

## Stakeholder Mapping Ghana

### Summary

The latest strategic policy plan on inclusive development that the Ghanaian government has implemented, is the Ghana Shared Growth and Development Agenda (GSGDA) that covered the period 2010-2013. Since 2007, new national employment strategies have been adopted that geared more towards 'growth' than towards poverty reduction, giving employment and youth central stage. This is reflected in the objectives of the Ghana National Employment Policies (GNEP) that cover the period 2012-2016, and the initiation of the Youth Enterprise Support Fund (YES Fund) in August 2014.

According to the GNEP, main employment policy challenges are unemployment (especially among vulnerable groups), lack of adequate skills, a vicious circle of low productivity, low wages and low incomes, as well as non-competitiveness of the private sector and industrial unrests. In their 2013 study, William Baah-Boateng, Yaw Ansu and J. Amoak-Tuffour have argued that Ghana "does not have any approved employment policy to effectively and comprehensively address employment and other labour market challenges" (p. 17).

Social protection policy and programmes are carried out according to the National Social Protection Strategy (NSPS) of 2007. In 2013, a Ministry of Gender, Children and Social Protection was established, after it had been a department of the Ministry of Manpower, Youth and Employment. According to policy makers, social protection policy sometimes has limited impact and suffers from ineffective coordination, weak targeting, inadequate financing, and/or insufficient evaluation.

The stakeholder mapping identifies relevant stakeholders that connect knowledge to policy on employment and social protection in Ghana. The National Development Planning Commission (NDPC) is the central coordinating agency of Ghana's decentralized planning system. Most of the development activities take place at the lower levels, through the Municipal District Assemblies and Metropolitan Municipal District Assemblies. The private sector, the Trade Union Congress (TUC), and CSOs play an important role too, as well as knowledge institutes. Main knowledge institutes that connect research to policy are ISSER, CEPA, IIAS, I-2DG, IDEG, EGN, IEA, DRUSSA, IMANI, ACET, CSPS, and ILGS.

To play a role in connecting research to policy in Ghana, INCLUDE could link up to events organized by these knowledge institutes, and investigate how informal networks of influential stakeholders (not only the top leaders, but those who are

the change makers) can be strategically positioned to bridge worlds of knowledge (local/central government; academic/policy; public/private; NGO/public; etc).

Two of INCLUDE's research groups are studying Ghana: the research consortium headed by Dr Mayke Kaag on 'Increasing Political Leverage for Informal and Formal Workers' Organisations for Inclusive Development', and the research group of Dr Annemarie van Paassen studying 'Partnership arrangements as strategic action for inclusive development: practice and outcome'. Several Ghanaian research institutes and CSOs take place in these research consortia. The stakeholder mapping includes lists of Ghanaian formal and informal workers' organizations, research institutions, CSOs, and policy makers that could be relevant for the research. These actors could also be end users of the research.

Both research projects link up to the priorities of the Dutch development cooperation policy. Partnerships with the private sector have become a key issue, which is also addressed in the Multi Annual Strategic Plan (MASP) of the Netherlands Embassy to Ghana. Of particular importance for the research group of Van Paassen is the fact that the MASP stresses the importance of modernization of the cocoa industry, and the role that the private sector - through PPPs - plays in this. Kaag's study will give input to the Netherlands Ministry of Foreign Affairs' interest in the role that trade unions can play in combatting youth unemployment.