



# African Policy Dialogues

EVIDENCE FACTSHEET **GHANA**

Netherlands-African Business Council

December 2022

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## Youth employment interventions in Ghana

This document is about INCLUDE's African Policy Dialogue (APD) in Ghana which is hosted by the Netherlands-African Business Council in collaboration with the Ghana-Netherlands Business and Cultural Council and University of Ghana's Department of Economics. The APD was established to generate evidence on why employment interventions had not effectively addressed unemployment and what could be done to remedy this.

## Why youth employment interventions have not been effective

- The youth employment interventions by the government are uncoordinated and isolated. This makes it difficult to connect them and to analyse their multiple objectives.
- The objectives of the interventions do not distinguish between employment creation through public works with decent work deficit concerns, skills development and entrepreneurship.
- The interventions are driven by ruling regimes and are often discontinued by new regimes.
- Weak congruence between the orientation of interventions and labour market demands.
- Limited data to evaluate the efficacy of the interventions and to suggest improvements.
- The state skills training agencies are under resourced which makes it difficult to attain their objectives.

## Recommendations to enhance the effectiveness of youth employment interventions

- Promote private sector development in high labour absorption sectors of agriculture, manufacturing and tourism.
- Increase investment in education and training for the current and future of work driven by automation and digitization.
- Intensify the digitization and formalization of informal economic activities to provide sustainable jobs for young people majority of whom are educated and are targeting formal sector employment.
- Establish a Labour Market Information System to bridge the gap between job seekers and employment opportunities, address frictional unemployment and provide market indicators to monitor employment.
- Strengthen collaboration between education and training institutions with private sector in the development of training curricula to make it relevant for the national and global job market.
- Greater collaboration between the different actors to pursue more coordinated youth employment interventions and clarity of the roles that they should play.
- Enhance employability of new entrants into the labour market through on-the-job training, internship, volunteerism, and involvement of practitioners in education and training through seminars.
- Incorporate soft skills such as adaptability, flexibility and versatile in education and training.



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## Our publications from the APD Ghana-NABC:

- [Youth Employment in Ghana: The Way Forward. Synthesis Of Emerging Evidence from Practitioners](#)
- [Youth Employment in Ghana: The Way Forward](#)
- [Youth Employment and Unemployment Challenges in Ghana: How does the media understand the issues?](#)
- [Youth Employment and Unemployment Challenges in Ghana: The Role of the Private Sector](#)
- [Youth Employment in Ghana: Confronting and Addressing the Phenomenon Head-on from a Youth Perspective](#)
- [The way forward for sustainable youth employment in Ghana](#)
- [Africa Youth Employment Insights: Ghana Brief](#)

## For more information on the African Policy Dialogues Programme:

<https://includeplatform.net/theme/african-policy-dialogues/>

