groups living and working in various communities.
- 1.2. The information was further discussed at a pre-UPR submission workshop organised by the Ghana Human Rights NGOs Forum (POS Foundation-Secretariat) which was attended by over 60 CSOs in Ghana on the 29th & 30th of June, 2022 and validated by same on the 12th and 13th July, 2022.
- 1.3. The submission subsequently highlights specific developments and follow-up measures by Ghana in relation to the summary prepared by the Office of the High Commissioner for Human Rights in accordance with paragraph 5 of the annex to Human Rights Council resolution (16/21A/HRC/WG.6/14/GHA/3).

2. Ghana's International commitments

- 2.1. Ghana has also expressed commitment to the International Labour Organisation. The country has also been active in giving and receiving recommendations during the Universal Periodic Review cycles.
- 2.2. However, the country still faces major challenges for implementing international commitments related to Right to Labour (work & unemployment), particularly concerning women and girls, young people, people living with disability and those belonging to vulnerable groups.

3. National UPR Context

At the 3rd UPR cycle, Ghana received and accepted 14 recommendations on the rights of citizens to Labour (Work). Including 146.17 by Sudan ‘Accede to the ILO Domestic Workers Convention, 2011 (No. 189)’.

3.1. Information on degree/level of implementation since 3rd Cycle

3.1.1. Unemployment

1. The greatest challenge facing the youth in Ghana has been the lack of employment opportunities. In the last three decades, government has often focused its attention on the stabilization of the economy and in particular the achievement of single digit inflation rather than employment. This policy direction has often been reflected in budget statements which usually has very little to say about how government will create or help create employment on the scale required for a significant poverty reduction.
2. Data from the Ghana Investment Promotion Council (GIPC) show that in the 2021 annual report 271 projects were registered (both old and new). Out of the 271 projects registered, the services sector recorded the highest number of projects (139). It was followed by manufacturing and general trading with 50 and 35 projects respectively. Oil & gas, export trade and building & construction recorded 19, 12 and 11 projects respectively. The agricultural sector recorded 3 projects and liaison recorded 1 project. In terms of the FDI values, the services sector recorded the largest value of US\$689.91 million. This was followed by the oil and gas and manufacturing sectors with FDI values of US\$265.87 million and US\$131.41 million respectively. This has been the pattern over the last decade, there has been no direct investment into sectors and areas that will help create jobs and add value to the country's natural resources¹.
3. Like previous year budgets, Ghana started the 2022 year with another round of austerity and fiscal consolidation with single digit inflation as the main policy objective.
4. Unproductive spending which has become a feature of economic management every election year has led to what analysts have termed unsustainable deficit.
5. The Government presented its 2022 Budget Statement and Economic Policies to Parliament on 16th November, 2021. A careful reading of the budget indicates that the government recognizes the employment challenge and as such has a clear intention to address it. Government has promised to continue special programmes such as the one-district-one-factory, one village-one-dam, small business development, planting for food and jobs, national entrepreneurship and innovation program, one million-one-constituency, among other initiatives aimed at creating jobs for Ghanaians. Government has also promised to undertake employment audit of government-funded projects². However, a considerable number of these mapped out interventions have not been implemented with various experts questioning its efficacy in addressing the issue of high unemployment rates.
6. According to the TUC, the successful implementation of these initiatives will go a long way to alleviate the employment challenge, however, the TUC observes with concern that there is a need for clear targets for employment creation to serve as a guide for assessing performance, sector by sector, region by region and district by district. Since women and the youth, it is argued, have suffered discrimination in terms of decent jobs, it will be

¹ <https://gipc.gov.gh/wp-content/uploads/2022/05/Q4-2021-Investment-Report-01022022-02022022-.pdf>

² <https://mofcp.gov.gh/sites/default/files/news/2022-Budget-Statement.pdf>

important to assess Ghana's performance in terms of the proportion of new jobs that benefit women and young people directly.

7. The 2022 budget emphasized on growth and jobs, and clearly reveals that government has set clear targets to measure growth within a year. Regrettably, there is no such target for job creation.

5.0. Obligation;

Ghana is obligated under the recommendations it accepted at the 2012 and 2017 Universal Periodic Review to, at the very least, ratify the international instruments which it has signed.

6.0. Recommendations

The State Party should;

1. Conduct in the nearest possible time, a comprehensive survey highlighting the high employment rate in Ghana and implement effective measures to solve the problem.
2. Set clear employment targets for each region and district in Ghana.
3. Review the Labour Act of which has been in active use for over 13 years without review.
4. Expedite the ratification of the International Labour Organization Domestic Workers Convention, 2011 (No. 189)
5. Ratification of remaining 11 out of 51 International Labour Organization Conventions
6. Initiate further efforts in order to fight child exploitation in dangerous work and work more seriously through the promulgation of laws to combat this phenomenon.